

**SUBMISSION FORM**

**Please do not alter this submission template.** If a question does not apply to you, please leave it blank.

**If something is confidential, mark it as such throughout.**

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**A. PRELIMINARY INFORMATION**

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| A1 **Firm name** |
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| A2 **Practice Area** |
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| A3 **Location** *(Jurisdiction)* |
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| A4 **Contact person to arrange interviews about this practice area** | | |
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| Name | Email | Telephone number |
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**B. DEPARTMENT INFORMATION**

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| B1 **Department name** *(used by firm)* |
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| B2 **Total number of partners in the department** |
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| B3 **Number of other qualified lawyers** |
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*We encourage firms to provide D&I statistics, which will be used for further research and awards insights. This includes, but is not limited to, our Europe D&I Awards. These statistics will help provide a more nuanced reflection of the breadth of talent in the legal profession. To provide the firm-wide statistics, please use the following survey link​: <https://www.surveymonkey.co.uk/r/ChambersUK_DI_survey>*

*For more information please see our [FAQs](https://chambers.com/faqs).*

| **Head or Heads of department** | | |
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| Name | Email | Telephone number |
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| B8 **Hires / Departures of partners in last 12 months**  *(state if they joined or left, and name of the other firm)* | | |
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| Name | Joined / Departed | Joined From / Destination (firm) |
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| B9 **Information regarding Ranked and Unranked lawyers (including associates) in this practice area.**  *Please do not repeat additional biographical information which is available on your website or via other sources. You may include a link to these biographies.* | | | | |
| **Name** | **Comments or Web Link** | **Partner**  *Y/N* | **Ranked**  *Y/N* | **Current or recent parental leave, health leave or other part-time working arrangements**  (this helps us to preserve the rankings of lawyers on parental leave) |
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| B10 **What is this department best known for?**  *Please include: industry sector expertise; key types of work; areas of recent growth.*  *Address any feedback on our recent coverage of your department (500 word count limit)* |
| The specialist employment and pensions team at Bobbins offers a comprehensive service covering the full range of contentious and non-contentious issues. The team, led by partner **Andrew bobbins**, provides a mix of standalone employment and pensions advice and critical transactional support to the corporate and restructuring departments. The 10 lawyer practice has a deep bench of expertise at every level, including practice head **Andrew bobbins**, and newly promoted partner **Andrew bobbins.** Counsel **Nick bobbins** is an employment lawyer and Supreme Court litigator and a key asset on high profile employment disputes.  While we cover all areas of Employment and Pensions law (for a broader view of our practice please visit our [web page](https://www.houthoff.com/expertise/practice/employment-and-pensions)), we have identified below several key areas where we stand out   * **Pensions** - With Andrew bobbins in the team, Bobbins can offer Tier 1 level advice on the full spectrum of pensions matters. In 2022/2023 our practice (led by Anouk) was involved in several major litigation cases, while remaining equally active on the M&A side. Notable examples include:   + **Publishable Matter 1** - Representing **Super funds PPP** in a litigation against 450 participants who belonged to a former travel industry pension fund, which transferred all its pensions to PPP.   + **Confidential Matter 2** – CONFIDENTIAL - Representing the global car manufacturer, **ONE** (whose brands include HORSE, PONY, DOG, CAT, FISH), in a highly sensitive pension litigation case.   + **Confidential Matter 3** – CONFIDENTIAL - Representing TWO, a subsidiary of the multinational oil and gas giant THREE, in a EUR30 million arbitration against the insurance company THREE regarding a pension indexation claim. * **Executive dismissals** **and appointments** – We regularly support board members and executives on all aspects of the appointment and dismissal process, including issues that arise through M&A and restructuring processes. Similar support is also provided shareholders and supervisory board members of listed entities and major corporations. Notable recent examples include:   + **Confidential Matter 8** – CONFIDENTIAL – Representing **FOUR Electronics** Airconditioning in a longstanding dispute with a high-level employee who suffered from a long-term illness and is accusing FOUR of, among other things, intimidation and discrimination in the workplace.   + **Confidential Matter 14** – CONFIDENTIAL – Advising Mr WATSON, the CEO of FIVE, a subsidiary of SIX, one of the biggest builders of brewery inventory in the world, in an unlawful dismissal claim against the Chinese shareholder of the group. * **Collective bargaining agreements** – The team has in-depth knowledge of collective labour agreements (CLA), and regularly advises clients in relation to trade union negotiations, the application of industry-specific CLAs, and related requests for dispensation. Recent examples include:   + **Confidential Matter 7** – CONFIDENTIAL - Advising **SEVEN**, a longstanding client and global media company and magazine publisher, on its ongoing company reorganisation process, including the related works council advisory procedure and extension/amendment of the social plan with trade unions. * **M&A related work** – The team is well known for is efficient and pragmatic advice on corporate transactions, where our lawyers play a key part in the pre and post M&A process, including advice on follow-on restructurings and reorganisations. Recent examples include:   + **Publishable Matter 4** – Advising **EIGHT** on all related employment issues linked to its takeover of the IT consultancy firm, NINE. * **Supreme Court litigation capability** – Bobbins is one of the few employment law teams in the Africa that fields a highly experienced (18+ years) Supreme Court litigator with specialist expertise in employment law cases. **Nick bobbins** (Counsel) has been involved in various landmark employment law cases before the Supreme Court. In 2022 she – among other cases – successfully represented an employer in a case in which the Supreme Court clarified its so-called Xella-ruling (on when long term ill employees are entitled to be dismissed and receive a severance) as well as two pension funds on the interpretation of a mandatory pension fund and the obligations of an employer that switches to another pension fund. Recent highlights include:   + **Publishable Matter 3** - Representing **PPP**, a major pension fund and longstanding client, which is claiming more than EUR 500m from SOMETHING.COM following a Supreme Court ruling under which SOMETHING.COM was formally defined An agency, instead of an IT platform – a result with huge implications for the pensions industry.   + **Confidential Matter 6** – CONFIDENTIAL - Representing **the UUU** in a Supreme Court appeal regarding state immunity against enforcement measures. * **Constraints on remuneration** – The team has in-depth knowledge on constraints on remuneration, in both the (semi)public sector (*WNT*) and the financial sector (*WWWW*), which legislation includes maximum remuneration and bonuses. Recent examples include:   + **Confidential Matter 10** – CONFIDENTIAL - We are representing **TEN,** a major energy trading company, in a significant bonus-related dispute with one of its traders.   + **Confidential Matter 13** – CONFIDENTIAL - Advising **FORTY ONE** in a dispute with a former sales employee in the Africa who has initiated litigation claiming that the company’s bonus scheme was incorrectly executed. * **Unlawful competition** – The team has developed an extremely strong track record in representing claimants and defendants in major unlawful and non-competition disputes. Recent examples include:   **Confidential Matter 9** – CONFIDENTIAL - We are advising **FORTY TWO** a subsidiary of THIRTEEN which is owned by the US private equity firm, in an unlawful competition dispute with a former employee that set up a competing business unit (FOURTEEN) at a competitor (FIFTEEN). |

**C. FEEDBACK**

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| C1 If you have used barristers / advocates in the UK, Australia, Hong Kong, India, Malaysia, New Zealand or Sri Lanka please provide the information below | | |
| Barrister/advocate name | Firm / Set | Comments |
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| C2 Feedback on our coverage of other firms in this practice area *(Optional)* |
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**WORK HIGHLIGHTS AND CLIENTS**

**Provide details of up to a total of 20 work highlights for this area. Matters may be either listed as publishable or confidential but the total should not exceed 20. The division of publishable and confidential work does not have to be a 10:10 split.**

**D. PUBLISHABLE INFORMATION**

All information in section 'D' is considered PUBLISHABLE.  
Do not include any confidential information in this section. Confidential information can be included in section 'E'. Information in section 'D' may be printed in Chambers and Partners publications. If any part of a matter is confidential it should be included in section 'E' not this section 'D'.

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| D0 **– PUBLISHABLE CLIENTS –** List of this department's PUBLISHABLE clients. Please indicate whether a client is a new client (within the last 12 months). If this information is not known, leave the field blank. | | |
|  | **Name of Client** | **New Client (Yes/No)** |
| **1** |  |  |
| **2** |  |  |
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| **Publishable Work Highlights in last 12 months** |  |
| **Publishable Matter 1** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
|  |
| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
|  |
| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
|  |
| D8 Date of completion or current status |
|  |
| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 2** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| D5 Lead lawyer |
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| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 3** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 4** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 5** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
|  |
| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 6** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| D5 Lead lawyer |
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| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 7** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
|  |
| D3 Matter value – include currency and amount in figures |
|  |
| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 8** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
|  |
| D3 Matter value – include currency and amount in figures |
|  |
| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| D5 Lead lawyer |
|  |
| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
|  |
| D8 Date of completion or current status |
|  |
| D9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Publishable Matter 9** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
|  |
| D3 Matter value – include currency and amount in figures |
|  |
| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| D5 Lead lawyer |
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| D6 Other team members |
|  |
| D7 Other firms advising on the matter and their role(s) |
|  |
| D8 Date of completion or current status |
|  |
| D9 Other information about this matter – e.g. link to press coverage |
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| **Publishable Matter 10** |
| D1 Name of client *–* this will be publishable. If you cannot reveal the client’s name, give a general description. |
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| D2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played. |
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| D3 Matter value – include currency and amount in figures |
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| D4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| D5 Lead lawyer |
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| D6 Other team members |
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| D7 Other firms advising on the matter and their role(s) |
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| D8 Date of completion or current status |
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| D9 Other information about this matter – e.g. link to press coverage |
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**E. CONFIDENTIAL INFORMATION**

All information in section 'E' is considered CONFIDENTIAL and NOT FOR PUBLICATION.

Information in this section will only be used for our internal ranking purposes. If any part of a matter is confidential it should be included in this section 'E' not section 'D'.

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| E0 **– CONFIDENTIAL CLIENTS –** List of this department's CONFIDENTIAL clients. Please indicate whether a client is a new client (within the last 12 months). If this information is not known, leave the field blank. | | |
|  | **Name of Client** | **New Client (Yes/No)** |
| **1** |  |  |
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| **Confidential Work Highlights in last 12 months** |  |
| **Confidential Matter 1** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 2** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
|  |
| E5 Lead lawyer |
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| E6 Other team members |
|  |
| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 3** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 4** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 5** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E Lead lawyer |
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| E6 Other team members |
|  |
| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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| **Confidential Matter 6** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 7** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 8** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 9** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
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| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**

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| **Confidential Matter 10** |
| E1 Name of client (for ranking purposes only) |
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| E2 Summary of matter and your department's role – Please say why this matter was important. Also, tell us exactly what role your department played |
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| E3 Matter value – include currency and amount in figures |
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| E4 Is this a cross-border matter? If yes, please indicate the jurisdictions involved. |
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| E5 Lead lawyer |
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| E6 Other team members |
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| E7 Other firms advising on the matter and their role(s) |
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| E8 Date of completion or current status |
|  |
| E9 Other information about this matter – e.g. link to press coverage |
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**IMPORTANT: Please do not exceed one page per deal.**