



# PORTOS

Strategic  
Legal Advisory

2024 Yearbook



# Content

Preface	03
Milestones in 2024	04
Summary Data for 2024	07
Service and Product Portfolio	13
Social Engagement	17
Contact Details	23

## Dear Friends, Clients, and Partners,

The year 2024 marked a turning point for our firm, yielding a series of changes that continued to shape both our identity and our future direction. You will no doubt have noticed that, after more than 30 years, we adopted a new name. This change has set us on the right path, not only in how we think about our work, but also in the ways we seek to explore new avenues. Your feedback suggests that the name Portos is a good fit for us. This step is the culmination of a long-term evolution or, if you will, a metamorphosis that we have undergone over the years, and it was far from just a change of name.

Today, at our offices in Prague's Pankrác district, we are honoured to work alongside 150 brilliant colleagues who perfectly embody the long-term growth of the firm. Each of them has the opportunity to identify with the firm, to be "Portos". Our collective efforts are naturally reflected on the financial side, with revenue exceeding 500 million crowns for the second consecutive year. Having reached this mark in 2023, we maintained it in 2024, keeping the firm on an even keel after the rapid growth of recent years.

However, 2024 was also a year of painful farewells. In May, our co-founder, Pavel Smutný, passed away. His dedication to the common cause kept him full of energy and passion for his work until the very end. He leaves behind not only a distinguished legal practice, but also countless projects that have enriched the arts, business, and society – projects that will continue to endure. His legacy remains a constant source of inspiration, upon which the firm continues to build its strong foundations.

Despite these challenges, we are proud to say that we held our own in 2024. And while we continue to grow over the long term, we never compromise on quality for the sake of quantity. Quality remains the cornerstone of our work and has permeated every aspect of the firm, forming the essence of

our worldview over the decades. We direct our energy towards the younger generation, fostering an environment conducive to both personal and professional development. At the end of the year, we were pleased to welcome Jan Fical as a new partner. Jan began his journey with Portos several years ago as a legal trainee.

Stability is a priority for us, even beyond the capital. In 2024, we opened new offices in Brno, allowing us to offer quality legal services to clients in the region, while also providing our employees with more convenience and flexibility. This year, we are expanding even further afield by opening a Slovak office in Bratislava.

Each of our lawyers is a specialist in their particular fields, giving them a deep understanding of our clients' specific needs. By working with companies such as Access EU and CCS Premium Trust, we are able to offer a wider range of services reaching beyond traditional legal advice.

The firm's significant social engagement is also demonstrated through our active involvement in social, cultural, and educational initiatives, including owner Petr Michal's work with the Prague Chamber of Commerce and our partnership with the Endowment Fund of the Ostrava Concert Hall, set up to support the construction of this landmark cultural venue. We enjoy long-standing partnerships with the Czech National Symphony Orchestra, the Prague Proms festival, and the philanthropic Bohemian Heritage Fund.

Thank you all – friends, clients, partners, and colleagues – for your trust over the past year. We look forward to continuing our work with you in 2025 and are confident that, together, we can meet whatever challenges the year may bring.

**Jaromír Císař**  
**Petr Michal**  
**Jakub Hollmann**



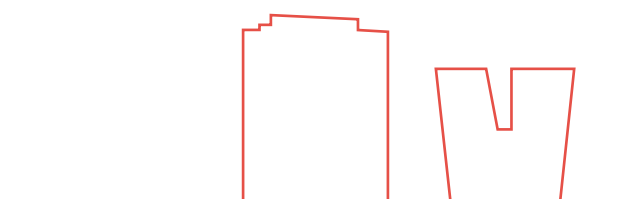
# Milestones in 2024

Each year is defined by its own unique challenges, milestones, and accomplishments, and 2024 was no exception. The most significant change for us was our rebranding. Exactly one year ago, we became Portos.





**We are Portos!** On 1 March, our firm started doing business under a new name that reflects the changes we have experienced in recent years and the core values that continue to define who we are.



In April, we opened **new offices for our legal teams** on the 25th floor of City Tower, the tallest office building in the country. The thoughtfully designed space was named a finalist in the Employee Friendly category of the Office of the Year awards.

We initiated the founding of the **Lawyers' AI Association**. Through this platform, we and other law firms promote the responsible use of AI and machine-learning tools in legal practice and beyond.

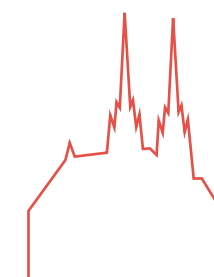
**Jan Fical was appointed a new partner**, and Ondřej Grygar and Kryštof Kosina were made legal team leaders.



We were named **2024 Law Firm of the Year** in three categories: Wealth Management, Corporate Law, and Pro Bono & CSR.

We were also named **2023/2024 Law Practice of the Year in the Mandate of the Year category**.

We placed second in the Law Firm category of the **2024 Top Employers rankings**.



**We're in Brno!** Staying close to our clients and colleagues matters to us, so we opened our very first offices outside Prague last year, right in the heart of the Moravian metropolis. Now we are moving beyond the borders of the Czech Republic and opening an office in Bratislava.





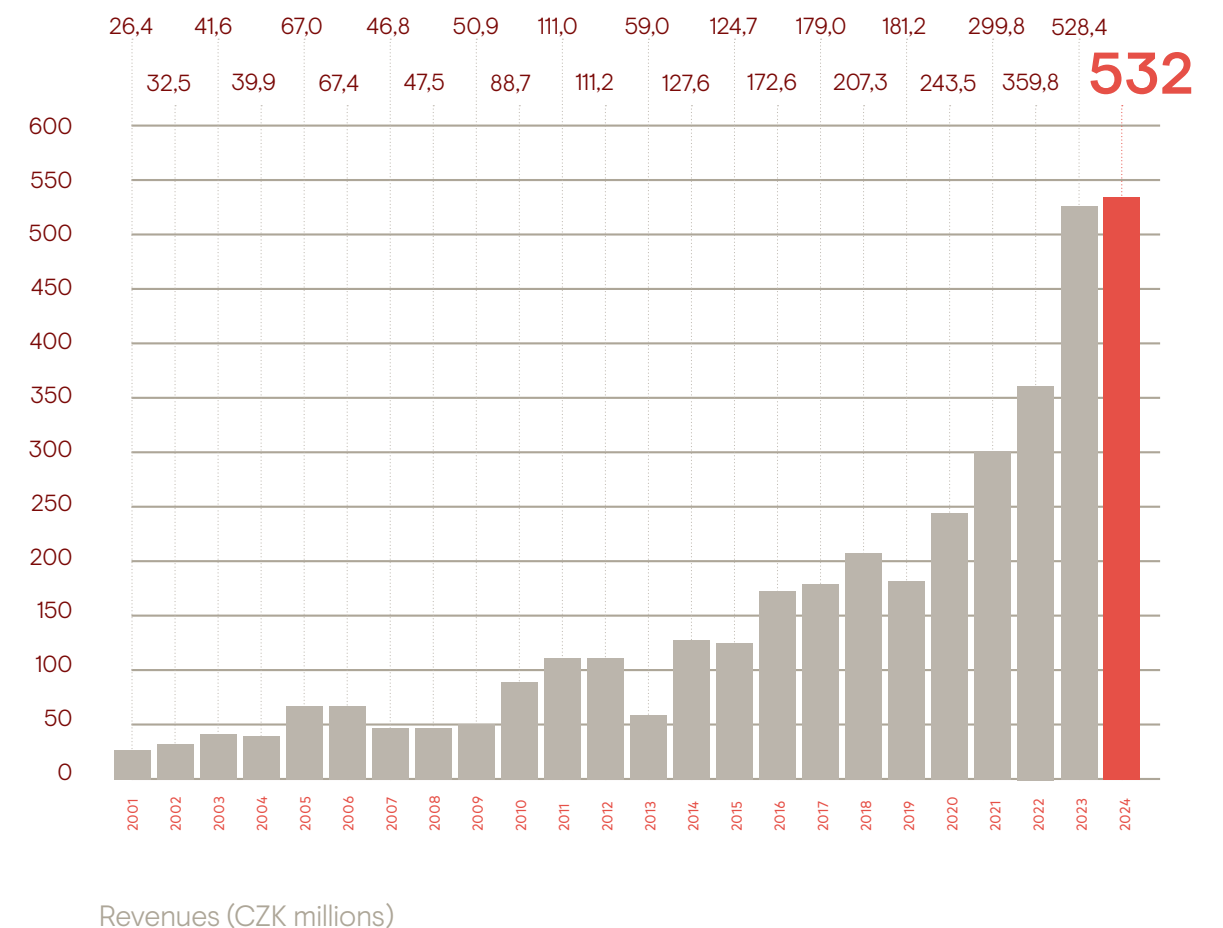
Christmas party – Prague's Golden Hour, Fanta Building  
Losers Cirque Company

# Summary Data for 2024

## Stable and sustainable growth

We are building a firm with solid foundations. For over 10 years, we have consistently grown over a range of economic indicators, continuously improving the quality of service we offer to our clients. In 2023, we surpassed the half-billion-crown revenue mark for the first time, and repeated the feat in 2024. From this perspective, we have consolidated our position as the second largest Czech law firm on the Czech market.

The positive growth trajectory of recent years has also been reflected in other areas of our operations, including the requisite increase in the number of lawyers and other specialists across the various sectors. We are systematically establishing additional dedicated teams and expanding the range of services we provide.



# Who our clients are

Our firm's long-term growth is a testament to the continued trust of our clients. The strategic partnerships we share with them enable us to support their journey towards success by providing top-tier legal services, specialised advice, and a deep understanding of the factors specific to their industry.

In the past year, we rendered services to **238 clients** across the economic spectrum, logging **175,786 hours** on **873 cases**. As in previous years, the majority of our legal services were provided to corporations. Most of these were major commercial companies, including some considered among the top 10 in the Czech Republic.

238

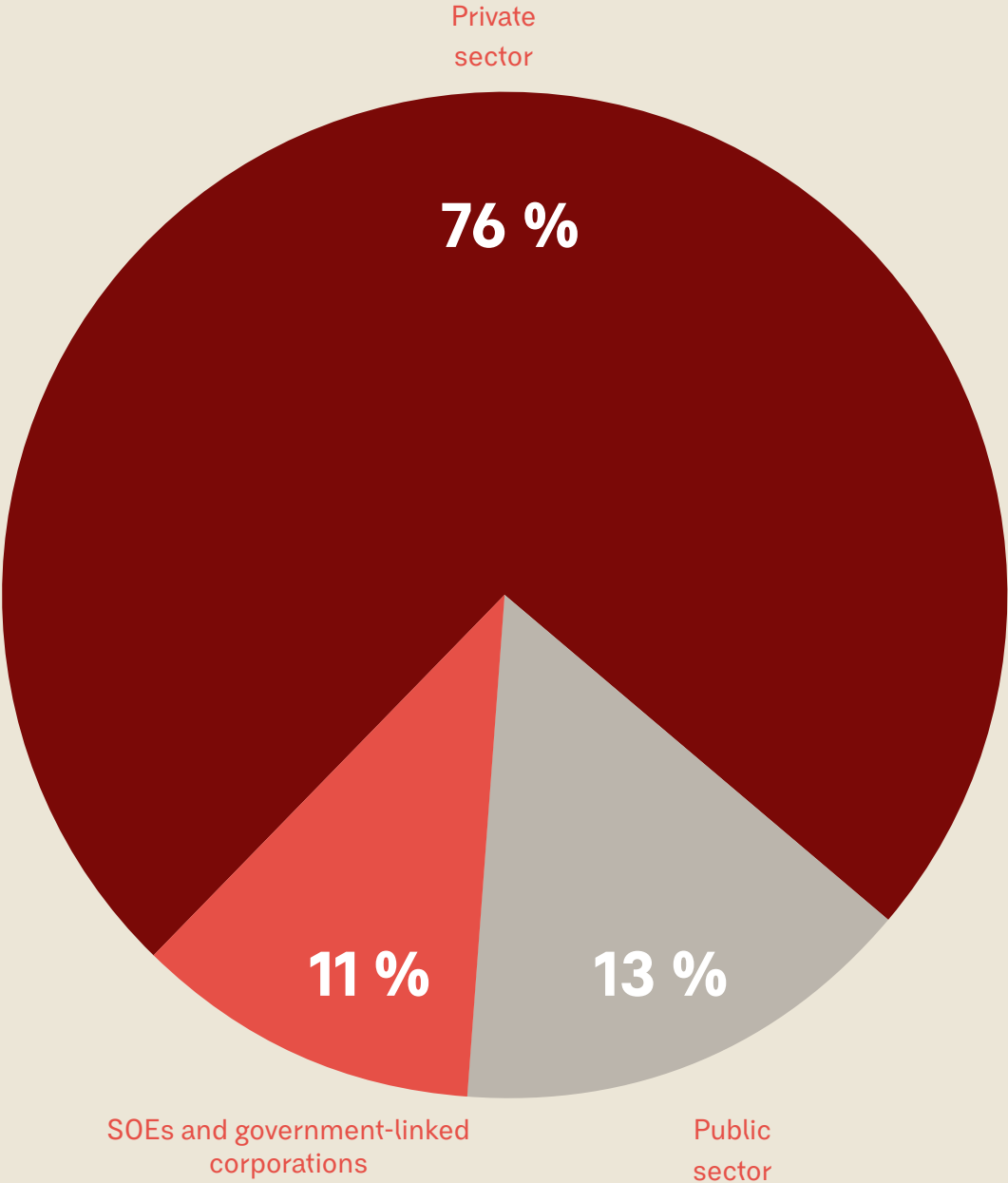
clients

873

cases

175 786

hours worked

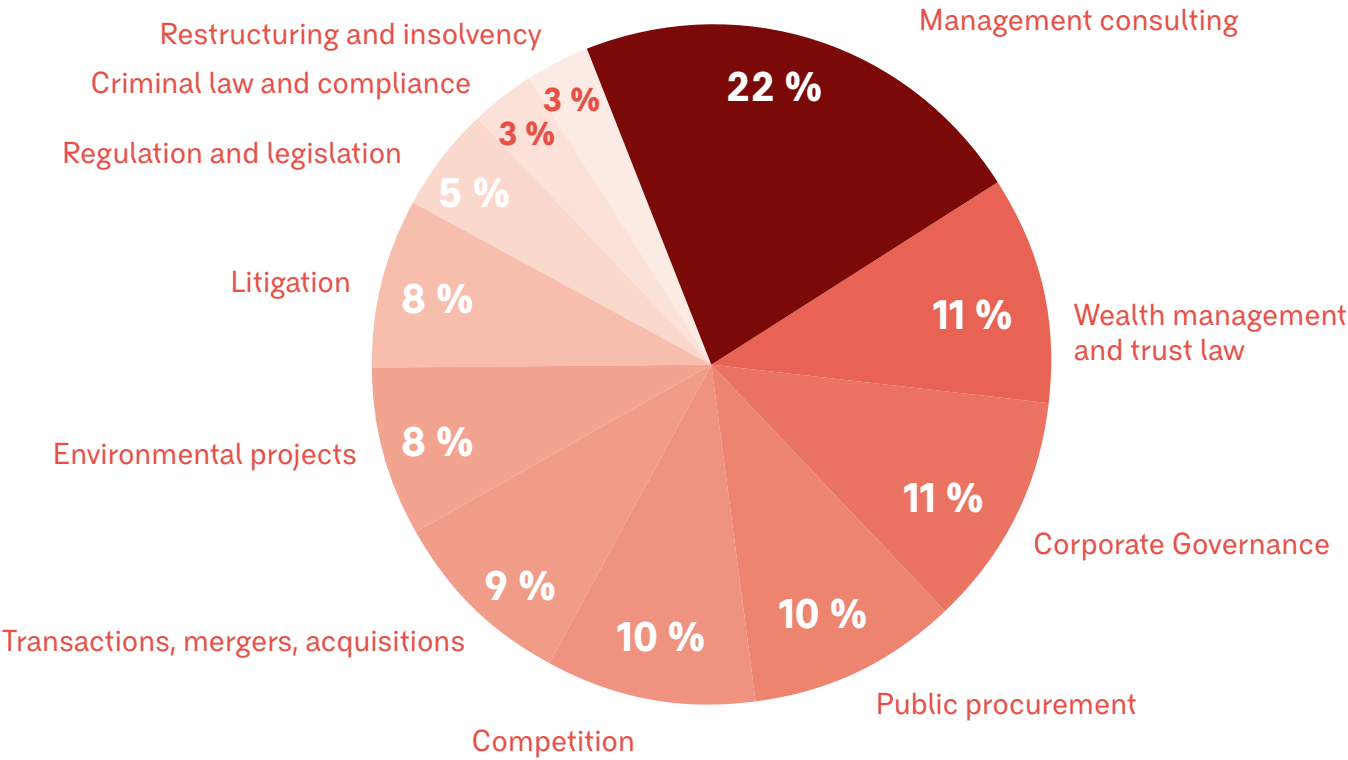




# Complete legal support

Taking a comprehensive approach to our clients’ needs lies at the heart of our practice. We rely on a solid foundation of strategic legal advice, which accounted for the largest share of services we provided in the past year. In addition to these services, we offer expertise in other areas, such as wealth management, trust law, and environmental projects.

Our services bring together the design of effective management and decision-making processes, the analysis of economic, political, and social contexts, and the development of strategic communication, including the shaping of an optimal media image for our clients.

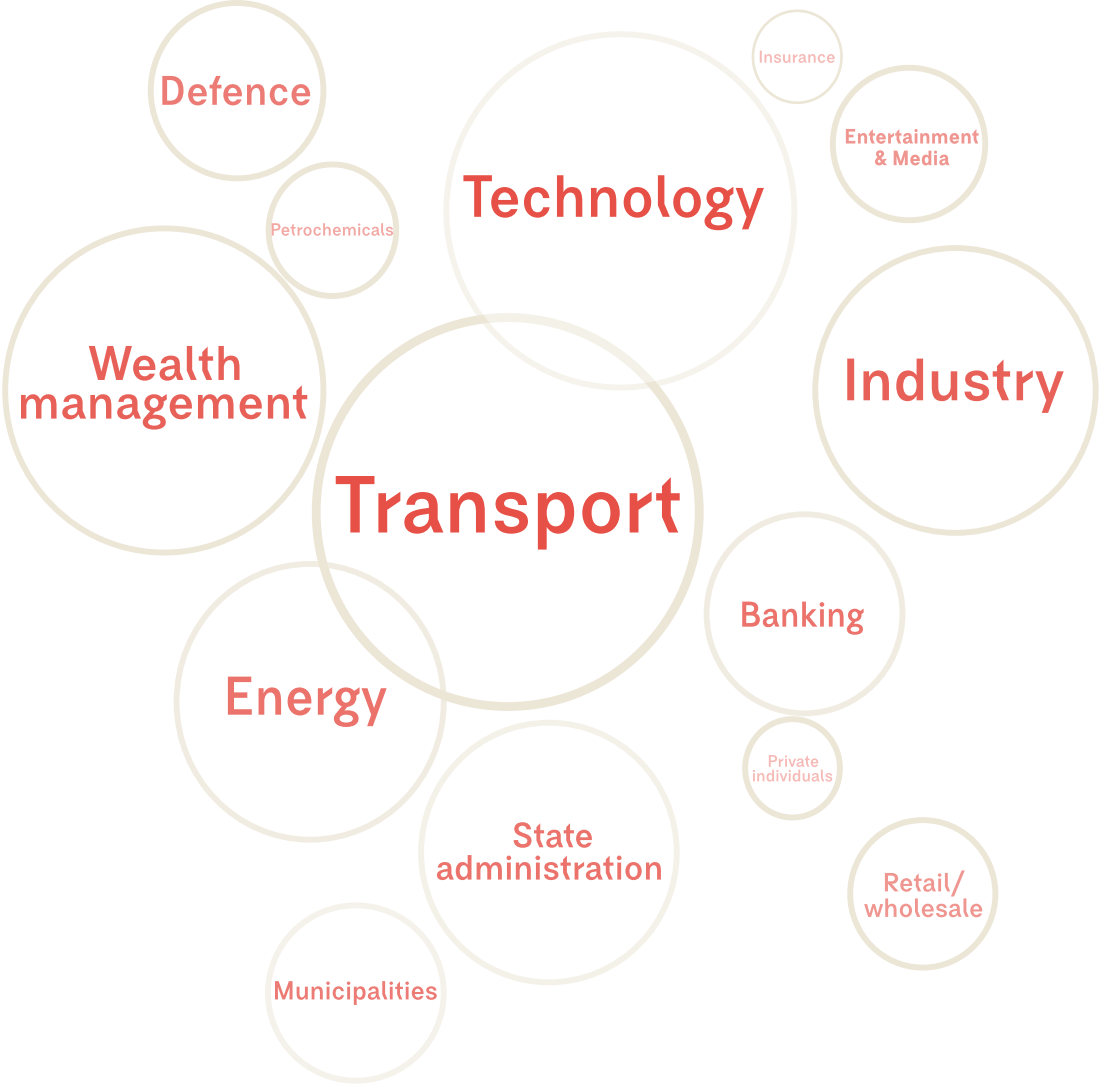


Share of work done in 2024 by segment

# Expertise across economic sectors

While our expertise already spans a broad sweep of industries, we continue to broaden our professional reach into new areas. In recent years, we have set up specialist teams dedicated to cybersecurity, energy, investment projects and public procurement. At the same time, we maintain a strong presence in traditional sectors such as industry, transport, technology, and wealth management.

We share our clients’ professional focus, understand the industries they operate in, and apply both proven and innovative methods. We stay attuned to developments shaping today’s society and continually advance our legal and technical capabilities, enabling us to deliver comprehensive solutions that minimise risk and maximise our clients’ innovation potential.



Share of work done in 2024 by client industry

## Litigation

CZK **1,5**  
billion

the total value of litigation cases completed, in which we had a success rate of over 90% in representing our clients

CZK **9,5**  
billion

the total value of 155 pending disputes in which we represented our clients

## Public procurement

**107**

key public contracts on which we advised our clients

CZK **181**  
billion

the aggregate value of those public contracts

## Contracts

**533**

contracts drafted for our clients in 2024

CZK **509**  
billion

the total deliverables under those contracts

## Legal analyses

**1217**

legal analyses drawn up for our clients

## Trust and endowment funds

EUR **890**  
million

the value of assets we have structured into trust funds, endowment funds, and international alternatives for our clients

*The figures cited are for 2024.*



# Personnel structure

Portos clients are taken care of by over 120 lawyers across eight dedicated teams, alongside dozens of other experts in related fields. They develop expertise in the industries of their clients, gaining an understanding of sector-specific challenges. Our workforce currently comprises more than 150 members and continues to grow. We provide our employees and collaborating lawyers with the comfort they need, whether they are based in Prague, Brno, or, starting in 2025, Bratislava.

**39** lawyers

**10** associated experts

**29** legal trainees

**43** paralegals







Christmas concert – Baroque Angels, Municipal House  
Divadlo D21





# Service and Product Portfolio

**Over more than 30 years, we have earned a reputation as a stable and independent partner backed by practical expertise, a strong academic foundation, and collaboration with experienced professionals from other fields. We act as a strategic adviser in sectors such as energy, transport, technology and wealth management. Working with both Czech and international partners, we deliver truly comprehensive solutions to our clients.**

## European policies

We work with experts who have hands-on experience from Brussels. Through our partnership with our affiliate Access EU, we offer clients an insight into EU legislation currently in the pipeline, while also helping them to engage actively in the legislative process and communicate their needs and interests effectively. We achieve this by making full use of all tools and platforms available in Brussels. Access EU provides consultancy in the Czech Republic, with a team of experts who have direct experience from Brussels.

We have long promoted the representation of both domestic and European business interests. Our ambition is to help clients to harness their business potential by aligning their vision and needs with the European Commission's policy agenda and ensuring full content-level compliance. We support them in accessing complex project funding and preparing internally for the obligations arising from an ever-evolving ecosystem of EU legislation.

in partnership with **ACCESS EU**

## Wealth management

We provide clients with comprehensive wealth management services. Working with CCS Premium Trust, we have so far structured assets worth EUR 890 million into trust funds, endowment funds, and international alternatives. This Portos affiliate brings long-standing expertise extending across multiple jurisdictions and is backed by a team of experienced professionals. While CCS Premium Trust operates primarily in the Czech Republic, Slovakia, and Liechtenstein, it is expanding its services to other countries, including Luxembourg, Spain, and Gibraltar.

in partnership with **CCS PREMIUM TRUST**

## Restructuring and insolvency administration

In 2024, we passed the milestone of 8,800 insolvency proceedings under our supervision. In partnership with Administrace insolvenčí CCS, we are involved in the administration of major insolvency cases, many of which have a significant impact on particular sectors of the economy. We formulate and reinforce principles that provide investors with clarity in terms of returns and the security of their investment. This Portos affiliate continues the work of its predecessor, Administrace insolvenčí City Tower, which had over a decade of experience in the field.

We regard insolvency law as a vital means of upholding personal accountability for financial commitments. It offers a framework for the collective resolution of debtor-creditor relations, where the role of the insolvency practitioner remains pivotal.



## Sustainability and non-financial reporting

In 2022, we launched a unique product on the Czech market, ESG Solution+. This comprehensive tool addresses sustainability issues at commercial companies, establishing rules and procedures to manage their activities and projects effectively while ensuring regulatory compliance.

The product includes the preparation of a sustainability report, the drafting of a long-term strategy, its subsequent deployment in the company's daily operations, and regular follow-up reporting in accordance with European legislation. Many clients also have us take care of the EU Carbon Border Adjustment Mechanism (CBAM), the introduction of an in-house system to assess how sustainable individual projects are, and the implementation of various internal policies, ranging from a code of conduct to a supplier selection system.

Rather than offering abstract concepts and insipid advice, we come up with a perfectly understandable and tangible framework for sustainability services.



## Certification tailored to small and medium-sized enterprises.

The CSI is a standardised tool that indicates how sustainable a company is, enabling it to benchmark its performance from year to year and to share the results with its customers and contracting authorities.

The CSI aims to make sustainability certification accessible to SMEs that do not have the luxury of embarking on lengthy and demanding reports and follow-up audits. In this way, Czech companies can gain preferential access to bank financing, become eligible for public contracts and subsidies, and obtain a competitive edge on the market.



# We cover all your interests and needs

## Support for public administration

- \ Configuration of the structure and processes of public bodies
- \ Corporate governance consulting
- \ Public investment and procurement consulting
- \ Support for responsible bodies' decision-making processes

## Cybersecurity and digital transformation

- \ Preparation for new European regulations
- \ Optimisation of internal systems and security processes
- \ Assessment of security risks and human resources
- \ Supplier relationship review

## Acquisitions and transaction consulting

- \ Consulting on the selection of target entities
- \ Acquisition consulting to achieve the best terms
- \ Due diligence (legal, economic, tax, technical)
- \ Preparation of transaction documents and transaction settlement

## Corporate governance and compliance

- \ Internal-management structuring and control mechanisms
- \ Third-party and public relations
- \ Business risk management consulting
- \ Regulatory compliance, including specific areas such as competition

## Comprehensive dispute resolution and litigation

- \ Representation in litigation with respect for the bigger picture
- \ Effective assessment of litigation strategy
- \ Comprehensive dispute prevention consulting
- \ Consulting on the negotiation of dispute resolution deals

## Management consulting

- \ Management consulting on performance enhancement
- \ Preparation and management of a company's strategic projects
- \ Project management

# Case studies

## Groundbreaking Czech rail PPP project



The new railway connection between Prague-Veleslavín and Václav Havel Airport, part of a capital project to modernise the line to Kladno, is a landmark project for the Czech railway sector. It is the first railway section in the country to be developed using a public-private partnership (PPP) model. We are proud to act as transaction advisers in this pioneering project, on which we are working in partnership with Deloitte, AFRY and Česká spořitelna. With three decades of experience in public infrastructure projects, we view this EUR 1.1 billion initiative by the Railway Administration and the Ministry of Transport of the Czech Republic as a new milestone allowing us to play an active role in advancing strategic developments that will help to move the country forwards.

## Supporting Czech business on the road to electromobility



The shift from internal combustion engines to alternative drives is one of the greatest challenges European carmakers have faced in decades. By its very nature, adapting to this pivotal change involves not only the technology within the vehicles themselves, but also the complete infrastructure required to make such a transition possible. Škoda Auto, recognising this, is building a nationwide charging network for electric vehicles in the Czech Republic. We provide this leading European carmaker with comprehensive legal advice, including analyses, opinions, and contractual documentation, to make the project viable and contribute to the wider development of electromobility. We offer similar support to the Road and Motorway Directorate.

## ETCS-based railway safety and interconnection

The European Train Control System (ETCS) project will enhance railway safety while improving performance, compatibility, and interoperability across the continent. The goal is to unify the railway system and allow all operators to use the infrastructure under a shared set of rules. We are contributing to the ongoing implementation of ETCS on-board equipment in Czech Railways vehicles by providing the national carrier with project management and comprehensive legal advice, helping to make Czech and other railways safer.

## Pioneering preventive restructuring

In 2024, we became the first Czech law firm to carry out a preventive restructuring when we advised on the case of the steel company Liberty Ostrava. Introduced into Czech law only a year earlier, this tool is designed to help companies avoid financial distress and reduce the risk of insolvency. Liberty Ostrava has been a long-standing client of our firm, and we have previously assisted them with several major investments, including the transition to green-steel production. We are currently providing full restructuring and crisis advisory services in the insolvency proceedings, particularly in the fields of energy, environmental protection, and asset realisation.

## Energy independence with heat from Dukovany



This is an unconventional solution that is set to help Brno stabilise the supply and pricing of heat, while also reducing the city's carbon dioxide emissions by approximately 250,000 tonnes per year and lessening its dependence on fossil fuel imports from third countries. Teplárny Brno plans for the 42-kilometre-long heat pipeline to transport heat from Dukovany Nuclear Power Station directly to the Moravian city. We are advising the city-owned company in key areas, from project preparation and corporate matters to the administration of public procurement for the selection of a designer.

## RoBin OIL acquisition and merger with ČEPRO



ČEPRO's acquisition of a 100% stake in the RoBin OIL service station network and its subsequent merger, was among the most significant and high-profile transactions of its kind in 2024. Portos played an active role throughout the process, providing all necessary legal support and advice to ensure that synergies from the acquisition were achieved even before the merger and integration of the stations into the EuroOil network. The pilot deployment of the new management system began with five service stations in July, and by the end of August it had been successfully rolled out across the remaining seventy.



# Social engagement

For more than 30 years, we have built our work on social responsibility and a sustainable approach to business. Our lawyers play an active role in many expert and advisory bodies, ministerial working groups, and a wide range of associations, platforms, and initiatives. Alongside strategic projects, we are committed to supporting the arts and education – values that are embedded in our firm's DNA.



Owners Jaromír Císař and Jakub Hollmann at a meeting of the Czech Bar Association's Trust Fund Administration Subcommittee

## Business and innovation

### AFCEA



The Czech branch of AFCEA has long been dedicated to the advancement of information and communication technologies for the armed forces, recognising them as vital instruments in safeguarding the universally acknowledged moral values of the democratic world. Portos is proud to be a member of this organisation, which has been active in the Czech Republic since 1993.

### AI Association



In 2024, we helped to found the Lawyers' AI Association, a platform devoted to the responsible integration of artificial intelligence and machine learning into the legal profession. We regard AI technology, and its proper implementation in the justice system, as essential to the future of Czech law. The rise of new technology, with AI at the forefront, is set to reshape entire sectors, bringing with it profound change and fresh challenges. Our ambition is to cultivate the required expertise and then to share it further across Europe. The executive board is chaired by Portos executive director Filip Drnec.

### Prague Chamber of Commerce



The Prague Chamber of Commerce's mission is to support small and medium-sized businesses, advocate for their interests, and provide them with essential assistance, not just within the capital, but throughout the Czech Republic. It organises regular meetings with politicians, professionals, and representatives of the business community. Since September 2021, it has been chaired by Portos owner Petr Michal, who also sits on the board of directors of the Czech Chamber of Commerce.

### Trust fund administration

Our lawyers are active members of the Czech Bar Association's Trust Fund Administration Subcommittee, which was established in the latter half of 2024, in part due to our efforts. This subcommittee was founded to address the growing number of unresolved issues related to trust fund practice in the Czech Republic. Its aim is to offer answers, particularly on the admissibility of changes to the statutes, international cooperation, community property in the context of trust funds, and methods for professionalising wealth management. The subcommittee is chaired by Portos co-founder Jaromír Císař, with another owner, Jakub Hollmann, serving as vice-chair.

# Active involvement in domestic and international associations



Czech Bar Association



Lawyers' AI Association



AFCEA



Prague Chamber of Commerce



Czech Chamber of Commerce



Young Presidents' Organization



Business Council for Sustainable Development



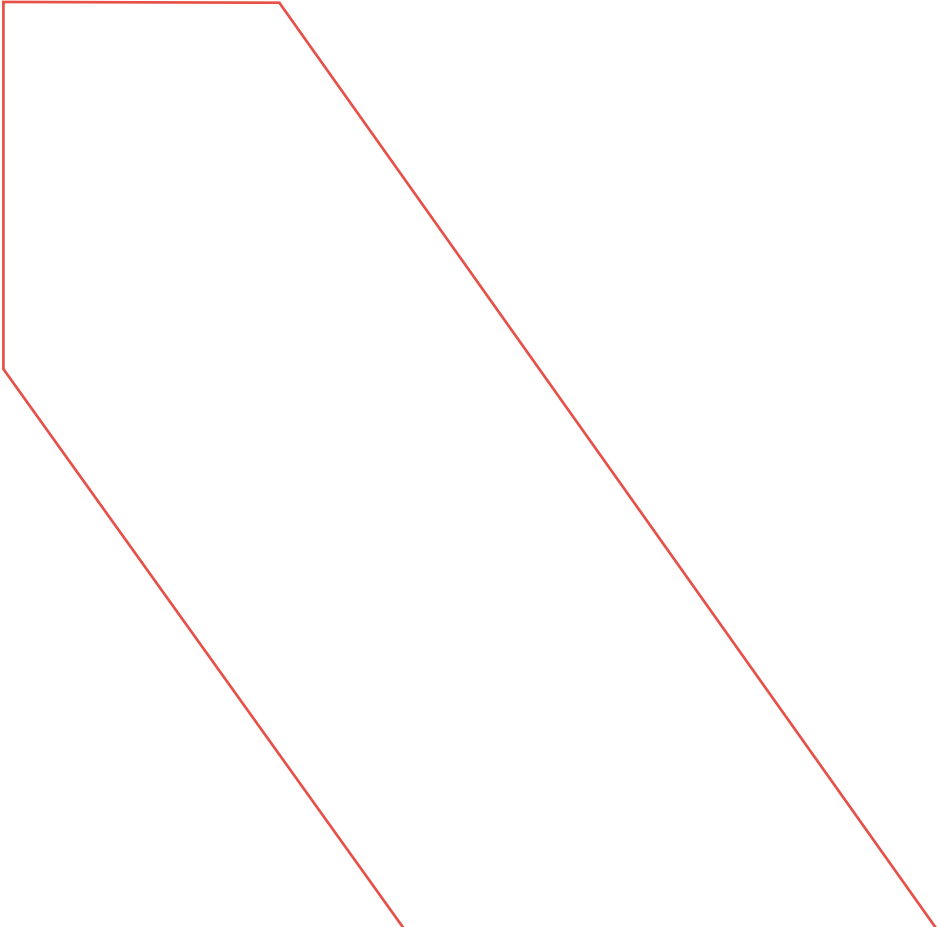
Public Procurement Association



Czech Association of Consulting Engineers



Czech-Israeli Mutual Chamber of Commerce



## Culture and society

### Bohemian Heritage Fund

Bohemian  
Heritage  
Fund

Founded in 2010 with the involvement of Portos owners, the Bohemian Heritage Fund lends its name to unique artistic endeavours that bridge tradition with contemporary expression. It helps preserve treasures of the past while inspiring new generations of artists and creators. The fund has long supported major projects, such as the MenART Academy, the Czech Philharmonic, the Smetana's Litomyšl Opera Festival, the Collegium 1704 orchestra, and the Janáček Brno festival.

### Czech National Symphony Orchestra

NSO

Portos is a long-standing and proud partner of the Czech National Symphony Orchestra, which has stood out as a vibrant and inspirational ensemble for many years. Founded by trumpeter Jan Hasenöhrl and conductor Zdeněk Košler, the orchestra has earned global acclaim for its outstanding work, which now continues under the baton of principal conductor Steven Mercurio. Years of fruitful collaboration with our firm have fostered the joy of artistic success and laid firm foundations for future challenges.

### Endowment Fund of the Ostrava Concert Hall



The Endowment Fund of the Ostrava Concert Hall serves as a financial support platform for the award-winning project of the new concert hall that is set to rise in Ostrava by 2028 as the new home of the Janáček Philharmonic Ostrava, one of the Czech Republic's leading symphony orchestras. In 2021, the prestigious American magazine Architizer named the hall – designed by globally renowned architect Steven Holl – as one of the ten most anticipated buildings in the world. Portos has long supported this vision and provides the fund with pro bono legal services.

### Sustainability & Civilisation exhibition series



In the past year, we became a partner to the Sustainability & Civilisation exhibition series, which explores the circular economy, the recycling of man-made materials, and sustainable society. Ours is the first civilisation in history unable to return the majority of what it produces back to nature. The exhibition delves into concepts such as circularity and recycling, presenting the technological progress achieved in these fields. Its aim is to highlight positive examples and help to shift public behaviour and perception on this whole issue.



# It's not just clients who recognise the value of our work



## 2024 Law Firm of the Year

Winner in the categories of Corporate Law, Wealth Management, and Pro Bono & CSR. We were also Highly Recommended and Recommended in a further 14 categories



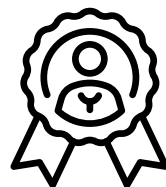
## Corporate INTL Global Awards 2024

Public Procurement Law Firm of the Year in the Czech Republic  
Commercial Law Firm of the Year in the Czech Republic



## Global Law Experts 2024

Public Procurement Law Firm  
of the Year in the Czech Republic – 2024  
Commercial Law Firm  
of the Year in the Czech Republic – 2024



## 2025 Top Employer of the Year

Second place among law firms



## 2023/2024 Law Practice of the Year

Winner in the category of Czech Mandate of the Year

The world of legal services is constantly evolving, bringing with it ever new challenges. Where the role of a lawyer once lay primarily in the application of technical legal knowledge, it now calls for a broader range of skills. This shift is reflected in our commitment to multidisciplinary collaboration. At Portos, our lawyers work closely with experts from a wide array of fields to deliver truly comprehensive and effective support in helping you to reach your goals. The solutions we develop often extend beyond the boundaries purely of law itself. And frequently, beyond the borders of the Czech Republic. This is why we continue to strengthen our international presence.

We do not shy away from challenges, present or future. Each holds a seed of opportunity. And we believe that together, we can turn that opportunity into its fullest potential.

**Thank you for being  
with us on this  
journey for 32 years.**



**PORTOS, advokátní kancelář s.r.o.**

CITY TOWER, Hvězdova 1716/2b,  
140 00, Praha 4 – Pankrác  
email: info@portos.cz  
phone: +420 224 827 884  
portos.cz

**Prague**

CITY TOWER, Hvězdova 1716/2b  
140 00, Praha 4 – Pankrác

**Brno**

Rašínova 692/4  
602 00, Brno-město

**Bratislava**

Pribinova 100263/4  
811 09 Bratislava

© PORTOS, advokátní kancelář s.r.o.  
Design: studio Label Up  
Photographs: archive  
The company's financial statements are published regularly  
in accordance with the law.  
Date of publication: 6 May 2025

