

ALTANA, LONG-STANDING SUPPORTER OF JEAN-PIERRE DICK,
WHO MADE AN EXCEPTIONAL ACHIEVEMENT IN THE 2012 VENDÉE GLOBE



Jean-Pierre Dick

Even if he was not the first to arrive at Sables d'Olonne, he was unquestionably the hero of the 2012 Vendée Globe. By crossing the finishing line at 16:05 on 4 February after a race of 86 days 3 hours and 3 minutes 40 seconds, he achieved the feat of completing his third round-the-world solo race, after having sailed over 2,650 miles without a keel.

On 22 January, while he was confidently sailing in third place, his keel detached from the boat and sank, taking his dreams of the navigator's podium to the bottom of the sea. However, he was not discouraged and decided to complete the race at all costs. He then sailed for ten days

without a keel and crossed the finishing line in 4th place. Through this feat, Jean-Pierre Dick has joined the small circle of Vendée Globe heroes.

ALTANA is proud to have been at his side throughout the entire race and congratulates him on his strength of character, courage and unwavering determination, which he demonstrated on this occasion.

After his victories in the Barcelona World Race and the Transat Jacques Vabre, Jean-Pierre Dick's latest feat once again enshrines the founding values of sailing, which ALTANA's partners have placed at the core of their entrepreneurial project: innovation, a taste for hard work, teamwork and shared objectives.

ALTANA
Société d'Avocats à la Cour de Paris

ALTANA IN 2013

A WORD FROM THE EDITOR...

The core of our activity, which involves securing decisions made by our clients and defending their interests, makes complete sense when viewed within the context of sustainability.

Like the companies which we advise and defend, we are aware that current constraints should not divert us from future issues, investment, innovation and youth. Just over three years ago, we decided to set up an independent law firm based on an original model, favouring a strongly entrepreneurial approach.

On this occasion, we offered to four of our associates to become our partners. First, we wanted to show them our trust and recognition of their professional and development qualities. Second, it was of high importance to incorporate a sustainable prospective in our corporate vision, with future being provided by the youngest among us.

It was precisely within the name of this research for sustainability that we have made the encouragement and promotion of our younger members a founding value of our practice.

We are currently continuing to expand based on the same logic. We have thus strengthened our M&A team with the arrival of Arnaud Fayolle as a partner and Caroline Duclercq recently joined our arbitration team as Counsel.

Both of them, who are driven by a strong entrepreneurial capacity and are bursting with ideas, embody the youth and dynamism which we wish to infuse into the firm.

The encouragement of our younger members also lies in the management of our teams of associates, whom we train assiduously and among whom we hope to find tomorrow's partners.

Beyond ALTANA and our business plan, it is among young people that we more generally find the creators of tomorrow's wealth and jobs. In order to ensure that a business plan does not remain an empty promise, it nevertheless requires energy and support at all times.

At present, we wish to ensure that young entrepreneurs benefit from the same support and trust which has been placed in us, in particular, by our clients, without whom it would have been impossible to achieve the successful

launch of our law firm, and to support them, in particular from a legal perspective, in the business creation process.

This is why we have chosen to support the "100 jours pour entre-

prendre" Association [100 days for business], whose main aim is to encourage young people to set up their own business and bring together a community of young entrepreneurs, notably by forming a social network, around the desire for entrepreneurship.

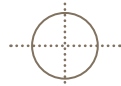
Infusing young people with business spirit, understanding risk and taking responsibilities forms part of the renewal of our economy and ALTANA's DNA.



100 JOURS POUR ENTREPRENDRE

[100 days for business] was initiated by three leading clubs of entrepreneurs: Esprit d'Entreprise, Croissance Plus and 100,000 Entrepreneurs. Their members are all concerned by the economic prospects which currently appear to be ours and are convinced that encouragement and support of younger people and the development of their capacities for innovation and entrepreneurship are one of the solutions for ensuring job creation and the sustainability of our economy. Tomorrow business still has to be invented.

Putting the individual at the heart of his or her choices and young people as catalysts is a priority which the firm shares with "100 jours pour entreprendre". We must count on their enthusiasm to provide business with the renewal that is needed.



THE FIRM'S NEWS

New arrivals

We are pursuing its expansion and strengthening its teams, in order to support its policy of specializing and developing its activities within France and internationally.

The new arrivals all form part of our desire to offer our clients high value-added support in every field of business law. Human qualities, open minds and a strong entrepreneurial spirit in support of our clients are essential values which direct each of the recruitment decisions which we make.

We are continuing to develop our merger and acquisitions activity with the arrival of Arnaud Fayolle as a partner. He will work on merger and acquisition operations for listed and unlisted companies. His experience of capital development, leverage acquisitions and securities issuance will significantly reinforce ALTANA's M&A department, which from now on will be managed on a joint basis by Arnaud and Jean-Nicolas Soret.

The Arbitration & Mediation department recently welcomed Caroline Duclercq, as counsel, to support its policy of specializing and developing its activities within France and internationally.

Caroline will be working both as counsel and arbitrator in various sectors, such as distribution, patents, telecommunications, raw materials, oil and gas, and joint ventures, which shall be added to the team's areas of expertise, namely large-scale facilities and infrastructure and industrial projects.

Caroline is experienced in working with Africa and her arrival also confirms the firm's presence on this continent.

Appointments

The International Technology Law Association (Itechlaw) appointed Claire Bernier as Joint Chairperson of the Committee in charge of personal data issues.

Awards

ALTANA was awarded two silver trophies (from among over 150 law firms and personalities in the legal world), in the "Distribution Law" and "Commercial Disputes" categories at the **Law Trophies** ceremony organised by Leaders League.

Breakfasts

"**Mobile applications: the essentials**" with Claire Bernier, Pierre Lubet and Bruno Vercelli, Vice-President and founder of Sentinelo - "**The latest legal and case law developments in employment law**" with Marianne Franjou and Mickaël d'Allende - "**The globalisation of counterfeiting: combating it at national and international levels**" with Claire Bernier, Pierre Lubet, Eric Schahl from INLEX and Sophie Molle, Project Manager from the World Customs Organization - "**Carve out and assignments of assets, feedback and good practices**" with Jean-Nicolas Soret, Caroline André-Hesse, Julien Balensi and Olivier Vergniolle, from the tax law firm, Arsène Taxand.



Caroline Duclercq and Arnaud Fayolle

Conferences

"**Controlling legal risks within a group of companies**" (organised by EFE on the theme of intragroup legal organisation) and "**Inexcusable negligence**" (organised by the Fédération Régionale des Travaux Publics [Regional Public Works Federation] together with SMABTP), with Philippe Goossens - "**Company directors' criminal liability**" with Philippe Goossens and Tania Rizzo - "**Optimisation of forensic tracking**" (annual conference of the Compagnie des Experts de Justice en Criminalistique (CEJC) [Company of Experts on Forensic Justice], "**Judicial treatment and procedural levers for action**" (organised by LICRA in partnership with ENM), "**Global circulation of personal data**" (Annual European conference of Itechlaw), "**Obligations of agents (notification of security failures) and criminal liability risks**" (AFDIT days on current IT law) with Claire Bernier, "**The current status of the Cherpion and Warsmann laws**", (Human resources committee of ILEC) with Caroline André-Hesse-Philippe Goossens, Caroline André-Hesse, Pierre-Gilles Wogue and Julien Balensi took part in the annual conference of the **International Bar Association** held in Dublin - Participation of Claire Bernier at the **INTA** and **Itechlaw** conference in Washington DC - Participation of Caroline André-Hesse at the conference of the **IBA's** Employment & Management Committee in New York - "**Constructive acceleration**", DRBF (Dispute Resolution Board Foundation) 13th Annual International Conference with Christophe Lapp.

Training sessions

"**Directors' criminal liability**" and "Dealing with psychosocial risks" for the "**Development Institute International**" with Laetitia Daage, Sophie Lordet, Caroline André-Hesse and Philippe Goossens.

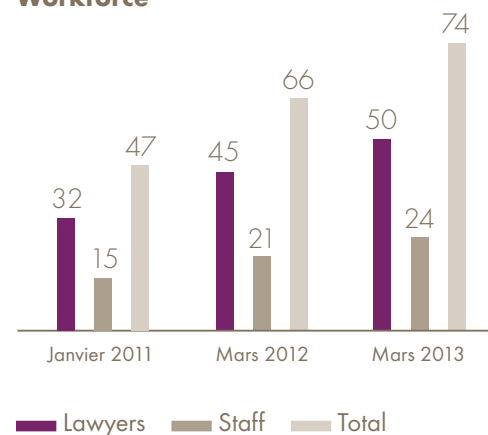
"**Contractual management**" and "**Contractual piloting of large and complex projects**", internal training session undertaken in partnership with the Ecole Nationale des Ponts et Chaussées, with Christophe Lapp and François Muller.

Publication

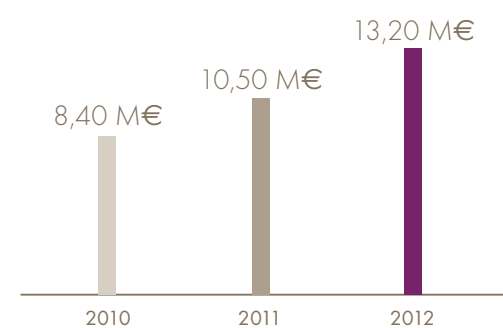
"**La protection sociale complémentaire d'entreprise**" [Complementary company social protection] by Mickael Allende, publisher: Editions Lamy Axe Droit".

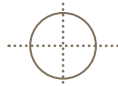
KEY FIGURES

Workforce



Revenue





EMBLEMATIC CASES

SOME EXAMPLES OF RECENT AND SIGNIFICANT CASES IN VIEW OF THEIR IMPORTANCE, COMPLEXITY AND INNOVATIVE NATURE.

Automotive Industry

Discharges in cases of moral harassment for a vehicle distribution company.

Banking/Finance

Advice to a financial institution, within the name a property development programme, estimated at 100 million, in which the borrower is facing financial difficulties.

Advice to a French regulatory authority within the context of financial regulation and on insolvency issues.

Construction and public works

Dispute settlement relating to the execution of extension and modernisation works at several African ports.

Railways

Multi-jurisdictional dispute for an industrial company, linked to the commissioning of new rolling stock.

Arbitration following renovation works on infrastructure in Africa.

Industry

Pre-litigation for a large mining group following an electrical failure which paralysed a production plant.

Defence of a distillery dependent on a very large international sugar group, following the corrosion of a pipe which allowed direct supply of alcohol from the port landing stage.

Advice to a cooperative group, representing around 7,000 employees and revenues of 2 billion, on the reorganisation and restructuring of one of its subsidiaries (1,700 employees).

PIP case on the manufacture of breast implants.

Media

Advice to a leading media group on the French market, performance of an employment audit of all group companies with employees (around 50 companies) in order to participate in the definition of HR strategy and organisation and the points of negotiation to be prioritised.

New technologies

Advice to a manufacturer of products connected to the Internet on the definition of its revenue sharing policy with publishers and distributors of content and applications intended for its products (TV, smartphones, tablets, etc.). Implementation of contracts structured with the various legal frameworks established by the publishers at international level.

Advice to a major French DIY group for the implementation of a corporate social network, especially for all of its legal aspects regarding intellectual property, IT and Internet law, protection and location of personal data and its implications on employment law.

Defence of a major European OEM against an inventor. Claim for €180 million.

Public-private partnerships: PPP

Stations and connections: PPP for the construction of a station.

Assistance to a Group within the context of building and maintaining a school.

Pharmaceuticals

Advice to **Quintiles**, the international leader in services to pharmaceutical companies, within the name of its strategic partnership agreement, with Median Technologies. In exchange for commercial cooperation services, **Quintiles** was attributed equity warrants from this rapidly growing company, listed on the Alternext market of the NYSE.

Financial arbitration on the termination of a supply agreement between a pharmaceutical company and a producer of injectable medical devices under French law.

Photography

Management of the employment relations of the **Primavista Group** (one of the European leaders in photography, which is rapidly expanding, in the field of schools and maternity hospitals) for advice and litigation (implementation of agreement on the status of photographers, employees' working hours, remuneration, etc.).

Consumer electronics

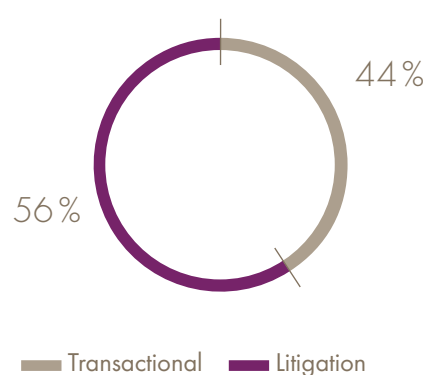
Modelling of selective distribution at European level.

Telephony

Assistance with the definition and implementation of strategies for a leading manufacturer on its market for the direct distribution of its products to end customers.

Unfair competition action for a telecom operator.

Distribution between transactional and litigation practices



Clients by sector

