

# THE ARQIS WAY





We love flipping  
the script on a client's  
idea of "impossible".

One more idea, one different perspective,  
one step further: at ARQIS we have our own way  
of delivering solutions that not only surpass our  
client's expectations, but often also our own.

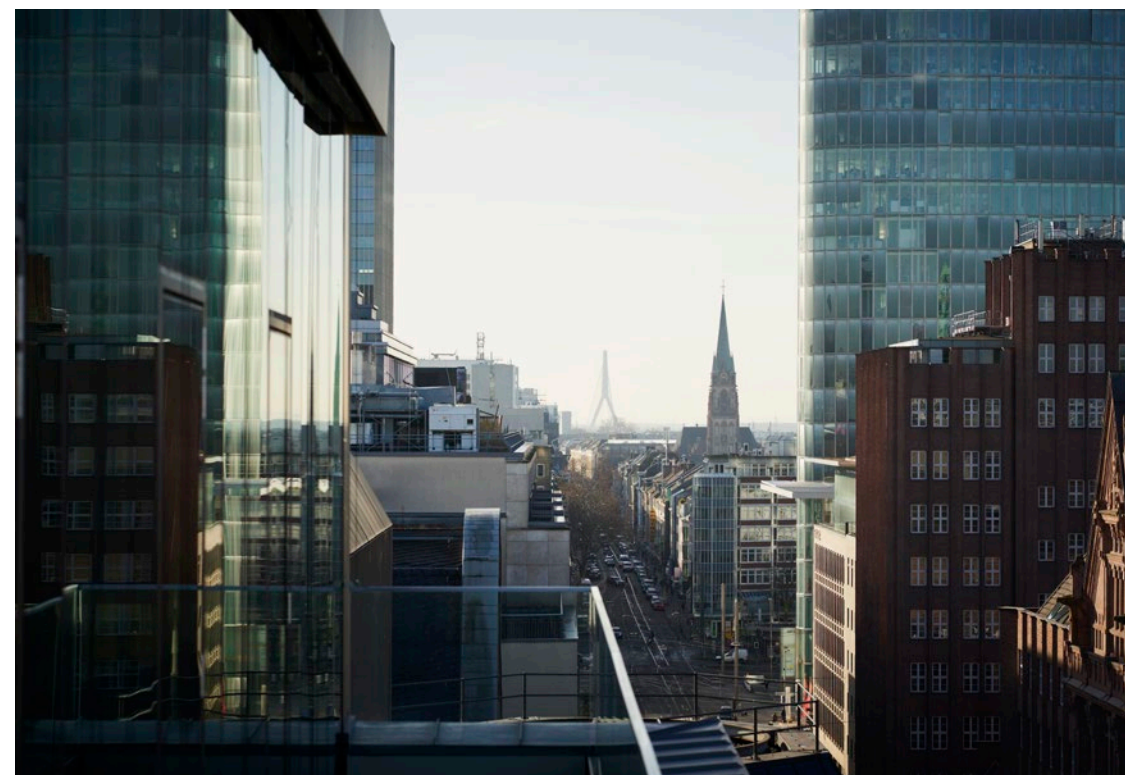
THE ARQIS WAY.





The ARQIS Way?  
Dr Panzer-Heemeier, how  
would you explain it?

[Click here to watch the video >>](#)



**The ARQIS Way reflects our mission – and how we work.** We have our own way of developing concepts and solutions that are perfectly tailored to our clients' requirements. It involved us opening up a new chapter in legal services by pooling our expertise into five focus groups:

- **TRANSACTIONS**
- **HR.LAW**
- **JAPAN**
- **DATA.LAW**
- **RISK**





As a transaction lawyer  
it's all about being  
anything but a lawyer.

## TRANSACTIONS

**When clients come to us with transactions their objective is generally business-oriented – which means we have to embrace our inner entrepreneur.**

We are all passionate about the law. But in transactions that passion has to take a back seat. In private equity, mergers & acquisitions, venture capital or real estate transactions we always focus completely on the clients' business objective and adapt our legal advisory services to that objective – not vice versa.

This combination of legal know-how and business acumen enables us to provide effective support to (international) investors, investment banks, strategic investors, and also mid-caps, in all types of transactions. We have years of expertise in the health-care, industrial, consumer products and insurance sectors.

By the way, our lawyers don't just have a special affinity with the business world – many of them have also worked in commercial or investment banking roles. To support this close relationship with the business community we allow our lawyers to accept client secondments, where they are able to gain valuable additional experience that benefits our entire client base. ■





# New Work brings new HR challenges. Classic labour law alone will no longer meet them head on.



## HR.LAW

**The world is changing rapidly – and the world of work with it. As a result, the HR sector faces complex challenges.**

Paper files containing employment contracts, tidily archived in steel filing cabinets, were the basis of traditional employment law counselling for decades. That has now all fundamentally changed. Enterprises have embraced new concepts such as matrix structures, human capital management, whistle-blowing, transformation projects, big data, artificial intelligence and crowd working, and these new aspects all have to be taken into consideration.

HR.Law by ARQIS is an innovative and holistic consultancy concept covering all legal aspects of HR – from employment law and compliance to occupational pension legislation, supervisory law and data privacy. We advise HR managers and legal departments, understand the challenges they face and collaborate with them to develop the solutions that are the best fit for their organisation. ■





The fine art of advising Japanese businesses is understanding what's said. And also what's left unsaid.

## JAPAN

**We not only speak Japanese, we are also familiar with the Japanese way of thinking. That's how we know that two things are particularly important to our clients: the objective and the way the objective is achieved.**

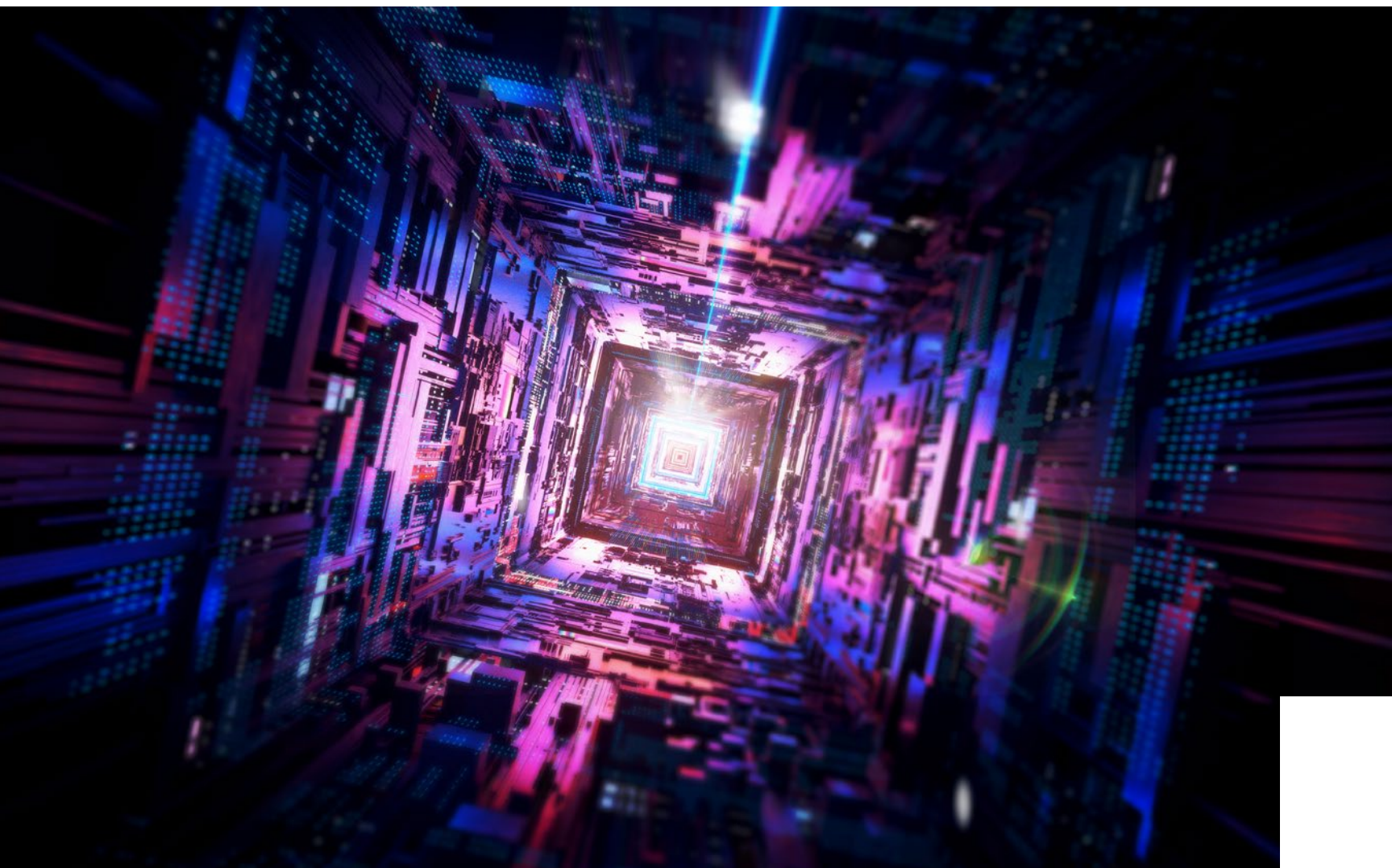
The difference between what we hear and what we understand is a very important aspect of any consultation with a Japanese company because they, like all of our other clients, expect us to be solution oriented. They also expect us to achieve those solutions in a legally, morally and ethically correct way that makes good business sense. We support our clients in this process, and in all the associated internal and external processes, until we have achieved the objective together.

Clients also appreciate our more than 20 years of personal experience in advising Japanese companies. The teams at our offices in Dusseldorf and Munich advise well-known Japanese companies on their M&A and joint venture activities in Germany. In international transactions we liaise with our Tokyo office and our partner law firm, TMI Associates, which is one of the top 5 law firms in Japan. ■





By 2022, 35% of businesses will be trading data on digital marketplaces – That doesn't leave much time to secure your legal framework.



DATA.LAW



**Data are a key business value driver.  
But how can we reduce the associated exposure  
to cyber, data and litigation risks?**

Data, as business assets, come in the form of data ecosystems, big data, artificial intelligence, algorithms, IoT, clouds, digital transformation, digital ethics, IP rights, patents, designs and brands. These assets are continuously growing in company balance sheets as a result of digital business models and the digitalisation of analogue business models and strategies. At the same time, there are enormous cyber security, data security and litigation risks to address in order to protect the company, its employees and its stakeholders.

Data.Law is our innovative and holistic legal service for data-related issues. Our technically adept and integrated team of data consultants enables us to resolve any data issue – in its context and in its entirety. They take on and implement change projects and digital challenges together with the client on a one-stop basis, irrespective of the legal field or industry. Nationally and internationally. ■





Where there's risk, there has to be trust – thinking ahead and taking swift, effective action is the key to success.



**An effective risk management strategy is indispensable to companies of all sizes in this day and age – especially in an increasingly digital world.**

## RISK

You only have to open the newspaper – or go online – to see the ever-increasing speed at which minor incidents can evolve into major crises. The avoidance of foreseeable risks, as well as prompt and appropriate action when unforeseen events occur, are the essential success factors that prevent an incident escalating into a crisis.

The ARQIS Risk team delivers interdisciplinary solutions to these challenges. Effective risk management is always founded on an integrated approach to risk prevention. Efficient compliance programmes are today just as indispensable to risk transfer as insurance concepts, especially in an international context. Forward-looking contract drafting is another important aspect of risk prevention. Because not every conflict can be avoided or amicably resolved, our litigation expertise is an essential element of risk management. ■



Five focus groups – and the people behind them. These people and their teams pool the necessary expertise – and one of the reasons why they are able to work so effectively is because the focus groups collaborate on an inter-disciplinary basis.

All of our lawyers and legal specialists unite legal competence with business acumen. They are also committed to developing solutions that exceed client expectations.

## TRANSACTIONS



DR JÖRN-CHRISTIAN SCHULZE

Specialist lawyer for commercial law, corporate law and international commercial law. Dr Schulze has been a partner at ARQIS since 2010. According to WiWo, Best Lawyers/Handelsblatt and Legal500 he is a frequently recommended practitioner in M&A, corporate law and private equity.

## HR.LAW



DR ANDREA PANZER-HEEMEIER

Specialist lawyer for labour law and founding partner of ARQIS in 2006. WiWo, Best Lawyers/Handelsblatt and Who's Who Legal and other publications regularly list her as one of the leading labour law practitioners in Germany.

## JAPAN



DR SHIGEO YAMAGUCHI

One of the ARQIS founding partners in 2006. Recognised ranking publications and business journals regularly cite him as a frequently recommended practitioner for M&A and corporate law. According to Azur he is "one of the most influential people in the German-Japanese legal consultancy scene".

## DATA.LAW



TOBIAS NEUFELD, LL.M.

Specialist lawyer for labour law and ARQIS partner since 2020. His specialist fields are labour law, company pensions, compliance and data privacy. JUVE, Who's Who Legal, Legal500 and other publications have been hailing Tobias Neufeld as one of the leading labour law and company pensions law practitioners for years.

## RISK



DR MIRJAM BOCHE

According to JUVE 2019 she is one of the "40 lawyers under 40" and has "excellent negotiating skills". She works in the fields of mergers and acquisitions, private equity, corporate law, insurance law and compliance. Recognised ranking publications such as JUVE or Legal500, as well as business journals regularly name her and her team as frequently recommended practitioners for M&A, corporate and insurance law.



The facts and figures speak for themselves. But if you have any questions you're welcome to contact us for answers.

2006<sup>★</sup>

Establishment of ARQIS as an independent law firm with international operations.

3 offices

DUSSELDORF

TOKYO

MUNICH

We have had offices in Dusseldorf, Munich and Tokyo since we were established.

Top 100



Regularly named "Best Lawyers", Azur Top100 Employers and Fair Company, plus numerous tributes and mentions in the JUVE Handbook, in Chambers Europe, Legal500, WirtschaftsWoche and brand eins.



150

people work at ARQIS. By the way, according to a survey conducted by the specialist publication JUVE, ARQIS has the most international workforce of all law firms in the German market.

80



lawyers and legal specialists providing highest-level advice to our clients.

300

clients/projects (on average per year).

150

successful deals per year (in 2021).



# Yesterday I was good. Today I am better.



## RECRUITING

One thought more, one perspective different, one step further: At ARQIS, we follow our own path and present solutions that not only exceed our clients' expectations, but often our own as well. And we have been very successful with this for over 15 years.

As a unique „Big Law Boutique“, ARQIS has the specialization and quality level of a large law firm on the one hand, and on the other hand, deliberately lean structures and flat hierarchies characterize the structure and work processes of our firm. We offer highly competent and motivated attorneys and legal specialists an ideal environment for their careers. This not only makes us an excellent employer in the truest sense of the word (e.g., Azur TOP100 Arbeitgeber 2022, Handelsblatt Fair Company 2022), but also leads to a real win win situation for the firm and its employees.

You can also benefit from the ARQIS way, because we are looking for reinforcements at all levels to expand our team. If you are interested in joining us, please feel free to apply. So that you can say tomorrow:

**YESTERDAY I WAS GOOD.  
TODAY I AM BETTER.**





arqis.com

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