

#KConnect

News for, and, of Khaitan Alumni

Singapore Office

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CHENNAI
OFFICE



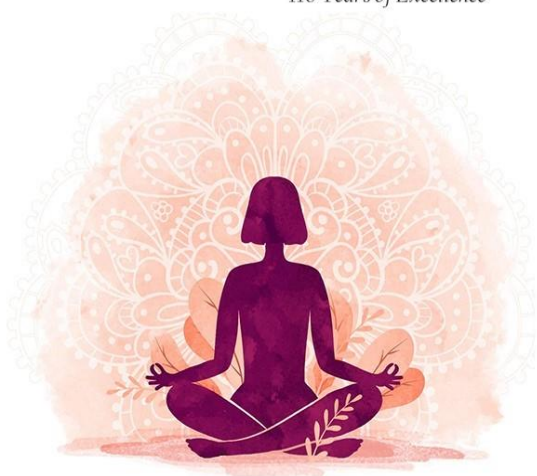
**KHAITAN
&CO**
Advocates since 1911

110 YEARS YOUNG!

This year, the Firm will be grandly stepping onto the 110th year of its long-standing glory, thereby marking an impressive and unparalleled epoch in the history of the Indian legal era. A century long saga in itself is a formidable legacy to be associating oneself with, and with the Firm on the brink of attaining this milestone this year with more than a thousand of its members - the sheer excellence of legal fortitude, client service tradition and values that the Firm upholds, all become enmeshed into a force to be reckoned with.

While the pandemic restricted physical celebrations for its members to mark this commemoration, a series of celebratory chain of events, keeping in mind the times we live in, were curated by the Firm to mark this distinctive supercentenarian saga.

We observed International Yoga Day as a part of the 110 years' celebrations by practising asanas, pranayama breathwork and short guided meditation session across the Firm, virtually.



On occasion of **International Yoga Day** and as part of our **110th Anniversary Celebrations**

International Yoga Day celebrated by the Firm

A 'sound healing session' was organised to help members relax their mind and body by way of vocal or instrumental vibrations of gongs, Tibetan singing bowls and tuning forks.



Sound Healing Session organised by the Firm

The Firm also collaborated with **Green Yatra** for the 'One for One' Plantation Campaign and successfully planted 1000 trees for 1000 members, thus contributing to the verdure and creating a sustainable and greener tomorrow.



Tree Plantation Drive in collaboration with Green Yatra

The celebrations were also marked by an increased emphasis on the importance of health, where the Firm hosted a special session on Cardiac Health on World Health Day for its members.

With the years of richness in experience, culture and work ethic that are enmeshed in the fabric of the Firm as tradition over these past 110 years, it is indeed the responsibility of all members of the Firm to embrace and instil the principles that the Firm stands for and reflect the same in each moment we are associated with this inspiring establishment!

NEW OFFICE: CHENNAI

We are elated to announce that the Firm has opened a new office in Chennai, with Arva Merchant (*Dispute Resolution*), Rohan Cherian (*Corporate and M&A*), Thriyambak Kannan (*Dispute Resolution*) and Vivek Sriram (*Corporate and M&A*) serving as Firm's resident Partners.

The Chennai office aligns with the Firm's broader strategic view of the southern states of India being a solid base for several large and medium scale conglomerates and industries. We look forward to working closely with our existing clients and expand our clientele in south India, with the aim of serving as their preferred and trusted advisor.

We are now also in Chennai



We are pleased to announce our second office in South India - in Chennai

We would love to hear your feedback and views on the Alumni Newsletter or the larger KConnect alumni programme.

Please let us know by sending an email to alumni@khaitanco.com. For more information on the KConnect alumni programme visit our [website](#).

HEALTH & WELLNESS FRAMEWORK

What began as a period of uncertainty and apprehensions regarding the future underwent 'waves' of predictions, assurances, news, and fallbacks - all rendering the past year into an almost impasse like scenario. With the Firm already being well adept with the WfH mode of functioning, the juggernaut of members, resources and technology performed exceedingly well over the past quarters, based on incessant cooperation, dedication, discipline, and shared goals between members. However, with WfH extending in time, the Firm became increasingly cognizant of the toll that the pandemic and its repercussions took over members, and thus acted promptly to implement the "People Well-being Framework".

The framework, which was widely welcomed as a panacea by the members on account of the mental and physical stress triggered by the COVID-19 outbreak, includes a host of mitigation measures such as a special two-week long sick leave for members if they / their immediate family members contract COVID-19 or related complications; a 'recuperation leave' after end of a critical milestone on a transaction; 'wellness leave' in case a member is suffering work induced fatigue, anxiety, chronic stress or similar ailments; and 'switch-off periods' of at least 24 hours on weekends to ensure availability of uninterrupted personal time for members. The framework also accentuates the importance of conservation of personal time during the course of workdays by, inter alia, encouraging members to be mutually respectful of time boundaries so that the lines between work time and off-time are not blurred on account of incessant digital presence during the WfH mode.

In collaboration with EdPowerU, the Firm is also organising 'In this Together' - small group sessions for members, that are focused on ensuring their wellness and maintaining work-life balance by constituting small groups of members across

different office locations and organizing interaction sessions for them so that they may share their learnings and experience from the WfH phase and by encouraging team leaders to have frequent catch-up calls with their teams to instill a sense of connectivity, belongingness, and accountability amongst all.

VACCINATION DRIVES

The Firm successfully organised mass vaccination drives for its members across all office locations, where our Administration team worked tirelessly to ensure that there was safe, prompt, and seamless access to vaccines for members and their family members in the wake of the pandemic.

With the Administration team conducting regular checks on the vaccination numbers and sending reminders to members in order to reach out to everyone for making vaccination drives as effective as possible, numerous members and their relatives were able to get vaccinated securely with these drives.



Nilanjan Ghose (Chief Operating Officer) and our Admin team at the Vaccination Drive at our Mumbai Office

PROMOTIONS & RECRUITMENT

As our partnership pool continues to expand, the Firm promoted 22 lawyers to Partner and 4 lawyers to Counsel, across its offices. As we strive

to achieve greater diversity, we are indeed proud to note that approximately 50% of Partner / Counsel promotions this year comprise women lawyers.

It gives us immense pleasure to share that Nirupam Lodha (*Intellectual Property*) and Udayan Choksi (*Indirect Tax*) have joined the Firm as Partners, and Amit Wadhwani (*Real Estate*) and Roshnek Dhalla (*Corporate*) have joined us as Counsels in 2021 – we are thrilled to expand our leadership pool and strengthen these practice areas. We are also proud to note that Karun Cariappa (*Corporate*) has joined our Singapore office as a Partner.

Khaitan & Co Announces 27 New Leadership Promotions

KHAITAN & CO
Advocates since 1911

PARTNERS

 Aayushi Akand Private Debt & Insolvency NCR	 Abhinav Chandon TMT NCR	 Abhisar Bhatnagar Dispute Resolution NCR	 Ahana Sinha Banking & Finance Mumbai	 Anchit Oswal Dispute Resolution NCR	 Arvind Ray Dispute Resolution NCR
 Deepak Kumar Employment, Labour and Benefits Mumbai	 Kapish Mandhyan Corporate Mumbai	 Kartkeya Prakash Venture Capital & New Age Business Mumbai	 Nidhi Killawala Private Equity and Venture Capital NCR	 Pranjal Prateek Competition NCR	 Radhika Agarwal Private Equity Mumbai
 Rahul Chakraborti Banking & Finance Mumbai	 Rohini Alva Banking & Finance Mumbai	 Saswat Subasit Corporate Mumbai	 Smriti Jha Banking & Finance Bengaluru	 Sneha Janakiraman Dispute Resolution NCR	 Soumya Mohapatra Debt Capital Markets Mumbai
 Stuti Galiya Corporate Mumbai	 Tanushree Bhuwalka Private Equity (Real Estate) Mumbai	 Tarunika Krishnan ESG and Commercial Mumbai	 Vidushi Gupta Financial Services Mumbai		

DIRECTOR

 Smit Chakraborty Corporate Kolkata

COUNSEL

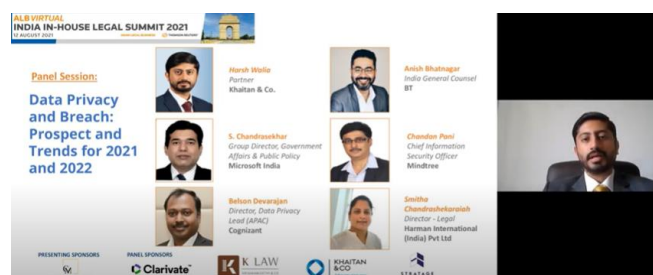
 Abhinav Rastogi Employment, Labour and Benefits NCR	 Achal Kaur Commercial NCR	 Nayantra Kuttu Corporate Mumbai	 Ratnil Chauhan Dispute Resolution NCR
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Partner and Counsel Promotions 2021

KEY CLIENT ENGAGEMENTS

We remain committed to nurturing existing client relationships and building new ones. Our Partners have conducted several webinars, focusing on a wide array of topics including:

- ‘Is India Ready for Litigation Finance?’ conducted by Sindhu Sivakumar (*Senior Investment Manager, Innsworth Advisors*), Tom Glasgow (*Chief Investment Officer (Asia), Omni Bridgeway*) and Quentin Pak (*Director, Burford Capital*) and our Partners, Sanjeev Kapoor, Rajat Jariwal, and Rajat Mukherjee;
- ‘How to Get to First Base in an M&A Deal’ conducted by Deepak Sharma (*Managing Director, Mergers and Acquisitions Advisory, Axis Capital*), S. Sundareswaren (*Head of Mergers and Acquisitions, Morgan Stanley India*), Karan Sharma (*Executive Director and Co-Head, Digital and Technology Vertical, Aventus Capital*) and our Partners Haigreave Khaitan, Bharat Anand and Prasenjit Chakravarti;
- ‘How to Mitigate Buyer Risks in M&A’ conducted by Sumit Roy (*Executive Director, Investment Banking Division, Goldman Sachs*), C.V. Raghu (*Group General Counsel, Motherson Group*), S. Ramesh (*Executive Director, Global CFO & Head, Corporate Affairs, Lupin Limited*) and our Partners, Haigreave Khaitan, Prasenjit Chakravarti and Surbhi Kejriwal; and
- ‘The Funds Landscape: A Jurisdictional Analysis Singapore and GIFT’ conducted by Anulekha Samant (*Partner, KPMG Singapore*), Kalpesh Desai (*Partner, KPMG India*), Sukanya Lal (*Director, Business Development IQ-EQ*) and our Partner, Vivek Mimani.



Snapshots from some of our webinars

NEW PARTNERS AND COUNSELS: VIRTUAL ORIENTATION

Our newly anointed Partners and Counsels were taken through a virtual orientation program, spanning across 2 days.

The Partners and Counsels were taken through ‘Minimum Partner Standards’, understanding of law firm financials, overview of best practices by international law firms and building and enhancing their personal brand. We also invited Gautam Gouthi (*Senior Leadership Trainer and Coach*) who gave our leaders an understanding of different behavioural styles and Shital Kakkar Mehra (*India’s leading Executive Presence Coach*) who took them through a session on enhancing their executive presence.

CAMPUS BATCH 2021: VIRTUAL ONBOARDING

Just like last year, this year too we successfully virtually onboarded 56 freshers across 15 law schools, using the Pathfinder onboarding App. The freshers' learning journey on Pathfinder started even before they joined the Firm, where they were taken through an overview of the Firm and various elements that would help them settle in.

The Pathfinder app kept the freshers engaged, as well as get to know each other. They also went through a workshop to help them transition from 'campus' to 'corporate'.

We are truly excited to work with our young talent, who promise be tomorrow's leaders.



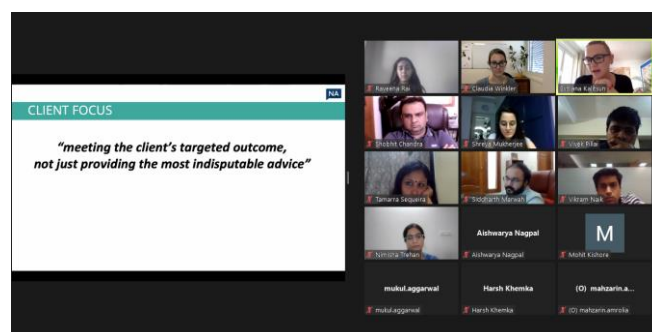
Snippets from our virtual inductions for Partners, Counsel and Freshers

L&D INITIATIVES

With WFH being the new normal for the foreseeable future, it was observed that our Shared Services team would require some upgrading with their skills. Keeping that in mind, training focused on MS office and business email writing were organised certain groups of shared services and secretaries. We have partnered with English for India for this initiative.

In our endeavor to move to a more agile and digital form of learning we launched our POSH E Learning module in May 2021. All members are required to complete this module from a compliance perspective. With a completion rate of 55% since its launch, we are moving towards a 100% completion by end of this year. We have also launched an eLearning module on the Firm's Code of Conduct to Regulate, Monitor, and Report Trading by Insiders.

Further, as part of our development and training initiative for Principal Associates, we invited Claudia Winkler, an Austria-based, Harvard-educated Negotiation trainer to run a series of Negotiation and Client Communication Skills. With over 35 Principal Associates participating in these sessions, both the Client Communication and Negotiation skills workshops were well received.



Snippets from the Negotiation Workshop for our Principal Associates

L&D AWARD

We ushered in the new year with the announcement of our second L&D award for the **'Best Learning and Development Initiatives in the Legal Sector'** from Morpheus Enterprises - an expert-led intensive one-day conference producing company for professional organisations and businesses.



Recipient of the Best Learning and Development Initiatives in the Legal Sector Award

DIVERSITY & INCLUSION INITIATIVE

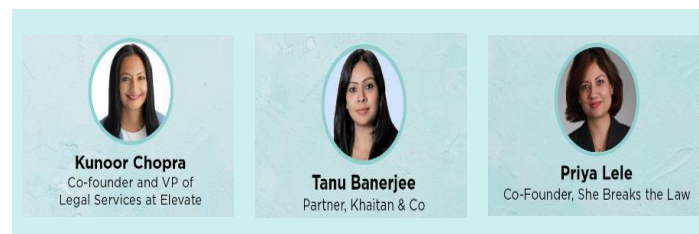
Under **arise**, Khaitan & Co has entered into a collaboration with **'She Breaks the Law'** (SBTL) - a global community of women leaders and change makers, passionate about the power of transformation, innovation and collaboration in the legal industry. Through this collaboration, the Firm promotes dialogue among women leaders, celebrate women who have broken through glass ceilings and provide insights on leadership development, career-development strategies, peer networking and more. We have hosted several events in collaboration with SBTL.

This year, we took our Pride Month awareness campaign up a notch by launching **#MatterOfPride** and adopted the Pride colours as part of our Firm logo and e-mail signatures.



The Firm's 'Pride' logo in support of Pride Month

We also hosted a fireside chat with Kunoor Chopra (*Co-founder and VP of Legal Services at Elevate*), Tanu Banerjee (*Partner, Khaitan & Co*) and Priya Lele (*Co-Founder, She Breaks the Law*). The fireside chat was focused around Kunoor's personal journey and how it is important to build an organisational culture where people could bring their whole selves to work.



Fire-side chat between Kunoor Chopra (Co-founder, Elevate), Priya Lele (Co-founder, SBTL) and Tanu Banerjee Partner (Khaitan & Co)

Our Firm leaders also posted targeted messages on social media encouraging people to look beyond tags.



Ravindra Kulkarni (Partner, Khaitan & Co) on Pride Awareness Month

Our Firm's members have also volunteered for **Yes We Too Can's** **'#LivingBeyondBarriers Series'** - a series of awareness building events leading up to World Disability Day). We are also working with them to create a handbook on legal rights of people with disabilities.

ALUMNI IN FOCUS

Our alum Mrinal Kanwar answers a few questions on her time at the Firm and her current role as a litigator and mental health expert.

Q: Describe your time at Khaitan – what was the most invaluable lesson that you learnt here?

Mrinal: I joined Khaitan, Mumbai fresh out of law school in 2011. I had never interned there, so I didn't know what to expect, but Khaitan exceeded my expectations on all fronts. What stood out most was the egalitarian structure of teams and how approachable and friendly everyone was, including senior partners, which gave a junior associate like me, the confidence to speak my mind and feel involved. I was lucky to be assigned to great teams and get mentored by excellent seniors, many of whom are still good friends.

Lesson: Best ideas are conceived, and results achieved in a fearless environment, where everyone feels involved and responsible as a team. Working with Khaitan taught me what true collaboration meant and to have faith in the power of honest professional communication.

Q: What inspired you to make a switch towards litigation and take up matters dealing with mental health & disability laws?

Mrinal: My litigation journey actually began at Khaitan itself. After shifting back to Delhi, I practiced both on the criminal and civil side across forums.

In 2014, I was approached by an organization working in the field of mental health advocacy for assisting in their policy litigation strategy – this opened up a new arena of law or the lack thereof which was complicated and misunderstood mostly because of lack of awareness. I was intrigued. Working with the organization exposed me to the complexities involved in the workings of

mental health laws. Every case is unique because it involves balancing issues of autonomy and enabling access to treatment. At that time, the conversation on the topic was extremely limited which further motivated me to be involved.



Mrinal Kanwar, Advocate and Mental Health Enthusiast

Q: Describe your role as a mental health expert.

Mrinal: I definitely think of myself as an "enthusiast" more than an expert! As part of my work as a practising advocate, I represent stakeholders including patients, caregivers, doctors and professional associations in all kinds of legal matters and policy litigation across forums. I am also involved with a variety of other work, ranging from trainings to advocacy to policy and litigation.

I'm a guest faculty at the Delhi Judicial Academy where I have the opportunity to interact with judicial and police officials in their trainings for the effective implementation of mental health laws. My work with other organizations at times involves grassroots work – with the World Federation for Mental Health, I have the privilege of advising and exchanging experiences with experts in other countries and learning from some of the leading global authorities in the field.

Q: What keeps you going?

Mrinal: The satisfaction from my work and my love for the wild, especially birds. I never miss a chance to get out and be in a forest with my binoculars, even if it means getting up at 4 am on weekends!

Q: Any memory that stands out vividly from your days at Khaitan?

Mrinal: I have so many amazing memories from Khaitan. I was lucky to be surrounded by such extraordinary peers. The office parties, work marathons, quarter-end deadlines, chai breaks, rushing to court - it was all very exciting for a young associate like me.

Q: What is your advice for lawyers and working professionals with long hours?

Mrinal: Meeting deadlines and dealing with stressful situations is often a part of our job. I find prioritizing, setting goals and setting realistic timelines helpful. Pick a hobby that keeps you close to nature (preferably one involving some physical activity! I think it brings balance to our lives!



Mrinal Kanwar, Advocate and Mental Health Enthusiast

MARQUEE TRANSACTIONS

In the M&A space, the Firm advised **RMG Acquisition Corporation** on its business combination arrangement (SPAC) with ReNew Power, **Reliance Retail Ventures'** acquisition of Just Dial Limited, **Arthur J Gallagher** on acquisition of Edelweiss Gallagher Insurance Brokers Limited, **Adar Poonawalla Group** on acquisition of a controlling stake in Magma Fincorp Limited, **Web Werks** on its joint venture with Iron Mountain, Inc. and **The Phoenix Mills** on its strategic partnership with GIC, for establishment of an investment platform for retail-led mixed-use.

On the Private Equity front, the Firm advised on **Blackstone's** acquisition of Simplilearn Solutions, and acquisition of the Embassy Industrial Park's warehousing platform, **Advent's** acquisition of ZCL Chemicals, **Think Investments'** investment in FirstCry and Dream 11, **NewQuest Capital's** investment in FirstCry and **Softbank's** investment in Zeta Investments and Whatfix.

On the Banking & Finance front, we acted for **Japan Bank for International Cooperation** on external financing extended to NTPC Limited – the first deal under JBICS's initiative 'Global Action for Reconciling Economic Growth and Environmental Preservation'.

In the Capital Markets space, the Firm advised **One 97 Communications Limited (Paytm)** and **Aadhar Housing Finance Limited** on their proposed IPO, **Vedanta Resources Limited** on voluntary open offer, **Indian Railway Finance Corporation Limited** on its IPO, **Laxmi Organic Industries Limited** on pre-IPO placement, **Ruchi Soya Industries Limited** on follow-on public offer (FPO), **L&T Finance Holdings Limited** on rights issue, **Bank of Baroda** on qualified institutions placement, offer sale by government of India in **Tata Communications Limited** and **Morgan Stanley** in a block deal.

AWARDS & RECOGNITIONS

Our lawyers continue to get recognised for their relentless efforts through the Pandemic – Haigreave Khaitan was recognised amongst *'Asia's Top 15 M&A Lawyers by Asian Legal Business'*; Haigreave Khaitan and Bijal Ajinkya were ranked *'Experts'* by Chambers High Net Worth Ranking 2021; 20 of our partners were ranked in their respective practice areas in the Chambers and Partners Global Rankings 2021; Nandini Khaitan was featured in the Economic Times *'40 under Forty'* list; Manisha Shroff featured in *'IFLR1000 Women Leaders 2021'*; Ajay Bhargava and Vanita Bhargava were recognised amongst the *'Top 50 Disputes Lawyers in Asia'* by Asian Legal Business; Sarthak Sarin was recognised as one of the *'Top 50 Legal Falcons'* by the LexTalk World in association with Global Lawyers Association (GLA) and Society of Indian Law Firms (SILF); Jeevan Ballav Panda, Subhayu Sen and Deepak Kumar were recognised as *'Rising Stars'* by Asian Legal Business; Harsh Walia and Vivek Sriram were recognised as Asian Legal Business *'Top TMT / Fintech Lawyers 2021'*; Tanvi Kumar was recognised as Legal Era's *'Star Woman Lawyer'* in their Women in Law Excellence Awards 2021; Akshay Malhotra was recognised as a *'Future*

Leader' for his expertise in Project Development in IFLR's list of *'Asia Future Leaders 2021'*; Adheesh Nargolkar was recognised as *'Patent Star'*, Smriti Yadav was recognised as *'Trademark Star'* and Janaksinh Jhala was recognised as *'Notable Practitioner'* in by the IP Stars Rankings; Adheesh Nargolkar was recognised in the IAM Patent 1000 Rankings; Sanjeev Kapoor was elected and appointed as *'Vice President (India)'* of the International Chamber of Commerce (ICC), International Court of Arbitration, by the World Council; Siddharth Srivastava was ranked as a *'Litigation Star'* by Benchmark Litigation 2021; Anshul Prakash, Siddharth Srivastava, Vineet Shingal and Siddharth Marwah were recognised as *'Leading Lawyers'* by Forbes India in their Legal Power List 2020; Abhishek Dadoo, Manavendra Mishra and Subhayu Sen were recognised as *'India's Future Leaders'* by India Business Law Journal; Shailendra Bhandare was selected in the *'WIPR Leaders Guide 2021'* by World IP View.

Additionally, 9 of our deals were recognised as *'Deals of the Year'* by Indian Business Law Journal.

Chambers AND PARTNERS

GLOBAL

Band 1

Competition/Antitrust
Corporate/M&A
Dispute Resolution
International & Cross-Border
Capabilities



Tier 1

Corporate M&A, Private Equity,
Equity Capital Market and R&I

Tier 2

Banking & Finance, Capital
Markets (Debt), Project
development – Energy, Project
development – Infrastructure,
Project development –
Telecommunications Network,
Project Development –
Transport, Project Finance



Best overall Law firms

Arbitration & ADR, Capital
Markets, Education, Fintech,
Labour & Employment,
Licensing & Franchising,
Mergers & Acquisitions,
Pharma & Life Sciences, Policy
& Regulation, Private Client
Practice, Restructuring &
Insolvency, Structured Finance
& Securitisation, Taxation
(Direct), Taxation (Indirect)



Tier I

Antitrust and Competition,
Banking and Finance, Capital
Markets, Corporate and M&A,
Data Protection, Dispute
resolution: Arbitration, Dispute
Resolution: Litigation,
Insurance, Labour and
Employment, Private Client, PE
& Investment Funds, Projects
and Energy, Real Estate, Tax,
White Collar Crime



Most Responsive Domestic Law Firm

Firm of the year 2021

AIF (Including PE)
Litigation and Dispute
Resolution
Compliance / Regulatory
Employment

ASIAN LEGAL BUSINESS

Tier 1

India Patents
India Copyright / Trademarks
Dispute Resolution, Data
Protection and Equity Market
(Deal of the Year)



Law Firm of the Year

Banking & Finance
Labour & Employment



Tier 1

Commercial and Transactions,
Competition / Antitrust,
Construction, Government and
Regulatory, Insolvency and
International Arbitration



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