

CORPORATE PRESENTATION

Adding Value



We offer legal services in most commercial law practice areas. Our client relationships are based on a long-term perspective and our clients are primarily owners of businesses and assets representing significant values. We always endeavour to gain an overall perspective and then to find the best solution, adapted to the specific needs of our client.



A modern commercial law firm

Flood Herslow Holme Advokatbyrå AB is based in Stockholm and has an office in Malmö. The firm employs 30 people, 24 of whom are lawyers. In 2018, the firm had revenues of SEK 57 million, with clients both in Sweden and abroad.

50 years of experience

Flood Herslow Holme was founded in 2012 through a merger of the Stockholm law firm, Flood, and the Malmö law firm, Herslow & Holme resulting in a commercial law firm with combined experience dating back to the end of the 1960s. The firm's name partners are still practicing as partners and senior advisers.

The principles for our business are regulated in an agreement between the partners. Strategic decisions and guidelines for our business are decided at partners meetings at which each partner has one vote.

Organic growth

The partners of Flood Herslow Holme do not view growth merely for the sake of becoming larger and being able to compete with the large commercial law firms as an end in itself. For us, what is most important is providing the highest quality legal services and, by doing so, competing on the commercial law market. This is why Flood Herslow

Holme is not a full service commercial law firm but, rather, a dedicated "high-end firm" practicing in our specialized practice areas.

Broad knowledge, client-specific solutions

Our clients include investment companies, private equity firms, private individuals, landowners and entrepreneurs. We also represent listed and unlisted companies, as well as a number of public authorities.

Our goal is always to find the best solution adapted to the specific needs of each client based upon an overall perspective. By handling all of a client's legal issues on a long-term basis, we obtain a deeper insight into their business. Such close cooperation places high demands on our advice, our availability and our integrity. This is something we strive to achieve in each individual matter.

International cooperation

Through our membership in the Warwick Legal Network, an international network of independent law firms, Flood Herslow Holme is able to offer services outside of Sweden as well. The members of the Warwick Legal Network are located in Europe, the United States and Asia.



Practice areas

Our goal is always to find the best solution adapted to the specific needs of each client based upon an overall perspective. Our attorneys have varying specialty expertise and work in teams in each area, where each matter is staffed based upon the principle of providing the best expertise in a cost-efficient manner.

Company law

For listed companies, questions arise where consideration must be given to both company law as well as securities market law and generally accepted practices. We have expertise in all types of company law advice for boards of directors, corporate management and shareholders. We also have solid expertise in the law of foundations and assist our clients regularly with these types of matters:

- Establishing subsidiaries
- Shareholder meetings
- Mergers
- Raising of capital
- Protection of capital
- Protection of minority rights
- CEO and director liability

Corporate Commercial

We have a great deal of experience in various industry-specific agreements and provide advice in conjunction with outsourcing of operations and functions. We regularly handle contract structures for various forms of distribution and related questions such as competition and intellectual property law.

Based on our long experience from a number of different industries, we advise and help our clients in matters such as reviewing, drafting, and negotiating commercial agreements. We are experts in several areas including:

- National and international contract law
- Sale of goods law
- Employment law
- Public procurement
- Administrative law
- Landlord-tenant law
- Construction law
- Real property law
- IT law
- Transportation law

Dispute resolution

Our practice includes litigation and arbitration in the areas of law in which we practice, and we also serve as arbitrators, for example, in share redemption disputes, commercial agreements, and shares purchase or business purchase agreements. Since

disputes (whether in the form of litigation or arbitration) can be both expensive and protracted, we always carefully evaluate the details of your matter before commencing legal proceedings.

M&A

Mergers and acquisitions are often complex and impose exacting demands on us as advisors. A number of our lawyers regularly represent sellers, buyers, and their financiers in various types of public or private corporate transactions. We handle, among other matters, issues involving:

- Due diligence procedures
- Tenders and contract negotiations
- Financing
- New share issues
- IPOs
- The drafting of relevant legal documents and implementation of relevant company law

Insolvency

We provide advice when a business finds itself in a crisis, or wishes to avoid finding itself in financial straits. Since our insolvency law experts are also proficient in other legal areas and various industries, they are able to evaluate the situation from

a broad perspective. We are regularly engaged as administrators tasked with turning around failing companies and facilitating a profitable future, and as bankruptcy trustees tasked with winding up a company's business in an orderly fashion.

Private Legal

We advise business owner families on issues such as family law, tax law, and real property law. We assume responsibility for the totality of their legal requirements, based on the needs of the individual

and the family. As a result, our advice encompasses a number of legal areas. Should the need arise, we can also access our national and international network of banks, lawyers, and accountants.

Public procurement

We have long and considerable experience representing both suppliers and procuring entities in both Swedish law and EU law. This can involve everything from assisting during negotiations to advising regarding cooperation. We frequently

represent both bidders and procuring entities before Swedish courts in relation to reviews of public procurements and damages caused by violation of public procurement law.

Advice to bidders:

- Specifications
- Formulation of questions
- Review of tenders
- Ensuring fulfilment of mandatory requirements

Advice to procuring entities:

- Qualification requirements
- Evaluation requirements
- Legal quality assurance
- Analysis and assessment according to public procurement legislation

Our client's needs and demands for quality are our central focus

Through our quality assurance routines and our work approach, we ensure that our work always lives up to our client's expectations in the matter.



We always comply with the ethical rules of the Swedish Law Society "Guidelines for Generally Accepted Attorney Practices" and, of course, any applicable legislation. We also have internal policies, for example, for ethics, money laundering and data processing.

Through this approach, we ensure that deviations from the above-stated norms are avoided to the greatest extent possible. Despite this, should any deviation in quality arise, we are eager to handle the situation immediately with the greatest degree of care. The first, and most important, step in any form of deviation from the norm is for us to guarantee that our clients are not negatively affected.

Ethics in our day-to-day work

Ethics and regulatory compliance are of the utmost important to the firm and its personnel. It is not possible to provide highly qualified legal advice if you deviate from these principles. Compliance with the often unwritten rules found in the business community, which are often referred to as business ethics, is also something we at the firm place great emphasis on.

Every lawyer at Flood Herslow Holme is obligated to comply with the firm's policies and internal rules. We discuss policies and issues arising as a consequence of these at partner meetings and personnel meetings since we believe it is important that this permeates every part of the firm and that there are living documents which can be modified based on the prevailing situation at the firm and in the market. Towards this end, we have jointly produced policy documents for handling clients and client matters, conflicts of interest, personal data to comply with GDPR, measures to prevent money laundering, information security, complaints, and other ethical and strategic positions.





FLOOD HERSLOW HOLME