



PANGANET
INTERNATIONAL NETWORK OF INDEPENDENT LAW FIRMS

ANNUAL REPORT

2023-2024





To all our Pangea Members

A special thanks to our 1,300+ lawyers from 25 countries. You are the backbone of all we do at Pangea Net.

Thank you!



Table of contents



A note from the chairman | **6**



2024 Board members | **8**



Memories from the past year | **10**



2024 Annual General Meeting Program | **22**



Fostering Community, Nurturing Leaders | **24**



Arbitration Practice Group held its first of a kind public event in Vienna | **28**



Global Highlights | **12**



Success Stories | **13**



Membership overview | **14**



Spotlight: UEPA Advokáti | **30**



"A note from the treasurer(s)" | **35**



Mark your calendar | **36**



Halfway across the Globe | **16**



Partner with Pangea | **19**



Referrals are Queen/King! | **20**



BY JENS FÖRDERER

A note from the chairman

Dear friends and colleagues,

In a few days, we'll all gather in Kolding, Denmark, for our network's 15th AGM. We, from the Board, are all looking very much forward to it, and we hope you do too. You may all still remember the fantastic time we had in Antwerp last year (thanks again to our friends from Litiguard for organizing such a great AGM on such short notice – and check out the pictures from our last AGM on pages 10 & 11 and throughout the report!).

This year's host, our Danish member firm Andersen Partners, has put a lot of efforts into preparing a great program and, to our greatest delight, **all member firms but one, together with two guest firms will be present, generating a record attendance of 108 participants (excluding participants from our member firm Andersen Partners)!**

We could not dream of a better outcome. To be honest, we did not expect this success which required quite a lot of re-organization and replanning work on the side of the organizers (causing them quite some headaches). But the additional workload for our host Andersen Partners is certainly partly compensated by learning that – globally – "everybody wants to come to Kolding". And the Board, having been to Kolding two months ago, is certain that "everybody will love Kolding" – and the program Andersen and the Board have come up with. We are looking so much forward to seeing you all. It will be a great occasion to

- catch up with old and new friends,
- meet colleagues from **our new members from Belgium (Kwint – we now have two member firms in Belgium), Austria (BLS) and Australia (Blackbay Lawyers),**
- get to know our guest firms from Norway and Canada, and
- have fun and connect

I'm certain we'll all make it worthwhile!

So, digging a bit deeper, what's the take-away from this better-than-ever attendance:

First of all, as you know, we, from the Board, never cease to repeat that attending the AGM is THE key commitment of Pangea Net member firms. We are therefore very pleased that almost all members are present and are sending so many people.

Second, after two years of strategic consolidation of the network, the last year brought us three new member firms, which shows that our network is clear on its goals and more attractive than ever. We take this as a sign that the Board's intention to further professionalize the network is the right path to pursue.

Speaking of professionalization: given our recent growth, the workload for the Board and our Network Operating Officer, Alexia Colson-Duparchy, has increased, which made us take two decisions:

1. Appoint another Board Member to assist us in our daily tasks, and
2. We are currently in the recruitment process for an administrative assistant, which will enable us to be even more reactive and maintain and increase our level of professionalization.

I hope we'll be able to report a successful termination of this recruitment process before long.

Now, when it comes to the internal dynamics of our network, I'm thrilled to announce that the referral level has increased compared to last year (see pages 20 & 21). As you know, tracking our referrals and the inbound figures is a cornerstone of the Board's strategy and will continue to remain our focus in the future. We know that we have asked you a lot of information last year but be assured that in 2024, we'll be a bit more streamlined (but will continue to push you all to provide us with numbers). These numbers will allow us to take further steps to build a professional and successful future for our network. And we highly appreciate your commitment here.

If you're struggling to retrieve inbound numbers, please try to put in place internal structures in your respective firms enabling you to reply quickly and precisely when we ask you about your inbound referral revenues. Please feel free to reach out to us so that we can share best practices here.

1 Let's keep promoting the network (internally and externally)

2 Let's stay united (i.e., always thinking of a member firm first when it comes to outbound referrals)

3 Let us make use of our member firms' quality

4 Let's make sure that our respective loyalty and trust becomes a key to the success for all of us



Now let me conclude by saying thanks:

- to all of our members for their increased commitment to our network. It makes the Board's work and efforts so much more fulfilling when things are heading into the right direction - and we can see they do.
- to my fellow Board members and to our Network Operating Officer Alexia Colson-Duparchy (who – once again – beautifully edited this Annual Report)

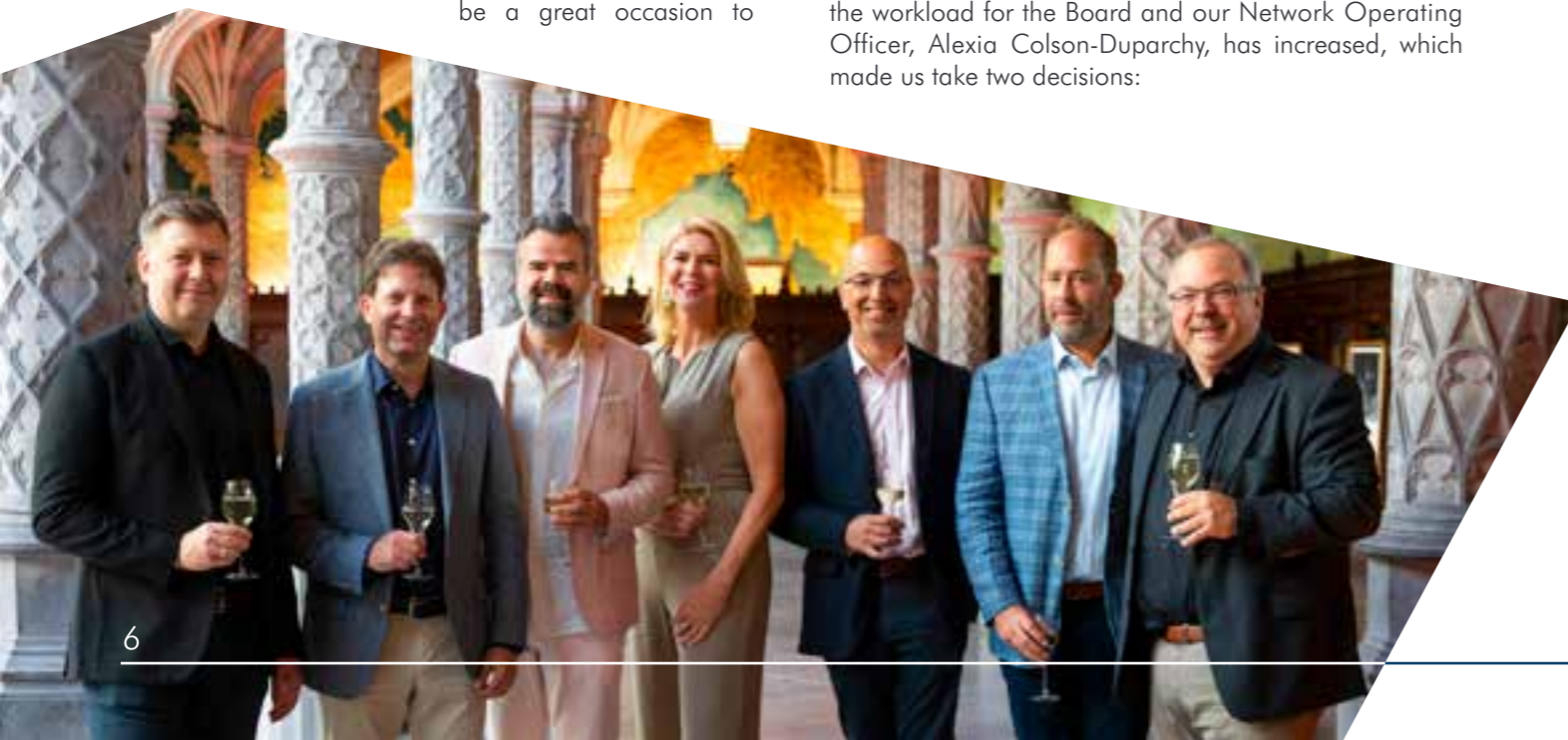
Enjoy the next pages! See you all very soon.

Best,



klein • wenner

Jens Förderer
Partner at klein • wenner (France)
Chairman & Global Ambassador





ORGANISATIONAL CHART

2024 Board members



Jens Förderer

Chairman & Global Ambassador

Partner, klein • wanner (France)
jens.foerderer@kleinwanner.eu



Dr. Nils Wigglinghaus

Vice Chairman & AGM Director

Partner, Brandi Rechtsanwälte (Germany)
nils.wigglinghaus@brandi.net



Carolien Brederije

Communication & International Development

Partner, Valegis Advocaten (The Netherlands)
c.brederije@valegis.com



Richard Cox

International Development

Partner, Browne Jacobson (UK)
richard.cox@brownejacobson.com



Eric Vendt

Practice Groups

Partner, Whiteford LLP (USA)
evendt@whitefordlaw.com



Søren Stig Langlørkke Hansen

Strategy & Development

Partner, Andersen Partners (Denmark)
ssh@andersen-partners.dk



Georg Weber

Treasurer

Partner, Probst Partner AG (Switzerland)
georg.weber@probstpartner.ch



BOARD

New candidates



Oliver Fritschi

Treasurer

Partner, Probst Partner AG (Switzerland)
oliver.fritschi@probstpartner.ch



Mikael Åström

Partner, MAQS (Sweden)
mikael.astrom@maqs.com



BEHIND-THE-SCENES

Memories from the past year





HIGHLIGHTS

Global Highlights



Richard Cox
Partner at Browne Jacobson (UK)
Board Member in charge of International Development

In October 2023 the board met in Dublin to discuss the strategy for the future development of the network. The key out comes from this were:

1. We recognised the non-exclusive nature of the network but placed a requirement on all member firms to always prioritise referrals to network members above other relationships they may have.
2. We would not look for growth for growth's sake but rather focus on the quality of members – both existing and future to ensure quality of advice for the benefit of clients but with increased referrals and reciprocity across the network – recognising that the best way of growing the network would be from adding members who were already known and working with existing members.
3. We would continue to push for the professionalisation of the network – expecting proper engagement from member firms on network initiatives and reporting. With a long-term goal of more active management of members involvement and contribution to the network.

Since launching the strategy, we have had numerous discussions with firms in many jurisdictions and invested time as a board to identify the right member firms aligned to our strategy before bringing these firms into the network. Since the last AGM we have added **BlackBay in Australia**; **BLS Rechtsanwälte in Austria**; and **Kwint Advocaten in Belgium** – all of which are aligned to the strategy.

We are keen to continually strengthen and professionalise the network to ensure that Pangea remains a key part of our members global legal strategies; that we retain our ambitious members; and we attract equally ambitious

firms in all key jurisdictions. We have lost some members in recent years in important jurisdictions often due to circumstances outside the networks control (primarily where firms have been taken over by larger international firms). I am pleased to confirm that where this has happened, we have either managed to bring in an excellent new member e.g. in Austria or we have ongoing discussions with alternative quality replacements such as in Portugal.

We have also begun to more actively manage the network, having direct discussions with firms to understand how they would like to see the network improve and develop in order to fully service our respective clients but also how they can engage better with the network to increase the flow of work to all member firms.



HIGHLIGHTS

Success Stories

BLS RECHTSANWÄLTE

The inclusion of BLS Rechtsanwälte to the network is testament to the success of the strategy – an internationally focussed firm who had existing good working relationships with our Czech member, UEPA. Following a recommendation from Andreas and his team at UEPA the board followed up with BLS. We were very impressed with their offering and comfortable that they would be a great fit to the network. Since joining, there have been numerous flows of work between BLS and the rest of the network and we look forward to welcoming Wolfgang and Thomas to the upcoming AGM.

BLACKBAY LAWYERS

BlackBay, our latest new member again was another case of the strategy working in practice. The firm was recommended to the network through Tim at Valegis who had an existing relationship with one of their founders. Although a relatively new firm the board were impressed by the international ambition of the team and were keen to recommend them to the network. We look forward to meeting Isabella, their delegate for the 2024 AGM.

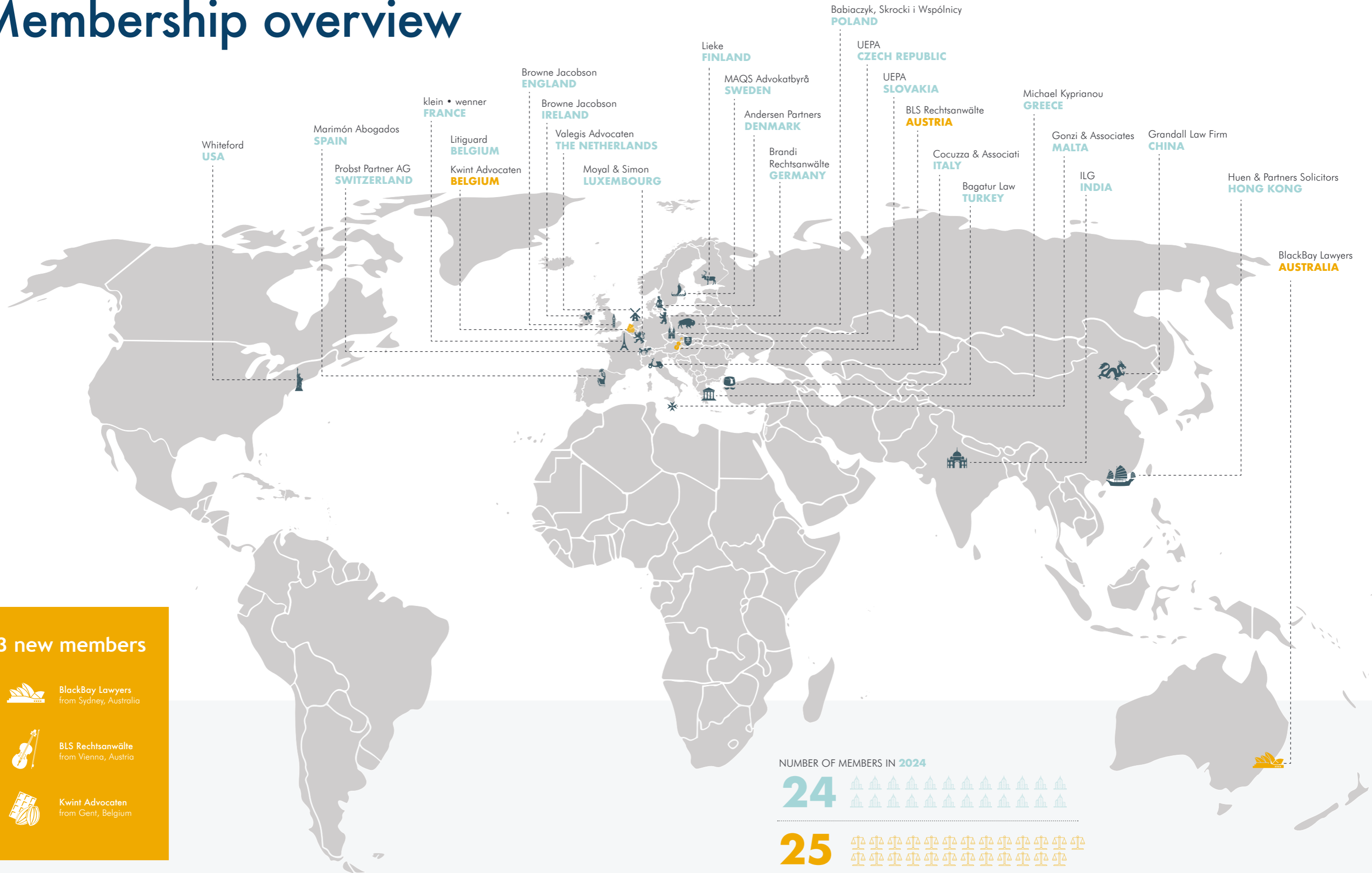
We are also excited about the ongoing discussions we are having with a number of firms, some of who will be represented in Kolding. Please make them feel welcome and I look forward to being able to announce additional new members in the coming months to further strengthen and develop our network – watch this space!

Get in touch:

Richard Cox
richard.cox@brownejacobson.com



Membership overview





MEMBERSHIP

Halfway across the Globe



By Dr. Nils Wigglinghaus
Partner at Brandi Rechtsanwälte (Germany)
Vice Chairman & AGM Director



Victoria-Jane Otavski
Managing Partner at BlackBay Lawyers (Australia)
New member since 2024



Dr. Thomas Boller
Partner at BLS Rechtsanwälte (Austria)
New member since 2023



Maarten Simon
Partner at Kwint Advocaten (Belgium)
New member since 2023

The diameter of planet earth is roughly 40,000km, which makes halfway about 20,000km. It's about 16,000km from Vienna/Gent to Sydney – does this mean law-firms based there are “half a world away” from each other? No, as the interview our Deputy-Chair Nils had with our three new members from Austria, Australia and Belgium, clearly shows. Nils (NW) met with Victoria-Jane from Sydney, Thomas from Vienna and Maarten from Belgium and spoke about what it means to them to be the newest addition to our membership.

NW: Victoria-Jane, Thomas and Maarten. First of all: a heartfelt welcome to Pangea Net to all of you. We are extremely happy your firms have joined and I am looking forward to our meeting today which – surprise surprise – will not take place physically but digitally. Let me start with asking you, Victoria-Jane if I may. Australia – Wow. How do you feel amongst all these European firms, not just in this interview but also in the network?

Victoria-Jane: As an Australian firm in a network featuring a majority of European firms, we hold a key position that allows us to bridge diverse legal systems and contribute fresh viewpoints, significantly enriching discussions within Pangea Net. While our geographic location naturally focuses our attention towards the Asia Pacific region, our

ambitions cover a broader, more global scope. We view our participation in this network as an excellent opportunity not only to gain insights but also to enhance the collective knowledge with our contributions, bringing extensive global perspectives to the table. This proactive engagement is exciting for us and is essential for staying ahead in a rapidly evolving legal environment. Additionally, the tyranny of distance does not phase us and in typical Australian fashion, we will embrace the additional travel opportunities that comes with being a member!

NW: So will the members! I've already heard the first persons asking for an AGM in Sydney – you haven't even unpacked, yet!

Victoria-Jane: Who knows, Australians are known for their hospitality so we're open for everything!

NW: Great! Maarten, for me as a German, Belgium is “right around the corner”. Your approach to international networking must be very different from an Australian firm's.

Maarten: Belgium is a small country, but we have quite some headquarters of international groups based in Brussels. These clients expect us to be able to answer questions about other jurisdictions as well. Sometimes the client even does not realize that the laws in each country are fundamentally different! Only last week, I received a request from a client to advise on the envisaged dismissal of a sales representative. When reviewing the employment contract, I noticed that the employee is based in Luxembourg and that the employment contract is governed by Luxembourg law. I was happy call on the assistance of our Luxembourg colleagues from Moyal.

NW: Your firm is focused on employment law, right?

Maarten: Yes, Kwint is a boutique firm in employment law. Litiguard, the other Belgian member firm, does not have an employment law department. That is why they asked us to joint Pangea Net, and we are very thankful for that opportunity! I created Kwint in 2015, together with Isabelle and Vincent, with whom I had worked for fifteen years in our previous firm. Since then, we have steadily grown and we currently have twelve lawyers, all specializing in certain areas of employment law. This allows us to answer all questions from our clients, who are mainly employers. We however also assist executives, both during contract negotiations and discussions around the termination of their employment.

NW: Victoria-Jane, your firm also has a focus – but a different one, right?

Victoria-Jane: Yes. We specialise in litigation and commercial law, focusing particularly on commercial, defamation, regulatory and employment law. Our firm is still relatively young (we were founded in 2022) and distinguishes itself by providing holistic legal support and proactive risk management, paired with a unique blend of generalist and specialist expertise. This combination allows us to offer comprehensive and multidimensional services that are

both skilfully adaptable and forward-thinking. At BlackBay Lawyers, we pride ourselves on being strategic and client-focused, ensuring that each case is handled with a tailored approach specific to the needs and goals of our clients. This dedication to delivering exceptional legal services and our ability to seamlessly integrate deep legal knowledge with innovative strategies has positioned us as one of the fastest growing law firms in Australia.

NW: Impressive! Thomas, BLS is different – your firm is far from being a boutique and it's been around for a while, right?

Thomas: Yes, we have been founded in 1974 and we are full-service. Our team consists of around 65 employees, of which about half are lawyers with different areas of specialisation. A versatile mix of bright minds advises businesses and companies of all sizes, internationally operating groups and renowned global players in the industry, energy supply, insurance, telecommunications, employee hiring and consumer goods sectors among others. Our clients include major companies from the automotive industry, insurance industry and highly specialized suppliers, e.g. from the railroad, off-highway and healthcare industries as well as the high-frequency testing sector. We pursue a “single face to the customer” strategy. Our office premises are situated in the Vienna inner city with a view of St. Stephen's Cathedral which have been expanded several times since the firm was founded in 1974. We love what we do and are excellent at it – for 50 years now.

NW: You have taken a very sharp start if I may say so. We as BRANDI have already received quite a few referrals from your firm (thank you for that!) and you have already hosted a Pangea Net event, the Breakfast in Vienna organized by the arbitration and litigation practice group.

Thomas: When I studied at the Vienna Faculty of Law, the Vienna International Moot Court, a fictional arbitration court made up of experts from universities and law firms hearing fictional cases was just established. In the meantime it has grown immensely. Today it is a huge competition with more than 2,000 students participating from over 70 countries and involving renowned arbitrators, lawyers and professors from all over the world. Given this international setting, it is just perfect that Pangea Net hosted an inspiring breakfast event. Together with klein.wenner and BRANDI we discussed the handling of confidential documents in negotiations in front of a select audience. It was a great event we were happy to participate in and are looking forward to next year.





NW: I can take from your answer that your firm does have an international reach. What was it that made you chose Pangea Net as your network? I know there are multiple networks out there.

Thomas: As our firm grew from a handful of lawyers to the size we have now, we also had the urge to reorientate our internationally cooperation. Since our clients are mostly internationally active, we heavily rely on a network of competent and experienced law-firms throughout Europe but also Asia and USA, both inbound and outbound. We are interested in an active business driven network we have found in Pangea Net. We've been in a network before but that former networks' strength were personal ties but no commercial ones. The firms were mostly rather small but for the driving British one and could not meet our expectations in providing swift and customized legal advice. Also, Europe was only partly covered given rise to separately establish a best friends practice. Therefore, we were particularly looking for a network which would fill such gaps, fits to our firm and allows us to confidently refer matters to partner firms and receive inbound referrals. As the former Austrian firm left, we quit our prior network ourselves and joined Pangea Net upon recommendation of a member firm.

NW: Thank you, Thomas. How about BlackBay Lawyers, Victoria-Jane – why Pangea?

Victoria-Jane: Pangea Net stood out due to its spirited approach to fostering genuine connections and its commitment to high-quality, practical legal solutions. The network's emphasis on collaboration and mutual growth resonates with BlackBay Lawyers' vision of achieving distinction through unity. This alignment in values and mission was a key factor in our decision to join Pangea Net. Additionally, we were impressed by the network's dedication to aligning client service with the highest standards of expertise and proficiency, reinforcing our confidence in our decision to become a part of this community. Since joining, our initial impressions have been confirmed and we have been overwhelmingly impressed with the activity and collegiality of Pangea Net.

NW: Maarten – why for you there was only one choice – Pangea Net?

Maarten: I know Dirk De Maeseneer (Litiguard) for quite some time and when he told me so enthusiastically about Pangea, I was immediately interested. After attending the reception at the AGM in Antwerp last year, I was convinced that Kwint should join the network. One aspect that we especially liked, is the possibility to send our (junior) lawyers to work for a few weeks or months in the offices of other Pangea member firms. We are currently investigating the possibility of sending someone to the UK.

NW: Do that – it's a good way to also promote your own firm to younger lawyers. Last but not least: Folks, this is your first AGM as members. It turns out that it may very well be the one with the largest attendance ever. What is it – in short – that you are looking forward to the most!

Thomas: Having heard nothing but outstanding things about Pangea Net and its lawyers, we are now pleased to get to know them and our partner law firms in person, as we are convinced that this will be beneficial for a fruitful and long-lasting cooperation.

Victoria-Jane: The upcoming AGM in Denmark marks our first as a member of this Pangea Net network, and it is the opportunity for personal interaction and forging last; we are particularly interested in exchanging outlooks and exploring potential collaborations that go beyond geographical limitations and I am sure our delegate Isabella will enjoy it immensely and inject her fun Aussie spirit into the events lined up as part of the AGM.

Maarten: I attended the practice group meeting in Barcelona last year, which was a great event. So, first of all, I look forward to seeing all these nice colleagues again and to meeting many more lawyers. The program looks promising, and the location just seems wonderful! On a private level: I am a fanatical cyclist and so I hope to also explore the region on a rented race bike!

NW: Thanks to all three of you. I think it shows that at Pangea Net we are indeed much closer together than physical distances. I am looking forward to seeing you soon!

Get in touch:

Dr. Nils Wiggingshaus:
nils.wiggingshaus@brandi.net

JOIN US

Partner with Pangea

Here are some ways you can partner with Pangea Net and transform your clients' international legal experience (and yours!):

MEET our delegates:

We are accessible, we are active, and our delegates are present at the main legal events around the globe. Will you be present at the upcoming 2024 IBA Conference in Mexico City? So will we! Get in touch and we'll invite you for our Meet & Greet event.

ATTEND our workshops:

Let us know that you are interested, and we will invite you to one of our upcoming free online workshops and webinars that are open to the public.

FOLLOW our news:

Check out our latest news on LinkedIn:
[linkedin.com/pangeanet](https://www.linkedin.com/company/pangeanet)

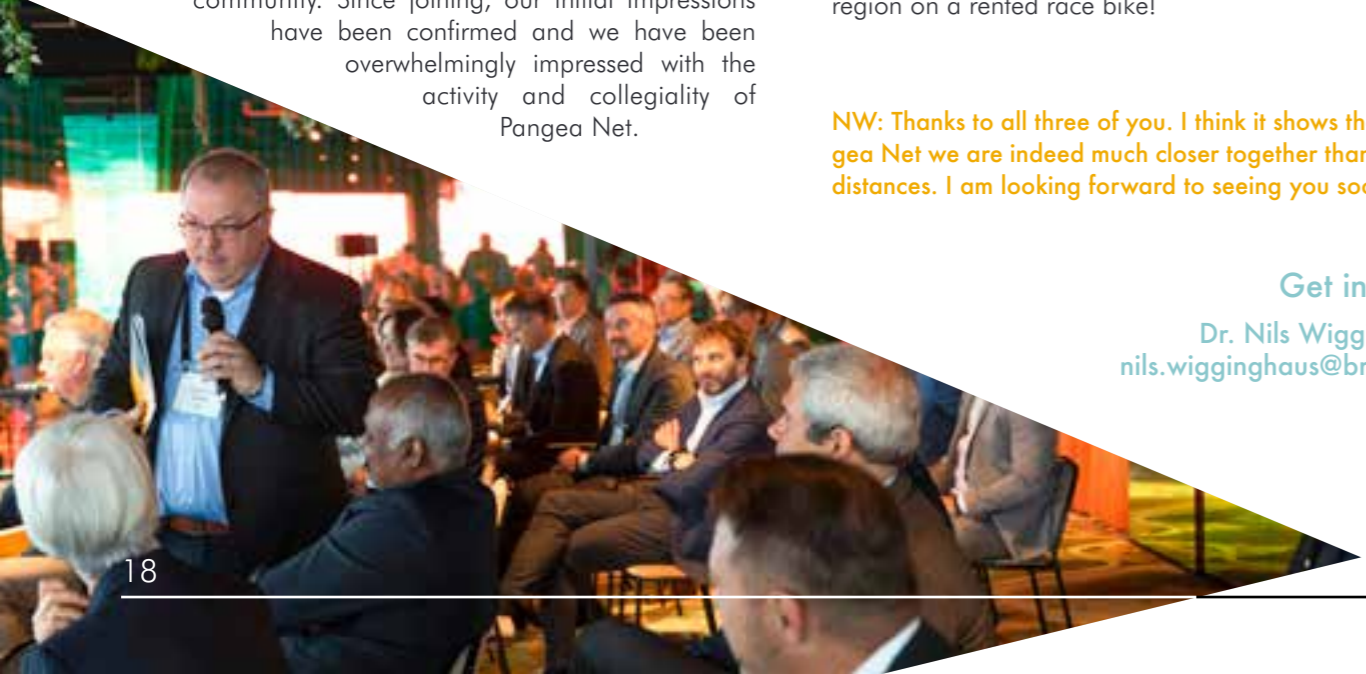
JOIN us:

Is your jurisdiction not yet covered by our network? Do you recognize your values in our dynamic, engaged, human-centric members? Then you might be ready to take the next step and get in touch with us to discuss your potential adhesion to our network.

Reach out and see whether our dynamic network of independent of law firms is the right match for your firm.

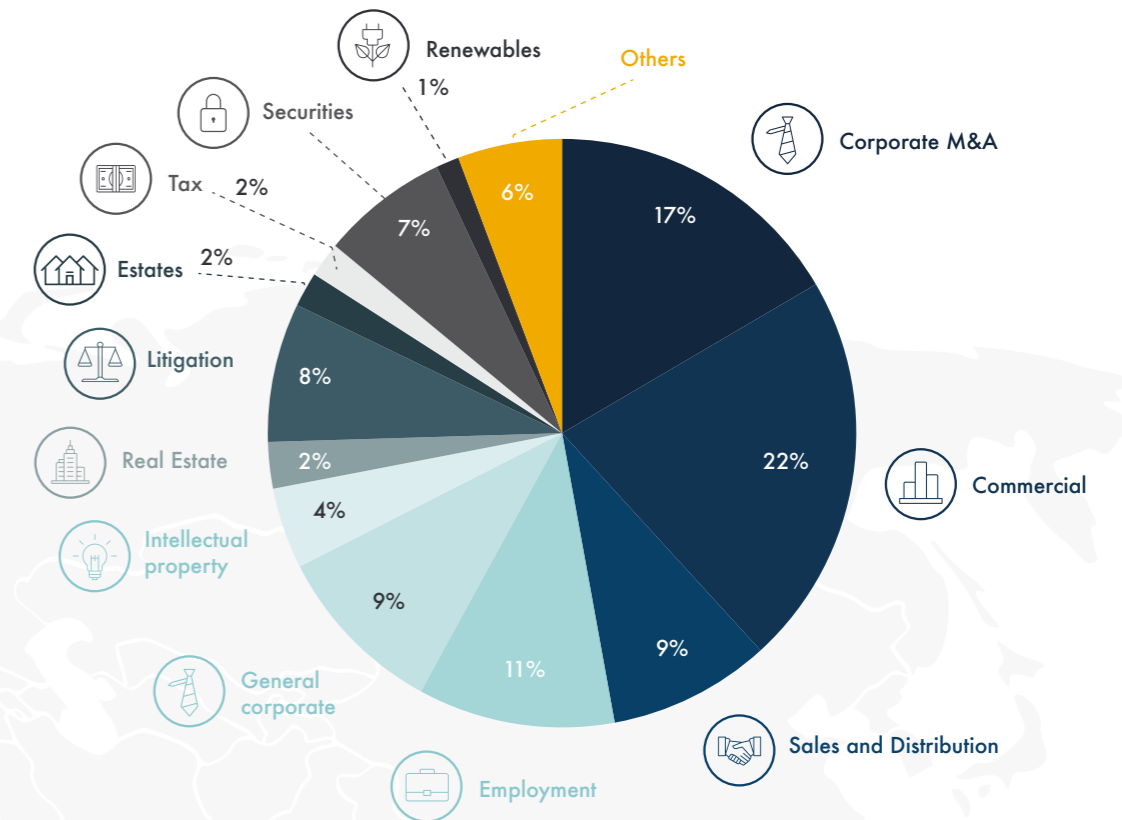
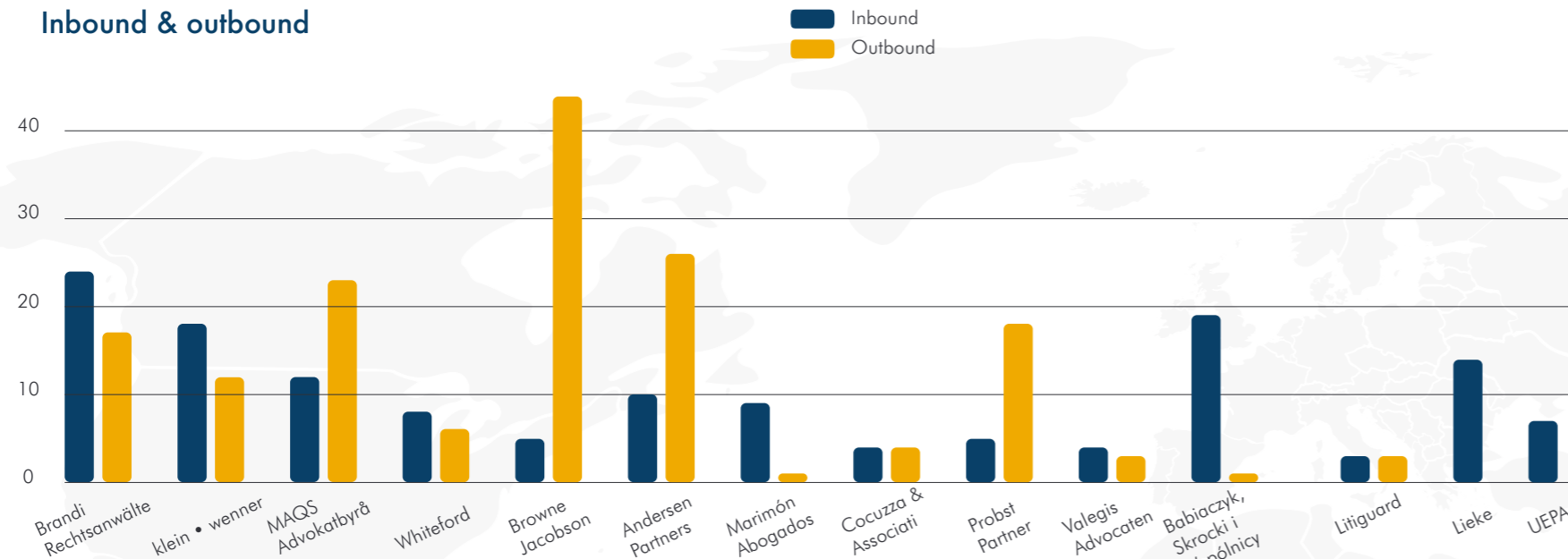
For more information on how to become more involved with Pangea Net:

please visit pangea-net.org or email Alexia Colson-Duparchy, our Global Network Officer, at info@brightbrainsco.com.





Inbound & outbound



163
Overall number of outbound referrals

REFERRAL TRACKER

Referrals are Queen/King!



Søren Stig Langlække Hansen
Partner at Andersen Partners (Denmark)
Board Member in charge of Strategy & Development

As part of the strategy adopted by the Board, it is a crucial driver to continue to develop and professionalize our Network. As part of this journey, the Board has continued focus on referrals between the members as the main indication of how the business side of the Network is thriving.

* Alexia has previously sent out more detailed instructions on how the inbound figures are to be calculated/registered, including for example when a new client (not just a single matter) has been referred. You can always reach out to Alexia or Søren in case you have any questions in this regard.

** Please note that previously the reporting period covered 1 May – 30 April, whereas the current (and future) reporting period will follow the calendar year. This change was made based on input from the members and to ease the administrative burdens for the members.

To get an overview of this, we monitor the referrals from two angles.

We monitor referrals through the online Referral Tracker where the outbound firm registers when they have referred a matter (that materializes) to another member firm. This allows us to i.e. track the number of matters being referred, the areas of law to which the referrals relate, and from/to which firms the referrals flow. Members are requested to submit these referrals on a continuing basis throughout the year.

Given that the Referral Tracker is filled in by the outbound referring member, and that often the referring member will not be involved in the invoicing of the matter, the Referral Tracker does not allow us to obtain an overview of the value of the matters being referred. For that reason, the Board decided last year to request the members also to submit the total value of the matters they had received, meaning that the inbound firm is to submit to Alexia these figures separately*. Alexia will write to the members when it is time to file, but the members are encouraged

to register this concurrently or to set up a practical, internal system to monitor this in whichever manner suits the individual member. But rest assured – Alexia will be chasing those numbers.

The Board is thankful for the members' support in this, as we realize that this adds to the administrative work, but we also hope that everyone can see the relevance and the benefits that the Network obtains from this overview and this focus.

“
IT IS CERTAINLY THE EXPERIENCE OF THE BOARD THAT NEW POTENTIAL MEMBERS ARE VERY INTERESTED IN HEARING MORE ABOUT THE REFERRAL TRACKING PROCEDURE.

This underlines the Board's assertion that the Network is a professional and commercially driven network.

As you can see in the info chart from the Referral Tracker, referrals are thriving.

Our newest member from Australia, Blackbay Lawyers, even sent out their first referral before joining the Network.

The high referral activity level is also supported by the member reports on the inbound figures. Here we see an increase of more than 20%**. More detailed information on the inbound numbers will be share at the AGM in Kolding.

As always, the Board is very interested in hearing from you if you have any comments, suggestions and/or questions to the referral tracking procedure.

Get in touch:
Søren Stig Langlække Hansen
ssh@andersen-partners.dk

Alexia Colson Duparchy
alexia@brightbrainsco.com



2024 Annual General Meeting

Thursday, May 30th

Welcome

- 08:00** Check-in at Hotel Koldingfjord and collection of name tag (from 8:00)
Address: Fjordvej 154, 6000 Kolding
- 13:00** Meeting rooms for Practice Groups available at the hotel
- 17:30** Boat trip from Hotel Koldingfjord to Andersen Partners offices (5 min walk from drop off to offices). Dress code: Casual
- 18:30** Drinks, canapés and standing buffet at Andersen Partners – Canteen and roof terrace.
Address: Buen 11, 6000 Kolding
- 22:00** Bus back to Hotel Koldingfjord #1
- 22:40** Bus back to Hotel Koldingfjord #2

Friday, May 31st

Main program

- 06:30** Individual breakfast at Hotel Koldingfjord (from 06:30)
- 09:00** Annual General Meeting in the conference room (Magnolie) at Hotel Koldingfjord. Dress code: Business formal

- 11:30** Annual General Meeting continued
- 13:00** Lunch at Hotel Koldingfjord restaurant (all together)

Pangea neXt

- 06:30** Individual breakfast at Hotel Koldingfjord (from 06:30)
- 10:00** Nextis session with VP, Peter Kjær, inhouse legal, LEGO, at Hotel Koldingfjord (in the main building). Dress code: Business formal
- 13:00** Lunch at Hotel Koldingfjord restaurant (all together)

Spouses & Accompanying Persons

- 06:30** Individual breakfast at Hotel Koldingfjord (from 06:30)
- 11:00** Guided tour to Trapholt including lunch (bus/taxi from hotel). Dress code: Casual
Address: Æblehaven 23, 6000 Kolding

Common program for the rest of the day

- 14:00** Guest speaker – Lykke Friis, Director of Think Tank EUROPA in the conference room (Magnolie) at Hotel Koldingfjord
- 17:30** Bus transport to Koldinghus. Dress code: Business formal.
Address: Koldinghus 1, 6000 Kolding
- 18:00** Drinks and guided tour at Koldinghus
- 19:00** Dinner and party in the Ruin Hall at Koldinghus
- 00:00** Bus back to Hotel Koldingfjord #1
- 01:00** Bus back to Hotel Koldingfjord #2

DID YOU KNOW?

Lykke Friis

Lykke Friis is an expert in European politics, specialising in German politics. She is known for her incisive analyses and her ability to bring even the most complicated European issues into accessible terms, all while maintaining a sense of humor and sharing anecdotes. Today she is Director of Think Tank EUROPA.

Slotssøen

The lake next to Koldinghus, Slotssøen, is a property of the monarchy. Fishing and boating are strictly prohibited on the lake. However, there is a rowboat available, in case a royal guest wishes to go fishing.

Saturday, June 1st

On tour

- 06:30** Individual breakfast at Hotel Koldingfjord (from 06:30)
- 09:00** Bus from Hotel Koldingfjord to Lego House. Dress code: Casual
- 10:15** Guided tour around Lego House
Address: Ole Kirks Plads 1, 7190 Billund
- 12:00** Lunch at Refborg in Billund (300 meters walk from Lego House)
Address: Buen 6, 7190 Billund
- 13:30** Bus to Skærsøgaard Vin (winery)
- 14:00** Tour and wine tasting at Skærsøgaard (30 min. to buy wine)
Address: Nørresøvej 12, 6051 Almind
- 16:00** Bus back to Hotel Koldingfjord (arrival at 16:30)
- 17:30** Pre-cocktails' and entertainment by Henrik Svanevær at the Hotel Koldingfjord restaurant. Dress code: Summer chic

TO KNOW MORE

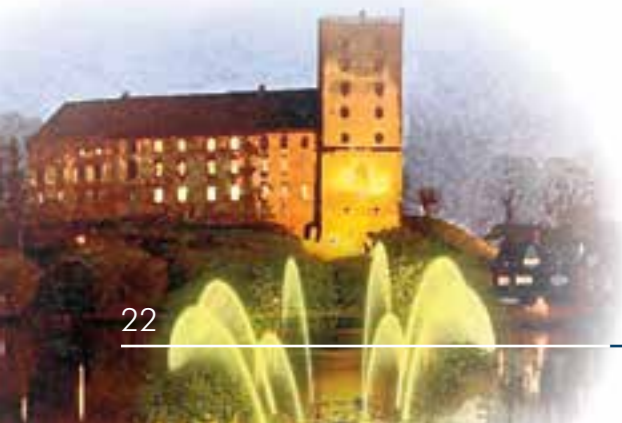
Hotel Koldingfjord
www.koldingfjord.dk

Lego House
www.legohouse.dk

Trapholt museum
www.trapholt.dk

Skærsøgaard Vin
www.dansk-vin.dk

Koldinghus
www.kongenssamling.dk/koldinghus





Fostering Community, Nurturing Leaders



WHITEFORD

Eric Vendt
Partner at Whiteford LLP (USA)
Board Member in charge of the Practice Groups

Pangea Net's Practice Groups serve as vital hubs for our lawyers within similar disciplines to converge, exchange insights, and cultivate invaluable connections. These groups have been instrumental in fostering a sense of community among practitioners, providing platforms for vibrant discussions on practice nuances, and facilitating meaningful networking opportunities.

What's new in 2023/ 2024 ?

I took over the Board role of overseeing Practice Groups from Søren Stig Langlække Hansen (Andersen, Denmark) in the Fall 2023. The Board wishes to thank Søren for his service in this role over the past 3 years. In terms of transitioning into this role, I have endeavored to meet with each practice group to get a sense of

1. culture within the group,
2. who is participating,
3. what activities have been conducted and what activities are planned, and
4. how the Board can be a resource to the practice group in the future.

I have met with about half of the practice group chairs to date, and that effort is on-going.

In-person gatherings and virtual meetings have been the cornerstone of our Practice Groups' activities, ensuring accessibility and inclusivity for all members regardless of geographic location. These engagements have not only enriched professional development but have also reinforced the bonds that underpin our organization. Since our 2023 Annual Meeting, we have the following in person Practice Group meetings:

- Employment Law group met in Barcelona
- Commercial Law Group met in the Hague
- The Intellectual Property and Data Privacy (DICI) groups held a joint meeting in Dublin
- Real Estate Law group met in Prague
- Tax Group met in Madrid



10 practices groups



Arbitration



Commercial law



Corporate



Data, information & Cyber law



Employment law



Intellectual property



Real estate



Pangea Next



Tax



Renewables & Clean Power



One successful and creative initiative that I would like to put in the spotlight this year, conducted by the Arbitration Practice Group. Members of the group attended the highly acclaimed Vis Moot, Arbitration conference in Vienna, Austria on March 25, 2024. As a group they represented Pangea Net with newly minted Pangea business cards and held a Pangea sponsored panel discussion and networking event at Café Landtmann. A great joint initiative for this practice group to pursue as a team representing and bringing world-wide attention to the Pangea Network. The event was a great success, there were this year we had more than 2500 students, 1100 Arbitrators and 373 Teams of 89 jurisdictions (read in pages 28 & 29).

Another joint effort bringing wide acclaim to the network is the bi-monthly newsletter produced by the Data Privacy Practice Group. The newsletter contains articles from jurisdictions around our network discussing cutting edge topics, laws and legal developments and trends concerning data privacy and cyber law. This is a joint effort of about eight law firms in our network and has been published for three years now and is a very impressive publication that brings great credit and esteem to our network.

Moreover, the significance of Practice Groups extends beyond networking and knowledge exchange; they serve as incubators for emerging leaders within Pangea Net. By providing avenues for individuals to showcase their expertise, take on leadership roles, and contribute to the collective growth of their respective disciplines, these groups embody the lifeblood of our organization.



In summary, the year's activities within our Practice Groups underscore their pivotal role in sustaining the vibrancy and resilience of Pangea Net. As we continue to navigate the ever-evolving legal landscape, we recognize the enduring value of these communities in fostering camaraderie, knowledge-sharing, and leadership development. If you are not already involved in a practice group, or you know members of your firm's who would benefit from one of these micro- communities, we encourage you to plug in and participate. Let us know how we can assist you in this regard.

Here's to an exciting 2024/2025 year for our Practice Groups!

Get in touch:

Eric Vendt
evendt@whitefordlaw.com



Wish to know more about our Practice Groups?



Go explore our website here or contact me at evendt@whitefordlaw.com or alexia@brightbrainsco.com



PRACTICE GROUPS

Arbitration Practice Group held its first of a kind public event in Vienna

The organization of a public conference during the Vis Moot on March 25th 2024



klein • wenner

Martin Riedel
Partner at klein • wenner (France)

Since its creation, 31 years ago the Willem C. Vis International Commercial Arbitration Moot (Vis Moot) in Vienna has become one of the most attended arbitration events, gathering more than 100 universities and thousands of practitioners from every corner of the planet.

And, as Vienna became the center of the arbitration community for one week, every international law firm held its branded event. For example, you can attend the very hard to get in CMS party at the British Embassy or the annual cocktail organized by Baker McKenzie.

Thus, when our practice group started to think when and where we should organize our first public event, it soon appeared very strategic to hold it during this gathering because it was a real opportunity to feature Pangea Net alongside all these well-known firms and to demonstrate that our network is just as able to handle cross-border disputes, given its presence in several jurisdictions around the globe.






Once the goal was set, BLS Rechtsanwälte (Austria), UEPA (Czech Republic), Brandt (Germany) and Klein Wenner (France) joined forces to organize a breakfast-conference in one of the most iconic venues of Vienna, the Cafe Landtmann.

The focus? A deep dive into the intricacies of managing confidential documents in negotiations prior or in parallel of arbitration proceedings. A masterclass with hands-on insights, a fine example of the expert discussions that Pangea Net's members are known for.



The discussion has been moderated by our Arbitration Practice Group co-head Martin Riedel and the panel was composed of Helmut Ueberbacher (Austria), Dr. Sven Hasenstab (Germany), Nina Halimi (France) – and the esteemed arbitrator Christopher Chinn (esq. NYC, London, Paris).

We also created Pangea Net business cards for this event to increase our corporate identity on the arbitration scene. We're delighted to report that the event achieved all of its objectives and more.

-  All participants in the sold-out event identified Pangea Net as a network of qualified arbitration lawyers ;
-  The event was mentioned in the official event calendar of the Vis Moot and thus created visibility among all participants of the Vis Moot ;
-  This event allowed us to communicate on social networks and reach a large audience ;
-  The Pangea Net business cards underlined our corporate identity in the arbitration scene;
-  And above all, working together with a common goal, has enabled the members of the Practice Group to strengthen the links and trust so necessary within our powerful and dynamic network.

We'd like to extend our warmest thanks to the board of Pangea Net for their support and confidence in setting up this event, which is destined to become an annual event in Vienna, at least as popular as the evening at the British Embassy!

Get in touch:
Martin Riedel
martin.riedel@kleinwenner.eu





SPOTLIGHT - CZECH REPUBLIC AND SLOVAKIA

UEPA Advokáti

Q - How would you describe your firm to potential clients?

We are an independent law firm with offices in Prague and Bratislava. Our clients are mostly medium and large companies operating all over the world.

We offer a full range of commercial law services. Our practice focuses on mergers and acquisitions, commercial corporate, real estate and construction law, commercial law, employment law, compliance, privacy law data protection, intellectual property law, as well as litigation and arbitration.

UEPA has the largest German-speaking team in the Czech market. However, all our lawyers also work in English. Some of our attorneys are also admitted in Germany and one in Austria.

Thanks to our very international activities, we have a close working relationships with renowned law firms in many countries around the world, and we can therefore assist our clients far beyond the borders of the Czech and Slovak Republics. Thus, Pangea is a great tool for our further growth.

We are not only lawyers, but also businesspeople. That is why we understand the needs of our clients - entrepreneurs and managers - and provide them proactive support through clear decision-making tools and solutions.



FROM YOUR EXPERIENCE,
THE MOST IMPORTANT FACTOR IS TO
USE THE NETWORK TO BUILD
STRONG PERSONAL RELATIONSHIPS WITH
PROFESSIONALS FROM OTHER JURISDICTIONS
WHICH ULTIMATELY HELPS YOU
TO WIN REFERRALS

Q - What is the history of your firm?

Our roots go back to the mid-1990s, when our founding partner Andreas Ueltzhöffer moved to Prague from Germany to take over the management of the Czech office of a German firm of lawyers, tax advisors and accountants. A few years later, Lars Klett joined the firm's growing team. Andreas and Lars left the firm and joined CMS in 2003 with their whole team to build a practice catering in particular to clients from the German-speaking countries.

In 2006, they decided to set up their own firm. After a number of changes in structure and legal form, UEPA was born in January 2013. In 2015, Lucie Hladenova joined the firm as a lateral hire from a well-established Czech business law firm and became an equity partner in 2018. In the same year, we established our own office in Bratislava, the capital of Slovakia.

Q - What is your connection with Pangea?

We are a founding member of the network, having already shared membership in another network with the other founding members of Pangea before. Our founding partner Andreas Ueltzhöffer also served on the Pangea board for some time. Being a post-communist country, the Czech Republic was for a long time an incoming country for referrals from abroad and we have advised quite a number of clients referred to us by Pangea members in Western Europe and overseas over the years to everybody's satisfaction.



This is changing recently and we are happy to now be also in a position to increasingly refer work abroad. In Slovakia, the situation is different also due to long-term political developments and it remains mostly an incoming destination within our firm.

We actively participate in the network's activities, a number of our lawyers is active in the practice groups, we co-founded the Renewables practice group last year and hosted the Real Estate practice group meeting in Prague some weeks ago.

Q - What would you recommend other members on how to make most of their participation in Pangea?

There are many ways how member firms can profit from being part of such a dynamic international network – for building their business but also for the personal development of their firm members. From your experience, the most important factor is to use the network to build strong personal relationships with professionals from other jurisdictions which ultimately helps you to win referrals. Another positive effect is that the exchange with colleagues from abroad working on similar topics, in particular in the practice groups, helps you broaden your horizon, enriches you with new ideas and helps you better understand the expectations of clients from abroad. A further aspect is the possibility to offer your younger lawyers secondments in member firms in other countries, which makes your firm more attractive as an employer.

Therefore, our recommendations are very clear – be an active networker and contribute to the practice groups and other Pangea activities. Allow and encourage your younger lawyers to actively participate as well – they are the future of your firms and of the network.



“
BEING A POST-COMMUNIST COUNTRY,
THE CZECH REPUBLIC WAS FOR A LONG TIME
AN INCOMING COUNTRY FOR REFERRALS FROM ABROAD
AND WE HAVE ADVISED QUITE A NUMBER OF
CLIENTS REFERRED TO US BY PANGAEA MEMBERS
IN WESTERN EUROPE AND OVERSEAS OVER THE YEARS
TO EVERYBODY'S SATISFACTION.



KEYS CONTACTS

Andreas Ueltzhöffer
Founding Partner

He specializes in complete care of foreign investors in the Czech Republic, corporate law and M&A. Andreas also puts a strong focus on arbitration and alternative dispute resolution.

ave@uepa.cz

Lars Klett
Founding Partner

Lars not only focuses on transactional work such as M&A and real estate transactions, but also advises a number of international companies on their day-to-day business. Lars also has in-depth experience in hotel transactions.

lkl@uepa.cz

Mgr. Lucie Hladěnová, LL.M.
Partner

Lucie has in-depth experience in corporate, commercial and real estate law, but also in individual and collective employment law, including negotiations with trade unions, workplace accidents, director and manager contracts and regulatory issues.

lhl@uepa.cz



Visit
our website

“A note from the treasurer(s)”



PROBSTPARTNER

By Oliver Fritschi
Partner at Probst Partner AG (Switzerland)
New board member and Treasurer



PROBSTPARTNER

Georg Weber
Partner at Probst Partner AG (Switzerland)
Ex-Treasurer

As the designated treasurer of Pangea Net, Oliver took the opportunity to interview his predecessor, Georg, to gain some insights.

Oliver: Georg, you were treasurer of Pangea for many years – it seems like an eternity! How do you feel now that this era is coming to an end?

Georg: Well, it does feel like an eternity. It seems I started back when fax machines were still cutting-edge technology! In any case, I’ve been treasurer since our network was founded. It was a bit of a coincidence back then. The law firms that founded the network divided up the board positions among themselves, and I, being with Probst Partner as one of the founding members, got the short straw and became treasurer.

Then, in 2019, the Board decided that its members should rotate a bit faster than a glacier moves, so I resigned. Unfortunately, my successor, Ryan Harrison, left his law firm, Browne Jacobson, around a year later - a departure everybody regretted. I was asked at the time - in the middle of the Covid pandemic, no less - if I’d take on the job again on an interim basis. I said yes immediately because we all know how Swiss pride ourselves on being incredibly loyal and reliable (most of the time). And now, after four years, the “interim” phase finally ends.

Oliver: Feeling nostalgic?

Georg: Oh, definitely a bit nostalgic, probably because I’m a hopeless romantic. I look back on many,

many wonderful memories, personal encounters, and friendships. Of course, I’ll continue to see my friends and we’ll create more amazing moments in a network that’s growing stronger every year.

But most of all, I’m thrilled to hand over the treasurer’s reins to you, Oliver. As a Swiss association, it makes sense for Pangea to have a Swiss board member, and since our account is also with UBS, your succession as treasurer seems like a natural progression. I wish you only the best - and maybe just a tiny fraction of the headaches I endured!

Oliver: Well, Georg, it’s going to be tough to follow your act, but here it goes! I’ve been a lawyer with Probst since 2013. Admittedly, it’s not as long as your impressive tenure with the, uh, fax machines, but I have a particular fondness for both the law and the international aspects of it. Any cross-border case opens up new perspectives, which keeps me constantly invested in the profession.

Being on the board is a fantastic opportunity. It’s like getting a backstage pass to see how this amazing association operates. Plus, I get to contribute to our common goals. I’m convinced of the necessity and usefulness of every independent firm being part of a network that is not just a name on paper but grounded in mutual trust and personal connections.

So, Georg, while I may not have your experience, I’m excited to take on the role of treasurer. And I promise to keep the headaches to a minimum!

SAVE THE DATES

IBA Mexico 2024

Pangea @ IBA Meet and Greet in Mexico City
at Mima Urban Spa (Rooftop)
Tuesday 17th September 2024 • 4-7pm

AGM 2025

Washington DC, USA
June 12-15, 2025



PANGEANET

INTERNATIONAL NETWORK OF INDEPENDENT LAW FIRMS