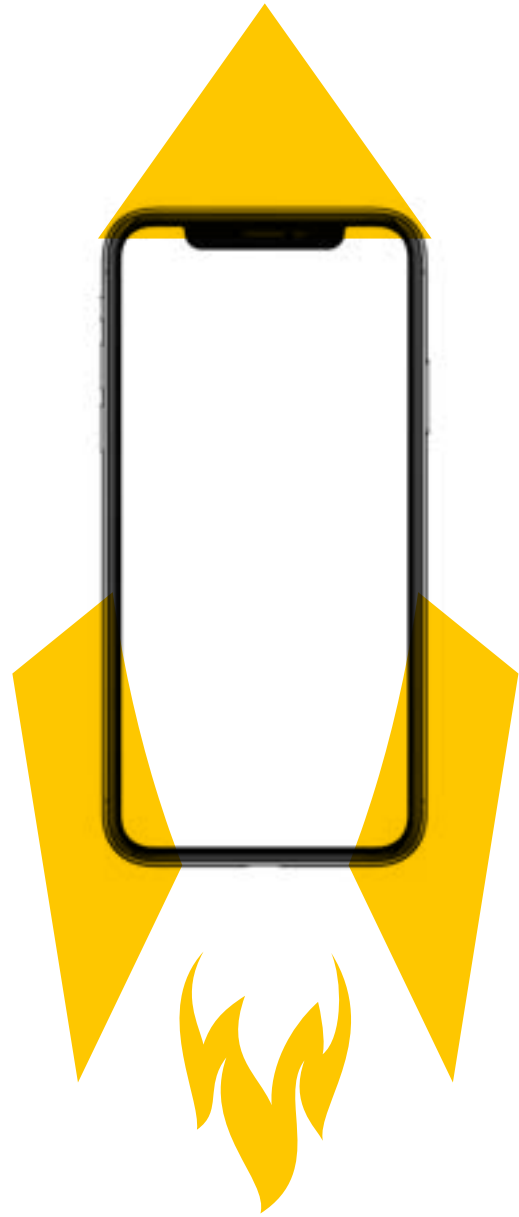


EVERSHEDS
SUTHERLAND



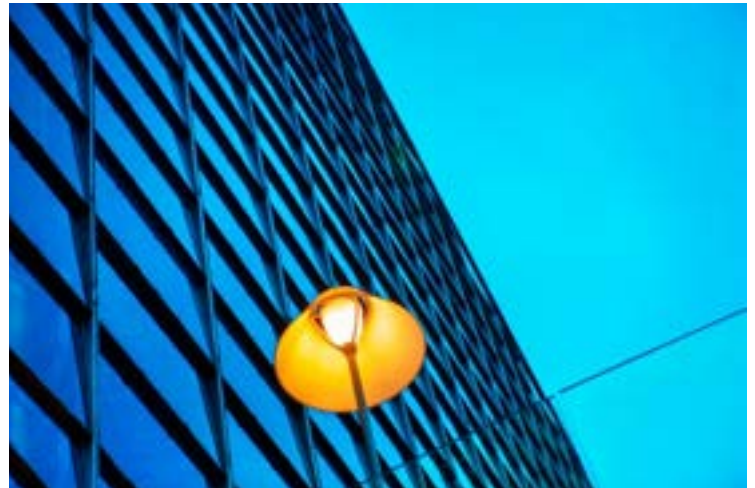
**Helping your
future take off**

Global lawyers powered
by excellence



“Eversheds Sutherland has a wide footprint across the globe including other firms with whom they have an active relationship in countries where they do not have a direct presence.”

Chambers Global
2024



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Who we are

As a global top 10 law practice, Eversheds Sutherland provides legal advice and solutions to an international client base which includes some of the world's largest multinationals.

We provide the full range of legal services including:



- **corporate and M&A**
- **dispute resolution and litigation**
- **energy and infrastructure**
- **human capital and labor law**
- **insurance and financial services**
- **intellectual property**
- **real estate and construction**
- **tax**

Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisors to help further their business interests. Clients describe us as creative and well-versed in cutting edge legal work – we listen well in order to understand how and where we can be most effective and add the greatest value.

We shape our advice to the unique circumstances and challenges of each project, and ensure the right people are in the right places to offer insight and certainty – from the day-to-day to the most complex, multi-jurisdictional matters.

What unites us is our commitment to service excellence through a solution-oriented approach. We know our clients' businesses, the industries and markets they operate in, and we know that great relationships yield the best outcomes.



6,000+
people

3,000+
lawyers



70+
offices

30+
countries

750+
partners

In 2023 we acted for:
57 of the FTSE 100
75 of the Fortune 100
129 of the Fortune 200
41 of the Fortune 50
21 of the CAC40

Our commitment

As a purpose-led organization, we are proud of our culture and the values that guide our behavior.

Our purpose:

Helping our clients, our people and our communities to thrive.

Our values:



Collaborative

We leverage our collective talents for the benefit of our clients and each other and we prize teamwork and relationships.



Creative

We are innovative and creative problem-solvers, providing an enhanced client and employee experience by not being bound by custom or convention.



Professional

We deliver quality and excellence and act with the utmost integrity at all times.



Inclusive

We foster a diverse and inclusive culture that places respect and support for everyone at its core and empowers all our people to fulfill their potential.



Open

We are approachable and nurture a culture of transparency and openness.

602

recommended lawyers and
98 ranked practice areas in
Legal 500 UK 2024

134

attorneys and **31 practice**
areas in Legal 500 USA 2024

221

ranked practices across
Legal 500 EMEA 2024

136

attorneys recognized in
the 2024 edition of The
Best Lawyers in America

107

ranked lawyers and **70**
ranked practice areas in
Chambers Europe 2024

82

practice areas across
31 jurisdictions in Chambers
Global 2024

***“Eversheds Sutherland have
large teams covering a wide
variety of legal matters,
with office locations across
the globe providing great
international reach.”***

**Chambers Crisis & Risk Management Guide
2024**

Global reach

30+
countries

US

Atlanta
Austin
Chicago
Houston
New York
Sacramento
San Diego
San Francisco
Washington DC

70+
offices

Africa

Angola
Luanda

Mozambique
Maputo

South Africa
Durban
Johannesburg

Tunisia
Tunis

Mauritius
Port Louis

Europe

Austria
Vienna

Belgium
Brussels

Bulgaria
Sofia

Czech Republic
Prague

Estonia
Tallinn

Finland
Helsinki
Jyväskylä
Oulu
Tampere
Turku

France
Paris

Germany
Düsseldorf
Frankfurt
Hamburg
Munich

Hungary
Budapest

Ireland
Dublin

Italy
Milan
Rome

Latvia
Riga

Lithuania
Vilnius

Luxembourg
Luxembourg City

Netherlands
Amsterdam
Rotterdam

Poland
Warsaw

Portugal
Faro
Lisbon
Porto

Romania
Bucharest

Slovakia
Bratislava

Spain
Madrid

Sweden
Stockholm

Switzerland
Berne
Geneva
Zug
Zurich

United Kingdom
Belfast
Birmingham
Cambridge
Cardiff
Edinburgh
Ipswich
Leeds
London
Manchester
Newcastle
Nottingham

Asia

China
Beijing
Hong Kong
Shanghai

Middle East

Iraq
Baghdad
Erbil

Jordan
Amman

Qatar
Doha

Saudi Arabia
Riyadh

United Arab Emirates
Abu Dhabi
Dubai



**Our global coverage is
further enhanced by:**

200+

**relationship
firms** worldwide

30+

countries in the
Eversheds Sutherland
Africa Alliance

15+

countries in the
Eversheds Sutherland
Latin America Alliance

40+

countries in the
Eversheds Sutherland
Asia Pacific Alliance



“They take their time to understand the client’s needs and work collaboratively to ensure the outcome meets the client’s objectives.”

Legal 500
EMEA 2024



“An impressive regional footprint in the Middle East, with especially strong disputes teams in Qatar, Saudi Arabia and the UAE.”

Middle East-wide Dispute Resolution Chambers Review
Chambers Global 2024



“The Eversheds Sutherland team has the ability to solve complex problems across the board.”

Chambers USA
2024



“They make me feel like I am their only client. They give their opinion when asked and respect our decisions.”

Legal 500 US
2024



“They are strong as they can rely on their international network when situations touch upon other jurisdictions.”

Greater China Region Guide 2024





2024 Responsible Business Report:

Our global progress at a glance

Our purpose and values are at the heart of our responsible business strategy and we are committed to embedding responsible business practices throughout our global operations, working across four key areas of focus:



People

We empower our people by creating a values-led, diverse and inclusive culture with well-being at its heart and invest in everyone's future through learning and development.



Community

We make a positive impact on the communities in which we live and work through our pro bono, volunteer and charitable activities, using our talents and time for the benefit of others.



Environment

We are committed to protecting our planet by reducing our environmental impact and promoting the conservation of natural resources.



Governance and ethics

We safeguard the highest levels of professional standards and integrity throughout our governance structures and commitment to ethical business practices.

Diversity, equity and inclusion ('DEI')

The work of DEI is not just championed by senior leadership, but is the responsibility of all our people across all offices. Although our commitment is global, our initiatives and programs are informed by region-specific metrics and tailored to the needs of each location.

Pipeline/Social mobility

Our pipeline programs have supported nearly 2,000 students globally. Our Unlocked and ES Scholars programs are designed to address underrepresentation not just at the firm, but in the broader legal industry.

Women's leadership

Eversheds Sutherland is committed to supporting and advancing the careers of the many talented women across the firm. Retreats and broadened programming in the US and Europe brought together our women attorneys and business professional leaders to share ideas, network, develop solutions and build community.

Global partnership with International Rescue Committee

As we enter the second year of our global partnership with the International Rescue Committee ('IRC'), we recorded over 1,200 pro bono hours on more than 40 different matters for the IRC involving colleagues from around the world.

Access to justice

As a law firm, our commitment to pro bono and access to justice remains a pillar of our responsible business program. This past year, our lawyers represented hundreds of nonprofit and individual pro bono clients, with a particular focus on supporting refugees and children's rights. Stories from across the firm can be found in our full reports.

Global challenges, local actions

Through our institutional giving programs and charity partnerships, we reached over 360 community-based organizations with financial support this past year. In addition, our office committees championed volunteer support and charity partnerships to meet community needs at the local level.

Environmental targets

We have a global commitment to achieving net-zero and our targets have been verified by the Science-Based Targets initiative at the local level.

Our International business has set near-term targets to achieve by 2030, including an 80% reduction in Scope 1 and 2 emissions, and a 50% reduction in Scope 3 emissions.

Our US business has set near-term targets to achieve by 2030, including a 98% reduction in Scope 1 and 2 emissions, and a 50% reduction in Scope 3 emissions. In addition, we have a US long-term net-zero target of 2040, detailed in our full report.

Ethical conduct

Our global Ethical Code of Conduct sits alongside our legal and regulatory requirements and brings to life how we conduct ourselves with our clients, our communities and each other. The Code is publicly available [here](#).

Responsible use of AI

We have adopted a global approach and policy to the responsible use of AI and Generative AI and intend to be at the forefront of this technological shift that is already changing how legal services are delivered and how businesses operate, taking care to protect client confidence and deliver quality services to our clients where we use this evolving medium.

For a more detailed overview of our responsible business program and 2024 highlights, [please read the full reports on our website](#).





High quality legal services



Banking and Finance

Our Banking and Finance team combines deep local knowledge and multi-jurisdictional experience to advise on the full range of banking, finance and debt capital market legal issues. From banks, to corporates, debt funds and BDCs, our lawyers can support on complex funding requirements wherever you are located. We also have market-leading Sustainability, Real Estate and Project Finance practices working on some of the largest projects across the EMEA region.



Competition, Trade and Foreign Investment

Our Global Competition, EU and Trade team is recognized as one of the world's leading competition and antitrust groups. We offer strategic advice on national and global matters ranging from large-scale antitrust investigations through to compliance and merger control. We also handle international trade matters, including export control, sanctions, and trade remedies, as well as competition litigation. We have been at the forefront of policy developments with regard to new foreign investment and national security laws across Asia, Europe and the UK, the Middle East and United States.



Corporate and M&A

We are a global leader in corporate and strategic M&A. Our team includes sector-focused transactional lawyers, and leading lawyers in areas critical to the delivery of deals, such as merger control, information security, labor, regulatory and finance in key global markets. In addition to the quality of our lawyers and their advice, we are working alongside our clients to develop legal technologies and investing in legal project management. Allied with our traditional partner-led approach, this has enhanced our ability and reputation for delivering high value, complex transactions to boards and General Counsel globally. We support on over 400 transactions each year, ranging from multi-billion dollar deals to smaller strategic bolt-on acquisitions and minority investments. We do this for global corporates, including FTSE 350 and Fortune 500 organizations, private equity firms, and privately-held corporates, firms, and other investors.



Employment, Labor and Pensions

We provide employers across the globe with a comprehensive employment, labor and pensions law service. Combining our extensive understanding of international employment and pensions law with immigration, tax and strategic labor relations advice, our 400-strong team provides a full spectrum of legal advice, covering everything from contentious and non-contentious single country matters to complex, multijurisdictional projects. Our technical knowledge and cross-sector experience allow us to deliver people and workforce solutions to a wide range of organizations, from blue-chip FTSE and Fortune 500 companies to start-ups and owner-managed businesses.



Cyber Security and Data Privacy

Our team of over 140 attorneys across 30 global offices has a highly integrated, interdisciplinary and business-focused approach to data privacy and cybersecurity. We are able to simplify the most complex compliance programs across dozens of global jurisdictions, and we can comprehensively help you prepare for, protect against and respond to cyber incidents across all time zones. We work with companies across sectors, and are embedded with some of the world's largest corporations advising on the most cutting edge privacy and cybersecurity issues.



Financial Services Regulation

Our Financial Services team is at the very forefront of the rapidly changing global regulatory landscape. We assist financial institutions and leading corporations in the investment products industry on the full range of transactions, regulatory and compliance issues. We stay close to regulators so that we can ensure you are on top of latest developments and mitigate risk. In the US, our team includes former senior attorneys from the SEC, FINRA, the US Department of Justice and the US Department of Labor, allowing us to fully address the range of regulatory challenges presented by those agencies and others that impact financial services companies. We are also at the forefront of digitalization in the FS sector on issues such as crypto assets and blockchain, and acted on the UK's first successful Initial Coin Offering (ICO).



Insurance

Our Insurance group includes more than 75 insurance partners, leading worldwide teams who advise our insurance and reinsurance company clients on a full array of insurance matters. We are recognized in the Legal 500, Chambers, Euromoney Expert Guide and Super Lawyers directories for our insurance experience and have also previously won the prestigious Legal Business Insurance Team of the Year award. Many of our Insurance lawyers have received individual rankings and distinguished service accolades for their work, including advising on the setup of a £2.1bn reinsurance fund, which was a world-first type of public/ private partnership, requiring new legislation and agreement between a number of stakeholders, including the UK Government. In 2020, we handled more than US\$6 billion in insurance M&A transactions worldwide.



Konexo

Konexo combines the heritage, strength and stability of being developed by Eversheds Sutherland with a highly flexible approach to problem solving. With a presence in the UK, the US and Asia, you have the full range of alternative legal and compliance services, all supported by advanced technology, smart systems, and bright minds. From interim legal resourcing and legal services to financial services compliance and legal technology consulting, Konexo has the knowledge, skills and experience to provide the services you need. For more information, please visit www.konexoglobal.com.



Intellectual Property

We provide some of the world's most successful companies with the services they need to establish and protect their IP portfolios in key markets globally. Our IP clients include many globally recognizable powerhouses, with some of the largest patent and trademark filing and enforcement needs in the world, and our lawyers have the experience and knowledge to maximize their IP portfolio value and protection. We protect IP rights across the board, from filing patent and trademark applications to defending those rights in court and before government agencies. We also advise on marketing, advertising and complex transactions involving IP.



Litigation

With over 500 experienced attorneys, we are the sixth largest Litigation practice in the world. Internationally recognized, we are featured in The Lawyer Global Top 50, Global Investigations Review Top 100 and Global Arbitration Review Top 30. Our global Litigation team has led clients through some of the most complex disputes and challenging regulatory investigations around the world. These include serving as lead counsel in the BP oil spill litigation; acting for a global bank on over 2,000 complex mis-selling claims as part of a review ordered by the Financial Conduct Authority and successfully advising the Florida Senate, House of Representatives and State Board of Education in a constitutional challenge to Florida's US\$19bn K-12 public school funding system. We also defended British Airways pension trustees in a ground-breaking British Airways legal challenge over the decision to make additional payments to thousands of retired airline workers in the 26,000-member pension scheme.



Real Estate and Planning

With more than 500 attorneys, we have one of the largest full service Real Estate teams of any global law practice, known for complex and big ticket transactions. Our team works in partnership with global, regional and local businesses that engage in real estate from all perspectives. We have deep knowledge across all commercial real estate asset classes, including niche industries such as data centers, energy, hospitality and timber. Our landmark deals include the £1.5bn sale of Network Rail's 5,200 property railway arches portfolio to Telereal Trillium and Blackstone, the US\$1.6bn acquisition of the landmark skyscraper 1285 Avenue of the Americas in New York City and advising one of the world's largest tech companies on its corporate office portfolio across EMEA and Asia Pacific.



Tax

With more than 160 tax attorneys globally, we provide counsel to many of the world's most prominent corporations – approximately 40 of the Fortune 100 and 50+ from the FTSE 100. We cover every aspect from structuring complex transactions and designing insurance and financial products to advising domestic and cross-border business operations. Commended by Chambers USA as "incredibly talented and loyal - like an extension of an in-house department, with super powers," our teams are also at the forefront of new developments and market forces currently challenging traditional tax planning. We also advise on the taxation of cryptocurrencies, digital economies, recent tax reforms and new fund structures, including the development of new legislation.



AI

Artificial intelligence (AI) is transforming the world and creating new legal challenges and opportunities. At Eversheds Sutherland, we have the expertise and experience to advise our clients on all aspects of AI law, including AI regulation, data protection, intellectual property, employment-related issues and liability as well as AI litigation, M&A, commercial agreements and strategic partnerships. We help our clients navigate the complex and evolving regulatory landscape of AI, and provide practical solutions to support your AI transformation journey. Whether you are developing, deploying, or using AI, we can help you achieve your goals and mitigate your risks. We also support in-house legal teams with their own AI transformation through our Konexo tech consulting offering.

Helping your future take off
Global lawyers powered by excellence



Industry knowledge



Consumer



Energy



Governments and Infrastructure



Life Sciences and Healthcare



Technology, Media and Telecoms



Education



Financial Services



Industrials



Real Estate



ESG



***“Eversheds Sutherland
is a true business partner.”***

Chambers Europe
2023



“They are an innovative law firm who were prepared to work with Microsoft in a different way, providing alternative global fee menus. Eversheds Sutherland stood out by providing a customized, innovative and client-facing solution.”

Tim Osborn
Assistant General Counsel, Microsoft

eversheds-sutherland.com

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Eversheds Sutherland (International) LLP and Eversheds Sutherland (US) LLP are part of a global legal practice, operating through various separate and distinct legal entities, under Eversheds Sutherland. For a full description of the structure and a list of offices, please visit www.eversheds-sutherland.com

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