

Lexalia
Studio Legale e Tributario



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The Firm



- ✓ Lexalia is a boutique independent law and tax firm based in Milan. We are a team of professionals with great motivations having the goal and the ambition to assist clients with a specialist and dedicated approach, aiming at achieving excellence and efficiency in any transaction.
- ✓ Each of the Firm professionals has developed a consolidated experience and a high degree of technical knowledge in his/her field of activity, gained in top-notch Italian and international law firms, and has taken part with a leading role in some of the most prominent and high-profile transactions of the recent years carried out in Italy.
- ✓ We have developed long-lasting cooperation with a number of Italian and international specialists, capable of providing assistance and advice in any sector of business.

Practice areas



- ✓ *M&A Legal & Tax - Private Equity*
- ✓ Corporate Law and Contracts
- ✓ Tax Law
- ✓ Labour Law, Trade Union and Social Security Law, *Payroll Assistance*
- ✓ IP, IT, *e-commerce*, Competition Law, Antitrust, Publicity and Commercial Communication Law
- ✓ Civil and Tax Litigation; Arbitration Procedures
- ✓ Insolvency and Reorganizations
- ✓ *Transfer Pricing*
- ✓ *Global Tax Services*
- ✓ *Accounting & Administrative Services*
- ✓ *Human Resources and Payroll Services*

Practice areas



- ✓ *Legal & tax* due diligence
- ✓ Setting up and incorporation of companies and joint ventures
- ✓ Drafting of Letters of Intent (LOI), Share Purchase Agreement (SPA), as well as all negotiations texts and ancillary documents
- ✓ Preparation of company bylaws and shareholders' agreements
- ✓ Preparation of deeds of conferment, contracts of transfer and lease of business
- ✓ Mergers (including cross-borders mergers) and other extraordinary transactions
- ✓ Advice and corporate assistance, contractual and labour law assistance also in the so-called *post-closing* phase

Practice areas



- ✓ Supply and distribution contracts and, more generally, agreements for the marketing of goods and services
- ✓ Contracts for works and services
- ✓ License, assignment and exploitation of intellectual property rights contracts (trademarks, patents, designs, models, know how, intellectual property, image and name)
- ✓ Distribution, franchising, merchandising, technology transfer contracts
- ✓ Agency contracts
- ✓ Contracts for the purchase, sale or rental of movable and/or immovable property
- ✓ Financing contracts
- ✓ Advertising and sponsorship contracts

Practice areas



- ✓ Advice and assistance in the development, acquisition and exploitation of rights on intangible goods (trademarks, patents, designs, know how, trade secrets and other distinctive signs) and on intellectual property (literary, graphic, architectural, photographic, etc...)
- ✓ Protection of the industrial and intellectual property rights before both civil and criminal Judicial Court as well as before national, international and european IP offices competent
- ✓ Drafting and negotiation of a wide variety of contracts such as assignment, license, distribution, franchising, merchandising, sponsoring, advertising and technology transfer agreements
- ✓ Administrative procedures for the registration of IP assets and in order to maintain their validity
- ✓ Activation and management of national and community custom procedures active in the fight of counterfeiting

Practice areas



- ✓ Assist primary real estate investors (construction companies, developers, real estate funds, luxury&leisure operators) in real estate transactions and trading
- ✓ Incorporation of the corporate vehicles to the carrying out of the legal due diligence investigations with the review of all relevant issues (such as those relating to the verification of the title to property, authorizations and permits, the environmental, tax, cadastral, urban and building aspects relevant to the specific transaction), and assistance in the phase of the sale and purchase of areas and real estate complexes, co-investment, development and construction.
- ✓ Drafting and structuring of contracts relating to general contractors, and subcontractors
- ✓ Advice and assistance in building requalification operations in former industrial urban areas and in the development of medium and large sized accomodation and sales structures, shopping centers, industrial plants and residential complexes

Practice areas



- ✓ Judicial and arbitration litigation to domestic, foreign and multinational operators in the management of all types of corporate, commercial and financial litigation.
- ✓ The Firm provides assistance in administrative and “ad hoc” arbitration proceedings, on all matters of civil and commercial law, as well as in alternative dispute resolution.

Practice areas



- ✓ Representation and assistance of national, foreign and multinational companies in the field of occupational safety, labour law and social security.
- ✓ Drafting of contracts with agents, collaborators and employees in the context of medium-sized companies and large international groups, agreements for the termination of employment relationships, non-competition agreements.
- ✓ Procedures for collective and individual dismissal and drafting of incentive plans and stock options.
- ✓ Elaboration of policies relating to employment relationships.
- ✓ Negotiation of collective bargaining agreements.
- ✓ Procedures for communications and information for trade union organisations.
- ✓ Drafting of opinions on labour law and guarantee clauses relating to personnel in the context of corporate transactions.
- ✓ *Labour compliance.*

Practice areas



- ✓ Highly professional service specialized in human resources management and in particular in personnel management and payroll processing.
- ✓ The issues submitted to our attention are always examined with a functional and multidisciplinary approach.
- ✓ Our main areas of interest:
 - ❖ Advice and assistance on the optimisation of labour costs and company remuneration policies (Total Reward)
 - ❖ Preparation of internal reporting and budgeting systems to support management
 - ❖ Assistance during inspections and preparation of support prospectuses for the settlement of judicial and extra-judicial disputes

Practice areas



Outsourced administrative management that includes all the typical functions of the corporate accounting department and in particular:

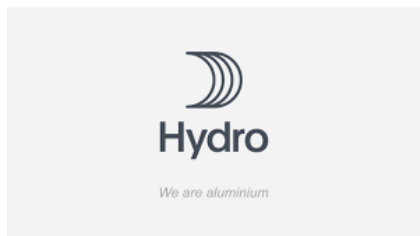
- ✓ Advice and assistance on the keeping of accounts and related accounting records
- ✓ Advice and assistance on the preparation of periodic management reports
- ✓ Consulting and assistance on the preparation of Business Plans, reporting systems and customized budgeting

Customers

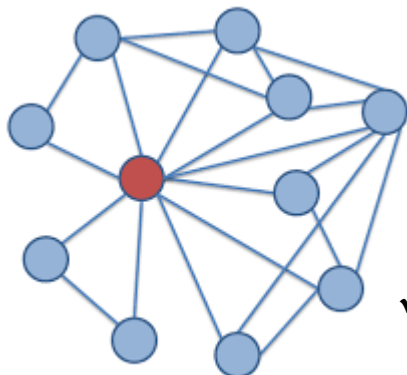


- ✓ Primary companies operating in the luxury sector (fashion brands, jewellery, watches, leather goods, etc...)
- ✓ Companies operating in the large-scale retail and organised distribution sector
- ✓ PMI operating in the various production sectors typical of the Italian economy
- ✓ Private equity funds, venture capital companies
- ✓ Companies, individuals, operators, consultants working in the real estate sector as a whole
- ✓ PMI aiming at internationalization
- ✓ No profit entities
- ✓ Companies operating in the field of environmental services

Some of Our Customers



Network



- ✓ Working as a single team with our clients, other firms and consultants, we combine our resources and expertise to provide high value-added solutions in all circumstances.
- ✓ Professional, legal and tax advisors and consolidated financial advisors in Italy and abroad.
- ✓ Partnerships with leading law and tax firms in the UK, USA, Spain, Germany, Switzerland (operating worldwide).

Value for our customers



What value can we create for our customers with our solutions?

- ✓ Improve productivity
- ✓ Reduce business risks
- ✓ Reduce overall costs