

DAN MIHAI

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Personal details:

Position: Founding Partner

Qualifications: Dan is qualified as an attorney at law and member in the Bucharest Bar Association since 2000.

Area of expertise: As a current position, since 2003, Dan is Partner /Founding member at Dan Mihai Law Office (Cabinet de avocat Dan Mihai) which operates under the trademark name of *Mihai & Co. Business Lawyers* (www.mhlaw.ro). His main area of expertise is sport law and business law.

In the field of sport law, Dan has wide experience in providing legal advice, legal representation in front of courts and arbitration bodies (domestic and international) to sport event organizers, National Federations, clubs athletes and coaches.

In the field of business law, Dan assisted both local and multinational companies. His main areas of expertise are: corporate and commercial law, mergers and acquisitions, company restructuring, intellectual property, commercial litigation.

SPORT LAW EXPERIENCE

1. BACKGROUND

Dan had a junior career in athletics from 1985 to 1996, having won 11 medals in national championships of different junior levels in which five of them where the 1st Prize (National Champion).

At a personal level, he continued practicing sport during the adult life (football, tennis, athletics).

In the last years, his passion for sport has started to blend with his professional life, therefore he focused on the sport law practice along with the corporate & business law.

EXPERTISE RELATED TO ARBITRATION FOR SPORT AND BUSINESS DISPUTES

▪ NATIONAL SPORT ARBITRATION

MEMBER OF THE COMMISSION OF APPEAL ON PREVENTING AND COMBATING DOPING IN SPORT (General Secretariat of the Government) (2022-2025).

In his capacity from his appointment, he was nominated to be Chair for several cases, as single arbitrator or in panel of three arbitrators until now.

MEMBER OF THE DISCIPLINARY PANEL OF THE ROMANIAN TENNIS FEDERATION

Dan has been appointed between 2022-2024 as a member of the Disciplinary Panel. In his capacity, Dan has handled several cases.

MEMBER OF THE APPEAL PANEL OF THE ROMANIAN HANDBAL FEDERATION (RHF):

In his capacity as a Member of the Appeal Panel of the RHF, Dan has participated in over 80 appeals. (2019-2022).

His activity involved: study of the written documents of parties, hearing witnesses and the positions of the parties, deciding on issues of law and procedure, deciding in cases by finding facts and applying the relevant laws, giving reasoned written decisions.

The cases in which he was involved covered mainly aspects such as: employment, disciplinary integrity and facts related to breach of antidoping rules.

▪ INTERNATIONAL SPORT ARBITRATION

COURT OF ARBITRATION FOR SPORT Lausanne (CAS)

Dan has been appointed by CAS at the end of 2024 as arbitrator on general list.

INTERNATIONAL PANEL OF ARBITRATORS AND MEDIATORS OF SPORT RESOLUTIONS London (2021- May 2026):

Dan has been appointed by Sport Resolutions' Panel of Arbitrators and Mediators for international causes.

EUROPEAN HANDBALL COURT OF ARBITRATION (ECA)

Dan has been appointed as Arbitrator to the European Handball Court of Arbitration since May 2026.

▪ COMMERCIAL ARBITRATION

ARBITRATOR FOR THE EODID ATHENS MEDIATION & ARBITRATION ORGANISATION

- In July 2023, he has been selected as a member of the EODID Athens Mediation & Arbitration Organisation (www.eodid.org)

ARBITRATOR FOR THE PERMANENT COURT OF ARBITRATION, AHK ROMANIA

- In December 2021, Dan Mihai became an arbitrator for the [Permanent Court of Arbitration](#) within AHK Romania. The Permanent Court of Arbitration conducts arbitration proceedings to settle disputes arising out of national or international legal relations for civil and business matters.

2. ACTING AS ATTORNEY AT LAW FOR CLIENTS:

In his capacity of attorney at law, he has participated to:

- National and international hearings in anti-doping cases in front of relevant sport panels.
- National and international cases related to the professional football in front of all the disciplinary panels organized near to the Romanian Football Federation, as well as in front of FIFA Committees and Court of Arbitration for Sport (CAS).

His activity involved: Preliminary consultancy regarding to the procedures involved, preparing the case by making the relevant claims or defenses, participating to the hearings, offering relevant analysis regarding to the application of the National law for the cases in which Dan was acting as a wing lawyer, writing final Statements.

The cases in which was involved covered mainly aspects such as: anti-doping offenses, contractual disputes, employment, and disciplinary cases.

GENERAL EXPERTISE IN THE SPORT LAW

Besides of the above-mentioned expertise, Dan Mihai is offering legal consultancy for: (i) some major national and international sport events that are currently held in Romania, (ii) for professional football clubs, (iii) for individual athletes and coaches at pro level as well as (iv) for Romanian Federations.

Dan has been recently also appointed as a member of an independent temporary consultative body of 4 persons established by the Romanian Football Federation as result of a court decision to dissolve the entity that organized the football activity in Bucharest area (Oct 2024- Febr2025).

Dan offers also legal consultancy to other international sport lawyers regarding aspects of national laws.

His activity involved:

- Drafting the regulations for the competitions.
- Assisting in obtaining international label provided by international federation for an international running event.
- Assisting a local sport organizer for the candidacy in organizing a running European Championship.
- Drafting and negotiating the contracts and ending of them between the (i) clubs and athletes (ii) club and coaches, (iii) clubs and agents, coaches and National Sport Federations.

- Providing legal opinion in various aspects of the organizational activity including proper registration at state authorities.
- Drafting and amending of the constitutive deeds and their registration for clubs.
- Providing legal assistance in potential acquisition of football club by foreigner investors.
- Legal assistance – including providing lectures for improving the good governance of National Sport Federations.
- Assistance in drafting or negotiating the contract of clubs with sponsors and different providers and partners.

BUSINESS LAW

Dan has wide experience in over 23 years of legal consultancy in providing legal advice to both local and multinational companies. His main areas of expertise are corporate and commercial law, mergers and acquisitions, intellectual property, and commercial litigation.

The constant activity in this field, having as clients Romanian companies as well as companies that are part of international groups permitted him to have a deep understanding of the local legal environment as well as a corporate culture of international clients

The long-term collaboration with companies which activate in various fields of business, offered Dan an understanding and expertise of the needs in these industries.

LECTURER AND SPEAKER ACTIVITIES

Dan regularly participates as speaker at conferences and seminars open to the public or specialists, on matters such as commercial law, sport law, labour law and GDPR.

- Over the last 10 years, he has regularly participated to HR Club (The HR Professionals Association in Romania- <https://hr-club.ro/en/despre>) as part of a Panel for the annual Spring seminars together with top labour law practitioners.
- During his capacity as a member of AIJA, he had a permanent contribution as being part of different Panels to the regular conferences. Now he is an Alumni of AIJA, keeping still ongoing communication with its members.

From 2002 to 2006, Dan was an associate professor, giving lectures and seminars on «Negotiation skills and Types of Contracts” and “Transport Law and International Expeditions”; jointly with his research activities and co-participation in writing the course support.

PUBLICATIONS

- Contributor to the renowned international publication *Legal 500*, authoring the chapter dedicated to Romania in the first issue of the October 2025 edition of Legal 500: Sports Law Comparative Guide. (“Legal 500 – Country Comparative Guide”).
- Contributor to the *Commentary on the CJEU Judgment* of 1 August 2025, C-600/23, Royal Football Club Seraing v. FIFA, UEFA & URBSFA: Res Judicata, Sports Arbitration and EU

Public Policy, published in the Romanian Arbitration Journal, Year 19, No. 4/2025, Case and Law Review section, p. 161-184.

- Contributor to the Romanian translation of *Executive Summary – Towards a Culture of Safeguarding: Comparative Insights and the Road Ahead*, included in the *Protecting the Beauty of the Game: Towards a Safeguarding Culture*, Issue I-2025, ISSN 2039-0416, Stefano Bastianon and Michele Colucci (eds.), published under the Romanian title "*Rezumat executiv – Către o cultură a protecției: perspective comparative și calea de urmat*"
- Contributor to the Romanian Chapter, *Contractual Stability and Termination in Football: Legal and Economic Implications Across Key Jurisdictions*, Issue II-2025, ISSN 2039-0416, Michele Colucci (ed.), p. 377-402.
- International Sport Law Review Pandektis, Vol 12, Issues 3-4, year 2018, "Dribbling the Regulations, a de facto transfer of business activity of a football club with debts to another football club"
- 2006-Co-participation in writing a lecture support "Negotiation skills and Types of Contracts".
- Published specialty articles in "The Economic Tribune" (2000-2007).
- Published articles in Lex et Scientia – Collection published by "Nicolae Titulescu" University (1999-2000).

LANGUAGES

Romanian – Mother Tongue;

English – Fluent

PROFESSIONAL AFFILIATIONS:

- Member of Proteus - International Network of Law firms (www.proteuslaw.eu) since 2000; , acting as Secretary General of Proteus - (2016-2026)
- Member of "REX Sport" (www.rexsport.org) since 2022.
- Member of AIJA – International Association of Young Lawyers (www.aija.org), until 2021 (due to exceeding the age limit for members).
- Member of AHK Romania (<https://www.ahkrumaenien.ro/ro>), since November 2025.