

## Charles Leeming

**Partner**

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### About Charles

Charles Leeming is a partner in our Corporate and Private Equity teams in the UK, having joined from a New York-based international law firm.

In 2023, Charles was included among law.com's list of Private Equity Rising Stars.

Charles advises leading private equity sponsors, portfolio companies and management teams based in the UK, Europe and North America on complex, high-value transactions across the investment lifecycle. His practice centres on sponsor-led buyouts and exits, cross-border M&A, carve-outs, joint ventures and public-to-private transactions, as well as structuring and negotiating management incentive arrangements. Known for his commercial approach and deal execution skills, Charles regularly supports clients on both platform acquisitions and add-on investments in the mid-market and beyond, delivering pragmatic, solutions-driven advice tailored to the priorities of sophisticated private capital investors.

"Charles is user-friendly and committed to delivering for his clients. He goes above and beyond to understand the client's goals and critical items (especially timetable for key deliverables) for each matter and applies that throughout the approach to, and delivery of, the legal service, resulting in 'to-the-point', efficient and commercial advice." Paul McCreadie, partner, ECI Partners.

Charles' expertise covers all types of private capital-related corporate work. On the private equity side, he will deliver all aspects of corporate transactions, ranging from advising private equity houses/sponsors, portfolio companies, shareholders and management teams. On the corporate side, Charles advises a wide range of clients, from owner-managers to PLCs. Charles has deep experience across private M&A (sell/buy sides), global carve-outs, joint ventures and public-to-privates (P2Ps).

### Experience

#### Private M&A

- Representing ECI Partners on its exit from CSL, a critical IoT connectivity company, transferring the business to its first continuation vehicle (2025).
- Representing Synova Partners on its investment into Klearcom, a leading global customer experience assurance SaaS provider headquartered in Ireland (2025).

- Representing andwis (HIG) on the acquisition of HESIS Fire & Security (2025).
- Representing ECI Partners on its acquisition of Insurance Insider, a leading digital platform providing insights and analysis for the world's top insurers, distributors and service providers and investors from Delinian (2024).
- Representing ECI Partners on its investment in Independent Governance Group, the UK's leading provider of professional pension trusteeship and governance services from LDC (2024).
- Representing ECI Partners on its investment in Croud, a global leader in digital-first, tech-enabled marketing from LDC (2024).
- Representing ECI Partners on its investment in TAG, the market leading high-touch travel management company to the entertainment and corporate markets, providing an Exit for Apiary Capital (2024).
- Representing ECI Partners on its investment in ISMS.online, a market leading SaaS Information Security Management System, providing a full realization for Cow Corner (2024).
- Representing Foresight Group and management on the exit of Specac International, a leading name in the manufacture of mass spectroscopy accessories to a US-based private equity investor (2024).
- Representing Foresight Group and management on the exit of Onfab Limited (pharmaceutical containments) to US PE-backed trade (Thompson Street Capital Partners), Savillex (2023).
- Representing ECI Partners on its investment in Commify, Europe's leading provider of business messaging solutions to local enterprises, in a deal valued at €300 million, from Hg (2023).
- Acting as co-counsel with Paul Weiss, advising TPG Rise Climate on a definitive agreement to acquire a majority stake in A-Gas, the global leader in the supply and lifecycle management of refrigerant gases, from KKR (2023).
- Representing ECI Partners and the management and other shareholders of Tusker (a provider of electric company cars and salary sacrifice car schemes) on the £300 million+ sale to Lloyds Banking Group (2023).
- Representing HIG on its acquisition of CPS Building Services Limited (2022).
- Representing CSL (ECI Partners) on its strategic acquisition of Caburn Telecom (2022).
- Representing Cavotec on the global carve-out and divestment of its Airports Business to US-based investment company Fernweh Group (2022).
- Representing the shareholders of AnyVan (Celeres Investments, CEO/founder, management) on its £125 million growth capital investment by Vitruvian Partners (2022).
- Representing ECI Partners on its sale of Avantia Insurance in a fund-to-fund transaction conducted on a third-party arm's-length basis (2021).
- Representing Cazoo on its offering into commercial vehicles via its acquisition of Vans365 (2021).
- Representing Sports Republic on its acquisition of Southampton Football Club (2021).
- Representing D&C Brands on the sale of Dr. Organic Group Ltd, a pioneer in the natural/organic personal care sector, to Damier Group (2021).
- Representing The Craftory on its investment in Freddie's Flowers (2021).

- Representing the selling shareholders (including Great Hill Partners) of Reward Gateway on its sale to Castik Capital and Abry Partners (2021).
- Representing the founders and other selling shareholders of Qmee (one of the Top 100 fastest-growing Tech companies in Europe according to the *Financial Times 1000* 2021) on their sale to funds advised by private equity sponsor, CapitalD (2021).
- Representing US corporate and PE-backed (Oak Hill Capital Partners), Safe Fleet, on its acquisition of Durite, the UK's leading brand for electrical, lighting and vehicle safety aftermarket products for commercial vehicles (2021).
- Representing Lloyd's Register in connection with the global carve-out and sale of its Energy services business to Inspirit Capital (2020).
- Representing ECI Partners on the acquisition of 100% of the issued share capital in CSL (Dualcom), the international critical communications service provider (2020).
- Representing Apax in connection with its acquisition of the Baltic Classifieds Group.\*
- Representing KKR in connection with its carve-out acquisition across over 60 jurisdictions of Unilever's "Spreads" business (now Upfield).\*
- Representing KKR in connection with its acquisition of A-Gas.\*
- Representing Apax on its acquisition of the remaining stake in Unilabs.\*
- \*Denotes a matter handled prior to joining the firm.

#### **Public M&A**

- Representing Blackstone on the sale by it, and its consortium (GIC, CPPIB and Thomson Reuters), of Refinitiv to The London Stock Exchange Group PLC in a reverse takeover whereby the sellers will receive c.37% of the economic entitlement and c.30% voting rights in the enlarged group.
- Representing Silver Lake in its take-private of ZPG PLC (Zoopla).
- Representing Blackstone on its take-private of Japan Residential Investment Company Limited.

#### **Joint Ventures**

- Representing Regis Group PLC and its founders on their multibillion-dollar JV with Blackstone in the PRS real estate sector, Leaf Living.
- Representing Blackstone on its shared ownership and affordable rent joint venture with Regis Group plc (Sage Housing).

#### **Management Incentive Plans**

- Advising the management of Energia Group on its management incentive plan with Ardian after its agreement to acquire the business from I Squared Capital (2025).
- Advising the founders and management team of Regis (see above) on their management incentive plan with Blackstone relating to the Leaf Living JV (2021).
- Advising the management team of Oddschecker on their management incentive plan with US PE sponsor, BRUIN Capital (2021).
- Advising the founders and management team of Qmee on their reinvestment and management incentive plan with CapitalD (2021).

- Advising the management team of a KKR controlled portfolio company on its management incentive plan (2021).
- Advising the management team of Ascential PLC's political intelligence, research and stakeholder engagement business, DeHavilland, on its MBO with Bridgepoint (2021).
- Advising the following in regards to management incentive plans – Casual Dining Group, A-Gas, Unilabs, Auto Trader and Travelopia.

## Credentials

### Education

- BPP Legal Practice Course,
- BPP Graduate Diploma in Law,
- New College, University of Oxford, B.A.,
- Leicester De Montfort Law School Post Graduate Certificate,

### Admissions

- England and Wales, 2011

## Expertise

### Services

- Corporate
- Private Equity

## About our firm

One of the world's strongest integrated law firms, providing insight at the point where law, business and government meet. We deliver commercially focused business solutions by combining our legal, lobbying and political capabilities and invaluable connections on the ground to a diverse mix of clients, from long-established leading corporations to emerging businesses, startup visionaries and sovereign nations. More than 1,500 lawyers in over 40 offices across four continents provide unrivaled access to expertise.