

Enterprise Legal



GRAZIOTTO

Legal

INTERNATIONAL LAW FIRM



GLOBAL - MEMBER FIRM

Our mission is very simple: to ensure the best possible advice and assistance to protect companies, their assets, their owners and people who work there.



Advanced Consulting at 360° on all corporate legal matters, in Italy and abroad



WHAT WE CAN DO FOR BUSINESSES

A complete range of legal assistance in Italy and abroad through a single and efficient interface.

We can particularly assist you in the following areas:

- ◆ business criminal issues
- ◆ buy/sell/rent properties
- ◆ contracts and consulting
- ◆ disputes and litigations
- ◆ extraordinary transactions
- ◆ financing and investment
- ◆ Inheritance and divisions
- ◆ bankruptcy law and crisis
- ◆ civil law and liability
- ◆ commercial & company law
- ◆ debt collection/enforcement
- ◆ international tax law
- ◆ labor law and disputes
- ◆ maritime and navigation law
- ◆ private international law
- ◆ real estate/construction law

Support and advice for managing and preventing legal risks:

- ◆ M&A assistance and legal «due diligence» procedures
- ◆ consultancy and contracts for international development
- ◆ legal assistance in labor disputes (for employers only)
- ◆ advice and assistance in enterprise and tax criminal law
- ◆ assistance and advice for generational handovers
- ◆ counseling on crisis and restructuring/reorganization plans
- ◆ ongoing assistance on a wide range of legal areas
- ◆ preventing legal risks and reduction of vulnerability
- ◆ legal education and training to management and staff

INTERNATIONAL AREA International negotiations and contracts in have particular aspects of complexity: i.e. with regard to choice of law, jurisdiction, legal system of liability (contractual and non-contractual) with marked differences between third countries and EU countries (due to EU rules and international treaties).

The risk of unpleasant surprises is high: some hypotheses of non-contractual liability may result in enormous damages, and potentially elusive circumstances may lead to opposition by the tax authorities.

The party who handles the legal aspects wins, almost always: taking care of legal issues since the beginning, and being assisted in the early phase of contacts, is crucial in order to avoid pre-contractual liability.

REAL ESTATE Negotiations are often very time-consuming, and the conclusion of the transaction is subject to many pitfalls (change of mind, disbursement of the loan, elapsing of the deadline, condominium issues, delivery of the property before the final contract and/or payment, cadastral issues and urban constraints, VAT and taxes, penalties, price adjustments, real effects, conditions, injunctions, termination, notices and warnings, compensation of damages, demand for fulfillment or termination of the contract, performance in specific form, closing of the deal through brokers, etc.) In practice, each case is a story in itself, and particular care must be put in setting up assignments, proposals, preliminary and final contracts.

BUSINESS, CORPORATE AND CONTRACTUAL ISSUES No matter the case, the more it is complex and relevant in value, the more we are truly a valuable partner: our global and inter-domain overview provides a unique and unbeatable advice on many aspects and implications that are very often neglected or non considered enough.

We love entrepreneurs and managers, because we understand their challenges and are well aware of all difficulties they have to face daily.

Our natural approach to simplify complexity, together with our pioneer methodology to legal risk management (Legal Shield®) provides our clients with a first-class advice and assistance also in presenting opportunities, negotiating deals, drafting and fine-tuning agreements, as well as in any other relevant contractual aspects.



WHY WE ARE UNIQUE

What makes us unique is the ability to provide legal assistance, also in the international domain, and to help clients in over 60 foreign countries.

We have developed specific models and methods, suitable to prevent risks and minimize the surface of attack from a legal point of view, reducing legal vulnerability of clients' businesses, of their ownership and people who work for them at any level.



With our truly unique approach, the protection of the company, its ownership and its workers is always and duly taken into consideration.

We are one of the very few boutique law firms with the ability to intervene at 360°: we provide valuable consulting and assistance to effectively protect companies, in most sectors of activity and at any stage of their life cycle, both in national and international activities.

Our clients can rely on a very prominent range of skills and business experience: we do have an expert knowledge of companies and their business environment; in most cases, we visit our clients' operations and try to adapt our support to their organizational system and competitive environment. On this point, we really do not fear rivals.

NETWORKS AND CORRESPONDENTS ABROAD

We work with professionals and law firms in over 60 foreign countries, and we are able to provide advice, assistance, international legal protection in civil, commercial, contractual, financial, real estate, M&A (mergers & acquisitions), criminal, corporate, maritime and IP areas.

We are able to do it thanks to strong skills in legal due diligence, risk prevention and management for companies, as well as many years of experience in M&A and corporate finance, real estate transactions, shipping, tenders, trading and investment, as well as for assistance in drafting and reviewing international contracts and documents.

In addition, we claim memberships in several international networks.

CORPORATE FINANCE, STRATEGY AND M&A TRANSACTIONS ADVICE

Since decades we gained a wide spectrum of business skills in various industries and sectors of activity. Our expert knowledge about all business functions, theories and methodologies, provides a unique and valuable combination of skills in financial, strategic and legal domains.

This is also the ground of our uniqueness, based on legacy concepts and models (i.e. Nestrix®, Strategic Wheel®, and so on), also used in specific programs (i.e. FISTLE®, that stands for Finance-Strategy-Legal).

We have specific solutions that help our clients to protect their investments: Blind-Deal®, Country Franchisor Booster®, Smart AIM®, Smart Company in Italy®, Step Into Italy®, Company Watchdog®, etc.

WHY RELY ON OUR EXPERT ADVICE AND ASSISTANCE

By relying on Graziotto Legal you may account on a solid experience in most of business-related legal issues, as well as in complex transactions.

For adequate protection, proper care of the legal aspects must be taken since the inception: a simple misunderstanding can determine claims for damages, and can frustrate any efforts done and jeopardize results.

Our knowledge includes aspects of specific practices, as well as any consequent matters after a deal is closed, i.e. related to the management of assets, property issues, post-deal performance, etc.

We are truly unique.

INTERNATIONAL LEGAL ASSISTANCE AND SUPPORT IN SEVERAL COUNTRIES

You know the business, we know how to protect it world-wide



Reliable bilateral tax & legal assistance in several countries

During the years we established and developed bilateral partnerships with international correspondents in several countries: companies can exploit our two-way cooperation and knowledge to take care of their business and support their growth.

The range of tax & legal assistance depends on the specific country: in most cases, local firms taking part of our system can provide clients with a complete coverage on business and legal issues. Common assistance is usually provided either directly, or through other local professionals in accordance to the specific case.

We have specific solutions to help foreign clients establishing their local business in Italy, including company formation and entry level assistance to manage it (Smart Company in Italy®, Smart AIM®).



TAX & LEGAL ASSISTANCE IN ITALY

Get advantage of reliable tax & legal assistance through our law firms and professionals.



- Legal disputes
- Tax disputes
- Administrative disputes against authorities
- Legal credit collection
- Interventions in enforcement procedures for expropriation
- Civil, commercial, corporate and competition law
- Specialistic legal assistance (contractual, legal due diligence, ecc.)
- Sales agreements, domestic and international
- Distribution agreements, supply and agency agreements
- Privacy and personal data protection
- Legal assistance for the creation and termination of employment
- Licence and technology transfer agreements
- Patents, trademarks, know how
- Unfair competition
- Insolvency proceedings and assistance to/against insolvent firms
- Restructuring, in court and out-of-court
- Family law, wills and estates

ASSISTANCE IN OVER 150 JURISDICTIONS

Including:

Albania
Angola
Argentina
Armenia
Australia
Austria
Bangladesh
Belgium
Bhutan
Bolivia
Brazil
Bulgaria
Cambodia
Cameroun
Canada
China
Costa Rica

Croatia
Cyprus
Czech Rep.
Denmark
Egypt
El Salvador
Estonia
Finland
France
Germany
Georgia
Greece
Guatemala
Holland
Honduras
Hong Kong
Hungary
India



Indonesia
Ireland
Israel
Italy
Japan
Jordan
Kazakhstan
Kenya
Libya
Luxembourg
Macedonia
Malta
Mauritius
Mexico
Netherlands

Nicaragua
Nigeria
Pakistan
Panama
Paraguay
Peru
Philippines
Poland
Portugal
Qatar
Romania
Russia
Senegal
Serbia
Slovak Rep.

Slovenia
South Africa
Spain
Sri Lanka
Sweden
Switzerland
Syria
Taiwan
Thailand
Turkey
U.A.E.
Ukraine
U.S.A.
Venezuela
Vietnam

If you need assistance in another country, please contact us to check if available.

PLEASE INQUIRY THROUGH:

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Italiano
English
Français
Deutsch
Español

and basic...
Nederlands
Português
Русский
Svenska



ASSISTANCE TO FOREIGN CLIENTS

Coverage is also available to foreign clients via independent law firms providing their assistance.



We worked hard to establish and develop partnerships with many international correspondents, and we are proud to make this available also to a world-wide set of clients.

No matter the client is from Europe, Asia or another continent, we act as a global gateway for world-class international legal assistance.

Through our system, companies running an international business may rely on a qualified legal assistance in many jurisdictions

This helps them not only to react promptly, but also to prevent the main issues through consultancy available in the various countries.

Knowledge of the local law, proper design of the text of the agreements, tailor-made legal solutions (based on the actual characteristics of the company and its business), may greatly contribute to improve financial results, reduce legal risks, and protect the company and its stakeholders from unnecessary risks and unintended consequences.

We deliver our clients a simple, convenient and effective one-stop solution suitable for global business.



EXTENSIVE BUSINESS SUPPORT IN ITALY

A full set of qualified skills available, including corporate executive support to run businesses.



CORPORATE FINANCE AND TRANSACTIONS

Afford business, financial and legal due diligence, get full support to identify target firms available for acquisition, perform M&A deals, facilitate post-deal integration and set-up joint-ventures.

REAL ESTATE

Reliable support to afford real estate investments and divestments, including legal and financing assistance.

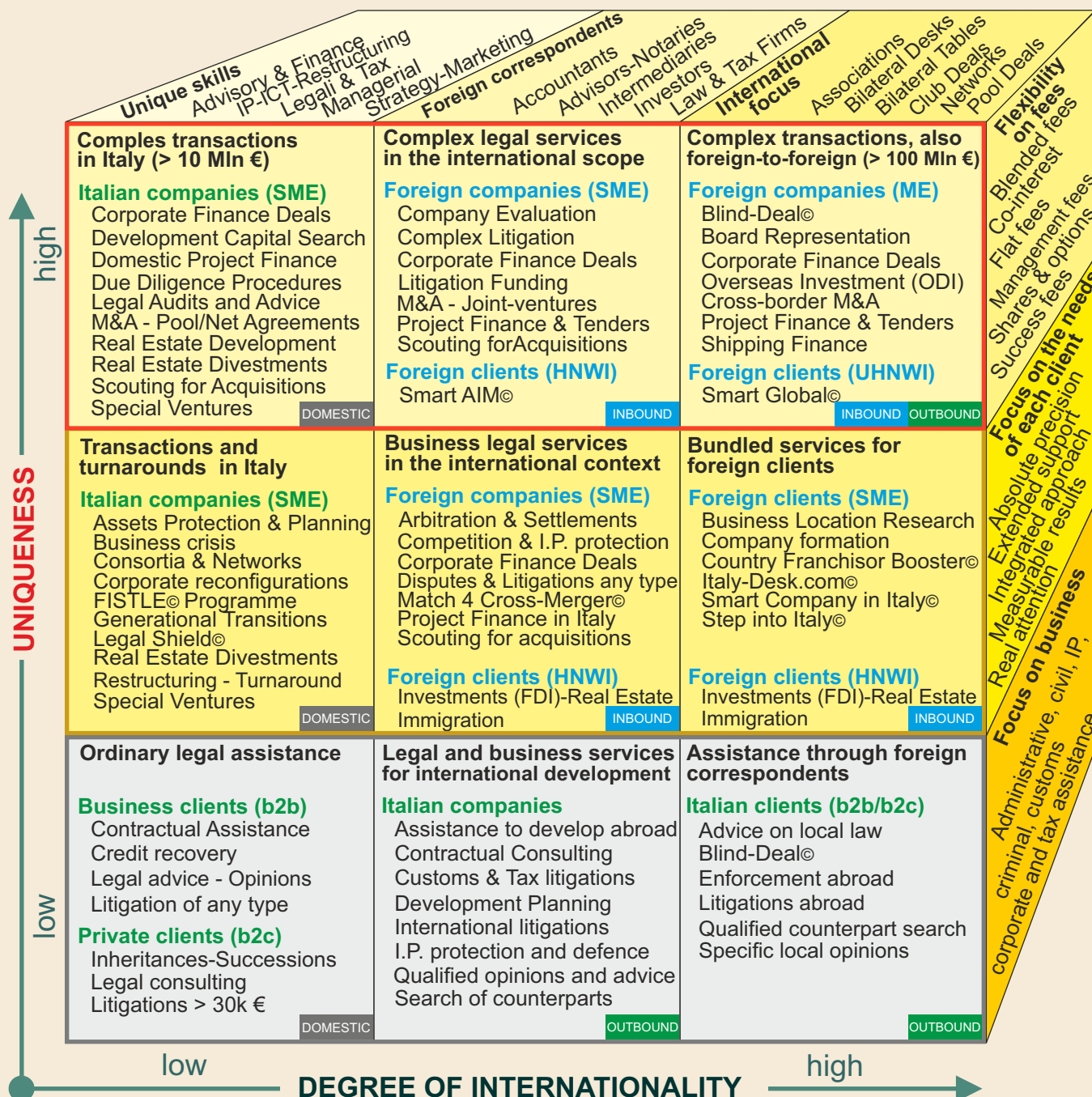
FINANCIAL AND INVESTMENT ADVISORY

Undertake investments in Italy, including operational support, advisory and legal assistance.

AUDIT

Monitor and safeguard your business units, projects and investments in Italy.

CLIENTS OF OURS ENJOY EFFECTIVE SOLUTIONS and integrated 360° precision assistance on all business matters



We deal with **precision legal assistance**: we know each client has **unique needs and peculiarities**, which require **specific solutions**.

We concretely assist clients in **successfully dealing with complex and valuable issues and situations**.

To do this, **we always do our best**, and we adopt a **highly integrated approach**.

Every customer who has trusted us, and who recognizes us the right fees, must be repaid with the **utmost seriousness and reliability**. Always.

We love **intellectual and operational challenges**: with the right prerequisites we are **ready to make them our own together with growing clients**, even with **flexible and result-oriented fees**, sometimes **even by taking risks**. We do this because we believe we are able to **create true value**.

Forget the traditional approach, and **book a unique experience for you and your business** with a new partner: our law firm.

We promise you right now that **you won't regret it**.



ITALY FEES AND CHARGES - January 2023

Guideline for charges to foreign Clients



HOW WE WORK

Before we undertake representation, an agreement is reached and entered with the Client.

PRELIMINARY FULFILLMENTS

Before carrying out any activity, we are required to comply with the legal obligations for privacy and anti-money laundering measures, verifying each new client and acquiring a copy of an ID document.

TEAM WORK

Client is not involved in the complexity behind the scene: we distinguish in avoiding unnecessary communication and explanations to different lawyers: Client needs only to interact with the assigned contact person, who is in charge of managing all activities on behalf of the Client.

Lawyers and consultants constantly share knowledge and experience, and temporary teams are often formed to provide Clients with custom services as per their specific requirements. Thus while Clients may often face one lawyer only, in fact we as a whole are put at their disposal.

To raise efficiency, lawyers handling cases are assisted by paralegals and secretaries.

PROMPT RESPONSE

Client enquiries are promptly dealt with to avoid unnecessary delays. Lawyers are often made available at short notice to handle cases of emergency.

In such urgent cases Clients can benefit from our elaborate database of legal documents, and our nation-wide reach through the various members.

We understand that time is often of the utmost importance, and we are well-prepared to follow up on Clients' instructions without delay.

HOW TO ENTRUST US

Clients who wish to entrust us may get in touch with their usual contact, or alternatively may prefer to approach our front-line partner, who will help you to identify the most appropriate lawyers to handle the subject.

Entrustment of our Firm will be finalized through the signing of a contract for legal services, or confirmation in writing of relevant instructions.

CONFIDENTIALITY AND STORAGE OF FILES

We maintain a policy of strict confidentiality for Client documents.

Upon completion of an entrustment, subject to the date of issuance of the final debit note, the Firm will keep Client documents in safe storage for one year, with access limited to the Client or his representative after a request in writing.

After expiry of the one-year term, all documents relating to the entrustment will be destroyed.

FRONT-LINE DESK AND FIRST CONTACT

Quality of services is of primary concern to our Clients: English is the main language used for business cases, but we have established a front-line Desk to provide direct assistance in maintaining strong and fluent relationships with Clients in English, French, German, Spanish and Italian.

HOW WE CHARGE

We maintain a flexible charging policy, as we believe in adapting to a specific situation or Clients' needs.

In each case the criteria of charging shall be negotiated and agreed upon with the Clients according to the local bar rules.

Lawyer fees do not include neither disbursements nor taxes, which shall be charged at cost basis.

With the exception of disbursements, all fees are subject to a 2% legal protection contribution and a 18% secretarial expense on top of them.

OFFICIAL PROFESSIONAL FEES FOR ITALY

Unless a different estimation or agreement in writing is done with the client, compensation of legal profession is based on parameters for extra-judicial and judicial activities set by the Decree No. 55 dated March 10th, 2014 of the Ministry of Justice, in its consolidated version at the time activities are done.

This decree sets the parameters for liquidation of fees in remuneration for the legal profession for judicial assistance and some extra-judicial activities.

In-court assistance

For in-court assistance, our base fees are set for each phase of the process. Any activities not strictly pertaining to the court process is charged separately.

Out-of-court assistance

If a proper lump sum estimation is not suitable, out hourly fees are applicable.

On issues and cases over € 520,000, our assistance is subject to an additional integrative charge based on the percentages set by the Ministerial Decree no. 55/2014, to be netted-off by the hourly charges already charged as advance payment.

HOURLY BASE FEES

Our most common way of charging is to collect lawyer fees from Clients based the effective working time spent by each lawyer multiplied by his or her prescribed hourly rate.

Where appropriate, we advise the Client of the estimated working time and cost in advance.

If during the course of handling a case the actual time spent is in considerable excess to the estimated time, the Client will be promptly notified.

When hourly fees are charged, clients are billed by the hour (measured in intervals of tenths) with time being currently billed at the following rates:

€390.00 per hour for Senior Lawyer
€340.00 per hour for Of Counsel
€315.00 per hour for Senior Associate
€235.00 per hour for Associate
€160.00 per hour for Senior Paralegal
€ 95.00 per hour for Law Clerk
€ 75.00 per hour for Legal Assistant

For court time rates are subject to a 20% increase.

When the client requires assistance during night (from 8:00PM till 8:00AM local time), week-end or holiday time (saturday, sunday, holidays and august) all rates are subject to a 50% increase.

In the case of transfers, requested or made on behalf of the Client, transfer times are counted only by 50%. For assistance abroad, a further increase of 30% applies.



LUMP SUM

For certain cases, we will agree to charge on lump-sum basis (flat fee), in way of a fixed amount for providing all services within an agreed scope.

Charges will be limited to the agreed fixed amount, except for disbursements and in the case of extraordinary circumstances which could not be foreseen in advance.

The specific amount shall be agreed with the Client, mainly with reference to the following:

- Time to be spent on the case;
- Amount of money or value involved;
- Complexity and difficulty of the case;
- Urgency of the case.

CONTINGENCY FEE

In some cases, we will agree to a working on retainer plus contingency basis, with part of the payment conditional upon the successful outcome of the case.

The contingency fee, for example as a sum of the amount under dispute, will reflect the size, complexity and difficulty of the case, as well as the time to be spent by lawyers. Disbursements for costs are excluded from the contingency arrangement.

CONTRIBUTION CHARGES BY LAW

As far as Italy is concerned, an additional 4% CPA (contribution) is charged by law on any fees and charges with the only exception of disbursements.

RETAINER FEE

A retainer can be agreed to cover anticipated lawyer fees for advice and assistance for general legal matters related to a company's normal business activities, such as forming contractual relations and hiring employees. Under a Retainer Contract, Clients pay for a fixed number of hours to cover time spent by lawyers on their instruction from time to time within a fixed period (usually one year). Most of our firm's retainer fees vary in the range from €2000 to €15000, depending on the matter and the type of representation needed.

DISBURSEMENTS

Disbursements such as official charges, translations, notary costs, certificates, authorizations, copies, duplicates, apostille and legalization of documents, domiciliation, notification, investigation, travel and other expenses, are never included in lawyer fees and will be charged separately on cost basis even under the lump sum (flat fee) scheme. A prior estimation of max. disbursement amount can be done upon request; otherwise, where disbursements for one item exceed €500 (Euro five-hundred), the Client will be asked for confirmation before making such expense.