

Callum Fowers

Senior Associate

London

Biography

Part of the tax and incentives group, Callum Fowers prides himself on giving clients joined-up tax and incentives advice on their most complex matters.

Callum advises on all aspects of employee incentives and executive compensation, including in relation to private equity, investment agreements, management incentive plans and structuring. He has been named by Legal 500 as a "Rising Star" for employee share schemes.

He has a significant transactional practice, and frequently advises on the impact of transactions on employee share plans and management incentives, including in the context of public M&A and other public market transactions. Many of his clients have international operations, and Callum has a wealth of experience on cross-border employee incentives, including the successful establishment and operation of international employee share and cash plans.

Callum regularly advises both employers and individuals on matters ranging from employment tax issues to structuring, implementing and on-going running of all forms of employee cash and share incentive plans. He is an active member of the Share Plan Lawyers Group, and is currently co-secretary of its Corporate and Regulatory Committee.

Representative experience



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Languages

English

Practices

Executive Compensation, Employee Benefits, and Share Incentives

Tax

Industries

Consumer

Financial Institutions

Technology and Telecoms

Sports, Media and Entertainment

Areas of focus

Clipper Logistics PLC on its £1bn public takeover by GXO Logistics

Shaftesbury PLC on its £5bn all-share recommended merger with Capital & Counties Properties PLC

Tetra Tech, Inc. on its £636m public takeover of RPS Group plc

Infracapital on its initial investment in the battery storage and electric transportation transformation business, Zenobē Energy

PerkinElmer, Inc. on its public takeovers of Horizon Discovery Group plc, Oxford Immunotec plc and Immunodiagnostic Systems Holdings plc

CPI Property Group S.A. on its €1.57bn joint public takeover with Aroundtown SA of Globalworth Real Estate Investments Limited

PhonePe Private Limited, Singapore, on management incentives arrangements, including on the separation of ownership of PhonePe Private Limited, India from the Indian e-commerce giant, Flipkart

Multiple UK and US private and listed companies on the offer and ongoing operation of employee cash and share incentive plans internationally

KBR, Inc. on employee incentives aspects of its c.US\$400m acquisition of Frazer-Nash Consultancy Limited

The Craftory, the challenger brand investment house, in relation to tax, legal and valuation issues on its incorporation and capitalisation

Awards and rankings

- Rising Star - Employee Share Schemes, *Legal 500*, 2024

Latest thinking and events

- Press releases
 - Hogan Lovells advises Apis as lead investor on a c. £70 million investment in Moneybox
- Press releases

Investment Funds and Tax

M&A and Tax

Stamp Tax

Tax Legislation and Policy

Education and admissions

Education

M.Sci, University of Cambridge, 2013

M.A. (Cantab), University of Cambridge, 2012

Bar admissions and qualifications

Solicitor, England and Wales

Court admissions

Senior Courts of England and Wales

Accolades

Callum Fowers has a notable focus on the incentives aspects of public M&A deals.

Legal 500 2024

- Hogan Lovells advises Cazenove Capital, part of Schroders Wealth Management, on acquisition of Whitley Asset Management
- Press releases
 - Hogan Lovells advises UKIB on £300 million financing of UK's first commercial-scale liquid air energy storage plant
- Press releases
 - Hogan Lovells advises Sartorius Group on a GBP 3.5 million investment in SPARTA Biodiscovery Ltd.
- Press releases
 - Hogan Lovells advises PhonePe on its separation of ownership from Flipkart in India
- Press releases
 - Hogan Lovells advises Internet Mobile Communications Limited on \$450 million de-SPAC business combination with Crystal Peak Acquisition