

Focusing on you

In Brussels, Antwerp
and Luxembourg





Contents

Introduction	4
Local roots, international scope	5
A full-service law firm	6
Future facing	8
Investing in our People	11
Investing in Society	12
Your Partners at CMS	14
Our Global Footprint	16
Key Facts & Figures	18

Introduction

For almost 40 years, we have been providing clients with top quality advice in Belgium and Luxembourg, allowing them to be successful in what they do. As your strategic partner, we anticipate any legal hurdles that may come your way, helping you navigate the fast-changing and highly competitive environment in which you operate.

Being a founder of one of the largest law firms worldwide, we work together with thousands of legal experts, as one team across borders, practice areas and sectors to ensure that you get clear and actionable legal advice.

We trust that it is only by investing in our people and their continued development, that we can be at the forefront of developments in a rapidly changing legal landscape. Whether it be how to manage your workforce in a shared economy, how to deal with data protection issues arising from technological advancement or how to interpret legislation on a Belgian and European level, we are here to help.

As a business, being good at what we do is not enough. We believe in a sustainable approach allowing both us and our clients to carry on in the long term. By embracing a diverse and inclusive corporate culture, we not only bring out the best in our people, but we also hope to influence the world around us. We leverage our talent and resources to support organisations that are working to solve social and economic challenges.



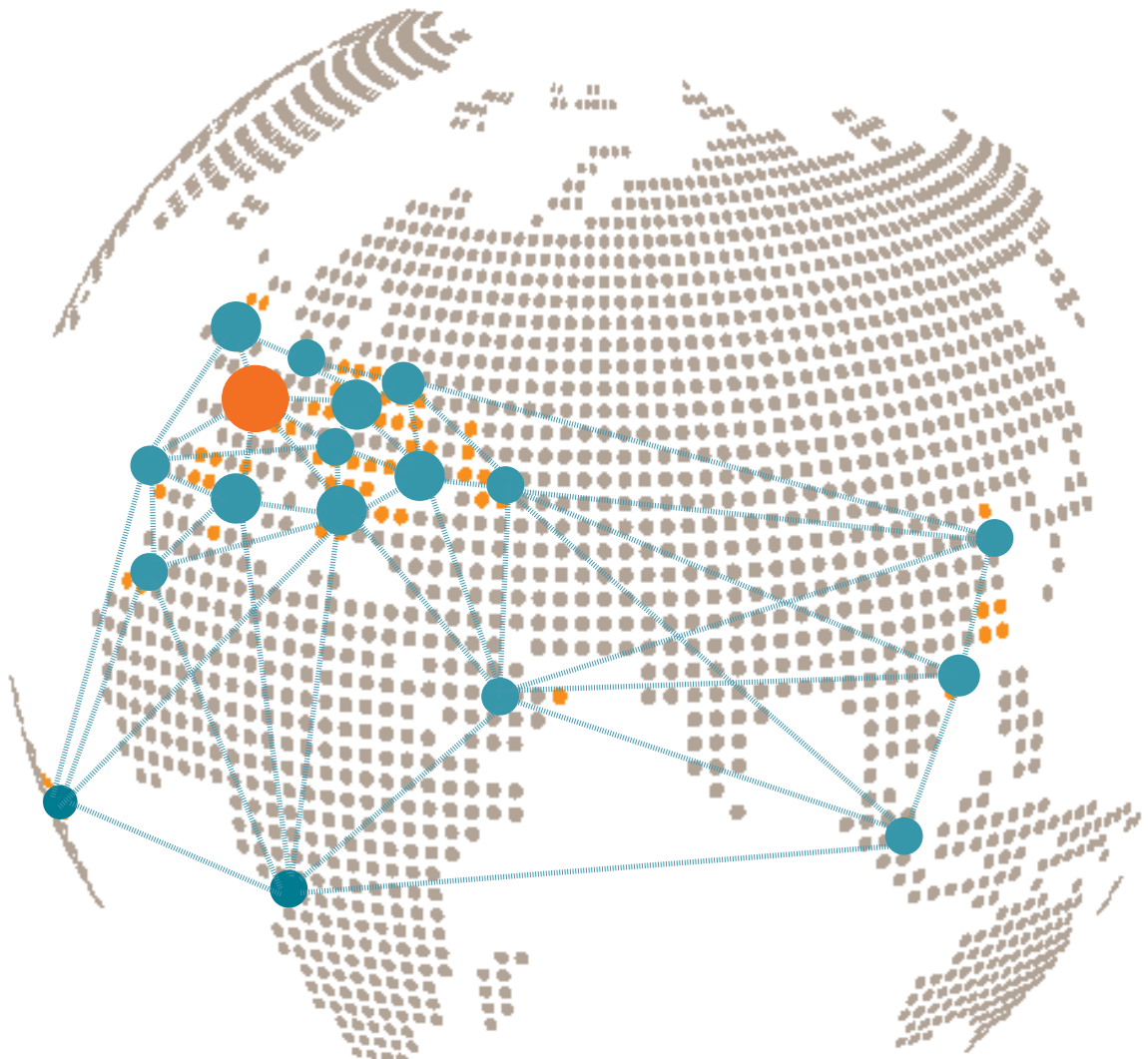
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Local roots, international scope

We are one of the most international law firms in the world, with more than 90 offices in over 50 countries. Our 7,200 legal experts worldwide work as one team across jurisdictions, practice areas and sectors to ensure that you get clear and business-focused advice.

What distinguishes us from many other large international firms are the origins of our structure. Rather than spreading our roots to several international locations, we harnessed the deep-rooted local knowledge of long-established firms in different countries that came together under the name 'CMS'. Thanks to this approach we have a truly in-depth knowledge and understanding of the markets we operate in, whether in Belgium or abroad.



Elia Group

Thierry D'hoore

Head of Legal Regulated Activities

Nick Troch

Company Lawyer



The Elia Group is an organisation operating in electricity transmission. The company has subsidiaries in Belgium (Elia) and northeast Germany (50Hertz). It manages 18,600 km of high-voltage power lines supplying electricity to 30 million end users. The group is ranked among the top five in Europe and provides the population with a robust power supply with 99.999% reliability.

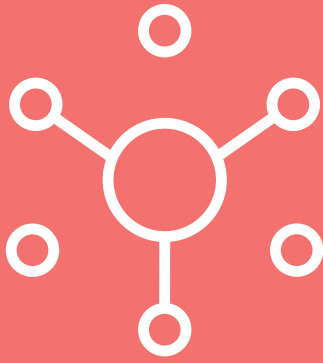
Four years ago, CMS was selected by Elia to assist the legal team. That selection was based on the quality and diversity that the firm can provide. Thierry D'hoore, Head of Legal Regulated Activities: "We have entrusted the firm with a number of tasks such as commercial law with GDPR, environmental law, energy law, public procurement, etc. The regulation is more refined than ever. It therefore does not provide better control of the risk of award decisions or permits being challenged, with all consequences. Lawyers should therefore not only have perfect legal knowledge but also have a good feeling of the context. Our contact partner is Arnaud Van Oekel. He always knows how to find the best CMS lawyers for our specific problems, such as Tom De

Cordier for data protection and Virginie Dor for public law."

Nick Troch, Company Lawyer, adds: "Elia is an exceptional company that pays extra attention to competencies and quality. Our expectations are high, and we expect CMS lawyers to work like we work, to really assist us. We don't just expect legal knowledge, but also economic insight, people who try to sense exactly what we want."

Another bonus is that young lawyers are seconded to our offices for one or more days a week depending on our requirements, for example to replace someone who is going to be absent, for instance on maternity leave," says Thierry D'hoore.

Nick Troch continues: "Elia also has projects abroad in the Arab world, Eastern Europe, the Far East, Africa. These are countries where we, as Belgian lawyers, are unfamiliar with the law. Therefore, it is very reassuring to know that we can call upon the local specialists of the CMS network."



A full-service law firm

At CMS, we recognise that you require sector-specific legal advice to achieve the best possible outcomes. To provide you with commercial, practical advice, we need to understand the markets within which you operate. That is why we have established a number of cross-border Practice Area and Sector Groups with representatives from different CMS jurisdictions. Practice Area and Sector Groups provide you with integrated services combined with leading-edge industry sector capability.

CMS Practice Area and Sector Groups



Banking &
Finance



Commercial



Antitrust,
Competition &
Trade



Consumer Products



Corporate/
M&A



Dispute
Resolution



Employment,
Labour & Pensions



Energy



ESG



Funds



Hospitality,
Travel & Leisure



Infrastructure
& Project Finance



Insurance



Intellectual
Property



Life Sciences
& Healthcare



Private Equity



Public
Procurement



Real Estate &
Construction



Tax



Technology, Media
& Communications

Proximus Group

Igor Makedonsky
Director Group Legal



Proximus Group, the Belgian leader in telecoms and ICT, offers through its Proximus, Scarlet, Telindus, Tango and BICS brands a comprehensive range of quality solutions and services to residential customers, businesses and the public sector. Founded in 1930 under the RTT brand name, the company subsequently became Belgacom and adopted the name Proximus in 2015. It is a public limited company in which the Belgian state holds 53.51% of shares.

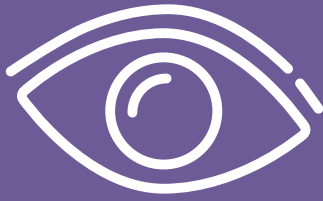
The legal department of this flagship of the national economy is led by Igor Makedonsky. Since 2016, it has been assisted by the law firm CMS for competition and telecoms law, and more specifically by competition and European law specialist Dirk Van Liedekerke.

“It’s clear that for a company the size of Proximus, we have to work with a partner who has considerable expertise in these matters. Dirk Van Liedekerke not only possesses an in-depth knowledge of the industry but also has an almost supernatural capacity for work. We can call with any problem safe in the knowledge that we will have a response in the shortest time possible. I have never come across anyone in other firms with his commanding knowledge of the telecoms ecosystem. He is the perfect choice when it comes to strategic analysis and has surrounded himself with a very good team who, like him, do not approach matters solely from a legal perspective. Our collaboration involves processing a lot of economic data and it is of utmost importance to be able to interpret it. He helps us find solutions, I would say he is ‘solution minded’.”

“Another important point for us is the monitoring of legal changes in our industry. Telecoms changes very quickly and we need new ideas for services. This requires some preparation time and CMS is here to help us.”

“We also use CMS in other areas of law, if there are related issues such as consumer rights or the review of conditions. I would not recommend CMS to my competitors but certainly to others,” says Igor Makedonsky.





Future facing

Whether it is in the field of technology or new business models, the world is constantly evolving. These evolutions present companies with significant opportunities, but also with challenges. Without the proper preparation, the challenges can quickly become predominant. CMS is following developments closely to help you anticipate and react appropriately. We are continuously adopting new tools and solutions to allow you to tap into the potential and help your organization grow. Here are just a few examples:



Lupl

CMS, the US firm Cooley and Singapore-based Rajah & Tann Asia are the founding investors in the pioneering open industry platform, Lupl, that is part of a unique collaboration with major company in-house legal departments and other top law firms. The unique concept is to synchronise everything that goes into a legal matter including people, documents, technology applications and other key elements. Being open access means that any law firm or legal department can use the technology, and its open application programming interfaces allow any technology provider to integrate with the platform.



Brainspace

CMS has adopted Brainspace, a machine learning and 'data visualisation' technology that facilitates a step change in the speed and efficiency of analysis of documents.

Advanced machine learning and visualisations enable users to visually identify themes and related terms to review the scale of and relationships between documents, as well as the people who are communicating about those concepts.



CMS Dawn Raid App

Dawn raids are becoming more common these days, with authorities imposing huge fines, inspectors appearing simultaneously at different locations or subsidiaries in several countries, at different companies (for example, competitors, customers or suppliers) and even at the private homes of managers and other employees.

With the CMS Dawn Raid Assistant, CMS ensures that clients can benefit from real-time dawn raid assistance via their smartphone in 27 countries where CMS operates.



Smart Contracts

Smart Contracts are said to revolutionise the legal industry. A smart contract is a piece of software that can manage, control and document contract performance automatically. Because smart contracts run on a blockchain instance, they enable operations between parties that do not need to know or trust each other. Our experts have deep insight into the technology behind blockchains, smart contracts and ICOs/ITOs, as well as the associated legal issues. We even offer our clients trainings on how to design and deploy their own smart contract on the blockchain.

NH Hotel Group

Kim Gerôt

Legal Director, Benelux, UK & South Africa



NH Hotel Group is now part of Minor Hotels, with over 520 high-quality and luxury hotels across 52 countries.

In July 2016 Mrs Kim Gerôt joined NH Hotel Group as Legal Director Benelux, based in Hoofddorp (Netherlands). CMS, and more specifically Bruno Duquesne, has been advising the NH Hotel Group in Belgium since 2009.

“The way we can work together is just great. We can rely on someone who is very active and knows our industry very well both in commercial and legal terms. CMS knows what the specific needs of the sector are and is particularly good at providing relief for a large portion of the tasks. Moreover, they also think beyond what we ask for. This allows us to already have an idea in advance of what is coming.”

“For the NH Hotel Group, CMS is active in various disciplines, but more specifically property. Bruno Duquesne, as our central point of contact, is always able to call upon colleagues in company that are suitable for us. Priorities are set to ensure we always get help quickly. He is also a sounding board and knows exactly who we are as a company and what is important to us. It is also worth mentioning that you always get what you paid for.”

“CMS provides regular information via webinars. This means we don’t necessarily need to go to their office each time to find out what’s new and what’s important for us. You can get more in-depth knowledge about the subject when it suits you. I find them very innovative as law firms go.”





Investing in our People

At CMS we believe that we can only invest in the success and development of our clients' business, if we invest in the development of our people. To this end, we provide our lawyers with continuous training and personal development programs. Beyond the work in cross-border teams, we also offer them several opportunities to meet and get to know their colleagues from across our CMS offices, whether at our regular international trainings or in informal settings such as the CMS Football Cup.

CMS Academy

The CMS Academy plays an important role in helping to ensure that we deliver first-class service to our clients. Besides improving business skills, the CMS Academy fosters cross-border collaboration and relationshipbuilding through a range of non-legal trainings. In each phase of their careers, we offer our lawyers tools and methods to become better advisers.



Expertise trainings

CMS lawyers meet regularly to learn from each other by sharing their best practices, latest sector knowledge and local expertise. This allows us to ensure that you receive the best service and solutions to meet all your needs, both from a local and a global perspective.



CMS Football Cup

CMS organises an annual football tournament for all CMS employees. Colleagues from across CMS meet for a weekend of sporting activities and networking opportunities. Over the years, the tournament has grown in popularity – in 2024, almost 700 players in 65 teams participated.



Fondation contre le Cancer

Benoit Koerperich
CEO



Turning hope into victory? That is what the Foundation Against Cancer works incredibly hard to achieve every day as a national, independent, sustainable organisation and an expert in their field. Belgium is a country of paradoxes. Cancer affects more than 70,000 people in Belgium every year, and yes, we are one of the countries in Europe with the highest incidence of cancer. But in the last ten years, 350 000 people have also survived cancer. We are one of the most advanced countries in terms of treatment and support, which translates into one of the highest cure and survival rates in Europe. In 50 years, the survival rate five years after a cancer diagnosis has increased dramatically from 40% to almost 70%.

The Foundation Against Cancer hopes that one day all cancer patients can be cured and have a high quality of life. To this aim, they invest in the most promising research projects where courage and innovation are paramount. That is their priority. Besides funding cancer research, they also invest in psychosocial projects for patients and their families, provide information to patients, their families and the general public and conduct prevention campaigns.

Over the past 30 years, the Foundation Against Cancer has invested more than €200 million in fundamental, translational and clinical cancer research in Belgium. In 2021, the Foundation will support 63 new research projects for a total of €23.8 million. Each year, more than 50% of its expenditure is devoted to financing medical scientific research. Because a better understanding of cancer leads to better treatments and a better quality of life for patients.

“CMS supports our work by giving us a set number of hours of free legal advice each year. This allows the Foundation against Cancer to use the money saved where needed to support people with cancer. We are immensely grateful for that.”





Investing in Society

Being a responsible corporate citizen and connecting to the wider world is important to us. Our corporate responsibility programmes include pro bono professional work, environmental policies and charitable giving.



CMS supports Médecins Sans Frontières (Doctors Without Borders). They provide emergency medical relief in areas fraught by crisis, war or natural catastrophe. The international organisation helps people quickly, effectively and unbureaucratically, irrespective of their race, religion or political orientation.



As members of the Legal Diversity & Inclusion Alliance (LDIA), we commit to building a diverse and inclusive workplace in which everyone benefits from equal treatment and opportunities, irrespective of race, ethnic or social origin, gender or sexual orientation, age, disability, language, religion, political preference or any other grounds of personal discrimination.



The Belgian Foundation Against Cancer supports scientific research into cancer, accompanies the patients and their relatives, encourages the adoption of a healthy lifestyle, prevention and screening, lobbies public authorities to do more in the fight against cancer and encourages all to get involved. Since January 2013, we have assisted the foundation on all legal aspects of its operations.



TADA (ToekomstATELIERdelAvenir) is an organization that coaches socially vulnerable teenagers in Brussels over several years. CMS lawyers and partners regularly volunteer to give these teenagers an introduction into the legal profession through interactive sessions, such as mock trials. We hope this will encourage people from all backgrounds to pursue a legal career, promoting diversity in the legal profession.



Fondation 101 Génomes, is a non-profit organization founded by the parents of a boy suffering from the rare Marfan Syndrome. The aim is to promote research by providing scientists with a cross-reference database containing genomic and phenotypic data from patients. We support the organization, by collecting funds through events, such as 10km of Uccle.



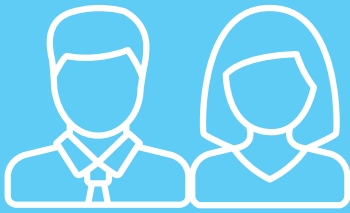
Since 2018 we have run the 20 km of Brussels in support of ARTHUR FOREVER, a non-profit organization created after one of lawyers' grandsons passed away as a result of meningitis. The NGO collects money to support scientific research regarding meningitis, to inform the public about organ and blood donations, to support les Docteurs Zinzins, etc.



We sponsor Be Angels, a network aimed at assisting innovative enterprises in the start-up phase, by bringing together entrepreneurs looking for guidance and funds, and private investors seeking to invest in promising companies.

CMS Belgium has been granted a silver medal by Ecovadis, the world's most trusted business sustainability rating.





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Antitrust, Competition
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Employment, Labour
& Pensions



Tax



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Our Global Footprint

The Americas

- Bogotá
- Lima
- Mexico City
- Rio de Janeiro
- Santiago de Chile
- São Paulo
- Silicon Valley*



- Casablanca
- Ebene
- Johannesburg
- Luanda
- Maputo
- Mombasa
- Nairobi

Africa

*Representative Office

Europe

Aberdeen
Amsterdam
Antwerp
Barcelona
Belgrade
Bergen
Berlin
Bratislava
Bristol

Brussels
Bucharest
Budapest
Cologne
Dublin

Duesseldorf
Edinburgh
Frankfurt
Funchal
Geneva
Glasgow
Gothenburg
Hamburg
Istanbul

Kyiv
Leipzig
Lisbon
Liverpool
Ljubljana
London
Luxembourg
Lyon
Madrid

Manchester
Milan
Monaco
Munich
Oslo
Paris
Podgorica
Poznan
Prague

Reading
Rome
Sarajevo
Sheffield
Skopje
Sofia
Stavanger
Stockholm
Strasbourg

Stuttgart
Tirana
Vienna
Warsaw
Zagreb
Zurich

Abu Dhabi
Dubai
Muscat
Riyadh
Tel Aviv

Middle East

Beijing
Bengaluru
Brisbane
Chennai
Gurugram
Hong Kong

Hyderabad
Mumbai
New Delhi
Shanghai
Singapore
Sydney

Asia-Pacific



Key Facts & Figures

Staff

> **10,000**

58% female

Lawyers

> **7,200**

52,4% female



56 new
partners in 2024,
taking the total
to over
1,300 



19 Practice and Sector Groups
working across offices

offices



92

cities



87

countries



50

WORLDWIDE

Lawyers

> **150**

in Belgium & Luxembourg

Partners

35

in Belgium & Luxembourg

» **BRUSSELS**

» **ANTWERP**

» **LUXEMBOURG**

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CMS provides a deep local understanding of legal, tax and business issues and delivers client-focused services through a joint strategy executed locally across 50 jurisdictions with more than 90 offices in Europe and beyond. CMS was established in 1999 and today employs more than 7,200 lawyers world-wide.

CMS locations:

Aberdeen, Abu Dhabi, Amsterdam, Antwerp, Barcelona, Beijing, Belgrade, Bengaluru, Bergen, Berlin, Bogotá, Bratislava, Brisbane, Bristol, Brussels, Bucharest, Budapest, Casablanca, Chennai, Cologne, Dubai, Dublin, Duesseldorf, Ebene, Edinburgh, Frankfurt, Funchal, Geneva, Glasgow, Gothenburg, Gurugram, Hamburg, Hong Kong, Hyderabad, Istanbul, Johannesburg, Kyiv, Leipzig, Lima, Lisbon, Liverpool, Ljubljana, London, Luanda, Luxembourg, Lyon, Madrid, Manchester, Maputo, Mexico City, Milan, Mombasa, Monaco, Mumbai, Munich, Muscat, Nairobi, New Delhi, Oslo, Paris, Podgorica, Poznan, Prague, Reading, Rio de Janeiro, Riyadh, Rome, Santiago de Chile, São Paulo, Sarajevo, Shanghai, Sheffield, Silicon Valley, Singapore, Skopje, Sofia, Stavanger, Stockholm, Strasbourg, Stuttgart, Sydney, Tel Aviv, Tirana, Vienna, Warsaw, Zagreb and Zurich.

Further information can be found at **cms.law**