

A wide-angle, low-angle shot of a modern, curved stone staircase. The staircase is made of light-colored stone steps and is flanked by a white handrail. The walls are also made of light-colored stone. The perspective is from the bottom of the stairs, looking up towards the top. The lighting is bright and even.

# MANGEAT

**Attorneys at Law**



# MANGÉAT

Avocats Sàrl  
Attorneys at Law LLC

## Who We Are

**MANGEAT Attorneys at Law LLC is a dynamic law firm helping clients to achieve their ambitions in today's complex and fast-changing world.**

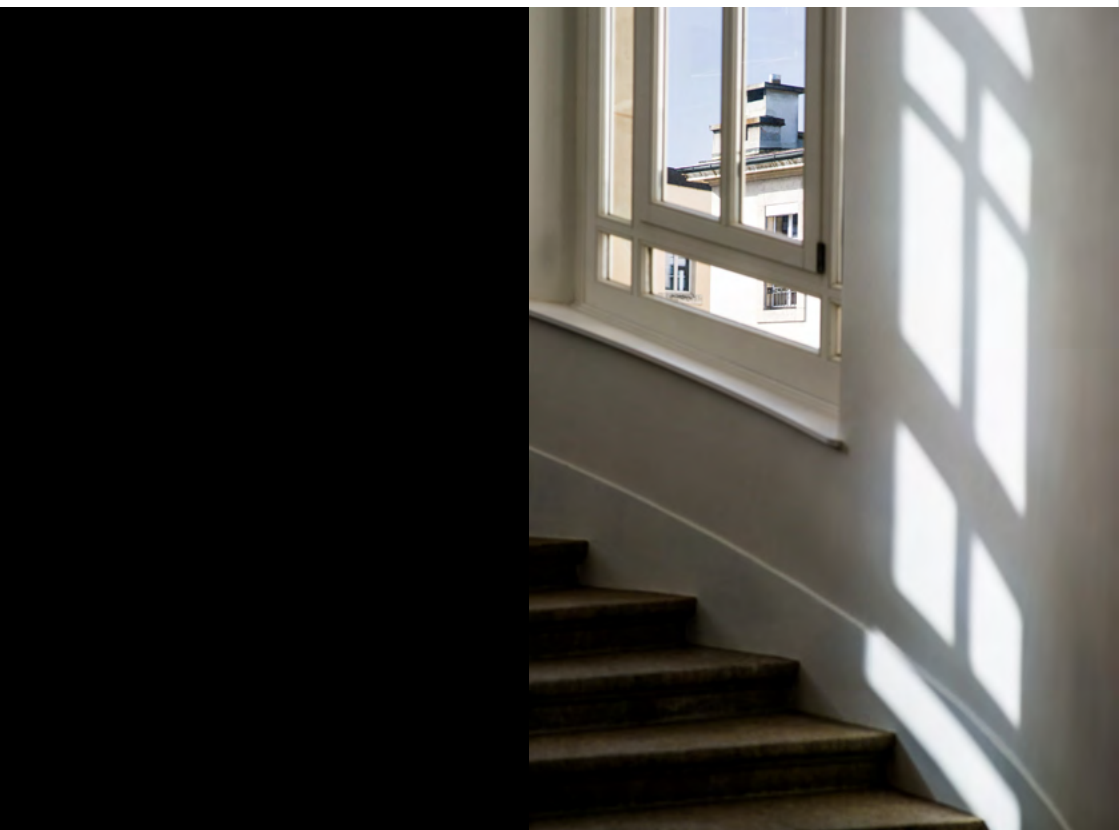
**Our ambition is to be at the forefront of the legal profession: by always thinking ahead, and by offering to clients a seamless collaboration with a wide range of talents.**

**“The core skill is unlocking collaboration between teams.”**

**— Duane Bray, Partner & Head of Talent, IDEO**

Our attorneys work tirelessly to find innovative and creative solutions, developing bespoke strategies for each individual case and, in doing so, challenging leading international law firms.

We put our clients' needs before our own, and our mission is to deliver the outstanding results expected of us.





# What We Do / Practices and Industries

<b>Banking &amp; Finance</b>	<b>7</b>
<b>Corporate &amp; Commercial</b>	<b>8</b>
<b>Data Protection</b>	<b>9</b>
<b>Dispute Resolution</b>	<b>10</b>
<b>Employment</b>	<b>11</b>
<b>Financial Crime &amp; Investigation</b>	<b>12</b>
<b>Pharmaceuticals – Healthcare</b>	<b>13</b>
<b>Real Estate</b>	<b>14</b>
<b>Restructuring &amp; Insolvency</b>	<b>15</b>
<b>Spanish &amp; Latin-American Desk</b>	<b>15</b>

## Banking & Finance

### Expert legal advice in response to an ever-changing financial market environment.

Clients have no choice but to understand and comply with a complex, constantly evolving legal landscape. We are experienced in assisting with the many challenges which arise: obtaining authorisations from supervisory authorities; ensuring compliance with legal, regulatory and internal duties; amending internal documents and general terms and conditions; anticipating forthcoming regulations; closing transactions with appropriate risk assessment and contractual documentation; and dealing with unforeseen issues. We are also used to joining forces with the firm's Dispute Resolution team, in scenarios where litigation is unavoidable.

In this context, expert and up-to-date legal advice is crucial. Our mission is to provide it. To do so, our lawyers draw on their continuous specialist education and also on their years of experience within major international and Swiss law firms.

Our firm is ranked in the 2018 Legal 500 EMEA *Banking and Finance – Geneva* category.

#### Our experience includes:

- Obtaining authorisations from FINMA for various financial companies to operate as asset managers, as representatives and as distributors of collective investment schemes.
- Advising a global bank in relation to outsourcing and service agreements with accounting, IT and archiving firms, including international aspects.
- Advising a Swiss bank on anti-money laundering duties and their implementation.
- Issuing a legal opinion for a Swiss securities dealer with regard to retrocessions related to past activities.
- Drafting asset management, advisory and service agreements for an independent asset management company.
- Advising a client on regulatory issues applicable to cryptocurrency trading businesses and blockchain-related projects, including for the set-up of Initial Coin Offerings and the qualification of tokens.
- Advising a Swiss FinTech company on outsourcing solutions for banks, and drafting corresponding agreements.
- Reviewing all distribution agreements for collective investment schemes on behalf of a global bank to address changes in the applicable legislation.

## Corporate & Commercial

### **Combining strategic understanding and a commercial and pragmatic approach with in-depth technical knowledge and industry sector expertise.**

Our corporate and commercial lawyers cooperate seamlessly with other practices and specialists within the firm to ensure that our clients' legal needs are met with a "one-stop shop" approach.

Our work includes compliance, corporate governance, mergers and acquisitions, due diligence, corporate reorganisations and shareholders' agreements. We regularly advise clients on share and asset deals involving privately held companies. We draft, review and amend commercial contracts governed by Swiss law, from distribution agreements and licence agreements, to sale agreements and development and supply agreements. We also assist our clients with their terms and conditions. We offer bespoke fee solutions, including fixed fee quotes and packages.

Our firm is ranked in the 2018 Legal 500 EMEA *Commercial, Corporate and M&A* category.

#### **On the corporate side, our experience includes:**

- Advising a group of companies on its wholesale reorganisation in Switzerland, including the incorporation of a holding company and a foundation.
- Advising entrepreneurs on a carve-out transaction and the resulting joint venture.

- Advising clients, such as a company active in big data consumer analytics and a growing social media company, on investment rounds and shareholders issues.
- Providing corporate secretarial services for the Swiss entities within an international group of companies in the commodity-based industry.

#### **On the commercial side, our experience includes:**

- Strengthening the legal department of a global healthcare company for all commercial matters for a period of over six months to assist the client in coping with a workload increase for its legal team in all EMEA regions.
- Drafting and reviewing distribution, agency, licence and supply agreements for a Swiss healthcare company active in various countries around the world.
- Advising a publicly owned corporation on acquiring a Swiss entity in the transport sector.
- Drafting outsourcing agreements for a Swiss IT company providing solutions to financial institutions.



## Data Protection

### **A challenging and evolving environment in which the rights of data subjects are prioritised.**

Data protection is a challenging area for most companies: in particular when they are processing a large amount of data from Swiss and foreign sources (clients, service providers, suppliers and employees), and transferring data outside Switzerland.

The new technologies and businesses created around personal data processing have increased the need to strengthen the protection of data subjects and to scrutinise the use of personal data. The adoption of new rules and regulations worldwide, in particular in the EU (with possible effects on Swiss companies) and in Switzerland in the near future, makes data protection an even more challenging field.

Our Data Protection team has expertise in both the Swiss and the EU rules and regulations (including two team members who are *Certified Information Privacy Professionals / Europe (CIPP/E)* by the International Association of Privacy Professionals, IAPP). Together with specialists in complementary practice areas, we provide legal advice to companies; review contracts, general terms and conditions and employment agreements; and provide customised and cost-effective assistance in the drafting of internal documents, the implementation of adequate processes and the training of employees. We also assist clients in HR, outsourcing and litigation matters.

#### **Our experience includes:**

- Reviewing Swiss data protection issues relating to the CCTV monitoring of a private property.
- Advising a leading energy company in relation to the monitoring of employees' emails and reviewing the company's email and Internet policy.
- Advising a multinational company on the possibility of accessing emails of a former employee for specific reasons (and the limitations to such access).
- Assisting a Swiss big data company in the assessment of the implications of the GDPR on contemplated profiling activities involving pseudonymised data.
- Advising various Swiss financial institutions on the applicability of the GDPR.

## Dispute Resolution

### Whether in civil or criminal matters, we stand alongside our clients and defend their interests.

Commercial disputes have become more difficult to navigate. Whether arising in the context of complex cross-border transactions, international business expansion or evolving regulatory requirements, cases are often high stakes, with clients facing a wide array of legal challenges. We are experienced in offering not only to-the-point legal advice but also pragmatic solutions in these highly sensitive contexts.

Our litigation team also has extensive experience in criminal proceedings, and regularly assists clients before Switzerland's various criminal prosecution authorities.

Our firm is ranked in the 2018 Legal 500 EMEA *Dispute Resolution – Litigation* category.

#### Our experience includes:

- Representing an hospital in criminal proceedings against a former patient. The case required full knowledge of medical procedures and hospital management issues, as well as the management of possible press release risks.
- Assisting a neurosurgeon in criminal and disciplinary proceedings arising from alleged medical malpractice.
- Assisting a client in obtaining the withdrawal of a press article within a couple of hours of its release.
- Assisting an individual involved in judicial proceedings in the United States in obtaining the necessary authorisation to take evidence on Swiss territory, in accordance with The Hague Convention on the Taking of Evidence Abroad in Civil or Commercial Matters.
- Assisting a client in opposing his extradition to the United States within the context of the FIFA scandal.
- Assisting and representing before the courts a professional art dealer in Swiss criminal proceedings initiated against him by a former client.
- Assisting a European bank in recovering a multi-million claim from a former client and enforcing a first-demand guarantee.
- Assisting an individual in claiming damages against his former wealth manager for serious breach of contractual obligations.
- Assisting a pharmaceutical company in opposing payment claims filed by a former distributor including compensation for goodwill and clientele.

## Employment

**We offer bespoke employment solutions which respond to the needs of our clients, from global businesses to smaller enterprises.**

Companies, boards of directors, individual executives and management teams are all under growing pressure. The legal requirements with which companies must comply are rapidly changing and HR-related issues continue to gain in importance.

It has become essential for companies to be able to handle employment, compensation and benefits-related issues, as well as immigration and other developments in the sphere of employment law; these matters involve key resources and may have a substantial impact on their whole organisation.

Our team has expertise in both private employment and public labour law, and draws on the firm's experience in related practice areas (including corporate, contracts and dispute resolution). The combination enables us to provide pragmatic, tailored solutions.

- Advising a leading pharmaceutical company on negotiating a full settlement agreement with its former CEO.
- Advising a healthcare company on dealing with allegations of harassment and mobbing against a member of its management.
- Drafting an employee stock option plan for a social media company.
- Assisting a watch and jewellery retail company in a dispute with a former employee regarding alleged wrongful dismissal.
- Assisting a multinational accounting firm in a dispute with former employees regarding payment of alleged additional hours, bonuses and professional fees.
- Advising former bank employees in the context of a social plan.

### **Our experience includes:**

- Assisting a multinational energy company in handling all Swiss employment matters.
- Advising a group of healthcare companies in dealing with TUPE (*Transfer of Undertakings, Protection of Employment*) issues.

## Financial Crime & Investigation

### **Increasingly aggressive regulatory supervision and scrutiny in the financial sector demand equally determined and focused legal representation.**

In recent years, white-collar crime (ranging from bribery and money laundering offences to securities violations and fraud) has been drawing more attention. Prosecutors and regulators are targeting businesses, companies and individuals around the world as never before. Countries actively pursue the regulation of financial activities beyond their borders, leading to increased cooperation between law enforcement and regulatory bodies around the world.

We assist clients in the development and implementation of compliance programmes, codes of conduct and whistleblowing programmes. We assist clients in the turmoil of investigations led by public prosecutors, and we also lead internal investigations requested by our clients.

Grégoire Mangeat is ranked by 2018 Chambers Europe as one of Switzerland's leading white-collar crime practitioners, and has been recommended as "*an excellent white-collar crime litigator*" by 2018 Legal 500 EMEA.

#### **Our experience includes:**

- Assisting the daughter of a foreign state's former leader in criminal proceedings for money laundering conducted by the Federal Office of the Attorney General within the context of a major bribery scandal that led to the seizure of assets amounting to around USD 800 million and mutual legal assistance requests from 20 foreign states.
- Assisting a Swiss bank in relation to anti-money laundering and other regulatory issues regarding a client relationship having certain links to an individual subject to sanctions.
- Assisting a relative of a foreign state's former leader accused of having received bribes from international companies in exchange for public procurement contracts in his home country.
- Assisting a foreign financial firm in obtaining the release of funds seized within the context of criminal proceedings initiated on suspicion of insider trading.
- Assisting a client suspected of having provided undue advantages to a representative of a sports federation in exchange for the award of media rights for major sporting events.
- Assisting a foreign central bank within the context of criminal proceedings initiated by the Federal Office of the Attorney General in relation to bribes paid to certain employees.
- Assisting clients active in the art world accused by former clients of fraud for having allegedly taken hidden commissions on the acquisition of art works.
- Assisting clients in the delisting of their personal data from sanctions lists and the World-Check database.

## Pharmaceuticals – Healthcare

**The pharmaceutical and healthcare sector is not only a major contributor to the Swiss economy; it is also one of the most regulated industries.**

Pharmaceutical and healthcare companies constantly face a variety of challenges, including intellectual property matters, business reorganisation, increasing regulations, contractual issues, data protection, competition law, to name a few. We assist branded and generic pharmaceutical firms as well as other healthcare companies in their highly competitive environment.

We are locally implanted and understand the business of our clients thanks to the long-lasting relationships we maintain with them. We require our specialists to fully comprehend and consider the financial implications and risk tolerance of the specific environment in which our clients operate.

### **Our experience includes:**

- Assisting a pharmaceutical company in opposing payment claims filed by a former distributor including compensation for goodwill and clientele.
- Representing a hospital in criminal proceedings against a former patient. The case required full knowledge of medical procedures and hospital management issues, as well as the management of possible press release risks.
- Assisting a neurosurgeon in criminal and disciplinary proceedings arising from alleged medical malpractice.
- Strengthening the legal department of a global healthcare company for all commercial matters for a period of over six months, to assist the client in coping with a workload increase for its legal team in all EMEA regions.
- Drafting and reviewing distribution, agency, licence and supply agreements for a Swiss healthcare company active in various countries around the world.
- Assisting a Swiss healthcare company in the assessment of the implications of the GDPR on contemplated profiling activities.
- Advising a group of healthcare companies on dealing with TUPE (*Transfer of Undertakings, Protection of Employment*) issues.
- Advising entrepreneurs on a carve-out transaction and the resulting joint venture in the healthcare industry.

## Real Estate

### **The fast-changing needs of property owners and investors have led to significant evolution in the global real estate industry.**

Our real estate and construction team acts for both private and public companies. Our main work areas are real estate development, finance and securitisation, sale and leaseback transactions, permits for acquisitions of real estate, matters involving second homes, and leases.

We also advise our clients on environmental matters such as the treatment of waste, energy usage, and how best to deal with hazardous waste and contaminated land.

#### **Our experience includes:**

- Assisting a client in relation to the constitution and development of a residential real estate portfolio in Switzerland, and providing strategic advice for the creation and listing of a real estate investment fund.
- Assisting a client in relation to the de-zoning of a 27-hectare surface, in order to apply for a construction permit for a built surface of 180'000 square metres, including 900 houses.
- Assisting a project owner in the development of a local land use plan for the construction of eight buildings, and carrying out the negotiations on his behalf with the public authorities and adjoining landowners.
- Assisting a well-known developer and architect in relation to a major industrial and artisanal development project, with a value of more than CHF 40 million.
- Advising a real estate company on the acquisition, development and leasing of a shopping mall, including drafting and negotiating the related commercial lease agreements.
- Assisting the foreign private owner of a second home in Switzerland in removing the legal mortgage registered by contractors, and in selling the property.
- Advising various potential buyers on the Swiss federal legislation applicable to the acquisition of real estate by persons living abroad.
- Assisting clients in disputes related to a sale of real estate in Geneva, including reclaiming amounts due in relation to construction works.
- Assisting a future owner in obtaining real estate bank financing in Switzerland.

## Restructuring & Insolvency

Our team has extensive experience in the restructuring of clients' businesses to ensure they are best organised to face their evolving challenges. Part of our mission is to assist board members in avoiding, and minimising the risks of, insolvency situations arising. We also represent our clients in national and international debt enforcement and insolvency proceedings.

To ensure all our clients' needs are met, we cooperate seamlessly with other practices and specialists within the firm, in areas such as employment, real estate and dispute resolution.

### Our experience includes:

- Obtaining court approval for composition proceedings and agreements.
- Recovering debts, in particular by the realisation of pledged assets (including mortgages), by either mutual agreement or forced execution.
- Assisting board members in relation to liability claims and criminal proceedings in the context of bankruptcy situations.
- Assisting companies in proceedings for bankruptcy discharge.
- Restructuring groups of companies in financial difficulties, including advising on clawback issues and possible criminal offences related to the bankruptcy.

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## Spanish & Latin-American Desk

We have a dedicated desk providing assistance and advice to Spanish and Latin American companies and individuals looking to establish or develop business activities in Switzerland, as well as to Swiss companies operating in Spain and Latin America.

These clients benefit from our continuous exchange of information with local partners with whom we maintain privileged relations, and our cooperation with leading tax experts and accountants. They thus receive comprehensive, tailored advice on all aspects of cross-border business issues, in areas including banking & finance, corporate & commercial, employment, dispute resolution and real estate.

### Our experience includes:

- Advising a Spanish private equity investor on the acquisition of shares in a luxury Swiss watch company, including drafting of the shareholders' agreement.
- Representing Spanish creditors in the insolvency proceedings of a Swiss bank.
- Advising a Swiss company on various acquisitions of residential and commercial real estate in Spain.
- Representing Latin American heirs in Switzerland in a complex and multi-jurisdictional inheritance dispute.

# Our Team



**Fabien Aepli**  
Partner



**Joël Chevallaz**  
Partner



**Nurith Cohen**  
Senior Associate



**Anna Devine**  
Trainee Lawyer



**Sara Dousset**  
Counsel



**Thibault Grosfilley**  
Paralegal





**Diego Leis**  
Associate



**Grégoire Mangeat**  
Partner



**Fanny Margairaz**  
Senior Associate



**Yves Perret**  
Associate



**Maïka Reichenbach**  
Trainee Lawyer



**Ramon Rodriguez**  
Partner



**Pierre Rüttimann**  
Partner

# We have identified the five core elements that make up our DNA

- **Our clients are the heart of our concern.**

Keeping our clients at heart is the cornerstone of how we work. We put our clients' needs and interests before our own and results must meet and are only interested in building long-term relationships with our clients, so that our results must meet and exceeds their expectations.

- **Teamwork is a key component of our approach.**

Mangeat Attorneys at Law has a permanent team-oriented approach. Each individual mandate is taken into consideration as a group project, as we ensure that the most qualified team members work together.

- **We have the ambition to grow, steadily.**

As a young firm, we aim to build up and maintain impeccable credentials and reputation, as well as from our clients. Continuous growth is an important aspect of our strategy as we strive to offer new, effective solutions in an always-changing environment.

- **We are combative and determined, but always accessible and available to our clients.**

While focusing our efforts on being as professional and efficient as demanded in approaching the different challenges we face, we insist on remaining entirely accessible and available to our clients' needs or queries. Because of our strict choice in team members, we demand a great deal of flexibility and creativity to our attorneys.

- **We aim to be at the forefront of the legal profession.**

Building a new firm with experienced partners and attorneys is the opportunity for us to always think ahead and offer modern solutions that will differentiate us from competitor. We are not afraid to push boundaries and challenge existing thinking.

Feel free to learn more about us or contact us directly. Our highly motivated team of lawyers is ready to receive you and advise you at our new office in Geneva. We will be delighted to hear from you and offer you advice and support in a range of languages including English, French, German and Spanish.

# 10 Key features about us

- 1 — Our firm has developed a network of more than 100 lawyers in most jurisdictions all over the world in order to assist our clients in all types of cross-border activities.
- 2 — We have designed legal products to provide our clients with legal services within fixed budgets.
- 3 — Our firm offers best quality secondment or support solutions to understaffed legal departments, at flexible conditions and competitive prices.
- 4 — Our firm offers blended rates or capped fee arrangements for specific projects, whenever convenient.
- 5 — Most of our partners and associates have worked in the recent past for one of the leading globalised UK law firms.
- 6 — We value and give highest importance to continuous education and training.
- 7 — We work in several languages, including English, French, German, Spanish and Russian.
- 8 — We are experienced in project management, beyond legal expertise.
- 9 — Our firm is young, but our partners have been working together for more than 10 years.
- 10 — Our lawyers' professional past experiences go beyond Switzerland and beyond law firm environments.





**We appreciate your interest in MANGEAT  
Attorneys at Law.**

**We seek to improve constantly, and look  
forward to hearing from you.**



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