



DRIVING ———  
**LEGAL  
EXCELLENCE**  
——— IN LUXEMBOURG



“

*BSP value relationships and take the time to understand the business to be a more effective advisor.*

*IFLR 1000*

”



# About BSP

With in excess of 70 professionals, **Bonn Steichen & Partners is an independent full-service law firm** committed to providing the highest quality legal services to domestic and international clients in Luxembourg.

**As leaders in each of the areas in which we practice**, we offer our clients a wealth of knowledge and experience in all aspects of Luxembourg law.

**Developing long-term and trusting relationships with clients**, BSP takes advantage of the proven synergy between departments to ensure a reliable and consistent high-standard service. Thanks to a wide variety of resources and expertise which are continuously adapting to new laws and regulations, situations and challenges, we provide legal support for our clients in dynamic business environments. Besides delivering tailor-made advice, the broad range of concrete skills enables our lawyers to be proactive and **to provide answers not just options**.

At BSP, we have created an environment where collegiality, trust and respect are the guiding principles under which we work today. Focused on achievements, our professionals at all levels of seniority bring together their expertise around a common objective: **creating value for the client**.



“

*Creativity for landing on solutions to difficult problems is a core strength and BSP is always a valued member of our team approach to large transactions.*

”

*IFLR 1000*



# About our expertise

BSP has a unique positioning amongst law firms in Luxembourg from the perspective of **offering comprehensive services and innovative solutions** across the entire spectrum of transactional, advisory, litigation, regulatory and tax matters.

**Our complementary services are thoughtfully combined** to create a cohesive and effective strategy tailored to each client and each challenge, using a team approach to provide assistance in all applicable areas of law.

Our law firm brings to the table an efficient combination of top-notch professionals, enabling the firm to **offer services with a seamless cross-practice experience and top-of-the-line expertise to its clients.**

Through dint of hard work, determination and constant client care, **BSP regularly receives top honors** from the most respected legal directories and specialised publications.

*At BSP the interests of our clients come first, and for that reason we have focused on developing cutting-edge expertise on those particular areas of law, which are of principal concern to our clients.*

*With this in mind not only do we choose to excel in those areas but we also strive to tailor our advice to meet our clients' overall legal needs.*



## AML Compliance

In response to the growing needs of our clients in facing increasingly risk management and complex compliance challenges from regulators, with the associated risks when things go wrong, Bonn Steichen & Partners' regulatory and compliance specialists can advise. Our assistance is based not on abstract notions but on practical experience and understanding of clients' businesses. We strive to balance our legal advice with pragmatism, efficiency and an appreciation of relevant regulatory structures as well as clients' business environment and constraints.

On behalf of businesses, regulators and individuals, we cover the full spectrum of risk management and corporate compliance issues that the regulatory environment generates:

- preparation and implementation of internal procedures;
- advice on the interpretation and effect of Luxembourg and European anti-money laundering legislation, regulations and guidance;
- setting-up of compliance planning and advice for new and existing transaction structures;
- advice on strategic regulatory structuring;
- assistance within local and international regulatory investigations and judicial enquiries;
- advice and review of Know-your Client procedures;
- corporate governance advice;
- in-Court and out-of-Court representation;
- data protection;
- conflicts of interest.

### YOUR CONTACT



Anne Morel  
amorel@bsp.lu

## Bank Lending, Structured Finance and Securitisation

Our Bank Lending, Structured Finance and Securitisation department has significant experience representing market participants in bank lending and structured finance deals. This is particularly evident in the numerous securitisation transaction carried out by securitisation undertakings established under the Luxembourg law of March 22<sup>nd</sup> 2004, as amended. Transactions on which we have advised both originators and arrangers as well as being involved in the set-up and where applicable, authorisation of the securitisation undertakings.

Our team of lawyers gives assistance in the drafting of documents and structure of appropriate security packages to take advantage of the Luxembourg security legal framework and represents domestic and international lenders and borrowers on a wide range of complex financing transactions including:

- senior and subordinated financings;
- project and acquisition financings;
- asset-backed financings;
- commercial and residential mortgage-backed loans;
- auto loan and leasing receivables;
- credit card receivables and deferred payment rights;
- non-performing loans.

### YOUR CONTACT



Laurent Lazard  
llazard@bsp.lu

# BANKING & FINANCE

## Banking, Financial Services

The Luxembourg banking and financial industry has expanded over the years to become an international centre of excellence and one of the key financial centres in the world, where private banking takes a leading position. Luxembourg counts approximately 145 banks from 28 countries, including Luxembourg, and 310 other professionals of the financial sector (“PSF”) from many different countries, all of whom are regulated and supervised by the Luxembourg Financial Sector Authority, “Commission de Surveillance du Secteur Financier” (“CSSF”).

Our Banking and Financial Services team advises credit institutions and PSF on the entire spectrum of regulatory matters relating to their business activity and assists them in their dealings with the CSSF. Client focus, deep sector-specific experience and a value-driven approach are the hallmarks of our practice.

The scope of assistance ranges from:

- the setting-up of banking and PSF services and assistance with obtaining regulatory approval;
- private banking;
- banking secrecy and regulatory compliance, KYC and anti-money laundering policies;
- banking litigation.

### YOUR CONTACTS



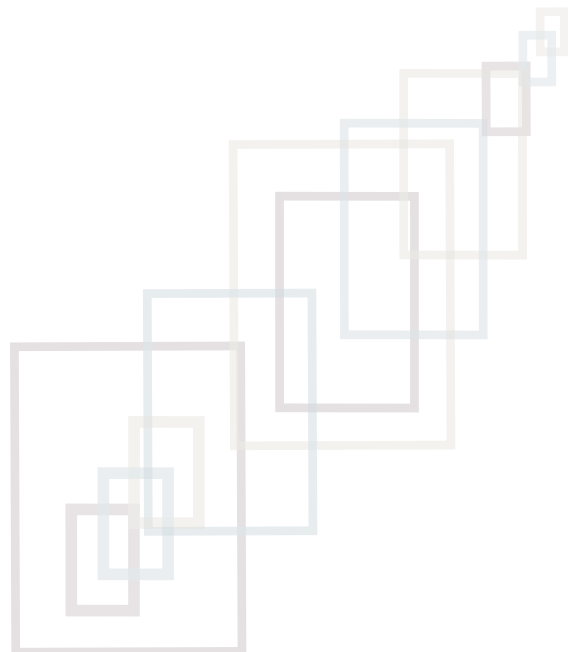
Pierre-Alexandre Degehet  
padegehet@bsp.lu



Jean Steffen  
jsteffen@bsp.lu

“Jointly headed by Pierre-Alexandre Degehet, Laurent Lazard and Jean Steffen, the team at Bonn Steichen & Partners is particularly accomplished at handling high yield capital markets transactions as well as structured finance mandates.”

*Legal 500*





# CAPITAL MARKETS

As a result of our extensive experience in advising clients in both equity and debt transactions, BSP has become one of the “go-to firms” for capital markets matters. Investment banks, sovereign clients, issuers and underwriters rely on our highly qualified Capital Markets team to assist them in the most complex equity and debt securities offerings. As issuers, underwriters or in other roles, our clients had come to rely on our lawyers to play a decisive role by monitoring complex international transactions and helping them develop new products and structures.

“

*Bonn Steichen & Partners is an esteemed Luxembourg firm advising clients on the full range of capital market transactions, including debt issuances, IPOs and securitisations.*

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*Chambers Europe*

Our services cover the full range of capital markets transactions, including:

- debt-related capital markets through stand-alone bond issues (including Eurobonds), convertible bonds and exchangeable bonds, establishment and maintenance of debt issuance programmes and debt-related structured products;
- equity-linked transactions such as initial public offerings, public offerings, rights issues, private placements, exchange offers and applications for listing and admission to trading on the Luxembourg Stock Exchange;
- regulatory compliance including regulatory filings, disclosure of shareholdings and management transactions, ongoing reporting obligations and ad-hoc publicity (transparency requirements), executive compensation, insider trading and market abuse rules, tender offer obligations and general duties relating to stock exchange requirements;
- listing and admission to trading of high-yield bonds.

## YOUR CONTACTS



Pierre-Alexandre Degehet  
padegehet@bsp.lu



Evelyn Maher  
emaher@bsp.lu

# CORPORATE

## Corporate, M&A

With an innovative and pragmatic approach we offer our clients legal services in the full spectrum of corporate work. We consider the ability to provide a timely and integrated assistance as vital to the success of complex corporate and M&A transactions.

Our Corporate M&A team has significant expertise representing domestic and international leading corporations, public and private companies, investment banks, private equity firms and other investors in complex M&A transactions.

In cross-border transactions and depending on the needs of our clients, we cooperate seamlessly with lawyers from our large international network of leading top tier law firms.

Acting for corporate buyers and sellers, we advise on :

- corporate acquisitions (share and asset deals);
- public takeovers;
- mergers, joint ventures and spin-offs;
- changes of corporate form and other forms of corporate restructurings;
- due diligence and risk assessment for the purpose of acquisition;
- preparation and holding of shareholders' meetings of listed (and non-listed) companies;
- advising senior management and boards of directors and their committees on corporate governance and liability management;
- negotiating, drafting and implementing partnership agreements and shareholders' agreements;
- structuring and negotiating equity, debt, takeovers, mergers, joint ventures.

“  
Sources say:  
*“A well-connected firm which gets things done very quickly. Whenever we have a corporate question with tax elements we go straight to Bonn Steichen.”*

Chambers Global

”

### YOUR CONTACT



Pierre-Alexandre Degehet  
padegehet@bsp.lu

## Private Equity

Confronted with constantly evolving industry standards and legal and regulatory developments, our Private Equity team actively monitors and guides clients through successful and timely transactions. The business acumen and entrepreneurial approach of our BSP team are great strengths to do so.

As part of a highly-integrated multi-disciplinary team, our lawyers advise many of the most prominent private equity funds worldwide and major financial institutions, now representing a benchmark for private equity in Luxembourg.

Our team advises investors across the entire investment deal life-cycle, i.e.:

- setting-up of the legal structure;
- negotiating, structuring and documenting commercial transactions and arrangements;
- setting-up of legal and tax schemes in venture capital, private equity and buyout capital transactions;
- management and leveraged buy-outs;
- negotiating, drafting and implementing partnership agreements, shareholders' agreements and any other fund documentation for investors and fund sponsors;
- assisting in the transfer or sale of equity investments, should they be on the open-market or *via* a listing on the stock exchange;
- assisting in shareholders' disputes;
- structuring exit strategies.

### YOUR CONTACTS



Linda Harroch  
lharroch@bsp.lu



Jean Steffen  
jsteffen@bsp.lu

## Insolvency & Restructuring

Financial difficulties is a challenge every business may face, and even more so in today's economic downturn. What matters then is making good, although tough, choices and overcoming difficulties arising from legal issues.

Our multidisciplinary team stands by our clients, thereby providing comprehensive advice and solution-driven support on a wide range of Luxembourg bankruptcy and insolvency issues. We frequently represent clients in non-judicial debt restructurings, including the refinancing or the renegotiation of existing debt. We help clients to assess the strength of their security in a bankruptcy or insolvency scenario and assist them in developing efficient and ground-breaking solutions that maximize value for them.

Drawing on our experience in corporate finance, capital markets and litigation, we represent directors, administrators, corporate debtors, lenders, receivers, brokers, underwriters, reinsurers and guarantors on:

- restructuring of debt and loans;
- refinancing for lenders;
- recovery actions;
- corporate rescue;
- asset recovery in large bankruptcies;
- distressed debts trading;
- debt collections;
- cross-border dispute resolution including forcing debtors into bankruptcy.

### YOUR CONTACTS



Laurent Lazard  
llazard@bsp.lu



Fabio Trevisan  
ftrevisan@bsp.lu

# DISPUTE RESOLUTION

## Arbitration

Being part of the New York convention and having a national set of applicable rules, Luxembourg is a friendly environment for arbitrating international disputes. It is not surprising then, that our lawyers have gained significant experience in preparing customised national and international arbitration agreements. Being familiar with arbitration proceedings enables us to offer our clients assistance, representation and advice at all stages of the process.

We thus act in *ad hoc* arbitrations but also in domestic and international arbitrations in Luxembourg covering both Luxembourg and foreign rules, including those of the International Court of Arbitration (ICC), the London Court of International Arbitration (LCIA) and the United Nations Commission on International Trade Law (UNCITRAL/CNUCID). Indeed partners of Bonn Steichen & Partners regularly serve as arbitrators in domestic and international arbitration proceedings.

Our department also has great deal of expertise in other forms of alternative dispute resolution (ADR) such as mediation, conciliation and negotiation.

## Litigation

At BSP, our lawyers handle a full spectrum of matters from significant routine matters to large international and high profile disputes in a wide range of substantive areas. We advise our clients at all stages of contentious matters (including in the pre-litigation stage):

- business disputes;
- contractual disputes;
- employment disputes;
- debt claims and recovery;
- construction and building claims;
- shareholder disputes;

and strive to do so in our clients' mother tongue to the extent possible (English, French, Italian and German to list just a few of the native-languages of our lawyers).

Notwithstanding the vast experience of our lawyers in this area, we also encourage ADR processes with the aim to alleviate cost burdens and to offer a faster and confidential alternative to traditional litigation. Our lawyers thus endeavour to provide strategic legal advice in early stages of a problem to prevent their clients from any dispute before the courts.

“ *At Bonn Steichen & Partners, the lawyers are very engaged. They are quick to react, offering clear, concise advice.* ”

*Chambers Europe*

### YOUR CONTACT



Fabio Trevisan  
ftrevisan@bsp.lu

### YOUR CONTACTS



Anne Morel  
amorel@bsp.lu



Fabio Trevisan  
ftrevisan@bsp.lu

# EMPLOYMENT, COMPENSATIONS & BENEFITS

The employer-employee relationship is the cornerstone of every business and as such, our lawyers make a point of fostering and structuring a coherent and effective dialogue in their clients' workplace. As such, our pragmatic and result-oriented approach enables us to counsel on both routine and non-routine issues relating to labour law.

Our Employment partner, Anne Morel, has first stated practising for a couple of years almost exclusively litigation in the area of labour law, which enables her to successfully represent our clients in court. From implementing preventive measures to representing clients in labour courts and in out-of-court dispute resolutions, we assist in both individual and collective employment relationships.

We can help on:

- drafting employment policies and procedures;
- drafting employment contracts and general employment termination;
- assisting clients in information/consultation procedures in restructuring measures and transfer of undertakings;
- negotiating with employees representatives and trade unions;
- entering into collective bargaining agreements and social plans;
- structuring schemes or alternative forms of remuneration such as share option plans, employee participation schemes, and supplementary pension plans.

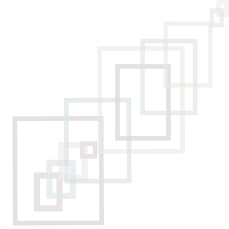
## YOUR CONTACT



Anne Morel  
amorel@bsp.lu

“*BSP lawyers look ahead to address my HR issues before they happen or, when disputes arise, they represent our interests the best way.*”

# INVESTMENT MANAGEMENT



Our team has a strong and well-established expertise in all areas of investment funds law. At a time of increasing and changing regulation, we ensure the success of our clients' projects by understanding their present needs and anticipating future expectations.

Our investment funds practice covers the establishment, structuring and restructuring of a full range of regulated and unregulated investment funds. These include:

- mutual funds;
- real estate funds;
- hedge funds;
- venture capital funds;
- loan origination and loan participation funds;
- distressed debt funds;
- private equity funds;
- carbon funds and other alternative investment structures.

Our lawyers are very active in UCITS as well as AIFs and deal, on a daily basis, with issues arising from the implementation of the UCITS Directives and the Alternative Investment Fund Managers Directive (AIFMD).

The law voted on July 14<sup>th</sup> 2016 on reserved alternative investment funds (RAIF) opens up new possibilities for structuring unregulated funds in Luxembourg and we have already started the process of creating these new vehicles with some of our clients.

## YOUR CONTACTS



Lue Courtois  
lcourtois@bsp.lu



Evelyn Maher  
emaher@bsp.lu

“  
*In a nutshell, the team is excellent. It is strong in every field of law and very cost-efficient.*  
”

**Chambers Global**



# IP, IT, GENERAL COMMERCIAL

## General Commercial

Thanks to our multidisciplinary and cross-border approach, we have a unique understanding of the challenges confronting our clients in both everyday and extraordinary scenarios related to corporate and business law. From the incorporation of a company to the drafting and the negotiation of all types of contracts through the representation in disputes, we can help.

More specifically our main areas of focus within commercial law are:

- commercial agreements (sale and purchase contracts, distribution, agency and franchising agreements, manufacturing contracts, service agreements, general terms and conditions and so forth.);
- commercial legal advice and litigation in court or before arbitral tribunals;
- intellectual property protection (trademarks, patents, industrial design, copyright law, licensing, franchising, etc.);
- construction and engineering contracts;
- setting-up of companies and transfer of seats;
- leasing transactions and financing;
- bankruptcy and liquidation related transactions;
- leveraged buy-outs (LBO) and management buy-outs (MBO).

### YOUR CONTACT



Fabio Trevisan  
ftrevisan@bsp.lu

## IP/IT

At BSP, we know that our clients' brands, patents and other intellectual property rights are part of their most valuable assets. Failure to protect them may be hazardous to their company. That's why our lawyers are at their side to protect and develop this asset, combining legal protection with both tax and financial optimisation.

Our expertise covers every aspects of IP and the technology law and we advise clients on:

- registering trademarks and patents;
- protection of trademarks, patents, software, know-how, brand image, copyrights, domain names and other intellectual property rights against any infractions;
- trade secrecy and copyright infringement;
- media and entertainment law;
- advertising;
- adapting contracts to local requirements;
- antitrust and unfair competition;
- research and development issues;
- gambling and social gaming law.

### YOUR CONTACTS



Anne Morel  
amorel@bsp.lu



Fabio Trevisan  
ftrevisan@bsp.lu

# PRIVATE WEALTH & BUSINESS PLANNING

In order to provide clients sound advice on the legal structuring of wealth and investments in connection with all aspects of their personal and/or professional lives, our dedicated team works closely with our top-ranked tax and private equity departments.

Of crucial importance is trust, so our Private Wealth & Business Planning lawyers work in total transparency and complete cooperation to ensure that the structures we design and the choices we make always reflect your objectives, goals and values.

We thus act for and advise not only high and ultra-high net worth individuals and families but also the private banks, trust companies and family offices.

Our activities include:

- investment structures and portfolios;
- tax efficient structuring on Luxembourg investments;
- personal wealth structures;
- corporate and real estate investments;
- cross-border transactions;
- wills, succession and inheritance;
- Shari'ah compliant structures;
- charitable planning.

## YOUR CONTACTS



Alain Steichen  
asteichen@bsp.lu



Fabio Trevisan  
ftrevisan@bsp.lu

# REAL ESTATE & CONSTRUCTION

Real estate transactions are as diverse as the entities and people who conduct them. Whether they are buyers or sellers, our clients commit significant portions to their portfolios in real estate transactions. With this understanding, we provide our clients with the best practical advice to deliver the desired outcome.

We assist buyers, sellers, brokers, mortgagors, architects, investors and individuals in a full range of real estate and construction matters:

- purchase, sale and lease-back agreements;
- legal and tax structuring of property deals;
- financing of construction/acquisition;
- mortgage/loan restructurings;
- construction law;
- environmental law;
- zoning law, land use and permitting;
- real estate and construction disputes, including arbitration, mediation and traditional litigation.

## YOUR CONTACT



Fabio Trevisan  
ftrevisan@bsp.lu



# STARTUP

Our Startup team is passionate about fueling innovation and fostering emerging companies, Fintechs, startups and innovators. As a result, we developed a dedicated program to encourage them behind their efforts.

We understand the unique and expansive needs of an entrepreneur, so our Startup desk has adopted a team-based approach to provide you with the most substantive and practical legal advice. We combine attorneys from our transactional, tax, IP and litigation groups, to provide expertise and advice at every step along the way.

Built on our vast experience assisting new companies, we have learned that certain fundamental legal elements need to be in place in order to take on funding, hire and grow your team, or build enterprise value for an exit.

We closely work with entrepreneurs, founders, inventors, investors, emerging companies and growing businesses on a wide range of matters that will nurture their company and develop strategic and innovative solutions across a wide range of areas for this purpose:

- corporate (general corporate matters, structuring, restructuring, fundraising, IPO);
- regulatory and compliance issues;
- commercial contracts;
- data protection and cybersecurity;
- intellectual property protection and risk avoidance;
- blockchain and cryptocurrencies;
- peer-to-peer lending and crowdfunding;
- robo advisors and artificial intelligence;
- litigation;
- tax legal matters.

## YOUR CONTACT



Pierre-Alexandre Degehet  
padegehet@bsp.lu

# TAX

Consistently top tier rated by clients, peers and independent legal directories, our tax practice has successfully and consistently over time offered solutions tailored specifically to our clients' needs.

Thanks to an extremely extensive and accurate knowledge of tax law specific requirements, our dedicated team of tax lawyers and advisors develops and executes cross-border financing transactions, tax efficient structures as well as effective resolution of significant tax controversies.

Clients turn to us because our advice is up-to-date, clear and practical, which is thanks to the specific and leading edge proficiency of our tax specialists in finance, private equity, transfer pricing and cross-border planning, regulated and unregulated investment funds, real estate taxation and dispute resolution. We are thus able to offer a complete tax service including:

- transactions including: disposals, acquisitions and joint ventures;
- tax planning including: inward and outward investment, holding and financing structures and group reorganisations;
- tax audits and litigation;
- value added tax;
- the creation of all forms of collective investment vehicles;
- transfer pricing;
- structured financial products including securitisation and tax enhanced debt financing.

## YOUR CONTACTS



Alain Steichen  
asteichen@bsp.lu



Christine Beernaerts  
cbeernaerts@bsp.lu



“

*The lawyers are very engaged.  
They are quick to react, offering clear,  
concise advise.*

*Chamber Europe*

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# Our unique approach

As an independent law firm BSP prides itself on being **entirely independent and not formally tied to any other local or international law firms**. Our independence enables us to always recommend the most efficient local law firm when dealing with multi-jurisdictional transactions, in accordance with our client needs, avoiding any conflict of interest and ensuring a two-way level of control for the benefit of our client.

It is our belief that our success is notably due to the strong relationships we build with the parties with whom we interact. **We take the time to get to know our clients** and to familiarise ourselves with their business practices and commercial objectives so that we understand their specific needs before tackling any new transactions.

We prefer to think of our clients as individuals who become a critical part of our team. Our strength comes from **the collaborative relationship we build with our clients** in which communication is a key component. We offer a unique coordinating contact process, which helps us to ensure that our clients are always fully informed about the status of their project and allows them to easily interact throughout.

**Our lawyers are our main assets**, industry experts with an unrivalled commitment to their fields. Their crucial ability to bring, both individually and collectively, a multi-disciplinary approach to clients facilitates their innovative work. Widely recognised as an all-round legal advisor, we pride ourselves in our impressive track record of complex matters, our clients' deep satisfaction, continuous growth and the commitment of our lawyers and staff to our firm.



“The lawyers at the firm are always very professional and explain things very clearly. It is always great to have them represent us”, a client says.

IFLR 1000

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# About our lawyers

At Bonn Steichen & Partners, we are more than just a law firm. **We are men and women sharing the same values.**

We all know that mutually successful and long-lasting business relationships do not happen by chance. At Bonn Steichen & Partners, they are the result of talent, hard work and, above all, of a genuine passion for the law.

Over time, we have successfully attracted and retained talented professionals allowing us to achieve legal excellence. Our commitment to fulfill careers and ambitions of all our people is written within our business constitution.

**Partner involvement is really a hallmark of BSP.** The partner in charge is always available, working closely with the clients to analyse the issues at stake, to put forward solutions and to produce the most successful strategy.

**Get to know the partners better.**



Luc Courtois  
Partner

**Investment Management**

**Contact**

lcourtois@bsp.lu

**Qualified**

Luxembourg Bar, 1994

**Education**

- Georgetown University Law Center, USA, LL.M., 1995.
- Université Catholique de Louvain-la-Neuve, Belgium, *Licence en droit* (Bachelor in Law), 1993.
- Université Catholique de Louvain-la-Neuve, Belgium, *Affaires Publiques et Internationales* (Education in Public and International Affairs), 1993.

**Languages**

English, French, Italian

**Selected Experience**

- Luc has been active in the investment fund practice for more than twenty years.
- He assists fund managers in complying with the AIFMD requirements in the most efficient way.
- Luc specialises in setting up UCITS and other regulated and non-regulated investment vehicles, including real estate funds, hedge funds, private equity funds, carbon funds and debt funds. He also assists management companies in developing their activities, both in Luxembourg and abroad.
- He recently participated in the structuring of an innovative private debt fund investing particularly in LBO transactions and in funds investing in tangible assets like diamond.
- Luc advises several bank groups when dealing with the restructuring of their management companies in Luxembourg.
- He assists UCITS and management companies in their compliance with UCITS V and in developing new products.
- Luc assisted in the launch of SIFs acting in the renewable energy and carbon finance mechanism sectors.

“ *I make a point of helping my clients to get the best possible outcome from Luxembourg regulatory changes.* ”



**Pierre-Alexandre Degehet**  
Partner

**Corporate, M&A**  
**Capital Markets**

Bank Lending, Structured Finance, Securitisation  
Banking & Finance

**Contact**

padegehet@bsp.lu

**Qualified**

Luxembourg Bar, 1997

**Education**

- Katholieke Universiteit Brabant Tilburg, the Netherlands, LL.M., 1996.
- Université Catholique de Louvain-la-Neuve, Belgium, *Licence en droit* (Bachelor in Law), 1995.
- Faculté Universitaire Notre-Dame de la Paix, Namur, Belgium, *Candidature en droit*, 1992.

**Languages**

English, French, Italian

“ *Understanding our clients’ concerns and business objectives, and focusing my efforts on achieving these objectives, are the defining elements of how I practice law.* ”

**Selected Experience**

- Pierre-Alexandre’s practice covers a broad spectrum of corporate and transactional matters with a particular focus on domestic and cross-border merger and acquisitions, public takeovers, corporate finance transactions, as well as securities law, regulatory and general commercial matters.
- His credentials include strong experience in takeovers (hostile or friendly) for major financial institutions and industrial groups but also small and mid-cap companies, as well as joint ventures and strategic alliance.
- Pierre-Alexandre regularly advises companies and their boards, as well as investors, on corporate governance issues, on legal and regulatory responsibilities including directors’ duties, individual liability and contentious shareholders’ meetings. He is active as well with respect to drawing up, implementation and compliance with corporate governance rules.
- In addition to his corporate expertise, Pierre-Alexandre has been involved in a number of capital market transactions advising international and Luxembourg financial institutions and corporates on various types of financing, such as refinancing packages and debt restructurings.
- Pierre-Alexandre also provides advice on Business Process Outsourcing (BPO) matters, specialising in multi-jurisdiction outsourcings and outsourcing in the financial services sector.
- Prior to joining the firm, Pierre-Alexandre was senior legal counsel at Arcelor and advised on major financing and corporate restructurings and actively participated in Arcelor’s defence team against MittalSteel’s hostile takeover and subsequently acted in relation to the merger that created ArcelorMittal.



Linda Harroch  
Partner

**Private Equity**  
**Banking, Financial Services**  
Corporate, M&A  
Insolvency, Restructuring

#### Contact

lharroch@bsp.lu

#### Qualified

Luxembourg Bar, 2011

#### Education

- Université Nancy II, France, *Maîtrise en Droit des Affaires et Fiscalité* (Master in Business Law and Tax Law), 1999.

#### Languages

English, French

#### Selected Experience

- Linda has been active in the private equity and corporate practice for more than twelve years.
- She regularly advises major international companies, private equity firms and real estate funds on funds structuring and formation as well as on the structuring and financing of international buy-out transactions, joint ventures, corporate reorganisations, merger & acquisition as well as corporate governance matters including litigation between co-investors.
- She has been active in the field of joint ventures and investment structures.
- She has further advised major international groups of companies for corporate reorganisations, financings and re-financing as well as in relation to their capital markets transactions.

“ I take time to help my clients understand all of their options and that comes through regular and open discussions. I want them to feel fully confident in the approach we’re taking with their cases. ”





## Laurent Lazard Partner

**Bank Lending, Structured Finance, Securitisation  
Insolvency, Restructuring**  
Capital Markets  
Corporate, M&A

### Contact

llazard@bsp.lu

### Qualified

Luxembourg Bar, 1990

### Education

- University of Chicago Law School, LL.M., 1993.
- Université Paris II-Assas, France, *DESS en Droit des Affaires et Fiscalité des Entreprises* (Post-Graduate Degree in Business Law and Tax Law), 1991.
- Université Paris II-Assas, France, *Maîtrise en Droit des Affaires* (Master in Business Law), 1989.

### Languages

English, French, German, Luxembourgish

### Selected Experience

- Laurent Lazard has long been advising clients, which include large institutional lenders and investors, on a wide range of banking and finance matters.
- As an expert in structured finance, in particular securitisation, he has advised many regulated and unregulated securitisation vehicles in Luxembourg. He has represented major banks in setting up multi-billion Euro platforms for the issuance of structured finance instruments and has worked on countless securitisation transactions for both originators and sponsors.
- Laurent Lazard is also recognised for his capital markets work, acting for issuers and underwriters of debt and equity securities. On the equity side, he was recently involved in the IPO and listing of a Luxembourg company operating in the German residential real estate market.
- Laurent Lazard's practice covers also restructuring and insolvency matters.
- In addition, as the head of BSP's Chinese desk, he assists Chinese clients who are looking to invest in or through Luxembourg.

“*I approach what I do as a problem-solver. Each matter has its optimal solution, my role is to structure it to address my clients' needs.*”

”



Evelyn Maher  
Partner

**Capital Markets**  
**Investment Management**  
Banking, Financial Services

#### Contact

emaher@bsp.lu

#### Qualified

- Luxembourg Bar (list IV), 2009
- Solicitor in Ireland, 2000

#### Education

- University College Cork, Ireland, LL.M., 1997.
- University of Limerick, Ireland, B.A. in Law and European Studies, 1996.

#### Languages

English, French

#### Selected Experience

- Evelyn has been active in the Luxembourg investment fund market since 2001.
- She assists fund promoters and asset managers in relation to the structuring and establishment of a wide range of funds including private equity, venture capital, loan origination, loan participation and real estate.
- She provides advice on compliance with all aspects of the regulatory regime applicable to investment funds and in particular the alternative investment fund managers directive (AIFMD).
- Following launch of the fund Evelyn offers on-going assistance in relation to closings, investments, divestments, liquidation and general issues arising throughout the life of the fund.
- She has also provided assistance in relation to the listing of securities on both the regulated and Euro MTF markets operated by the Luxembourg Stock Exchange.
- Evelyn advises clients regularly in relation to the regulatory regime applicable to listed issuers i.e. advice on takeover, corporate, market abuse and transparency regulations.
- She has extensive experience in relation to Luxembourg regulatory and corporate law.

“*When working with clients, my primary goal is to listen to their needs and understand their expectations. This enables me to help them design solutions that best suit their goals.*”

”



## Anne Morel Partner

### Employment Compensation & Benefits

Dispute Resolution

IT & General Commercial

Real Estate & Construction

#### Contact

amorel@bsp.lu

#### Qualified

Luxembourg Bar, 1994

#### Education

- Université Nancy II, France, *DESS en Droit des Affaires et Fiscalité* (LL.M. in Business and Tax Law), 1993.
- Université Nancy II, France, *Diplôme de Juriste Conseil d'Entreprise*, DJCE (Post-Graduate Degree in Business Law), 1993.
- Université Nancy II, France / University of Saarbrücken, Germany, *Maîtrise en Droit des Affaires* (Master in Business Law), 1992.

#### Languages

English, French, German

#### Selected Experience

- Anne has developed a practice advising clients on the full range of employment-related matters. She provides day-to-day HR support, as well as assists clients to plan and manage defined HR projects, notably in multi-jurisdictional environment.
- Anne has sealed her reputation as a leading labour and employment lawyer advising major companies in high-stakes employment cases such as corporate reorganisations, transfers of undertaking, insolvency events, rationalisation measures, collective redundancies and human resources outsourcing (HRO) arrangements. She very often operates in immigration issues, drafting employment contracts and staff handbooks and advises on incentive and remuneration packages, restrictive covenants, executive severance negotiations and settlement agreements.
- Anne also focuses on labour law litigation. She thus advises and assists companies at all stages of the dispute and maintains an important activity in employment-related litigation before local courts.
- Anne advises clients on data protections issues, such as a.o. implementation of background checks, whistleblowing systems and measures which are deemed to result in supervising employees at the workplace. On top of that, she is experienced in the use by employees of social media and of IT devices put at their disposal by the employer.
- Last but not least, Anne has extensive litigation and counselling experience in a variety of general commercial matters, some of which related to commercial contracts, trade secret, unfair competition, distribution rights, intellectual property and regulatory matters.

“*I strive to treat each client as special, and to bring a high level of care, attention and experience to every matter. It's important because I want them to feel assured that I'm going to be there for them.*”

”



**Jean Steffen**  
**Partner**

**Banking, Financial Services**  
**Private Equity**  
Corporate, M&A  
Tax

**Contact**

jsteffen@bsp.lu

**Qualified**

Luxembourg Bar, 1991

**Education**

- Université Paris I, France, *DEA en droit privé* (Post-Graduate Degree in Private Law), 1992.
- London School of Economics, UK, LL.M., 1990.
- Université Paris I, France, *Maîtrise en Droit des Affaires* (Master in Business Law), 1989.

**Languages**

English, French, German, Luxembourgish

**Selected Experience**

- Jean manages and coordinates complex domestic and multi-jurisdictional legal projects for major local and international companies in a wide array of both financial structures and industries.
- He is a regular counsel on structuring, negotiation and execution of complex acquisitions, divestitures and mergers, financial arrangements, corporate and tax planning.
- Jean provides assistance on all layers of structuring and drafting of hybrid finance instruments.
- He regularly advises private equity houses Apax, Lime Rock Partners, Cadent Energy Partners and Index Ventures.
- He recently assisted Parker Hannifin Group in a large scale European sales company reorganisation.

“ *In each business case, I work closely with my clients to find outstanding solutions that meet their expectations – today and tomorrow.* ”



## Alain Steichen Partner

### Tax

### Banking, Financial Services

Corporate, M&A

Private Equity

Private Wealth & Business Planning

### Contact

asteichen@bsp.lu

### Qualified

- Luxembourg Bar, 1996
- Paris Bar, 1994

### Education

- University of Saarbrücken, Germany, *Doctorat en Droit* (Ph.D. in Law), 1994.
- Université Paris I-Panthéon-Sorbonne, France, *Maîtrise en Droit Privé, mention Droit des Affaires* (Master in Private Law), 1984.
- Université Aix-Marseille III, France, *Maîtrise en sciences économiques* (Master in Economics), 1983.

### Languages

English, French, German, Luxembourgish

### Selected Experience

- Alain has been involved in numerous migrations of companies to Luxembourg and has advised on major domestic and international corporate restructurings, including pre-sale reorganisations and intra-group financings.
- He also advises on complex international and domestic recapitalisations, (de)mergers, acquisitions and sales of businesses, where he has vast experience in acting for banks and telecom solutions providers.
- Alain has extensive experience in tax litigation, negotiation with revenue authorities and settlement of disputes. As such, he advises multi-nationals, financial institutions, corporates and high net worth individuals on a number of ongoing tax and VAT local and cross—border disputes.
- He also regularly advises on various European tax law questions with particular focus on EU State aid.
- An Associate Professor at the University of Luxembourg in public finance, European tax, international tax and company taxation, he is the author of various books (20+) and articles on Luxembourg accounting, tax and company law.
- Former *réviseur d'entreprises* and former *expert comptable*, Alain was the head of Tax at PWC Luxembourg until 1996.

“

*I think of my clients as partners. That is why I work beside them. Even if the structures are complicated, I try to simplify them and keep them to the point.*

”



## Fabio Trevisan Partner

### Litigation & Arbitration

### Real Estate & Construction

Insolvency, Restructuring

IP/IT & General Commercial

Private Wealth & Business Planning

#### Contact

ftrevisan@bsp.lu

#### Qualified

- Luxembourg Bar, 1993
- New York, N.Y., 1993

#### Education

- New York University School of Law, USA, Master of Comparative Jurisprudence, 1992.
- Università Statale di Milano, Italy, *Laurea in Giurisprudenza* (J.D.), 1990.

#### Languages

English, French, Italian

#### Selected Experience

- Fabio Trevisan is a partner and head of BSP'S Dispute Resolution practice. His practice focuses on a wide spectrum of complex commercial, corporate and financial litigation and arbitration. He has played a role in a number of high-profile cases, with over two decades of experience in managing and conducting litigation for his clients in almost all sectors.
- Fabio has experience in all forms of dispute resolution including litigation, mediation and arbitration as well as general banking, corporate and commercial dispute resolution. He has extensive experience of applications for enforcing and obtaining freezing injunctions in international arbitration, enforcements of ICSID awards, and more generally in the recovery of assets.
- Fabio has further developed a reputation in connection with his work related to real estate matters. He represents institutional lenders, developers, general contractors and other business entities in a variety of commercial transactions and real estate law issues, including financing, corporate structuring, real estate development.
- In addition, he has extensive experience in commercial contracts, drafting and negotiating a number of complex commercial agreements for clients across a wide variety of industry sectors.
- Thanks to his native origins and having an extensive experience in representing Italian clients, Fabio is also the founder and Head of BSP's Italian desk.

“  
*Because each case is different,  
I always try to view the legal  
issues through my client's eyes.  
Understanding the issues and the  
pressure allows me to maximise  
the added value for my clients.*

”



## Christine Beernaerts Principal\*

Tax

### Contact

cbeernaerts@bsp.lu

### Education

- Université Catholique de Louvain-la-Neuve, Belgium, Master's Degree in Economics (*Licence en Sciences Economiques Appliquées*), 1994.
- Louvain School of Management, Belgium, *Certificat universitaire Normes IAS/IFRS*, 2005.

### Languages

English, French, German

### Selected Experience

- With extensive experience in corporate taxation and specialising in taxation of both national and international companies, Christine assists clients with defining tax-efficient structures for multi-jurisdictional transactions and investments.
- Christine assists clients in analysing tax matters related to corporate mergers and acquisitions and divestitures (including spinoffs, restructurings, leveraged buyouts and joint ventures). Her practice also focuses on finance-related tax including complex structured finance transactions for major banks, capital market deals, securitisation and the taxation of financial instruments.
- Thanks to her extensive tax and economic background, Christine ensures the smooth creation and implementation of innovative, tax-efficient and cross-border business structures.
- Another of Christine's focus areas is the real estate business. For key players engaged in this field, she develops tax-efficient structures for investments and assists with the implementation.
- Throughout her career, she has advised domestic and international companies, major banks, private equity firms, individuals and other advisers, giving her a broad perspective on the tax aspects of transactions.
- Before joining the firm, Christine worked as a manager in the tax department of a «Big Four» firm in Luxembourg.

“*My job is not all about giving legal advice but rather meeting client expectations and providing an excellent client service .*”

\* A Principal is a member of the firm with status equivalent to that of a partner who, for regulatory or other reasons is not partner in the firm.

[www.bsp.lu](http://www.bsp.lu)

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2, rue Peternelchen | Immeuble C2  
L-2370 Howald | Luxembourg

T. +352 26025-1  
[mail@bsp.lu](mailto:mail@bsp.lu)