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ANNUAL REPORT  
**2008**



# 2008 in brief

Mannheimer Swartling strengthened its position during the year as the leading law firm in the Nordic region and was instructed on a number of prominent and complex transactions. In the wake of the financial crisis, there was increased demand for legal expertise regarding complex financing issues as well as advice related to debt maintenance, cash flow, and insolvency matters. Mannheimer Swartling is well-positioned to meet the needs of its clients and despite the turbulent markets and a weakening of the market in the fourth quarter, it reported year-on-year growth in all practice areas and regions.

Mannheimer Swartling is based in Sweden with offices in Germany, Russia, China, Belgium and the United States. This presence – combined with very close ties to an extensive network of the leading firms in other countries – guarantees that Mannheimer Swartling has the scope and scale needed to meet the requirements of its most demanding clients.

NUMBER OF EMPLOYEES	2008	2007
EMPLOYEES	656	597
LAWYERS	408	373
FULL TIME EQUIVALENT LAWYERS	373	325
PARTNERS	87	86
LOCAL PARTNERS	3	3

GROWTH IN TURNOVER (SEK MILLION)



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# Report from the Managing Partner



**Mannheimer Swartling's leading position in the Nordic region is a tribute to the strong culture of the firm. Dedication to quality and an approach that leverages the collective resources of the firm to maximum effect ensure that clients receive services that add genuine value.**

The first three quarters of 2008 were characterised by a high level of activity across all regions and practice groups. A significant shift during the year occurred as the global financial crisis led to a rapidly changing playing field. International companies, banks – and even several national economies – suffered their worst conditions in a generation. The transactions market came to a near standstill and property markets around the world collapsed.

The financial crisis resulted in increased and often urgent demand for legal expertise from a variety of practice areas. We were engaged at an early stage to advise private and public sector clients on matters

concerning payment difficulties and restructurings, and we were called upon to find innovative solutions to difficult financial problems. We also registered a sharp increase in assignments related to complex employment and insolvency issues.

Mannheimer Swartling's strong position is based on a "lockstep" or "true partnership" business model that encourages our partners to draw on the firm's collective resources – found both in Sweden and

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**"The combination of our full service offering and "true partnership" business model ensures that we can meet the increased demand for a wide range of services and legal expertise."**

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abroad – to provide our clients with the highest possible added value. The firm's primary base is in Sweden, yet we also have the capacity today to advise clients from our offices located in Germany, Russia, China, Belgium, and the US. These markets

will continue to offer exciting opportunities and pose formidable challenges. The combination of our full service offering and "true partnership" business model ensures that we can meet the increased demand for a wide range of services and legal expertise.

I am pleased to be able to conclude that our core values; "quality, business focus and team spirit" are well-established in the firm. Clarity around these – both internally and towards our clients – mobilises our strong organisation toward common goals. A strong culture with a firm set of values will be even more important to meet the challenges of changed market conditions and the new needs and patterns of behaviour that lie ahead.

Finally, I would like to thank all of our clients for their continued confidence in the firm and all of our employees for handling our clients' trust so well.

**STEFAN BROCKER**  
Stockholm, April 2009

# Mannheimer Swartling at a glance

Mannheimer Swartling is the leading law firm in the Nordic region, with operations based in Sweden. Mannheimer Swartling is a full service firm with over 650 employees, 17 practice areas, eleven industry groups, and twelve offices in six countries. The firm's strong position has been achieved by focusing on quality and a business model that best serves the interests of the client.

#### TRUE PARTNERSHIP

To ensure that our clients – in all situations – always gain access to the right expertise and receive the best possible advice, we apply a business model known as “lockstep” or “true partnership” where the partners of the firm share profits equally.

This “true partnership” model creates a collegial work environment and guarantees that clients benefit from expertise found throughout the organisation resulting from our continuous investment in education, industry knowledge, and specialisation. In addition

to remaining at the forefront of their respective specialist areas, Mannheimer Swartling's lawyers' ultimate goal is to provide clients with legal advice that supports them in achieving their strategic and commercial objectives.

#### BROAD EXPERTISE

Mannheimer Swartling's lawyers specialise in different areas of business law and are organised into practice groups based on their specialisation. The firm's lawyers remain constantly updated on the developments, conditions, and challenges of their practice area with the support of “Professional Development Lawyers” who are dedicated to monitoring industry developments – an effort that is complemented by the firm's co-operative working environment with clients. Mannheimer Swartling's lawyers take a structured approach to their matters to maintain and further develop the legal expertise that is expected from a leading law firm. The firm's emphasis on industry knowledge focuses the lawyers' efforts to identify and understand the opportunities and risks in their clients' industries in order to remain ahead of the competition.

#### INTERNATIONAL AND INDEPENDENT

Mannheimer Swartling has established operations in five strategically important markets; Sweden, Germany, Russia, China, and the US – and the firm has an office in Brussels dedicated to EU and competition law matters. In markets where Mannheimer Swartling does not have an office, expertise is sought

“Mannheimer Swartling's emphasis on industry knowledge focuses the lawyers' efforts to identify and understand the opportunities and risks in their clients' industries in order to remain ahead of the competition.”

from other leading law firms. These firms are selected based on their ability to best serve the interests of the client and the case, independent of any formal links to specific networks. Mannheimer Swartling intends to continue to strengthen its international presence as our clients' activities outside the Nordic region increase.

#### PRACTICE GROUPS

- Banking and Finance
- Climate Change
- Corporate Commercial
- Corporate Taxation
- Dispute Resolution
- Employment and Pensions
- Environment
- EU and Competition
- Funds and Investments
- Insolvency
- Insurance
- Intellectual Property
- Maritime and Transport
- Mergers & Acquisitions
- Public Procurement
- Real Estate
- Securities

#### INDUSTRY SECTORS

- Automotive
- Energy
- Financial Institutions
- Forest and Paper
- Health Care and Life Sciences
- Industrial
- Infrastructure and Construction
- IT, Telecommunications and Technology
- Media and Entertainment
- Private Equity
- Real Estate

#### INTERNATIONAL PRESENCE

<b>SWEDEN</b> Stockholm Göteborg Malmö Helsingborg	<b>CHINA</b> Shanghai Hong Kong
<b>GERMANY</b> Frankfurt Berlin	<b>BELGIUM</b> Brussels
<b>RUSSIA</b> Moscow St. Petersburg	<b>UNITED STATES</b> New York



# Major assignments and awards

**In 2008, Mannheimer Swartling participated in a large number of cases and transactions. Among these were matters concerning infrastructure, banking and finance, and some of the most notable private and public M&A.**

Mannheimer Swartling was engaged to advise the Swedish government in the SEK 1,500 billion support and stabilisation package to the Swedish banks and the SEK 100 billion loan package for export credits to Swedish industry, as well as in the take-over and sale of the investment bank Carnegie and the insurance broker Max Matthiessen.

In the energy sector, Mannheimer Swartling assisted E.ON in an asset swap with Statkraft valued at SEK 80 billion. The firm also participated in major assignments in the infrastructure sector, representing the Stockholm Public Transport Authority in the outsourcing procurement of the Stockholm metro operations valued at SEK 35 billion and Stockholms Läns Landsting in a procurement process valued at SEK 14.5 billion concerning the new Karolinska Hospital. The metro project was one of the biggest public procurement processes ever in the Nordic region, as well as the biggest non-military procurement process in the world in 2008.

Mannheimer Swartling participated in several matters related to the financial crisis, including Carnegie Investment Bank, Glitnir, and Lehman Brothers.

In the private M&A area, Mannheimer Swartling assisted Altor in its acquisition of Papyrus – the biggest private equity investment in Sweden of the year. Kungsleden was advised in the divestment of 50 per cent of Hemsö Fastighets AB to Tredje AP-fonden, and Investor in the investment in Lindorff.

Mannheimer Swartling was involved in bids on a number of listed companies, including Ballingslöv, Broström, Q-Med, Sigma, Tanganyika Oil, and Teleca. Within equity capital markets, Mannheimer Swartling participated in a number of listings on the NASDAQ OMX Stockholm, including Global Health Partner, Hexpol, Loomis, and Nordic Service Partners Holding.

The strain on the loan market led to an increased demand for capital from owners. During the year, Mannheimer Swartling worked with SAS and Getinge in their rights issues, Investor and Trygg-Stiftelsen in their participation in SEB's rights issue, and the Swedish government in its participation in Nordea's rights issue.

The firm's work in the outsourcing area has continued to increase rapidly. During the year, Mannheimer Swartling assisted Ericsson in a five-year global agreement concerning outsourcing of infrastructure and other services to HP, as well as in an agreement with IBM concerning services for maintenance and development of applications.

## AWARDS

**SWEDEN AWARD FOR EXCELLENCE**  
*(Chambers Europe, 2009)*

**LAW FIRM OF THE YEAR  
NORTHERN EUROPE**  
*(PLC Which Lawyer)*

**MOST POPULAR LAW FIRM  
AMONG CLIENTS**  
*(Legally Yours; Klientbarometern)*

**LAW FIRM OF THE YEAR, SWEDEN**  
*(Who's Who Legal Awards)*

**SWEDISH LAW FIRM OF THE YEAR**  
*(International Financial Law Review)*

**CLIENT CHOICE AWARD FOR SWEDEN**  
*(The International Law Office)*

**BEST LAWYERS 2008**  
*(Affärsvärlden/REGI)*

**MOST POPULAR LAW FIRM AMONG  
SWEDISH LAW STUDENTS**  
*(Universum)*



## “There are no set answers for much of what we do”

**“We develop unique solutions for unique problems and identify how these solutions can be implemented.” This is how Mannheimer Swartling’s Banking and Finance group describe their practice. As the financial crisis erupted in 2008, the group’s work became more and more focused on issues relating to pledged collateral, breaches of covenants in loan agreements, and financing solutions in unique market conditions.**

### **GROUP WITH FOCUS ON INSOLVENCY MATTERS**

A growing number of Mannheimer Swartling’s assignments are related to issues concerning insolvency and liquidity problems in the wake of the financial crisis. In this period, the firm’s insolvency and reconstruction group has once more found itself in the spotlight. The group draws on Mannheimer Swartling’s broad knowledge of finance law, extensive resource capacity, experience from previous crises, and roles in leading and participating in complex matters – all of these aspects, combined with close co-operation with other practice areas, heighten the expertise of the group and benefit clients.

The group was prepared for assignments of this kind well before the effects of the crisis paralysed financial markets in the autumn of 2008. A year earlier, in the autumn of 2007, Mannheimer Swartling made preparations for a weakening business cycle and the approaching financial crisis. An inventory of the firm’s experience from previous bank and financial crises was taken and a competence group was formed to focus on transactions characterised by liquidity problems and insolvency situations – “distressed deals”. By nature, these cases are complex, technical, and law intensive. The many areas concerned include

bankruptcy regulations, company restructurings and compositions, issues related to board and management liability, financing, security structures, raising of capital, taxation, employment, and bankruptcy. A common feature of these assignments is that the conditions and the solutions are unique – solutions have to be based on experience and there are no set answers.

### **COLLABORATION OF DIFFERENT EXPERTISE IN THE CARNEGIE INVESTMENT BANK CASE**

One example of Mannheimer Swartling’s work in this field is Carnegie Investment Bank. The firm was tapped in the autumn of 2008 to assist the Swedish National Debt Office in the crisis surrounding Carnegie Investment Bank. The advice covered a wide range of issues, in which many practice areas of the firm co-operated. These issues included what the effects of a bankruptcy would be, change of ownership, revocation of banking licences and a structure for the state taking ownership of Carnegie Investment Bank if the licences were revoked. Ultimately, the government took over Carnegie In-

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**“With every new challenge, we become even better at finding innovative solutions.”**

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vestment Bank and Max Matthiessen, and on the same day a divesture process was initiated that ultimately resulted in the acquisition of these companies by Altor and Bure Equity.

Experience from assignments such as these and from previous crises has enabled Mannheimer Swartling to further hone its skills in this area. Or, as one of our lawyers puts it, “You can’t open a law book to find the answer to all the problems that our clients turn to us to help them with. With every new challenge, we become even better at finding innovative solutions.”



# Helping clients to improve their business – and the world to a better environment

From cattle waste management in Pakistan to low energy bulbs in Ecuador, Mannheimer Swartling's newly formed Climate Change group also works with issues such as the growing global trade in emission rights and emission credits. The primary objective for the group is to help clients identify business opportunities that arise from changes in the climate – and simultaneously contribute to improving the environment.

The torrential rains, storms, and floods around the world over the past several years have resulted in regulations that change business conditions for companies and organisations. Many governments in the world place climate change at the top of their list of potential threats to national security and a growing number of companies have realised there are risks and opportunities emerging from the rapidly growing number of regulations. In many operations, focusing on the environment has become a natural part of both day-to-day work and of long term planning. Understanding the importance of environmental issues and how they affect business decisions has resulted in a new branch of business law.

## THE COMBINATION OF ENVIRONMENTAL FINANCE SKILLS

Mannheimer Swartling is a pioneer in this field in Sweden. The newly formed Climate Change group was launched in December 2008 and is connected to most practice groups and all of the firm's offices as climate change related law change involves so many areas.

Mannheimer Swartling is the foremost environmental law advisor to Sweden's industrial and energy sector, public utilities, and municipalities. The firm's assignments include power plants, factories, mines, waste landfills, as well as infrastructure projects such as bridges and tunnels. The Climate Change group brings this knowledge and experience together with competence in areas such as capital markets, banking and finance, EU and competition law, real estate law, funds and investments, as well as dispute resolution.

The connection of expert knowledge in environmental issues with banking and finance offers the firm's clients an important competitive advantage in the growing market for trading in emission rights and emission credits. It is expected that the United

Nations Climate Change conference that will be held in Copenhagen in December 2009 will explore how to further reduce the emission of greenhouse gases. The anticipated result of the meeting is that restrictions will be raised and, as a consequence, the price of emission rights will increase.

## ASSIGNMENTS COVERING A WIDE RANGE

At the moment, trading in emission rights is dominated by three different types of players; manufacturers that need to compensate for their emissions, voluntary buyers that seek to increase the value of their brands, and financial buyers that speculate

in the market by purchasing and trading emission rights.

Mannheimer Swartling's Climate Change group assists clients in the acquisition, sale, and pledging of emission rights and emission credits. The group also advises on projects that generate emission credits and on financing and investment in cleantech and renewable energy projects.

So far, the assignments have covered a wide range of matters, both in terms of geography and industry, ranging from hydropower plants in China to cattle waste management in Pakistan to low energy bulbs in Ecuador. These projects create many winners – not least the environment.

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**“The connection of expert knowledge in environmental issues with banking and finance offers the firm's clients an important competitive advantage in the growing market for trading in emission rights and emission credits.”**

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# Complex assignments for leading dispute resolution experts

**Demand for dispute resolution increases as the world grows more complex. Mannheimer Swartling was early to specialise in dispute resolution and today is rated as one of the world's leading law firms in the field.**

Mannheimer Swartling is the leading law firm in dispute resolution in the Nordic region and ranked top tier globally. The firm has extensive experience in commercial disputes across a range of industries and legal areas, as well as in investment and regulatory

disputes. Mannheimer Swartling's lawyers represent clients in court in Sweden, Germany, and Russia, act as counsel in arbitration tribunals around the world, and also advise clients in mediation procedures and other forms of alternative dispute resolution.

#### **SUCCESS BASED ON TRADITION**

There are many reasons for Mannheimer Swartling's international success in this area. One of the most important is based on tradition – both in Sweden and at the firm. Sweden has a history of resolving complex business disputes through arbitration (the Arbitration Institute of the Stockholm Chamber of

Commerce was founded back in 1917) and for many years, Sweden has also been an important international centre for resolving commercial disputes that often have an "East-West" dimension and where neither party has any relation to Sweden apart from having chosen Stockholm as a neutral location for arbitration. With this as a backdrop, Mannheimer Swartling's dispute resolution practice group has evolved over the decades.

Going forward, the group will specialise further in different industries and types of disputes as this is expected to deliver an increasingly important competitive advantage to our clients.

So far, the group has succeeded well. In a survey conducted by Global Arbitration Review (GAR) of the world's hundred leading firms in dispute resolution, Mannheimer Swartling is ranked as the leading Nordic firm for the second year running on GAR's top list.

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**"Mannheimer Swartling is the leading law firm in dispute resolution in the Nordic region and ranked top tier globally."**

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#### **IN 2008 THE FIRM'S ASSIGNMENTS INCLUDED;**

- Counsel for Baltic Rail Services in two parallel arbitral proceedings against the Republic of Estonia
- Counsel for V&S Vin & Sprit AB in arbitration proceedings against Systembolaget AB
- Counsel for Sveaskog AB in pending litigation against IF Skadeförsäkring AB concerning losses caused by the storm Gudrun



# Mannheimer Swartling worldwide

**Mannheimer Swartling has established operations in five strategically important markets; Sweden, Germany, Russia, China, and the US. The firm also runs an office in Brussels, focused on issues related to EU and competition law. This international presence – combined with close working relationships with leading firms in other countries – enables Mannheimer Swartling to advise Nordic clients worldwide and to guide foreign companies as they enter the Nordic region. Operations outside of Sweden represent a material and growing part of the firm's revenue.**

## **GERMANY**

In 2008, Germany maintained its position as Sweden's most important trading partner. The German transaction market weakened during the year similar to other countries around the world. A number of

Germany's "Mittelstand" companies will continue to look for new owners every year. This fact, combined with several major corporate restructurings that are anticipated as a result of the financial crisis, will create opportunities for acquisitions, particularly by industrial clients.

Mannheimer Swartling continues to be the only Nordic law firm with a significant presence in Germany. During the year, Mannheimer Swartling advised on acquisitions representing both industrial clients and financial sponsors, including Altor, Getinge, Hexagon, Lindorff, Niscayah, Securitas, and VBG.

In the real estate sector, the German offices carried out a number of transactions on behalf of real estate funds and real estate companies from Sweden, Norway, and Denmark. During the year, the assignments in this sector shifted focus and several restructuring and construction projects were initiated.

The market for financial transactions also grew. The German offices continued to provide advisory services to Nordic banks in Germany and also acted on behalf of Nordic borrowers in negotiations with German banks.





#### **RUSSIA**

The global financial crisis has also affected Russia, where falling oil and gas prices have contributed to a weakening of the rouble, which has resulted in problems for many heavily leveraged companies. The development of the financial situation is expected to result in a wave of consolidation among Russian companies and banks. The most competitive companies are likely to grow at the expense of smaller and less efficient companies.

Mannheimer Swartling's operations in Russia continued to expand in 2008. The firm offers complete services in four practice areas: M&A and corporate law, banking and finance law, as well as property law and arbitration. Mannheimer Swartling also has expertise in areas such as intellectual property law, environmental law, employment law, competition law, and corporate tax issues.

For many years, Mannheimer Swartling has held a leading position in arbitration linked to Russia. The firm increasingly represents clients in connection with Russian court processes, chiefly in relation to the enforcement of international arbitration verdicts and payment orders. Mannheimer Swartling often represents clients on cross-border financings, the establishment of security structures, and regulatory issues. The firm has also represented several Swedish companies on land acquisitions and factory construction projects, as well as advised on several property development projects in the hotel and retail sector. During the year, the Russian offices were engaged on matters related to the financing and acquisition of large areas of agricultural land in southern Russia and the Ukraine.

There are clear signs of a growing number of Russian companies showing an interest in Europe and the Nordic market. This has resulted in the firm working with Nordic investors in Russia, as well as with Russian investors in Scandinavia.

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#### **“Integration of the international operations will continue.”**

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#### **NEW YORK**

The firm's New York office had an active year, characterised by the global financial crisis. Insolvency matters, acquisitions and divestiture of highly leveraged companies, as well as restructurings and closures accounted for a large part of the operations. The office also acted as the project leader of a “discovery procedure” in several countries in a significant case involving both the American judicial courts and a Swedish arbitration tribunal.

Mannheimer Swartling is the only Nordic law firm with an office in the US. The firm's presence and network of contacts ensures that clients receive the best possible advice in all matters linked to the US.



#### **CHINA**

China has experienced uninterrupted strong economic growth over the last 30 years. In 2008, the country passed Germany to become the world's third largest economy. However, like other countries, China has been affected by the global financial crisis. But even if the growth rate in 2009 is expected to be the lowest in many years, it still is a growing economy and an important market for the firm's clients, and therefore for Mannheim Swartling.

Mannheimer Swartling's operations in China are conducted from offices in Shanghai and Hong Kong, where a total of 20 lawyers were engaged at the end of the year. The offices in China are focused on foreign investments, company acquisitions, restructuring of existing operations, protection of intellectual property, and international arbitration. The firm also provides its clients with ongoing corporate legal and company secretary services.

Over the year, Mannheim Swartling established its position as the leading Nordic law firm in China through participating in a number of acquisitions

with a total transaction value of SEK 4.3 billion, restructurings, and matters related to the protection of intellectual property, such as patents, brands, and trademarks.

#### **BRUSSELS**

In 2008, Mannheim Swartling's Brussels office handled a number of cases related to EC and competition law. A significant part of the operations was focused on registering acquisitions with the EU Commission. Other assignments included customs and trade issues, appeals to the EU Commission, advice in matters concerning competition law, such as cartel investigations and compliance programs, as well as regulatory issues in a number of sectors.

With a presence in Brussels since the early 1990s, the firm has established an extensive network of contacts and is engaged in the European Community's legislative activities. This keeps Mannheim Swartling at the forefront of legal developments in the EU.

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**“An international presence enables Mannheim Swartling to advise Nordic clients worldwide and guide foreign companies as they enter the Nordic region.”**

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# Quality, business focus, and team spirit

## STRONG CORPORATE CULTURE

Mannheimer Swartling is characterised by a strong, deeply rooted corporate culture, evolving from the firm's core values: "quality, business focus, and team spirit". In 2008, all of Mannheimer Swartling's employees gathered in Stockholm for three intensive days – the "MSA days" – to participate in presentations, discussions, and workshops. The purpose was to further establish the business model and culture among all employees and create clarity around these – both internally and towards our clients – in order to mobilise a strong organisation toward common goals.

## MANNHEIMER SWARTLING'S TRAINING PROGRAMME

Mannheimer Swartling has always strived to achieve a high and consistent level of expertise among the firm's lawyers. The firm has succeeded in attracting skilled lawyers and has always invested a significant amount of time and resources in training.

The firm is now taking the next step in the development of its comprehensive training programme for the firm's lawyers – the Professional Development Programme – to include new areas of interest raised from both current and potential employees and the firm's clients, as well as to address increased competition in the legal industry.

The Professional Development Programme runs over a period of six years and is compulsory for all lawyers in the firm. The practically oriented part of the basic training in business law provides a broad base and a good understanding of how the firm works in substantive law in different practice areas, as well as a number of other subjects that the firm's lawyers must manage on a day-to-day basis. After the initial training, the lawyers continuously broaden their knowledge within their own practice areas. Another part of the Professional Development Programme is "professional technique", and includes subjects such as business skills, lawyers' ethics, negotiation techniques, presentation techniques, project management, and knowledge of the industries in which the firm acts as an advisor.

## CONTINUED FOCUS ON PARENTAL AND GENDER EQUALITY ISSUES

Mannheimer Swartling has a special programme for its lawyers with young children to facilitate the combination of parenting with a long-term career and to achieve a more even gender ratio in the partnership. This programme is available to both male and female lawyers. A women's network in the firm offers female employees coaching on personal and career development.

## SUPPORT

Mannheimer Swartling is constantly evaluating the tasks and responsibilities of employees in the support organisation. New roles aimed at increasing the efficiency, quality, and flexibility of the support organisation have been outlined. The potential for support employees to develop in their roles has been increased by further developing IT systems and an office set-up that better integrates support in the operations of the firm. Mannheimer Swartling also encourages internal mobility to provide employees with career opportunities within the firm.

## MOST POPULAR LAW FIRM AMONG STUDENTS

For the seventh year running, Mannheimer Swartling has been named the most popular law firm in Sweden in Universum's survey of law students, which is a sign of strength, particularly as competition for the most promising students is increasing. In order to keep attracting and retaining the "stars" of the next generation, the firm's ambition is to remain the industry's best employer.

EMPLOYEES	2008	2007	2006
WOMEN	57%	58%	58%
MEN	43%	42%	42%

## MANNHEIMER SWARTLING'S CORE VALUES

There is a strong corporate culture within Mannheimer Swartling that is characterised by three core values.

**QUALITY** – Mannheimer Swartling endeavours to be a premier provider of legal services in everything it does and this ambition permeates the entire firm. This ambition incorporates a desire to constantly evolve and develop. Working with us shows a commitment to quality – for our employees and other constituencies.

**BUSINESS FOCUS** – We view the law as a means for us to help our clients succeed. This means that every employee pursues this joint objective: to develop both our clients' and our own business with a long term perspective.

**TEAM SPIRIT** – Our employees are motivated by a strong sense of community and work closely within the firm and together with the firm's clients. Commitment, enjoyment, and engagement are the cornerstones of Mannheimer Swartling's practice.



# Social responsibility with focus on human rights

Mannheimer Swartling offers legal services characterised by their adherence to the highest ethical and professional standards. This is the firm's primary means of incorporating social responsibility in the day-to-day business. As a result of the firm's size and the engagement of its employees, Mannheimer Swartling also is able to dedicate time and knowledge to support several social projects in Sweden and around the world. Most of these projects are directed toward promoting human rights.

Issues related to Corporate Social Responsibility (CSR) are receiving more attention within law firms, primarily in conjunction with strengthening a firm's brand, competitive advantage, and ability to attract and retain employees. Engagement in social matters has also become important in the firm's relations with its clients, who increasingly are seeking the services of advisors who share the values of their client/company.

For many years, the firm has encouraged the involvement of its employees in different types of community service. These projects are grouped within the firm under the heading "Mannheimer Swartling in Society".

## ADVISOR TO THE UN ON BUSINESS AND HUMAN RIGHTS

As a result of global companies' interest in business ethics, a strong connection between business law and human rights has evolved. Recent developments also illustrate that companies around the world are merging corporate governance issues with social, environmental, and ethical aspects, including human rights.

Based on its experience in working with human rights issues, Mannheimer Swartling was selected in 2008 to participate on a team of fifteen of the world's leading law firms in a UN project for human rights. The aim is to identify how national corporate law principles and practices currently foster corporate cultures that protect human rights. The firms will investigate

a number of different corporate law issues related to business law and human rights. The team will also investigate the types of law that exists in the some 40 nations included in the project, as well as how authorities, institutions, and courts apply these laws.

## LAWYERS FROM AROUND THE WORLD EDUCATED IN HUMAN RIGHTS

Mannheimer Swartling has developed a course in human rights for lawyers from different parts of the world in close co-operation with the Raoul Wallenberg Institute in Lund, whose mission it is to strengthen the protection of human rights in all nations. The course is aimed at practicing lawyers who through their work and expertise in legal systems can play a decisive role in improving individuals' access to justice. During the most recent course, eighteen lawyers from many different countries including China, Vietnam, Azerbaijan, Jordan, Turkey, Kenya, Malawi, Honduras, and El Salvador gathered at Mannheimer Swartling's office in Stockholm for a week of seminars. The participants were chosen with the aid of the Raoul Wallenberg Institute and selected based on their qualifications and experience, as well as their being representatives of different geographical regions and legal systems. The program sponsors all the participants' expenses, which includes the course, lectures, and field studies.

A pilot course was held in May 2007 with a small number of participants. After this, the course was held on a full scale in January 2008 and 2009. A new course is planned for January 2010. The concept, which has been named "Developing a Human Rights Tool Box", focuses on different themes every year. The theme for the most recent course was Fair Trial, Corporate Social Responsibility and Human Rights in Conflicts. In addition to offering broadened knowledge of the subject, the course offers the participants an opportunity to form networks and to support each other in their efforts for human rights in their respective countries.

One of the participants was Fátima Mena from Honduras. She writes, among other things, that "the course offers a glimmer of hope that a change for the better is possible even in corrupt countries that have lost respect for human rights and which constantly violate human rights. For me, personally, the course has provided new inspiration to keep working for a change."



## OTHER PRO BONO PROJECTS

- **SOS-BARNBYAR** – SOS-Barnbyar strives to provide abandoned children with a home, education, and a stable upbringing. Mannheimer Swartling supports the organisation financially and partner Michael Karlsson is the chairman of the board. [www.sos-barnbyar.se](http://www.sos-barnbyar.se)
- **CSR-PROJECT IN CHINA** – A new project aimed at supporting Chinese companies on issues related to Corporate Social Responsibility
- **INSTITUTE AGAINST BRIBES** – The institute's work is aimed at preventing and counteracting bribes and other illegal methods of influence in society. [www.institutetmotmutor.se](http://www.institutetmotmutor.se)
- **SITUATION STHLM** – Based on the magazine "Situation Sthlm", this organisation aims to facilitate the entrance and return to the labour market for homeless people in Stockholm. [www.situationsthlm.se](http://www.situationsthlm.se)
- **CENTRUM FÖR RÄTTVISA** – Centrum för Rättvisa is a non-profit and politically independent society, protecting freedoms and rights of the individual in Sweden. Tore Wiven-Nilsson is the chairman of the board. [www.centrumforrattvisa.se](http://www.centrumforrattvisa.se)
- **INSTITUTET SKATTER & RÄTTSSÄKERHET** – The Institute of Taxation and Legal Security strives for better legal security in the area of taxation. Mannheimer Swartling's partner Peter Nordquist is the chairman of the board. [www.isr.org.se](http://www.isr.org.se)

# Board of Directors

Mannheimer Swartling's operations are primarily regulated by the partnership agreement between all partners in the firm. The firm's highest governing body is the general meeting of partners, where all the firm's partners have one vote each. The Board is comprised of five partners who are chosen at the general meeting. The Managing Partner, who also is selected at the general meeting of partners, sits on the Board.

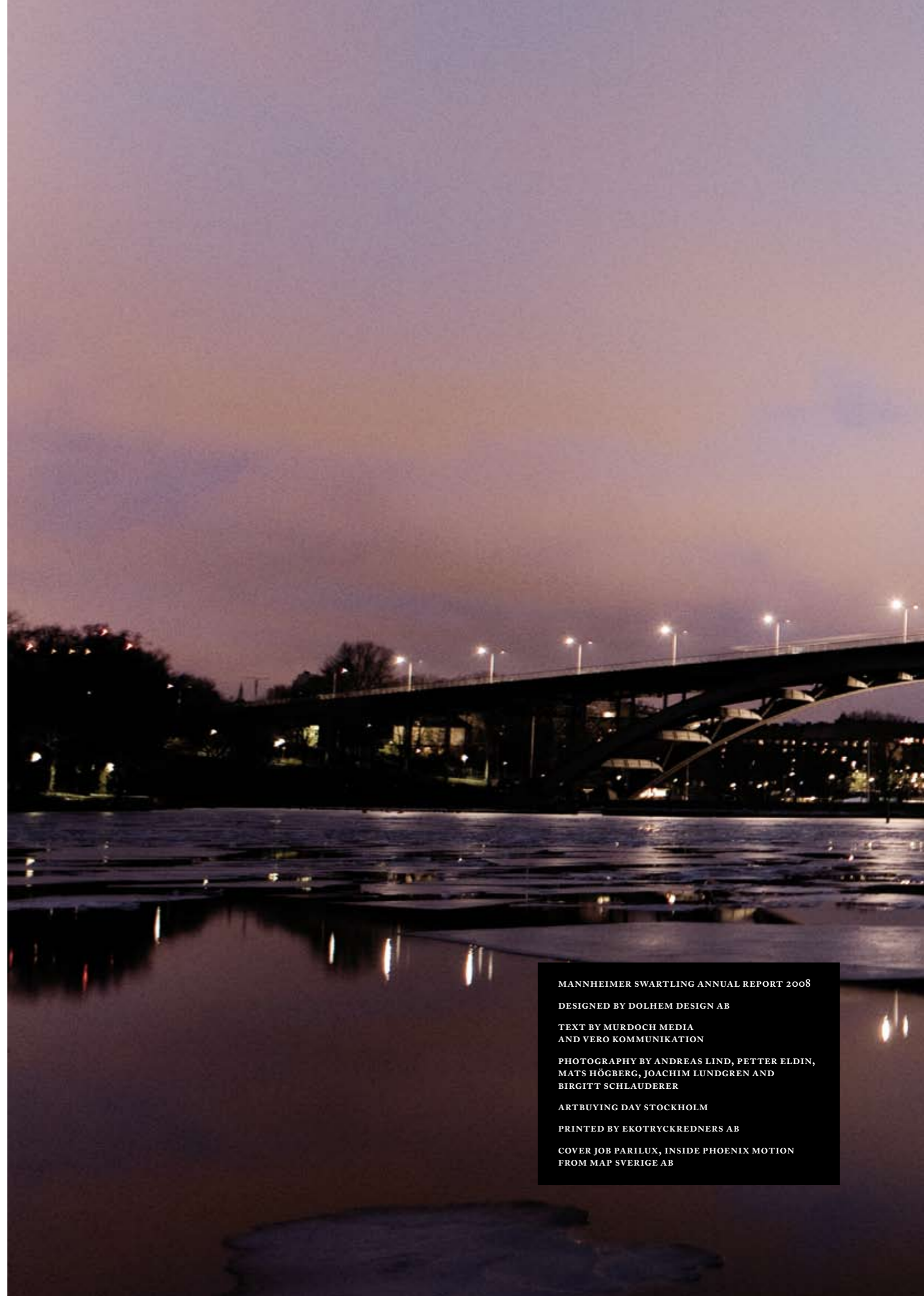
**KLAS WENNSTRÖM**, born 1965, partner,  
Board member since 2005

**ANDRÉ ANDERSSON**, born 1959, partner,  
Board member since 2005

**BIÖRN RIESE**, born 1953, partner, Board member  
since 1997, Chairman since 2002

**STEFAN BROCKER**, born 1966, partner,  
Board member since 2005

**PETER IDSÄTER**, born 1960, partner,  
Board member since 2005



MANNHEIMER SWARTLING ANNUAL REPORT 2008  
DESIGNED BY DOLHEM DESIGN AB  
TEXT BY MURDOCH MEDIA  
AND VERO KOMMUNIKATION  
PHOTOGRAPHY BY ANDREAS LIND, PETTER ELIDIN,  
MATS HÖGBERG, JOACHIM LUNGGREN AND  
BIRGIT SCHLAUDERER  
ARTBUYING DAY STOCKHOLM  
PRINTED BY EKOTRYCKREDNERS AB  
COVER JOB PARILUX, INSIDE PHOENIX MOTION  
FROM MAP SVERIGE AB