



**MANNHEIMER SWARTLING**



*A law firm at the forefront*

**M**ANNHEIMER SWARTLING HAS BEEN AT *the forefront* OF SWEDISH BUSINESS LAW FOR MANY YEARS. WE BELIEVE THAT THIS IS DUE TO *our ambition* TO BE AND TO REMAIN THE BEST SWEDISH LAW FIRM – BOTH TO WORK WITH AND TO WORK FOR – IN A BUSINESS ENVIRONMENT THAT IS CONSTANTLY CHANGING.

# BUSINESS LAW

*in a new light*



*Business and commerce and the laws and regulations governing them are changing at an ever-increasing pace. Existing legal precedents are challenged and established solutions to legal problems rapidly become obsolete.*



IN ORDER TO PROVIDE YOU with the best possible legal advice in a changing environment, we base our work on certain fundamental principles, which we spend considerable resources in developing and refining. We believe that this strategy will benefit you as our client – and consequently our own development as a law firm.

*Firstly*, the ability to understand your business objectives – and to ensure that our legal advice enables you to achieve these objectives and is given in a form that is useful to you, without compromising either your integrity or our own.

*Secondly*, lawyers with significant specialist knowledge, broad experience of different sectors and the ability to approach complex legal problems in new ways – in other words, always to perceive business law in a new light.

*Thirdly*, a way of working and a team spirit that enable matters to progress efficiently – where the full attention of a team of specialists with high accessibility is devoted to each assignment.

*Fourthly*, an organisation where training and knowledge are at the core – and where we are aware that today's know-how may quickly become obsolete. An internationally experienced organisation which is rooted in history, but not bound by tradition. A flexible organisation that has the determination and the resources to lead the development of Swedish business law into the future.

# TO SEE *beyond* the letter of the law



*Our clients demand lawyers who will add value  
to business deals – and who understand their  
business objectives in the full commercial  
and international context.*



A COMMON FEATURE among our clients is their strong focus on results. Many operate globally and are leaders within their sector. Such clients demand lawyers who can see beyond just the letter of the law.

#### CONTINUITY AS A DRIVING FORCE

Our market position and size mean that our lawyers advise clients within virtually all business sectors. The firm's significant competence within areas such as mergers and acquisitions, IPOs, private equity, banking and finance and IT means that we are involved, in one way or another, in most major business transactions in Sweden – and indeed have been so for a long time now. As a result of this continuity, our lawyers have a considerable breadth of experience in dealing with both the most common and the most complex legal issues that arise in business today.

#### CONFIDENCE OF THE UTMOST IMPORTANCE

A successful working relationship between you as our client and us as your law firm requires something more than the link between an ordinary supplier and his customer. A knowledge and understanding of your business, combined with mutual trust, are the key to giving you valued-added advice. Trust therefore forms the core of the relationship between us and you.

Our independence and our integrity towards you and the party you are dealing with are crucial for a trustful cooperation. We often say “no” to the other side. We may also tell you that you should not or cannot act in a certain way. As a client you do not need a yes-man as counsel, nor an adviser in whom you lack faith.

# LAWYERS

with *that extra edge*

*Legal developments, and our clients' increasing need for ever-faster solutions to complex legal issues, today make it impossible for a lawyer to possess the necessary expertise within more than a few areas of law.*





CONSEQUENTLY, we have no omniscient lawyers with universal competence handling all types of issues. Instead, our lawyers have long since specialised within specific areas of law and within specific business sectors. But this is not enough to meet the requirements of our clients in a commercial world that is rapidly changing. Here you need lawyers with that extra edge. Lawyers with new perceptions who can combine the incompatible – and who can approach problems from new and different angles. Lawyers who are team players rather than solo artists. Lawyers who observe and are able to adapt to developments in the market, both in Sweden and abroad. Lawyers who can help you see and benefit from the changes and trends that influence your business.

#### WE ADAPT TO THE REALITY OF OUR CLIENTS

Since the reality of our clients is constantly changing, our organisation cannot be static – indeed rather the opposite. In order to adapt to our clients' needs, we regularly seek their views on how to improve our services. As the world changes, so the legal issues change and new specialist areas are created. We therefore invest a lot of time and energy in analysing the new skills and competence that you as our client will require in the future, so that we are ready when those needs arise.

## TEAMS *tailored* to optimise *results*



*As our client, you will have full access to our collective knowledge and expertise through the lawyer you work with. He or she will put together the team of specialists that the assignment requires, and will ensure that your business objectives always guide our work.*



OUR DEDICATED TEAM, led by an efficient project manager, will thoroughly analyse all the relevant issues and present you with practical solutions, all within the agreed timeframe. We also understand the importance of being available to our clients when needed.

#### MORE KEY PLAYERS IN OUR TEAM

Lawyers are not the only key players in our team. We have a number of other players who assist in ensuring that what is said be done. These are the secretaries, the IT-technicians, the receptionists and everyone else who cares for our clients in the best possible way.

#### TRUE PARTNERSHIP STRENGTHENS THE TEAM SPIRIT

Mannheimer Swartling is a True Partnership, which means that the profits of the firm are divided equally among all partners. We are convinced that this is necessary to ensure that the most suitable lawyers handle each particular assignment, and that partners do not keep cases to themselves in order to benefit their own interests.

In other words, the concept of True Partnership ensures that our clients' interests are always put first. This strengthens our team spirit, encourages cooperation and stimulates the exchange of knowledge and ideas – so that quality, cost and time are optimally blended for the benefit of our clients.

# A SELF-LEARNING ORGANISATION where *knowledge* has its *sell-by-date*



*Rapid development within the commercial world means that the know-how that we possess can quickly become obsolete. We are therefore continuously enhancing our expertise with fresh insight and knowledge in a constant exchange of thought and with ongoing training.*



EVERY DAY, we acquire invaluable experience through our work in specific matters and through the constant exchange of knowledge between lawyers of different specialisations. In this way, our organisation becomes self-learning – which means that our advice is always up-to-date and represents the collective experience and expertise of all of our lawyers.

In order to spread this valuable know-how throughout the entire organisation, we have a number of lawyers working full-time in knowledge management. They collect and maintain all the know-how created within the organisation. We also run an ambitious programme providing specialist training within different areas of practice – for both lawyers and other staff. Mannheimer Swartling also has one of the largest business law libraries in Sweden.

#### SIZE COUNTS

Mannheimer Swartling is one of Sweden's largest law firms, and is also by international standards a law firm of significant size. Considerable resources are required to satisfy the ever-increasing demands of our clients. Size is also a condition for the high degree of specialisation and the constant development of knowledge that have allowed Mannheimer Swartling to stay at the forefront of Swedish business law.

#### WE COOPERATE BUT WE REMAIN INDEPENDENT

Our offices abroad and our close ties to other leading law firms around the world give you access to the best legal advice within every jurisdiction of significance. The fact that we are not part of any international alliance, but remain independent, enables us to retain or recommend the best law firms in each case. This benefits you as a client.

# ROOTED IN *history* but *not* bound by *tradition*



*Mannheimer Swartling was created in 1990  
when Mannheimer & Zetterlöf and Carl Swartling  
joined forces – although the roots of today’s  
Mannheimer Swartling go back to 1877.*

IT IS NATURALLY of some importance to our clients that our work is based on over a hundred years of experience. But history tells little of our ability to satisfy our clients’ needs today. One of the driving forces behind the merger was the desire to create a law firm that would develop through teamwork and specialisation in an environment that promotes new ideas and new thoughts. These characteristics permeate our business today and will permeate the Mannheimer Swartling of tomorrow.

## THE FIRM BECOMES WHAT WE ARE

We live according to the simple creed that our firm becomes what we as people are. It will show in our results if we have fun at work, if we are engaged in our tasks and if we encourage personal development. It is an approach that benefits our clients – and that enables us to achieve our ambition for Mannheimer Swartling to be and to remain the best Swedish law firm to work with and to work for.



