

GHICA 
INNOVATIVE LAW FIRM

SHORT FIRM PROFILE





SMART PEOPLE WORKING ON CHALLENGING PROJECTS FOR INSPIRING CLIENTS

At GHICA Innovative Law Firm we strive to make your company healthier, more sustainable, create future value and growth through innovative business and legal solutions that matters to you.

WHY ARE WE DIFFERENT?

Our lawyers understand the drivers of organizational success. We have the people, skills, insights and deep industry experience needed to shape new forms of added value. We bring the art and science of business and legal together to help our clients create a unique Business Model – one that inspires, connects, and makes the ordinary extraordinary. That's high performance, delivered.

OUR EXPERIENCE EXTENDS ABOVE AND BEYOND LEGAL
AS WE ALSO LOOK AFTER OUR CLIENTS THROUGH
EVERY STAGE OF THE COMPANY LIFE-CYCLE, BUSINESS
DRIVERS AND VALUE CREATION.



99 YOUR NEED:

People with knowledge of both business management and law.

THE GAP:

A 360° Legal Approach that examines the threats and opportunities posed by legislation, from every angle, understanding the business problems. And nowadays lawyers need to offer more than just a straightforward legal advice, but from a strategic, operational, financial and compliance business sides.

OUR SOLUTION:

The Perfect Fit to fill the Gap are Lawyers with MBAs, with an outstanding and invaluable grasp of strategic commercial issues. 99



CREATE AND CAPTURE VALUE THROUGH LOCAL KNOWLEDGE AND EXPERTISE

We concentrate our energies on a unique part of the world: the complex, fast developing markets of the CEE and SEE regions. It's an area that requires specialist knowledge and contacts – and we have plenty of both.

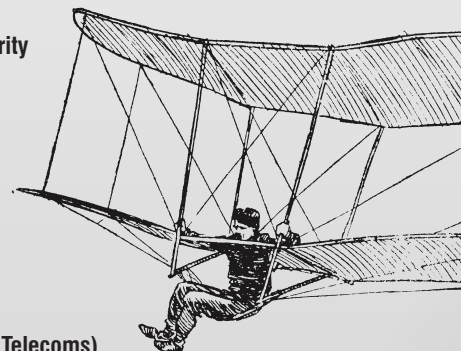
Through our network, we work closely with our clients to help them create/capture value and opportunities for their business in the first place, by solving their legal and business problems.

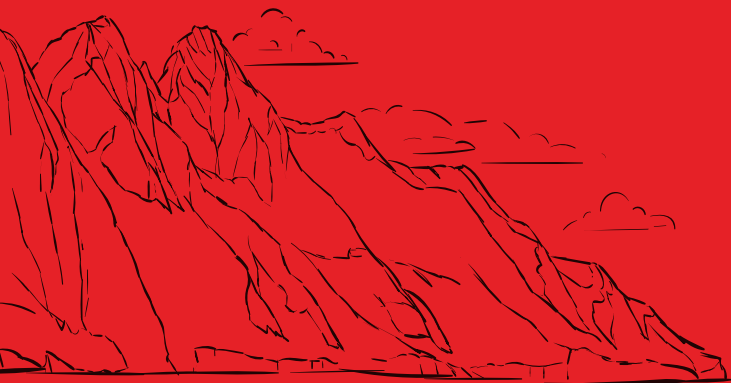


INTERNATIONAL EXPERIENCE

We offer our clients a wealth of knowledge and expertise in the following areas:

- Banking, Finance and Capital Markets
- Corporate, Commercial and M&A
- Compliance, Risk Management and Sensitive Investigations
- Data, Privacy and Cybersecurity
- Dispute Resolution
- Employment Law
- Healthcare
- Real Estate and Construction
- TMT (Technology, Media and Telecoms)





**CLOSER TO OUR CLIENTS
AND CLOSER TO THE
ACTION. #H2H**

OUR MANAGEMENT

Cristina Ghica



For us there is no more B2B or B2C: It is Human to Human #H2H.

We put the needs of our clients at the heart of our thinking and everything we do is

*Drive by
Excellence and
find a way
through.*

We are agile, inventive and determined to navigate our clients through today's complex, dynamic and uncertain business environment.

CHANGE IS GOOD, BUT TRANSFORMATION IS BETTER.

Any organization can make do with incremental change – at least, for a while. But building for the future means making bold moves and tough decisions that will transform your business.

We are proud to help shape the way the global leading companies structure and manage their business from a legal stand point.

We are passionate about harnessing innovation to tackle even the most complex and difficult business and legal issues.

No wonder we have been able to help our clients achieve remarkable business outcomes.



SETTING PRECEDENT – BREAKING NEW GROUND

SOME OF OUR HIGH-PROFILE CLIENT CASE STUDIES:

SADE FRANCE WATER NETWORKS ENGINEERING UNITS TAKEN OVER BY VEOLIA ENVIRONMENT – THE WORLD'S LARGEST PRIVATE SUPPLIER OF DRINKING WATER – LED THE POST-MERGER INTEGRATION IN CEE REGION – THROUGH A 2-YEARS TURNAROUND PLAN TO REDUCE ITS GLOBAL REACH, ELIMINATE ABOUT 10% OF THE WORKFORCE, CURB DEBT AND RAISE PROFITS WITH 20%.

- Delivered a designed solution to assist in managing the overall integration process, including methodology of 3 steps: High Level Planning, Detailed Planning and Execution.
- Executed analysis and captured synergies by breaking the deadlocks. Built value driver for tactical execution.
- Built social connection and monitor progress against goals, and pace the integration efforts to meet deadlines.

CLEARANSWER CALL CENTERS UK – CO-MANAGED THE TACTICAL IMPLEMENTATION – FUNCTIONAL AND LEGAL ASSISTANCE THROUGHOUT AN M&A INTEGRATION OF 5 CALL CENTERS ACROSS EUROPE.

- Co-defined go-to-market integration. Implemented the legal entity integration.
- Reached the deal value targets. Delivered the synergies within the agenda for the first 90 days.
- Designed staffing and retention plan for 350+ full-time employee.

INVOLVED IN THE M&A TRANSACTION THROUGH AN LBO OF **OMILOS GROUP** BY **ARGO CAPITAL MANAGEMENT LTD.** – TWO LANDMARK SHOPPING PARKS INCLUDED 550,000 SQ. M – AND LED THE POST-MERGER INTEGRATION.

- Coordinated legal/operational due diligence to uncover any risks that may exist.
- Led a 5 experts team for the Negotiation/Agreement.
- Designed the post-merger Integration Plan combining resources, assets and processes.
- Developed Risks Mitigation Strategy resulted in a 25% savings. Preparing for Day One.
- Negotiated the delivery of €150M+ in refinancing a syndicated facility with a credit committee formed by 9 banks, under UK, Cyprus and Romanian laws.

DIRECTED AND NEGOTIATED SYNDICATED LOANS FOR THE DELIVERY OF €190M+ REFINANCING WITH EUROHYPO BANK AG UNDER UK, GERMAN AND ROMANIAN LAWS ON TWO MAJOR REAL ESTATE PROJECTS OF **ANCHOR GROUP, ROMANIA**:

- Led the legal, operational, and financial due diligence process using data rooms.
- Disclosure letters, NDAs, facility agreements, collateral securities documents, corporate guarantees.
- Accountable for direct negotiations with the bank and lawyers from Magic Circle Law Firms.

LED AN INTERNATIONAL TEAM OF 20+ STAKEHOLDERS ON A HIGH STRATEGIC SPIN-OFF PROCESS AND DETERMINED THE SWAP SHARES TRANSACTION €500M+, IN MORE THAN 5 DIFFERENT EUROPEAN JURISDICTIONS (TURKEY, NETHERLANDS, UK, GERMANY, ROMANIA) FOR **FIBA HOLDING, TURKEY**:

- Determined the spin-off strategy, established new legal entities and coordinated a team of 7 international lawyers.
- Construed the deal structure for the swap shares transactions and led negotiations with a team of 15 stakeholders.

VEOLIA FRANCE - Ensured “buy-in” to pursue the strategic legal topics identified from Executive Management, formulated go to market and partner strategies and deployed best practices to secure world-class execution. Lead successful settlement agreements for arbitration and common law construction litigation files saving the company from insolvency and delivering €50M+ savings.

ARGO CAPITAL MANAGEMENT LTD., UK and Romania - Legal representations in front of Paris International Commercial Arbitration, executed 5 settlements for Argo' FIDIC construction projects, resulted in €15M+ savings.

ANCHOR GROUP, Romania – Led a 5 lawyers team for legal strategy and representation in front of the Bucharest Court Commercial Arbitration, negotiated and executed 3 settlements for office buildings projects, valued at €20M+.

Managed real estate portfolios and lease activities which included 780,000 sq. m, made up of landmark commercial parks, retail, residential and office buildings; including drafts, reviews and negotiated a wide range of commercial contracts.

Created two data centers for leases and renewals (track and analyze lease dates, rent payments, real estate metrics).

Developed and executed overall legal strategies, including legal, compliance, and risk related real estate projects.



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