

2023

Global Law Experts &
Global Advisory Experts
Annual Awards



If you love what you do for a living, it's reflected in your work.



Adrienne Braumiller



Adrienne Braumiller

Congratulations to our Founder & Partner Adrienne Braumiller for being recognized and ranked in Chambers and Partners, for both categories, U.S. and Global, 2015-2021



Chambers has been ranking the best lawyers since 1990 and covers 185 jurisdictions. No other organization has the strength- in-depth of Chambers editorial and research team when it comes to assessing the world's best lawyers.

Chambers ranks both lawyers and law firms based on the research of more than 170 full-time editors and researchers employed at their head office on London. They speak with both lawyers and clients during the year, conducting in-depth telephone interviews in order to draw their conclusion as to who they feel is qualified to be ranked.

Adrienne has been ranked in Chambers as a Leader in her Field (international trade) for the last six years.

Adrienne was also the recipient of the prestigious SARAH T. HUGHES WOMEN LAWYERS OF ACHIEVEMENT AWARD for 2019 via The State Bar of Texas.

Only one woman attorney is chosen for this award each year. Adrienne was singled out for this award from the 37,477 women attorneys in the state of Texas. Congrats Adrienne!!

Contact: bob@braumillerlaw.com

www.braumillerlaw.com

Global Law Experts & Global Advisory Experts Annual Awards 2023

Welcome to the Global Law Experts (GLE) & Global Advisory Experts (GAE) Annual Awards 2023 publication.

Global Law Experts & Global Advisory Experts are two of the world's leading online resources for locating specialist advisers for the services required by businesses, investors and individuals around the world, with more than 70,000 users visiting our websites each month. Since 2009, the Annual Awards has celebrated excellence, innovation and performance across legal, advisory and consultancy communities. The awards programme is designed to reward those most deserving in this global context.

The winners are determined through a rigorous process, which begins with the opening of the ballot boxes and requests for external nominations from our extensive user base. The votes received are combined with supporting evidence from the in-house research team to arrive at the final winners list. The shortlisted candidates are judged on client testimonials, key cases, rankings, overall reputation, publication contributions, speaking engagements and the performance and standing of teams and individual lawyers/advisers.

We have broken down the winners by region, country and practice area. Many of the firms selected offer a multitude of services and have provided a firm summary to this effect; while some have chosen to profile their expertise regarding their winning category – providing details of their casework and some up-to-date industry commentary. Further, our listing inclusions (which appear at the end of each regional chapter) contain the details of additional award recipients, who have chosen to highlight their accolades via business card inclusions containing their contact information.

Congratulations to all of this year's winners.



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Editor:

John Martin
johnmartin@globallawexperts.com/
johnmartin@globaladvisoryexperts.com
www.globallawexperts.com/www.globaladvisoryexperts.com
office@globallawexperts.com

Main Switchboard: +44 (0)870 977 1000
124 City Road
London, EC1V 2NX

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Almost one year after Russia launched its war of aggression against Ukraine, the EU economy entered 2023 on a better footing than projected in autumn. The European Commission's Winter Interim Forecast lifts the growth outlook for this year to 0.8% in the EU and 0.9% in the euro area. Both areas are now set to narrowly avoid the technical recession that was anticipated for the turn of the year. The forecast also slightly lowers the projections for inflation for both 2023 and 2024.

Outlook Improves Thanks to Enhanced Resilience

Following robust expansion in the first half of 2022, growth momentum abated in the third quarter, although slightly less than expected. Despite exceptional adverse shocks, the EU economy avoided the fourth-quarter contraction projected in the Autumn Forecast. The annual growth rate for 2022 is now estimated at 3.5% in both the EU and the euro area.

Favourable developments since the Autumn Forecast have improved the growth outlook for this year. Continued diversification of supply sources and a sharp drop in consumption have left gas storage levels above the seasonal average of past years, and wholesale gas prices have fallen well below pre-war levels. In addition, the EU labour market has continued to perform strongly, with the unemployment rate remaining at its all-time low of 6.1% until the end of 2022. Confidence is improving, and January surveys suggest that economic activity is also set to avoid a contraction in the first quarter of 2023 (the final data for which was not yet available at the time of press).

Headwinds, however, remain strong. Consumers and businesses continue to face high energy costs, and core inflation (headline inflation excluding energy and unprocessed food) was still rising in January, further eroding households' purchasing power. As inflationary pressures persist, monetary tightening is set to continue, weighing on business activity and exerting a drag on investment.

The Winter Interim Forecast's projected growth for 2023 of 0.8% in the EU and 0.9% in the euro area is respectively 0.5 and 0.6 percentage points higher than in the Autumn Forecast. The growth rate for 2024 remains unchanged, at 1.6% and 1.5% for the EU and the euro area, respectively. By the end of the forecast horizon, the volume of output is set to be almost 1% above that projected in the Autumn Forecast.

After Peaking in 2022, Inflation to Ease Over the Forecast Horizon

Months of moderating headline inflation have suggested that the peak is now behind us, as anticipated in the Autumn Forecast. After reaching an all-time high of 10.6% in October, inflation has decreased, with the January flash estimate down to 8.5% in the euro area. The decline was driven mainly by falling energy inflation, while core inflation has not yet peaked.

The inflation forecast was revised slightly downwards compared to autumn, mainly reflecting developments in the energy market. Headline inflation was forecast to fall from 9.2% in 2022 to 6.4% in 2023, and to 2.8% in 2024 in the EU. In the euro area, it was projected to decelerate from 8.4% in 2022 to 5.6% in 2023, and to 2.5% in 2024.

Risks to the Outlook are More Balanced

While uncertainty surrounding the forecast remains high, risks to growth are broadly balanced. Domestic demand could turn out higher than projected if the recent declines in wholesale gas prices pass through to consumer prices more strongly and consumption proves more resilient. Nonetheless, a potential reversal of that fall cannot be ruled out in the context of continued geopolitical tensions. External demand could also turn out to be more robust following China's re-opening – which could, however, fuel global inflation.

Risks to inflation remain largely linked to developments in energy markets, mirroring some of the identified risks to growth. Especially in 2024, upside risks to inflation prevail, as price pressures may turn out broader and more entrenched than expected if wage growth were to settle at above-average rates for a sustained period.

World Bank Approves Initial \$50 Million Grant to Help Repair Transport Infrastructure in Ukraine

The World Bank has announced a \$50 million project to repair and restore Ukraine's transport network to support immediate humanitarian relief and recovery and increase capacity of import and export corridors. The grant financing for this project is provided by the Ukraine Relief, Recovery, Reconstruction and Reform Trust Fund (URTF), with additional funding of up to \$535 million envisaged to follow shortly.

The Repairing Essential Logistics Infrastructure and Network Connectivity (RELINC) Project will help to restore essential bridges and railways to relink communities and improve westward transport linkages to mitigate impacts of Black Sea shipping disruptions. Specifically, the project will support the purchase of modular bridges, equipment and materials to urgently repair damaged road-to-bridge connections and vital rail lines. It will also help to finance the purchase of flatbed wagons and additional rolling stock to expand the railway's capacity to move cargo in containers.

"Russia's invasion of Ukraine continues to have devastating economic and humanitarian consequences," commented World Bank Vice President for Europe and Central Asia, Anna Bjerde. "Ukraine needs urgent investments to repair damaged essential transport routes. This project will support delivery of aid and essential services to communities directly affected by the war and will boost the economy in Ukraine and beyond by facilitating transport and trade."

Europe Winners

World Bank Announces Initial \$1.78 Billion for Turkey's Recovery & Reconstruction Efforts After Earthquake Disaster

The World Bank has announced \$1.78 billion in assistance to help relief and recovery efforts following devastating earthquakes and aftershocks in Turkey that have resulted in massive loss of life, injuries and significant damages in and around southeastern Turkey.

The World Bank also commenced a rapid damage assessment to estimate the magnitude of the disaster and identify priority areas for recovery and reconstruction support, building on its extensive experience in disaster risk management from around the world.

"We express our deepest condolences to the people of Turkey and Syria for the great loss you have suffered as a result of the devastating earthquakes," stated World Bank Group President David Malpass. "We are providing immediate assistance and preparing a rapid assessment of the urgent and massive needs on the ground. This will identify priority areas for the country's recovery and reconstruction as we prepare operations to support those needs."

Immediate assistance of \$780 million is offered via Contingent Emergency Response Components (CERCs) from two existing projects in Turkey – the Turkey Earthquake, Floods and Wildfires Emergency Reconstruction Project (TEFWER) and the Climate and Disaster Resilient Cities Project. CERCs help recipient countries quickly access project funds for emergency response, as is required in Turkey. The assistance will be used for rebuilding basic infrastructure at the municipal level.

An additional \$1 billion in operations is also being prepared to support people affected as the World Bank provides immediate support for recovery and reconstruction from this catastrophe.

"Turkey's immediate and future needs are immense and span the whole range from relief to reconstruction," noted Humberto Lopez, World Bank Country Director for Turkey.

COMMERCIAL LAW FIRM OF THE YEAR IN AUSTRIA



Fellner Wratzfeld & Partner Rechtsanwälte GmbH

Paul Luiki
Partner

Tel: +43 1 537 70-325
paul.luiki@fwp.at
www.fwp.at



fellner
wratzfeld
partner

Fellner Wratzfeld & Partner Rechtsanwälte GmbH (fwp) was founded in 1999 and, since then, has established itself as one of the leading full-service law firms in Austria, with a team of more than 70 lawyers covering all areas of business law.

The fwp commercial team advises on the full spectrum of commercial law, including B2B international distributorship contracts, import and export agreements, standard T&Cs, product liability, sales, marketing and social media agreements. The proper structuring of international sales agreements is vital to protect clients' interests, especially with respect to liability provisions. The challenge becomes all the more significant when

dealing with international sales agreements in a cross-border context, given that the underlying law in different legal regimes can vary significantly.

fwp attorneys have significant international experience and are able to lead contract negotiations on international sales agreements, regardless of the applicable law and the jurisdiction of the contracting counterparty. Where necessary, fwp is also able to call upon its well-developed network of law firm contacts spanning the globe.

One trend we continue to see, also in the commercial law sector, is the increasing focus on sustainability and corporate social responsibility, as well as supply chain issues related thereto. The awareness among investors, businesses and consumers of

the need to address environmental and social issues is constantly increasing, and fwp has a dedicated ESG group to ensure that all relevant factors are reflected in contractual arrangements.

Paul Luiki

Paul Luiki is admitted to the Ohio bar and to the Austrian bar. His scope of commercial law work ranges from handling complex M&A and joint venture transactions, to drafting supply and distribution agreements. Paul, an English native speaker, has a special focus on cross-border transactions. In addition, he is a frequent lecturer at the University of Vienna on the drafting and negotiation of M&A contracts and joint ventures.

REAL ESTATE LAWYER OF THE YEAR IN AUSTRIA



Fellner Wratzfeld & Partner Rechtsanwälte GmbH

Michael Hecht
Partner

Tel: +43 1 537 70-320
michael.hecht@fwp.at
www.fwp.at



fellner
wratzfeld
partner

Fellner Wratzfeld & Partner Rechtsanwälte GmbH (fwp) was founded in 1999 and, since then, has established itself as one of the largest and most reputable law firms in Austria, with a team of more than 70 lawyers.

fwp employs a team of experienced attorneys and legal professionals who specialize in various areas of law, including real estate law.

The real estate sector is constantly evolving and changing due to various factors, such as economic conditions, government policies, technological advancements and societal trends. One of the most significant trends in the sector has been the increasing focus on sustainable and environmentally friendly properties. More and more investors are looking for real estate investments that align with their values and long-term goals, and consumers are interested in properties that are energy efficient, use eco-friendly materials, and have minimal impact on the environment.

This trend has led to an increase in demand for green buildings and properties. Overall, the real

estate sector is consistently evolving, and the trends mentioned above are likely to continue to shape the industry in the coming years.

fwp stands out from other law firms in the sector because we take into consideration the latest trends and issues affecting the industry – including the increasing use of technology and the growing focus on sustainability and ESG principles. By incorporating these trends into our practice, we can provide our clients with more effective and efficient legal service while also addressing their evolving needs and concerns. This approach sets fwp apart from other law firms and positions us as a leader.

Key consulting areas include: project development and financing; developer contract law; planning and construction of real estate; construction contracts, architect and general contractor contracts; real estate transactions, including processing of sale; takeover of trusteehips; real estate acquisitions, corporate reorganizations and real estate spin-offs; due diligence for real estate projects; retail, office and other leases;

home ownership; real estate litigation and enforcement; as well as claims management.

Michael Hecht

Michael Hecht was admitted to the Austrian bar in 1999. Since 2000, he has been a Partner with fwp. He is head of the team for public commercial law, infrastructure and procurement law as well as real estate and construction law, representing reputable national and international companies, public authorities (municipalities, federal provinces and the federal government), public companies as well as interest groups in all public law and property law matters. The range of services provided also extends to environmental due diligence, approval and permit proceedings under industrial plant law, the evaluation of environmental aspects in project development, environmental impact assessments (EIA), PPPs, etc. In addition, he has published numerous monographs, book contributions and essays in the subject areas of public law, environmental law, company law and European law, and has produced articles for the press and online media.

IT LAW FIRM OF THE YEAR IN BELGIUM



deJuristen / theJurists / lesJuristes

Kris Seyen
Partner

Tel: +32 9 298 04 58
contact@dejuristen.be
www.dejuristen.be



Who are deJuristen?

deJuristen is a **contemporary niche legal firm**, and very proud of its unique pioneering role in technology law on the Belgian market. As rebellious legal experts, our people combine their **legal know-how** with **specific domain knowledge** and **innovative insights**.

We stand for an open and transparent service that aims to provide a usable solution. Our creative approach continues to build on a thorough understanding of your problem, in which our hands-on advisers remain closely involved throughout the entire process.

What do deJuristen do?

You can contact deJuristen for all questions concerning **IT** (Information Technology), **IP** (Intellectual Property), **Privacy**, and **e-Compliance**.

Our rebellious legal experts advise large companies, SMEs, start-ups, and freelancers. This means, among other

things, that we can make readable, transparent and usable contracts for you, register your brand or logo in the Benelux and far beyond, familiarise you with the rules surrounding GDPR, or assist you in making your new webshop legally flawless.

deJuristen continuously strives for the same finality: a thorough focus on the four core domains, an excellent sharp insight, and a business acumen from which the client benefits. This makes deJuristen what it is today: an exceptional and striking legal niche office.

At deJuristen we share your desire for certainty and simplicity. Unfortunately, we often see unnecessarily complex and ill-considered IT contracts: sadly enough, they only offer a false sense of security.

We are well aware that contracts are not perceived as exciting. But simplifying them to the essential detail allows every (IT) entrepreneur more resilience when negotiating and concluding agreements. The most efficient way to get to this point

is to use legal experts who (also) speak your language! So, it's about time for readable, useful **IT contracts!**

Innovation

Technology is an integral part of our society. The speed of technological developments and their impact on our daily lives cannot be overestimated. Opposite this innovative, disruptive world of thought is the unwieldy inertia of the regulator and the risk-averse world of those who have to apply the rules.

What about copyrights on creations by artificial intelligence? How do we manage the liability of autonomous vehicles? What rights can you claim on big data? How does my right to privacy relate to other rights?

deJuristen want to build a bridge here by embracing technology, with an eye for new legal systems and how these can give direction to technological developments.

CORPORATE LAW FIRM OF THE YEAR IN CYPRUS



Parparinos & Hadjipanayis LLC

Paris Hadjipanayis
Partner

Tel: +357 22 000422
paris@pahalaw.com
www.pahalaw.com



Established as a boutique law firm in the heart of Nicosia, Parparinos & Hadjipanayis LLC's (PAHALAW) dynamic team of legal professionals shares its knowledge and expertise with clients, helping them navigate through what has become a complex legal environment.

Attentive to demanding clients' needs, our lawyers strive to offer innovative solutions and always exceed expectations. The firm's dedicated, honest and prudent approach when it comes to conducting business is the virtue that has earned PAHALAW the respect and loyalty of a fast-growing clientele. Through synergies with the relevant market players, PAHALAW offers "one-stop shop", cost-effective services to help you focus on facilitating and growing your business.

PAHALAW specializes in the provision of corporate and fiduciary services for both local and international clients to support the operational part of the business, from basic to complicated and multi-layered corporate structures. Once engaged, we will use our know-how and professional expertise to become the backbone of your corporate affairs to help you grow and expand your business in a most efficient, rapid and productive manner.

KEY SERVICES:

- Formation, acquisition and dissolution of companies in Cyprus and abroad;
- On demand new and old Cyprus shelf companies registered and administered by our firm;
- Cyprus Branch registration (customized) for foreign-registered companies;

- In-house accounting and bookkeeping;
- Opening of bank accounts (credit, debit, escrow, client, company, multi-currency) in Cyprus, Europe and selected offshore jurisdictions;
- Corporate management and secretarial services;
- Corporate reorganization and restructuring;
- Insolvency services;
- Trustee-fiduciary and nominee services;
- Corporate governance matters;
- Advising on shareholder issues – including advice on the drafting, negotiation and implementation of subscription and shareholders' agreements;
- Capital increases, equity contribution, differentiation of class rights and venture capital financing;
- Redomiciliation of companies.

COMMERCIAL MATTERS:

- Cross-border transactions and joint ventures;
- Agency, distributorship and franchise agreements;
- Private and public offerings and takeovers;
- Sophisticated structures involving Cyprus entities;
- Securities law compliance;
- M&A;
- Structuring and tax optimization of mergers, acquisitions and joint ventures;
- Financial and tax due diligence in connection with acquisitions involving Cyprus companies;

- Drafting and negotiation of subscription/share purchase agreements, shareholders' and joint venture agreements;
- Legal and tax advice on corporate, regulatory, securities, competition, labour and enforcement matters.

Paris Hadjipanayis

Paris is the Managing Partner of PAHALAW. His primary areas of expertise include corporate and taxation law, civil and commercial litigation, banking law and trusts.

He specializes in corporate and regulatory structures, with an emphasis on SPVs for asset management and tax optimization purposes.

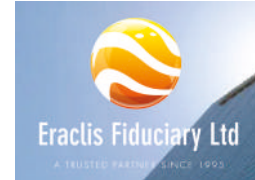
Paris has acquired extensive experience in the blockchain and technology industry and advises both retail and institutional clients on CASP licenses, tokenization and portfolio management via corporate structuring.

Paris has led the court proceedings in Cyprus (in collaboration with a prestigious law firm in the UK) of a mass class action during 2013–2015, where he successfully represented UK clients on CHF – denominated (nonperforming) consumer loans against banking institutions and developing companies by litigating pre-trial jurisdictional and bad service matters as well as tortious and contractual offences on the merits vis-à-vis consumers' rights. Paris is advising on estate planning through corporate structuring with an emphasis on Cyprus International Trusts for high-net-worth individuals.

TRUST FORMATION SERVICE PROVIDER OF THE YEAR IN CYPRUS



Eraclis Fiduciary Limited
Mr Savvas Themistocleous
CEO & Managing Director
Tel: +35799200299
aletima@eraclisfid.com
www.eraclis.org



Based in Nicosia, Cyprus, Eraclis Fiduciary Limited provides a full range of legal and related services in the areas of company and commercial law (M&A, corporate and finance), international tax planning (formation and administration of business companies and trusts internationally), as well as accounting, company management, banking and business litigation.

Specifically, the firm's comprehensive corporate management and commercial services expertise today includes, but is not limited to: formation and administration (corporate management) of Cypriot companies; formation and use of trusts; international collective investment schemes; M&A; cross-border transactions; accounting and international tax structures; as well as assisting in establishing "fully locally stuffed" and control management companies as well as their supervision on an ongoing basis.

Savvas Themistocleous, CEO & Managing Director, noted: "Our banking, finance and financial services start from simple

matters, such as account-opening documentation used by banks, as well as covering the entire spectrum of banking instruments and products – and extending to complex matters, such as assistance in syndicated and bilateral lending, acquisition finance, refinancing and real estate financings. At all times, Eraclis Fiduciary and its associates focus on their international dimensions and clientele, with the ultimate objective of ensuring that clients receive value for money."

The firm's client database is truly worldwide in scope, representing local, multinational as well as private clients at an international level. Its local group of associates have offices in Nicosia, Limassol (Cyprus), and a branch office in Athens (Greece), while its international associates are based in Beirut, Dubai, Qatar, Panama and Belize. Meanwhile, the significant skill set of Mr Themistocleous is instrumental in constructing the appropriate cross-border structure to take into account the bespoke needs of each client. Over the years, Mr Themistocleous has accumulated a high level of experience working in the Middle East, Europe and the US – and has made

his mark in a variety of industries, spanning banking, accounting, international taxation, consultancy and business management, all of which has made him a highly successful consultant in the area of cross-border M&A.

Eraclis Fiduciary's core clientele is based in Russia and Ukraine; however, after the onset of war between the two countries, business ties with the Russian Federation were promptly halted and frozen. Mr Themistocleous has, consequently, put in a great deal of effort to make certain that clients do not lose money or other interests.

He added: "At present, the firm is adjusting to the ongoing needs of the markets, which include matters pertaining to COVID-19 and the Ukrainian war. To this end, the entirety of our personnel are suitably trained to manage and overcome, while providing the level of service that our clients require, taking into account their unique needs.

"Looking to the coming 12 months, our primary objective is to continue to serve clients – managing and addressing their troubles, as well as seeking solutions to any issues they may face during their cross-border transactions."

PATENT ATTORNEY OF THE YEAR IN THE CZECH REPUBLIC



Mgr. Lenka Musilová, Inpartners Group
Lenka Musilová
Partner, Patent Attorney with Rights for Patents & Trademarks
Tel: +420777791087
musilova@inpartners.cz
www.lenkamusilova.cz
www.inpartners.cz



Lenka Musilová is a member of Inpartners Group – independent patent attorneys and attorneys-at-law specialising in all matters related to IP. The team is comprised of European attorneys with patent specialisation, a trademark attorney with specialisation in this area, as well as an attorney-at-law dedicated to the field of litigation.

Lenka offers a wide scope of services in the Czech Republic and EU. These services encompass trademarks, design and utility model registration, patent application filing, validation of European patents, monitoring, as well as protecting the rights of clients.

She noted: "My main field of specialisation is trademark and design protection, which involves the defence of the intellectual rights of my clients – in addition to rendering advice when it comes to disputes, ensuring an accessible and friendly approach, whether the client is a small or large company, a startup or an individual. My previous

cases include handling a dispute for a non-profit organisation, for which no service fee was incurred."

Lenka and her colleagues are also aware of the impact of current technological developments on human activities, and so the team is convinced that quality consulting in the information society necessarily requires detailed specialisation. Owing to close cooperation with foreign patent attorneys and attorneys-at-law, Lenka is able to provide protection or essential advice for cross-border disputes anywhere in the world. Regular cooperation with private and public entities, as well as numerous recommendations, are proof of the trust she has gained over the years.

She added: "Currently, we have seen that industrial law is still undervalued by the public, and so many clients come to me when there is a problem instead of securing rights at the very beginning. This year, I commenced lecturing in the field of industrial law and established cooperation with web magazines, wherein I will publish my articles on industrial law. I am now training in the area of forensic valuation."

Thanks to daily communication with patent attorneys – and attorneys-at-law – spanning her wide network of trusted professionals from around the world, Lenka is able to have an ideal overview of the possibilities of industrial-legal expansion. It will be Lenka who will give you the best advice: on how to protect your brand or product appearance, on what kinds of protection are possible in the newly formed markets, or on the best methods for protection in the Czech Republic or the EU. In the Czech IP field, she represents clients from anywhere in the world and protects the rights of non-EU clients in the territories of the Czech Republic and EU. Furthermore, she assists clients with litigation proceedings conducted by the Czech Industrial Property Office (IPO), the European Union Intellectual Property Office (EUIPO), as well as elsewhere abroad.

Last, but not least, she is a member of several high-profile networks, including MARQUES, ECTA, INTA and LES (the Licensing Executives Society).

FOOD SECTOR ADVISORY EXPERT OF THE YEAR IN DENMARK



Potter Clarkson A/S

Lars Karnø
Partner

Tel: +45 28 59 84 94
lars.karnoe@potterclarkson.com
www.potterclarkson.com



With more than 25 years' experience working at established Danish firms, Lars Karnø is an experienced IP lawyer and is highly respected as an IP consultant with specialist expertise in the food sector.

Potter Clarkson specialises in protecting and commercialising food tech and agritech.

This is a challenging time for innovators in the food and agricultural sector, as we all face mounting pressure to take food production from the field to the future.

The number of new foods, new ingredients and new farming methods required to meet this demand continues to skyrocket. However, turning these ideas into market-ready products remains a challenge for everyone in the food tech and agritech value chains.

Whether you are a grower, a producer, a manufacturer, a distributor or a retailer, you need to know you can access expertise to successfully navigate the highly complex regulatory environment.

Having worked with both food tech and agritech businesses for many years, the patent attorneys, IP solicitors and trademark

attorneys in our specialist food and agritech team know exactly what is required to develop, protect and commercialise new foods and new agricultural methods.

Why Should You Talk to Potter Clarkson's Specialist Food and Agritech Team?

If you are a startup, we'll help you maximise the value you generate by providing you with the right IP strategy and an easy-to-follow roadmap to help with grant applications and funding rounds.

If you are a larger, more mature business, we will ensure your IP strategy continues to map to your business's strategy so that the value of your IP grows in line with your business.

To make sure your progress isn't hampered by any unforeseen IP roadblocks, we will maintain an active IP surveillance of your technology and your competitors.

We will also keep you completely up to date with the latest regulatory requirements. We'll share what we learn from our latest cases, a list that has recently included insects as a protein source for food and feed, cannabis and CBD, GMOs, fermentation methods, the ever-

changing regulations on alcoholic beverages and the greenwashing of food products.

Our unique multidisciplinary team combines patent and trademark attorneys and IP solicitors. This means we can think and act outside the traditional boxes IP firms have always operated within.

As your latest food or agritech innovation could well employ a mixture of technologies, we can instantly create a cohesive multidisciplinary and multijurisdictional team that brings together the best qualified experts for your project.

For us, the food and agriculture sector spans food, animal feed, functional food and feed, aquaculture, plants, farming, alternative proteins, microorganisms, dairy, fermentation, prebiotics, synbiotics, processes, food derivatives and recycling of side streams or waste materials, packaging technology, agricultural machinery, autonomous vehicles, data and AI.

As we are all genuinely interested in these areas, we follow the latest news, trends and science shaping their future – so we know how to make sure every development has the commercial, environmental and health impact we all need them to.

INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN DENMARK



Potter Clarkson A/S

Lars Karnø
Partner

Tel: +45 28 59 84 94
lars.karnoe@potterclarkson.com
www.potterclarkson.com



Lars Karnø plays an active role in the IP industry, holding panel and committee posts for the International Trademark Association (INTA) and European Commission Trademark Association, and is an external lecturer at the University of Aarhus.

Potter Clarkson understands the intensely competitive environment in which you are operating and the role an effective IP strategy can play in helping you to stay ahead.

Regardless of the scale of your in-house IP operation, we have the talent pool and experience to provide support in all areas of IP law, with both high-volume work and strategic matters.

We understand you need to work with advisers you can rely on to deliver best-practice advice in a timely and concise way, tailored to your business and its unique objectives. It's why some of the world's leading blue-chip companies put their trust in our specialist multi-disciplinary team to help them realise their own commercial goals.

We work with enterprises across industries from pharmaceuticals and automotive to food and drink and chemicals, including AstraZeneca, Alnylam Pharmaceuticals,

HERE Technologies, BOE Technology, JVCKENWOOD Corporation, Reckitt Benckiser, Probi, INEOS, Stretchline, Mexichem, Unilever, Alstom Grid, Eli Lilly, Triumph, Carlsberg, Zoll Medical Corporation, NXP Semiconductors and Chevron Phillips.

Each client is assigned a dedicated, cross-disciplinary team, tailor-made to their own individual requirements. We work hard to build strong and lasting relationships with each, investing time to acquire a deep understanding of their business and long-term plans.

From Innovation to Enterprise

Great innovations have the potential to effect transformational change in all areas of our lives – providing lifesaving medical treatments, reducing energy, or simply making everyday tasks easier. But for these breakthrough ideas to become a reality, they need the very best patent protection. We will share your passion for the potential of your innovation and bring valuable insight and technical understanding to ensure it is protected in the most advantageous way.

We have successfully attacked and defended some of Europe's most valuable patents across a huge range of technological areas

and have the scale and expertise to handle the most complex and challenging work.

A Seriously Commercial Approach to Design Rights

We love clever and cutting-edge design. With product designers among our team of specialists, we are passionate about, and have a genuine interest in, your smart designs – whether it's a clever piece of packaging or a well-constructed component.

In the hierarchy of IP protection, the value of design rights is often underestimated. But these rights are hugely powerful, with the potential to secure lucrative competitive advantage in crowded markets. This requires a specialist approach, and our design team has the granular-level understanding of how to secure broad and robust protection in a very cost-effective way.

From furniture and fashion to machinery and medical devices – and everything in between – we understand the value of excellent design in transforming a functional item from good to great. You can trust that we have the deep knowledge and specialist expertise to ensure you get the true commercial recognition your design deserves.

COMPETITION LAW FIRM OF THE YEAR IN ENGLAND



Maitland Walker LLP
Julian Maitland-Walker
Partner
Tel: +44 (0)1643 707777
julian.maitland-walker@maitlandwalker.com
www.maitlandwalker.com

maitlandwalker

Maitland Walker was established by European and competition law solicitor Julian Maitland-Walker in 1996. Today, our teams are nationally recognised in both the Legal 500 and Chambers & Partners, and Julian Maitland-Walker's long-established reputation as an EU and competition law specialist has led to us becoming the leading UK niche specialist practice in the field.

Maitland Walker is one of the most prominent law firms in competition litigation, acting for claimants and defendants, both in the English and European Courts. We brought the first follow-on damages claim as well as the first successful application for interim measures in the UK. Currently, the firm is acting for the claimant representative in two substantial collective actions under the Consumer Rights Act 2015 in the field of railway ticketing and IP rights.

Competition Investigations

Maitland Walker has unrivalled experience in pursuing and defending complaints and other investigations before the European Commission, the Competition and Markets Authority and the Competition Appeals Tribunal. Currently, the firm is acting for the appellant in respect of a CMA Decision,

finding a "pay for delay" competition law infringement in the pharmaceutical sector in addition to representing two individuals in applications for a Directors Disqualification Order in the Competition Appeals Tribunal and the High Court.

Compliance

Maitland Walker regularly undertakes competition law compliance audits for clients, setting up compliance and training programmes.

Trade Law

The firm has acted in many of the leading UK cases involving the free movement of goods and freedom of establishment, both at a regulatory level and in the courts.

Regulatory

Maitland Walker has considerable experience in dealing with regulatory authorities, including the Medicines and Healthcare Regulatory Agency on all aspects of the licensing of pharmaceutical and medical devices.

State Aid Subsidies and Public Procurement

Maitland Walker is one of the leading advisers to public and private bodies on issues of state aid and public procurement. Clients include local authorities, universities and research institutes.

Significant Cases Include:

- Acted on merger of number 1 and 2 competitors in UK gaming machine sector under UK merger rules;
- Successfully acted on major UK supermarket chain merger before the OFT and the Competition Commission with an appeal to the Competition Appeals Tribunal on a partial divestment issue;
- Obtained UK and Irish clearance on Anglo Irish merger in the ship transport sector;
- Advising on collaborative/concentrative joint venture in the civil aircraft industry and negotiating and obtaining EU merger clearance;
- Advising on concentrative joint venture in the electricity generation industry and obtaining EU merger clearance.

In addition to the breadth of expertise we offer in supporting our business clients with all the issues experienced by modern commercial organisations, Maitland Walker has a thriving private client department. Our lawyers provide clear and effective advice in all aspects of private client law – including residential property, personal taxation, wills and trusts.

Maitland Walker is one of the most prominent law firms in competition litigation.

DISPUTE RESOLUTION MEDIATOR OF THE YEAR IN ENGLAND



Colin David Russ t/a CDR
Colin Russ
Commercial Mediator
Tel: +44 (0)7816 782 434
colin@colindavidruss.com
www.colindavidruss.com

cdr

Colin Russ is leading, independent commercial mediator trading under his Colin David Russ (CDR) brand. He is a Top Ranked Mediator in both the UK Chambers and Legal 500 Guides for 2023. Colin's mediation clients include many of the UK's leading law firms, and he has considerable expertise in high-value multi-party mediations, involving complex multi-issue disputes.

Originally qualified as a lawyer, Colin practised as a commercial litigation lawyer and was Head of Litigation at the Birmingham office of global law firm DLA Piper. After his interest in the mediation process grew, Colin gained his Mediator Accreditation and left DLA (as it was then) to set up his mediation practice.

Over the last 23 years, Colin has built up a thriving, independent commercial mediation practice in the UK. Quoted by Chambers as being "an exceptional mediator, arguably the best" and also as "a pre-eminent commercial mediator with outstanding experience across various sectors".

Highly focused on the quality of the mediation process and to ensure the mediation has the maximum chance of success, Colin guarantees not to accept another mediation appointment the day before or day after an existing mediation commitment. This approach, to ring-fence his time around each mediation, has enabled him to always be meticulously prepared for the mediation – even in the most complex of disputes, where case bundles can be well in excess of 1000 pages. This ring-fenced approach also allows time to be available late into the evening or even into the next day, should the mediation overrun.

Quoted by Legal 500 as "an exceptional mediator with a knack for building rapport" as well as being "one of the most technology-embracing mediators in the UK", Colin was one of the pioneers of Online Mediation in the early months of the COVID-19 pandemic. He launched his CDR Remote service in spring 2020 and worked hard with law firms and their clients to make online mediations possible during the rest of the lockdowns

and where social distancing laws made in-person mediations very difficult. Even now, in 2023, online mediations through the CDR Remote service continue to be completed in approximately 15–20% of the disputes where Colin is the mediator.

Colin also leads the sector in having a real-time availability calendar on the Colin David Russ website. This means clients can check his availability for their mediation date at any time and send a booking request online.

Commenting on the mediation process, Colin believes that: "Mediation continues to be a quite remarkably successful forum for resolving even the most intractable disputes in very many cases, to the considerable surprise of all involved. As a consequence, the appetite for mediation shows no sign of reducing; indeed, based on personal experience, the opposite seems to be the case."

Colin has built up a thriving, independent commercial mediation practice in the UK.

INTERNATIONAL TAX CONSULTING FIRM OF THE YEAR IN ENGLAND



Intercorp Group
Leonardo Braune
Founder & Managing Director
Tel: +44 (0)203 954 0547
leonardo@intercorp.com
www.intercorp.com



INTERCORP GROUP

Leonardo Braune is a respected and highly experienced consultant in the areas of international tax, real estate planning, wealth preservation, fiduciary advice, implementation and management of international structures and projects.

With a vast experience in tax, an extremely diversified client base and a strong global network of top specialists in numerous business-related areas, Mr Braune has led a large number of successful projects in several industries, including oil & gas, telecommunications, real estate, international services, investment funds as well as asset management.

Intercorp Group was established under the supervision of Mr Braune, with the objective of becoming one of the few true international tax consulting boutiques, fully capable of providing high-quality tax, estate planning and fiduciary structuring services – delivering to its clients only the most efficient and practical solutions. As a privately owned, high-level consulting firm – providing tax, estate planning and fiduciary structure solutions to high-net-worth families – the firm functions as an accessible interface. This enables it to streamline intelligence from its elite network of specialists, ultimately bestowing on clients the knowledge, confidence and solutions to handle their matters in the best possible way.

Today, Intercorp advises on the tax efficiency of structures with client assets exceeding \$10 billion. It also coordinates the formation and compliance to current local and international legislation for:

- More than 1,500 legal entities;
- More than 80 private investment funds; and
- More than 200 private family trusts.

Once the firm has assisted its clients in determining their needs, its primary purpose is to facilitate and coordinate the development and implementation of the steps involved in their project. Intercorp's initial task is to assign one of its qualified coordinators, who will act throughout

the entire advisory and consulting process. These coordinators have access to the full network, and are responsible for "playing the role of the client", therefore being extremely capable of clarifying questions and rendering practical solutions to their issues. Commitment, creativity, technicality, quality and reliability are the firm's strengths. Its goal is to make clients feel confident and comfortable that their matters are being handled properly and efficiently. With Intercorp, clients can have direct or indirect access to a unique network of professionals who will work in a simple, clear and objective manner.

International Investment Structuring

Intercorp's offering includes diversifying investments into other countries, as well as the requirement to mitigate the associated tax obligations.

A primary concern of high-net-worth families is ensuring their wealth is sustainable, protected both now and for future generations. As a result, many families have long mobilised their assets internationally, safeguarding them against political, economic or social instability.

Protection of Family Businesses Abroad

The firm assists in expanding family companies into other territories, as well as the necessary safeguarding of both intellectual property and the potential for multijurisdictional wealth generation.

As a natural consequence of family members moving abroad, many family businesses are expanding into other territories, bringing forth a plethora of considerations regarding the protection of the business. In terms of intellectual property, while clients will have taken care of the processes required to register and protect their brand under domestic legislation, this protection will often not survive under another jurisdiction. As the business expands, both the brand identity and the fundamental concept – the processes or products it trades on – are vulnerable to exploitation by competitors.

Asset Protection

Intercorp also safeguards wealth and protects assets against liabilities arising from new investments.

In making new investments internationally and outside of the family business, the potential liability for risk naturally increases. As such, Intercorp works alongside both the families and their existing advisers to identify ways in which to minimise risk. The firm's consultants will assess and properly protect the invested assets, and effectively structure the business, to ensure the risks fall directly and solely on the capital to be invested. Intercorp's global perspective is particularly valuable for these types of engagements, as the firm ensures that any structuring undertaken is enforceable and reliable across all territories.

"Great business is built through trust, transparency and reciprocity."

While Intercorp is wholly independent, relationships and business agreements form its lifeblood. As a consultancy that advises on an international basis, business joint ventures for specific jurisdictions are pivotal in providing the best advice and outcomes for the client.

The client is made fully aware of the firms involved in their solutions, and vice versa. Both parties elect to work with Intercorp because they continue to recognise the value provided, and not because they are legally or structurally bound to any service.

Intercorp's relationships are built to last; however, the responsibility rests with Intercorp to sustain a quality service that both firms respect, and that clients want to employ. This structure has, to date, proven extremely productive. The client deals solely with Intercorp, reducing time and costs. Furthermore, Intercorp is meticulously honest and transparent about its capabilities – leveraging longstanding and trusted relationships to provide solutions in the most efficient way. The firm operates with the connections and fiduciary responsibility of acting on behalf of the client.

INTERNATIONAL CRIMINAL ALLEGATIONS LAW EXPERT OF THE YEAR IN ENGLAND



Fladgate LLP
Thomas Garner
Partner
Tel: +44 (0)7799 261370
tgarner@fladgate.com
www.fladgate.com

fladgate

Fladgate has always been structured around deep relationships, creating true partnerships with clients. We don't believe in limits; we prefer to focus on delivering the kind of personal service you can't find elsewhere. We call this approach "unlimited partnership", because for you, that's exactly how it will work. Unlimited, because deep relationships generate exponentially better teamwork and results. Ask our clients – they score us higher for collaboration and our enterprising solutions than any other law firm they've used. Unlimited Partnership = Unlimited Potential.

Thomas Garner, Partner, advises individuals facing unfair or abusive criminal allegations abroad and helps them to protect themselves, their families and their assets. Mr Garner has particular expertise in advising high-net-worth individuals facing politically motivated criminal charges, as well as in handling asylum claims with parallel extradition proceedings.

After spending his formative years defending individuals accused of serious crime – and representing clients all the way from the

police station up to the Court of Appeal – he joined a boutique immigration firm to work on some of the most complex asylum and extradition cases in the UK.

Today, Mr Garner's clients are international, and are often entrepreneurs. In many jurisdictions, successful or high-profile individuals become the subject of abusive and politically motivated allegations. They may be attacked due to direct political involvement, but more often, it is simply because of their perceived opposition to the authorities in power, or as part of an asset grab by the state or their commercial rivals.

Alongside defending the individual in extradition proceedings or in asylum and protection claims, he defends ancillary state-led actions against property, including Unexplained Wealth Orders and Cash or Asset Forfeiture Proceedings. Mr Garner has removed several individuals from EU Sanctions following applications to the General Court of the EU, and is experienced in bringing applications to the Commission for the Control of INTERPOL's Files, often removing improperly issued Red Notices. Clients also approach Mr Garner looking to engage the Special Procedures of the Human Rights Council of the United Nations.

International Protection

- Acting in complex asylum claims involving simultaneous extradition proceedings, also handling particularly sensitive evidence.
- Acting in the first Unexplained Wealth Orders to be issued in the UK in respect of high-value real estate. Advising both an individual and a professional trustee in another jurisdiction in respect of their disclosure obligations and in bringing novel legal challenges to the orders themselves.
- Acting for an Israeli businessman who was indicted in the Russian Federation alongside several high-profile individuals in a politically sensitive case. The Commission for the Control of INTERPOL's Files agreed that the case was politically motivated, and they deleted the Red Notice against the client.
- Acting for several individuals who were the subject of restrictive measures imposed by the EU for alleged misappropriation of state funds following the collapse of the Yanukovych Government in Ukraine in 2014 – ultimately securing their permanent removal from the EU sanctions list.

INVESTMENT MANAGEMENT CONSULTANCY OF THE YEAR IN ENGLAND



FIT Legal Solutions
Edyta Knizewska
Founder
Tel: +44 (0)7475 050 880
edyta@fitlegalsolutions.com
www.fitlegalsolutions.com



Edyta is a derivatives documentation expert and founder of FIT Legal Solutions, a specialist legal consultancy dedicated to providing high-value, cutting-edge legal and regulatory solutions to the financial services industry.

The firm is a niche consultancy specialising in buy-side trading legal advice, focusing on regulatory change, trading documentation and business transformation.

Edyta is a dual-qualified (English and Irish) derivatives lawyer, negotiator and investor. She describes herself as an "ex-corporate girl turned entrepreneur". She is a legal and business consultant to high-profile asset and investment management firms, FTSE 100 companies and broker dealers.

Edyta's Industry Experience

Edyta's professional profile makes FIT Legal Solutions a particularly attractive proposal for buy-side clients who are looking for a cost-effective solution to their legal documentation negotiations. Edyta and her team offer a vast range of services from remote assistance to resource augmentation, including a one-stop-shop solution where all your on-boarding and

negotiations are handled by a single point of contact.

Edyta spent a couple of years heading Credit Suisse's trading documentation team in Poland and then returned to London as their legal counsel within the global prime advisory group. She then moved to the buy-side and joined Man Group plc, the world's largest listed hedge fund manager. Shortly after joining, she became the head of Man's Prime Brokerage and Trading Legal team in London.

Throughout her professional career, Edyta managed a number of high-profile strategic fund launches and led implementation and delivery of various cross-border regulatory projects. She has built strong relationships with the brokers, other asset managers, institutional investors and service providers.

How is FIT Legal Solutions Distinguished from its Market Competitors?

FIT Legal Solutions has a wide range of services and a fair amount of market competitors, but none of them can offer the key service that it offers, and that's Edyta herself!

Although she is known as a great negotiator, Edyta's superpower lies in her ability to build trust and relationships with her clients and the people on the other side of the negotiating table. "My philosophy is getting clients over the finish line quicker, with the best possible terms whilst keeping the risks at bay, always bearing in mind their key business objectives."

Edyta does not over-engineer; she gives elegant, simple advice to her clients. She believes that lawyers are the "business enablers" and not "business blockers".

"The financial industry and its complexities are vast," says Edyta, but over the last 16 years when she was building her career, the real complexity is "the goalposts moving, with trading regulations constantly evolving". Understanding this and ensuring that her clients are afforded the best terms for their trading vehicles within the applicable regulatory regimes is Edyta's priority. **Edyta is working closely with the key market participants and contributing to the industry as a thought leader.**

INSURANCE LAW EXPERT OF THE YEAR IN ENGLAND



Wordley Partnership

Paul Wordley
Partner

Tel: +44 (0)20 3924 3251
paul.wordley@wordleylaw.com
www.wordleylaw.com



Wordley Partnership
Solicitors

Wordley Partnership has advised on some of the largest and most complex disputes across the globe. With its solutions-led approach, coupled with its impressive sector knowledge, strength and depth of resources – as well as its transatlantic capability – the firm is high up the list of advisers to turn to. Bringing together unrivalled city experience and quality on realistic terms, it serves the London and international legal markets in the widest sense.

Paul Wordley, Partner, noted: "Our expertise is geared towards advisory, complex claims, dispute resolution and coverage issues in the international insurance and reinsurance markets, acting for policyholders, insurers, brokers, intermediaries and reinsurers. I am recommended by expert legal directories as 'exceptional', and I am a thought leader in the natural resources insurance and reinsurance world. I have been involved in a number of high-profile international insurance and reinsurance claims in recent years. I also have significant mediation experience, having represented clients in several successful multimillion-dollar mediations."

Wordley Partnership's core strength as a law firm is in providing specialist corporate, commercial, regulatory and dispute resolution services in its specialist sectors, as well as to senior-level management. Its partners, consultants and legal services team have many years of experience working across some of the largest and most complex disputes throughout the world.

Mr Wordley said: "Our proven track record and a passion for doing what we love, smarter, faster and with more innovation, is what powers the people at Wordley Partnership. We are partner-led on all matters."

Today, the firm is recognised as one of the go-to law firms for insurance/reinsurance recoveries, and has recently advised a number of insureds on COVID-19 business interruption insurance claims in the energy, mining, logistics, hotel, sports, leisure and financial services sectors. These claims were based on the outcome of the FCA Test Cases in the Supreme Court, and were on contingent business interruption, denial of access, act of civil authority, event cancellation and contract frustration policies.

Mr Wordley added: "The landscape has changed, and one such challenge we have faced is the commercial consequences from the Russian Federation invasion of Ukraine. As well as advising on war risks in the aviation and marine sector, we are advising clients on routes to recovery for direct physical and non-physical losses because of the invasion. We are currently advising policyholders on several insurance and reinsurance claims due to the invasion, the imposition of US/UK/EU sanctions and the expropriation of planes and ships by the Russian Federation.

"There are already some 40-plus sets of proceedings in the UK alone, and there are numerous lawyers involved, which makes matters exceedingly complicated. At the recent Case Management Conference in the Commercial Court, there were more than 180 counsel and solicitors present in person or online. Meanwhile, there are also restrictions on access to information about some of the (re)insurances in place allegedly because of sanctions. There are several years of litigation ahead to resolve these matters."

MINING SECTOR EXPERT OF THE YEAR IN ENGLAND



Wordley Partnership

Paul Wordley
Partner

Tel: +44 (0)20 3924 3251
paul.wordley@wordleylaw.com
www.wordleylaw.com



Wordley Partnership
Solicitors

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Paul Wordley, Partner, is a founder member and Director of the Mining Insurance Risk Association. He has advised multinational companies in the natural resources sector, both in relation to high-value commercial disputes and insurance claims, as well as corporate advisory work for publicly listed companies with operations in Western Australia and Kazakhstan.

The firm as a whole provides legal advice in respect of corporate, commercial,

regulatory and dispute resolution services in specialist sectors and to senior-level management. Its partners, consultants and legal services team have many years of experience, working across some of the largest and most complex disputes throughout the world, as well as providing corporate advice to early-stage exploration and established natural resources companies.

Today, Wordley Partnership's client base comes from a broad range of industry sectors, including: mining and natural resources; energy; financial services; commodities; sport and entertainment; as well as professionals. In addition, the firm is seeing clients, who would traditionally focus and instruct large international firms, moving their business to niche firms like Wordley Partnership, where they have confidence in the partners' and lawyers' expertise.

Mr Wordley noted: "Natural resources advisory work is, by its nature, multijurisdictional – involving complex

legal and technical issues. To this end, we can draw on specialists in disputes and international arbitration, corporate and insurance, alongside best-friend relationships with local partners, all to provide integrated and focused advice."

In a recent case, Wordley Partnership was instructed to advise a large multinational mining operator on its insurance response to property damage and business interruption losses as a result of damage to a key piece of equipment, crucial to the operation of a mine, causing the mine to operate at a limited speed and capacity. The complexity of the issues – involving insurance and reinsurance, and the high value of the arbitration claim – have significantly enhanced the firm's profile in relation to these types of claims.

"Looking to the future, as a company we are always seeking to expand our team and our expertise. We forever strive to achieve the best results, which shows in our professional outcomes for clients."

OIL & GAS SECTOR EXPERT OF THE YEAR IN ENGLAND



Wordley Partnership

Paul Wordley
Partner

Tel: +44 (0)20 3924 3251
paul.wordley@wordleylaw.com
www.wordleylaw.com



Wordley Partnership
Solicitors

Wordley Partnership has advised on some of the largest and most complex disputes across the globe. With its solutions-led approach, coupled with its impressive sector knowledge, strength and depth of resources – as well as its transatlantic capability – the firm is high up the list of advisers to turn to. Bringing together unrivalled city experience and quality on realistic terms, it serves the London and international legal markets in the widest sense.

Wordley Partnership provides legal advice in respect of corporate, commercial, regulatory and dispute resolution services in specialist sectors and to senior-level management. Its partners, consultants and legal services team have many years of experience, working across some of the largest and most complex disputes throughout the world, as well as providing corporate advice to early-stage oil & gas technology companies and established natural resources companies. Its partner-

led approach and proven track record – combined with a passion for doing what its experts love, smarter, faster and with more innovation – is what powers the people at Wordley Partnership.

Today, the firm's client base comes from a broad range of industry sectors, including: mining and natural resources; energy; financial services; commodities; sport and entertainment; as well as professionals. In addition, the firm is seeing clients, who would traditionally focus and instruct large international firms, moving their business to niche firms like Wordley Partnership, where they have confidence in the partners' and lawyers' expertise.

The oil & gas team recently worked with an ASX-listed pipeline technology company, advising in relation to strategic acquisitions; meanwhile, Partner Paul Wordley advised on insurance claims related to an offshore platform arising from latent defects.

He noted: "Natural resources advisory work is, by its nature, multijurisdictional

– involving complex legal and technical issues. Wordley Partnership can draw on specialists in disputes and international arbitration, corporate and insurance, alongside best-friend relationships with local partners, all to provide integrated and focused advice."

In one of the aforementioned cases, Mr Wordley advised the operator and joint owner of an offshore production platform on insurance claims following the discovery of material latent defects in the structure with the risk of catastrophic failure, pollution and loss of life. The loss for which indemnification was sought was USD600m. Consequently, the team reviewed competing theories of failure, analysed coverage under both Danish and English law, prepared the claim presentation and successfully negotiated the settlement.

"Looking to the future, as a company we are always seeking to expand our team and our expertise. We forever strive to achieve the best results, which shows in our professional outcomes for clients."

TAX ADVISORY FIRM OF THE YEAR IN ENGLAND

MUSIC & ENTERTAINMENT IS OUR BUSINESS



Hardwick & Morris is a vibrant firm of Chartered Accountants specialising in Music & Entertainment.

The worlds of accounting and music/entertainment could be considered as at opposite ends of the spectrum, but structure and process are vital to every business, and music and entertainment is no exception. Increasing globalisation of our clients' affairs has driven our expansion into taxation. We now provide comprehensive joined-up advice on all aspects of tax, including:

- Residence and domicile status and implications
- Companies and corporate groups
- Individuals and partnerships trading overseas
- Inward and outward investments
- Overseas employments
- Offshore trusts and Inheritance Tax planning
- Tax treaties and EU legislation



Kevin Offer, Tax Partner
Hardwick & Morris LLP
Tel: +44 (0)20 7268 0100
tax@41gp.com
www.hardwickandmorris.co.uk
41 Great Portland Street, London W1W 7LA



AFRICA NATURAL RESOURCES SECTOR PROJECTS LAW FIRM OF THE YEAR IN FRANCE



DWF (France) AARPI

Jean-François Mercadier
Partner / Managing Partner (France), Paris

Tel: +33 1 40 69 26 52
jf.mercadier@dwf.law
www.dwf.law



DWF is a leading global provider of integrated legal and business services.

We listen to our clients, and there is a growing desire for legal and business services to be delivered in an easier and more efficient way. So, we've built our business and designed our range of services on this principle.

We have three offerings – Legal Advisory, Mindcrest and Connected Services. Our ability to seamlessly combine any number of these services to deliver bespoke solutions for our clients is our key differentiator. Delivered through our global teams across eight core sectors, our Integrated Legal Management approach delivers greater efficiency, price certainty and transparency for our clients without compromising on quality or service.

Understanding the Energy & Natural Resources Sector

Those operating in the Energy sector are faced with high levels of uncertainty, stemming from the resulting energy price volatility and changing geopolitical dynamics. At the same time, lower oil prices unlock new opportunities for alternative energy and new technological developments.

With this in mind, our Energy & Natural Resources team offers a range of services supported by our specialists, in areas such as:

- Regulatory
- Environmental
- Finance
- Corporate
- Construction
- Insurance
- Technology and Transport Law
- Dispute resolution

Our Energy & Natural Resources team delivers industry knowledge and expertise. Our energy specialists help clients to adapt to regulatory reforms, rethink their strategies, optimise efficiencies across the value chain and find new and agile ways to tackle emerging challenges.

We support clients in all aspects of their business internationally on matters involving oil and gas, renewable energy and power and utilities.

"The 'knowledgeable' team at DWF is noted for its energy and renewables expertise and operates closely with its colleagues across the firm's international network. Electricity, gas, water, renewables and nuclear work are key areas of focus."

The Legal 500

Jean-François Mercadier

Jean-François has particular expertise in Africa, acting as counsel to African governments and private companies on transactions and projects in the natural resources, energy and infrastructure sectors.

He has recently advised the governments of Gabon, Guinea, the Ivory Coast and Burkina Faso on mining matters. He has also advised private companies, such as Duba' Aluminium Company / Mubadala, Glencore International AG, Katanga Mining Ltd and Fimosa Capital, on industrial, mining and energy projects in Algeria, the Democratic Republic of the Congo, Gabon and Burkina Faso.

He is recommended by peers and clients on corporate transactions, projects and real estate investments in the guides Chambers Global and Best Lawyers in France, Décideurs Finance & Droit, the Legal 500 and in the Who's Who Legal for mining law.

Publications

- *"Revision des conventions et titres miniers en Afrique: un d'licat processus"*, Financial Afrik, April 25, 2016;
- *"Les sources de financement en Afrique et l'importance croissante du secteur privé"*, info-afrique.com, June 9, 2015.

CIVIL LIABILITY LAW EXPERT OF THE YEAR IN FRANCE



Alchimie Avocats

Stéphanie Luttringer
Partner

Tel: +331 53 77 27 40; +336 82 29 07 55
sluttringer@alchimie-avocats.com
www.alchimie-avocats.com



Alchimie Avocats (formerly Moureu Associés) is a French law firm specialising in risk prevention and management, as well as litigation, and has a long-standing reputation as a leading legal practice in the fields of industry, insurance, construction and public works, service companies, healthcare, regulated professions and the environment.

It specialises in the field of liability of private companies and public entities, relying on a unique and personalised strategy, while offering tailor-made advisory and risk prevention services.

The firm's lawyers work for a diverse range of clients consisting of large industrial groups, insurance companies, SMEs, startups and regulated professions, and take action:

- prior to any litigation, when defining or structuring new projects, to identify and prevent any legal, regulatory or litigation risks, in order to shield against them and/or assist in decision-making;
- when a conflict is latent or arises, to assist and advise clients from the expert

report stage until the dispute is resolved amicably or through the court system, before any competent jurisdiction.

The firm advises and assists its clients on international and/or transnational issues and disputes by having a firm grasp of the issues of private international law.

Since 2000, Alchimie Avocats has been the exclusive representative in France of the European Law Firm network (ELF).

It is also referenced in health law, insurance law and civil law within the International Association of Lawyers (UIA).

Stéphanie Luttringer

Stéphanie Luttringer has been assisting and advising private companies, including insurance companies, in the fields of industry, construction, agri-food and services for 20 years.

She specialises in fire and machinery breakdown claims, and in the following sectors: mechanical and metallurgical (including lifting, handling, pipes, engines, maintenance), energy (including hot/cold plants, solar power and wind power) as well as technical products (including concrete).

Over the years, Stéphanie Luttringer has also gained related expertise in public liability in the field of personal injury and litigation concerning breach of safety and protection in labour law, and has acquired extensive experience in litigation relating to the liability of private security companies.

Stéphanie is accustomed to working on sensitive cases and has a firm grasp of complex issues (serial claims, collective disasters) and of litigation strategy.

Professional Background

After being admitted to the Bar in January 2002, Stéphanie joined the law firm Tétaud Lambard Jami in Paris (France), where she began working in insurance law, industrial risks and litigation concerning the employer's breach of safety and protection, and was involved in well-known collective disaster cases.

Stéphanie joined Moureu Associés (now Alchimie Avocats) at the end of 2006 and became a partner in January 2012.

Networks and Associations

Stéphanie Luttringer is a member of AMRAE, the leading French business insurance and risks management association.

FAMILY LAW EXPERT OF THE YEAR IN FRANCE



D.N.A Notaries in Villeneuve-Saint-Georges

Jean-Marie Durand
Partner

Tel: +33 (0)143890027
jean-marie.durand@paris.notaires.fr
www.paris.notaires.fr



D.N.A
Notaries in Villeneuve-Saint-Georges

Jean-Marie Durand is a French notary based in Paris, France. Before becoming a notary, Mr Durand operated as a French lawyer and solicitor on the Law Society of England and Wales for more than 10 years.

His firm D.N.A. Haussmann is part of a group called D.N.A. Des Notaires Associés, which includes four notary offices – two in central Paris, one in Villeneuve Saint Georges (Val de Marne) and one in Yerres (Essonne). The group is run by more than 40 members of staff, five partner notaries and seven salaried notaries. The group was created to centralise and improve the means dedicated to the clients' satisfaction. The firm's main goal is to provide the highest quality legal advice, ensuring its clients receive responsiveness and availability in all matters.

As a French notaries' firm, D.N.A. provides an essential role to its clients. A French notary intervenes in each important step of his/her clients' lives, including: marriage, divorce, inheritance, donations, property purchases, etc. Moreover, a French notary acts as an amicable

judge, drafting contracts that secure the parties' agreements and ensure family peace. French notaries also fulfil a highly important advisory role towards their clients, particularly in matters of estate planning and wealth management.

At the same time, D.N.A.'s staff do their utmost to provide clients with trust and reassurance. In order to achieve this, every member of staff is dedicated towards accompanying each client with special attention to his/her situation, objectives and wishes – in order to render bespoke advice that has been adapted to the particularities of the individual.

Mr Durand, based on his own experience as a solicitor, considers that nowadays it is impossible to correctly and sufficiently advise clients without first mastering international issues. Indeed, the international mobility of individuals is continually increasing, and so it has become frequent for a legal situation to present elements of foreignness. For this reason, he has – as part of D.N.A. Haussmann – assembled a team dedicated to family law and estate planning, which contains members who have mastered, and have a strong interest

in, private international law. This team is fluent in French, English, Spanish and Portuguese, and can render advice in these four languages to a high standard.

Practice Areas

- Inheritance law
- Real estate law
- Property law
- Tax law
- Philanthropy
- Corporate law
- Company transfers
- Contracts drafting
- Conveyancing
- Estate planning
- Wealth management
- Family law
- Divorce
- Private international law

Furthermore, D.N.A. works alongside a partner that is equipped to advise, subscribe and monitor financial investments for clients.

INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN FRANCE



Fiducial Legal By Lamy

Karine Disdier-Mikus
IP Partner & Head of IP Department – Paris, France

Tel: +33 1 53 05 91 90
karine.disdier.mikus@fiducial-legal.net
www.fiducial-legal.net


FIDUCIAL LEGAL
BY LAMY

Karine Disdier-Mikus, IP Partner & Head of the IP Department, and her team joined the firm in April 2020 from the international business law firm DLA Piper. With the addition of Karine Disdier-Mikus and her team, Fiducial Legal By Lamy now has the capacity to offer – in France – full IP services in both contentious and non-contentious matters, covering trademarks, patents, designs, copyright and domain names, related rights (know-how/trade secrets, neighboring rights and unfair competition), as well as IT and data.

The IP team led by Karine Disdier-Mikus is specifically recognized for its thorough expertise in providing strategic brand advice globally, managing worldwide trademark portfolios and providing assistance in trademark prosecution, transactional advisory services as well as global enforcement and litigation.

The law firm offers clients deep IP knowledge generally associated with boutique IP law firms, combined with the global resources and wider commercial perspective of international practice through TERRALEX, a

network of select leading law firms that serve international clients and the global needs of their local clients. With access to more than 19,000 lawyers at 150 leading firms worldwide through TERRALEX, clients have access to the best legal advice on the ground.

Meanwhile, the IP team offers a wide range of high-value IP services in France, in the EU, as well as worldwide, through sophisticated IP software solutions that provide efficient and cost-saving services. The team has developed an unparalleled and innovative market offering for IP matters and is handling significant trademark portfolios worldwide for prominent clients.

The team also handles global IP litigation and enforcement actions (including customs intervention) for notable clients, who have entrusted the team with their IP issues in France and worldwide – some of these clients being new clients or long-standing relationship clients.

Karine Disdier-Mikus

Karine Disdier-Mikus was educated in France and Canada. A former European trademark and design attorney, she has more than

20 years' experience in trademark, patent, design and copyright law, as well as in trademark and design management portfolio and brand enforcement worldwide.

She advises French, European and international clients on any issues they may face related to IP, unfair competition, infringement, franchising/licensing in France, as well as R&D agreements in the EU and worldwide.

She advises clients on IP issues during the due diligence process and litigation.

Moreover, she regularly takes part in client presentations and seminars and has authored numerous articles in legal and economic publications. She also lectures yearly on industrial property litigation matters for Master II students at Paris Panthéon-Sorbonne University and Paris-Saclay University, as well as on intellectual property at ESSEC (business law school), and is an active member of the International Trademark Association (INTA), the European Communities Trademark Association (ECTA), the international French-speaking association for trademark practitioners (APRAM) and the Pharmaceutical Trademark Group (PTMG).

INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN FRANCE

Dreyfus's areas of expertise span trademarks, domain names, copyright, designs, but also IT law and Web 3.0. Dreyfus provides expert care and support with an abundance of knowledge.

Our core values, such as quality, reactivity, innovation and ethics, are instrumental in providing us with consistent success, referenced in our many international achievements and awards. Ultimately, our values are at the core of everything we do, allowing us to provide some of the best, most efficient representation across the globe.



Dreyfus is recognized for its unique expertise in intellectual property law and the digital economy



Nathalie Dreyfus
Industrial Property Attorney &
European Trademark Attorney
Tel: +33 (0)1 44 70 07 04
contact@dreyfus.fr
www.dreyfus.fr
78 avenue Raymond Poincaré
75116 Paris, France



Trademark ■ Copyright ■ Domain names ■ NFTs ■ Online brand enforcement

INTERNATIONAL TAX LAW FIRM OF THE YEAR IN FRANCE



Gebauer Stein Rechtsanwälte Avocats PartGmbH

Oliver Stein
Partner, Lawyer & Attorney

Tel: +33 (0)390 22 13 00
stein@lexloi.eu
www.lexloi.eu



Gebauer Stein Rechtsanwälte Avocats PartGmbH is a consulting and law firm for German-French legal and tax matters.

One focus of our work is on international tax law, and is characterised by the issues arising from the exercise of the European fundamental freedoms by entrepreneurs, employees, investors and private individuals.

You live in Germany and receive an early retirement pension from France? You live in France and are about to inherit a not-inconsiderable fortune in Switzerland? In these instances, a visit to us could pay off for you.

For years, we have assisted and represented companies before the tax offices and courts in Germany, as well as in France, in matters of insurance tax and turnover tax.

Our company Frenchtax SAS specialises in the representation of foreign companies and companies before the French tax administration (tax representation) as well as the French administration in general,

in addition to providing administrative services for companies and management support. Through Frenchtax SAS, we are particularly able to offer fiscal representation in France for companies outside the EU.

In spring 2022, we had the honourable task of training selected members of the Federal Tax Administration from the French part of Switzerland for three days in EU VAT law.

Meanwhile, on a regular basis, we are the collegial complement for tax advisers, who bring us on board to handle cross-border mandates.

Oliver Stein

Oliver Stein, Lawyer and Attorney, advises national and international clients on corporate and tax law, particularly in the cross-border area.

As a member of the network btk suchet conseil, he is involved in restructuring, M&A and company foundation, as well as fulfilling the role of Partner at Gebauer Stein Rechtsanwälte Avocats PartGmbH.

Furthermore, today he teaches contract drafting at the University of Lorraine.

Career

- Studied German law at the Universities of Augsburg and Leipzig;
- Studied French law at the University of Strasbourg (Diplôme d'études approfondies [DEA] en Droit des Affaires, diploma thesis on the taxation of partnerships with Franco-German shareholders);
- Foundation of the law firm STEIN Rechtsanwälte Avocats (2003);
- Merger with lawyer Ralf Gebauer and foundation of the law firm Gebauer Stein Rechtsanwälte Avocats PartGmbH (2012);
- Teaching since 2013 at the University of Metz in the field of international contract design (Master II, Cross-border Business Law);
- Current main areas of activity include: international tax law, customs law and corporate law.

PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE



EBA Endrös-Baum Associés

Florian Endrös
Senior Partner, Founder

Tel: +33 (0) 1 53 85 81 81
florian.endros@eba-avocats.com
www.eba-avocats.com

EBA Endrös-Baum Associés
Avocats / Rechtsanwältinnen

EBA Endrös-Baum Associés, EBA for short, deals with the questions, plans, problems, projects, difficulties and visions of international enterprises and companies with interests in France. We do so promptly, efficiently, purposefully and pragmatically, at a reasonable cost.

This enables you to conduct your business transactions and law proceedings free of legal risks or in full knowledge of the risks involved. International companies operating in France often encounter communication difficulties. These may arise from language differences, or from different cultures, or from the sometimes significant differences in substantive and procedural law.

Detailed knowledge of the foreign legal system and an understanding of linguistic and cultural differences are necessary if you want to have businesslike and efficient dealings and well-organised international negotiations with French counterparts. This applies in particular to intra-company communication between parent and subsidiary, to entering into business

agreements and to negotiating contracts, where it may be necessary for lawyers to intervene as intermediaries.

We have worked together for many years with French court-appointed experts and European party-appointed experts. This means we have a broad international approach to the cases we deal with. At the interface between law and science, product liability cases almost systematically involve an expertise proceeding, which takes place prior to the main proceeding on the merits. Each member of the EBA team is accustomed to this specific type of proceeding, which involves going beyond pure legal thinking, and instead combining it with a scientific, technical approach. In this respect, EBA has, over the years, established a significant network of experts in diverse industrial fields.

Dr. Florian Endrös is the firm's Founder. Following a full double university degree at Munich University and Paris 1 Panthéon-Sorbonne University, Dr. Endrös completed his training as an avocat of the Paris Chamber of Lawyers. Upon passing the examination to be admitted as a German

Rechtsanwalt, Dr. Endrös completed his doctorate on European product liability law, with an emphasis on French law. He is admitted as a Rechtsanwalt in Munich and as an avocat in Paris.

Dr. Endrös practised in an international commercial law firm for several years. He was the Founding Partner and for ten years practised at a law firm specialising in industrial risk, before he founded the new firm EBA together with his team of lawyers. He also worked for ten years as an assistant professor at Cergy-Pontoise University (Paris). Here he was in charge of a European university project that enabled French lawyers to study German law.

The main emphasis of his practice is on complex international cases and proceedings, particularly in the fields of industrial risk, plant construction, product liability and product safety, and also on general contract and commercial law.

Dr. Endrös has many years of experience of French-expedited expert report proceedings in a wide variety of industrial risk cases, and he is also the author of a number of books, essays and other publications on this subject.

FAMILY BUSINESS CONSULTANCY FIRM OF THE YEAR IN GERMANY



Wintergerst Societät für Unternehmer-Beratung GmbH & Co. KG

Christian Scharfenberger
Director

Tel: +49 711 699 855 0
info@wintergerst.com
www.wintergerst.com/en

WINTERGERST

SOCIETÄT FÜR UNTERNEHMER-BERATUNG

Wintergerst provides top management consulting services for small- and medium-sized family-owned businesses in complex situations where an utmost degree of excellence in the fields of corporate finance/M&A/debt advisory and/or restructuring is required. Additional support is provided through the firm's competences in strategy and control.

Today, the partners of Wintergerst are experienced entrepreneurs with backgrounds in the consulting, auditing and manufacturing industries. They are backed by a team of highly motivated and experienced business advisers with their competencies in the areas of management and finance, in addition to a broad network of industry experts who are utilised to offer clients tailor-made solutions. The firm's core areas of expertise encompass the aforementioned corporate finance/M&A/debt advisory and restructuring. In addition, in order to comprehensively serve its clients, Wintergerst is a member of the International Corporate Finance Group (ICFG), a global network in sell- and buy-side corporate transactions, with 25 partner offices worldwide. Director Christian Scharfenberger noted:

"Wintergerst possesses extensive experience regarding the interests and challenges of shareholder families and how to maximise value for them. In-depth technical and operational knowledge, combined with a broad skillset in finance and banking, enables Wintergerst to deliver solutions to its clients that cover any aspect of their business. And in doing so, Wintergerst creates a high level of trust and long-lasting client relationships."

According to Mr Scharfenberger, some recent challenges that the firm has faced include finding adequate answers related to inflation and the war in Ukraine, with the associated negative effects on the economy as well as on the business models of clients. Through its broad experience and network of partners, Wintergerst continually seeks tailored solutions for each of its clients – sometimes employing totally new approaches for the buyer universe, or through the postponement of transactions.

He added: "One of our significant successes in the past year entailed the safeguarding of succession for a family-owned company through an acquisition by an investment company, wherein the longtime managing director stays and becomes co-owner through the transaction. Even before

The partners of Wintergerst are experienced entrepreneurs with backgrounds in the consulting, auditing and manufacturing industries.

the initiation of the transaction process, Wintergerst had accompanied the company for several years and provided support to optimise internal structures and economic processes. The successful transaction highlights the broad business activities of Wintergerst: not only successful international M&A processes in difficult market situations, but also targeted transaction preparation through the improvement of structures and internal processes.

"Looking to the months ahead, we wish to further expand our existing business in the areas of corporate finance and restructuring. Through the expansion of our team, we will be able to increase the number of successful transactions for our clients – who are primarily composed of family-owned businesses and entrepreneurs from sectors such as engineering, automotive, software/IT as well as consumer goods/wholesale and retail."

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN GERMANY



LexDellmeier Intellectual Property Law Firm

Alexandra Dellmeier
Founder, Attorney-at-Law and
Certified IP Attorney (Germany)

Tel: +49 (0) 89 / 55 87 987 – 0
info@lexdellmeier.com
www.lexdellmeier.com

LexDellmeier
 intellectual property law firm

Experienced – Innovative – Client-orientated – LexDellmeier Intellectual Property Law Firm in Munich offers innovative and creative in-depth IP counselling in Germany, throughout Europe and with the support of a network of international associates on a worldwide basis.

The attorneys at LexDellmeier offer first-class expertise in the fields of trademark, design and copyright law, as well as licensing and IP-related unfair competition law. Individuals, startups, universities, SMEs and large corporations need expert counselling in order to produce strong, successful and enforceable IP rights. LexDellmeier offers experienced, effective and proactive IP counselling, including evaluation, clearing and prosecution of trademarks and designs on a cost-effective basis. In addition, LexDellmeier is known for litigating complex cases also before the European General Court (EGC) and the European Court of Justice (ECJ) in Luxembourg.

Besides offering legal advice, we offer counselling through one or more of our experts online via Teams, Zoom and Cisco,

or onsite at our headquarters in Munich, Germany. We also advise on how to set up an IP department, implement necessary IP processes and respective IP software. In addition, we offer to review IP portfolios, give strategic advice on how to broaden and strengthen IP rights and point out possible cost savings without losing protection. Through collaboration and sharing of know-how, we train our clients to be successful.

Our Vision

We strive to be the best IP boutique law firm. Our national and international clients value our remarkable competence, flexibility as well as creativity, and have confidence and faith in us. Our highly qualified staff supports clients and understands their needs and business. Due to the fact that our attorneys have either overseas degrees or work experience, we can cope with diverse requirements and cultural aspects according to highest international standards on a worldwide basis.

Our Values

PASSION: We love what we do;

EXCELLENCE: Our work reflects our best efforts, never less;

COMMUNICATION: Quick, clear and effective communication is what we provide;

INTEGRITY: Honesty and trustworthiness is what we stand for at LexDellmeier;

TEAMWORK: We believe the best client results are achieved through teamwork;

CREATIVITY: Thinking outside of the box – solving problems with creative, cost-effective solutions;

DIVERSITY: We treat everyone with respect, fairness and courtesy.

Our Mission

“Coming together is a beginning. Staying together is progress. Working together is success.” – Henry Ford

About Alexandra Dellmeier

Prior to forming LexDellmeier in 2009, Alexandra Dellmeier was an Equity Partner at another renowned German IP firm. During those years, she had the opportunity to work on incredibly interesting and prestigious patent and utility model litigation cases. That is where she made the link between non-technical and technical protection and became a “true” IP attorney.

BRIBERY & CORRUPTION LAWYER OF THE YEAR IN GREECE



OVVADIAS S. NAMIAS LAW FIRM

Ovvadias S. Namias
Managing Partner

Tel: +30 210 72 39 738
ovvadias.namias@namiaslaw.gr
www.namiaslaw.gr

OVVADIAS S. NAMIAS
 Law Firm

OVVADIAS S. NAMIAS LAW FIRM was established in 2006 and is today one of the leading law firms in the fields of penal and mainly financial penal law, providing legal services to natural persons and legal entities both at a litigation and consulting level.

The firm has successfully dealt with major penal cases of national and global interest for crimes related to the banking sector, the stock exchange, tax, the customs office sector, as well as crimes related to the legalisation of profits from illegal activities (money laundering), the environment, personal data and sports. The firm is also experienced in conducting internal investigations, especially in banks, NGOs and other corporations, as well as in drafting internal corporate compliance rules. The experience and scientific training of its members correspond to the contemporary requirements of national and international legislative frameworks, thus ensuring the best possible support of its clients’ interests – based on their personal needs and the particularities of each case.

Ovvadias S. Namias, Managing Partner, has been a member of the Athens Bar Association since 1993, and a member of the Board of Directors of the Hellenic Criminal Bar Association from 2004 up to 2022. To date, Mr Namias has provided consulting services and in-court assistance in criminal cases of fraud (breach of trust, corruption), bribery, tax evasion, customs office offences, stock exchange offences, insider trading, market abuse, legalisation of profits from illegal activities, personal data and medical negligence, in addition to cases of European criminal law, extradition and mutual legal assistance.

Mr Namias has published his thesis, as well as producing numerous articles in legal journals. Furthermore, he regularly lectures at conferences on criminal law and criminal procedure, and a complete list of his publications and lectures is available at: www.namiaslaw.gr/en/publications

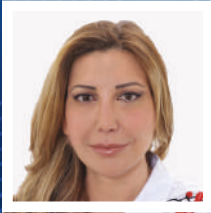
He noted: “Our clients are among the most significant and prestigious entities providing services in Greece in their respective markets. Meanwhile, OVVADIAS S. NAMIAS LAW FIRM is a unique boutique firm by Greek standards as regards the

educational and scientific qualifications of its members, who provide services that relate strictly to white-collar crime. Three out of six of the firm’s lawyers are PhD holders in Penal Law from German Universities; one of them (Vassileios Petropoulos) is already Assistant Professor of Penal Law at the Law School of the University of Athens, while other members of the firm are holders of LLM degrees in Penal Law from the University of Athens.

“Our firm has also recently launched cooperation in the field of criminal compliance and internal investigation with Hogan Lovells Munich, one of the most prestigious and established law firms in matters of internal investigations worldwide. This collaboration demonstrates OVVADIAS S. NAMIAS LAW FIRM’s high level of innovation – both in terms of partnerships and scope of activity, but also that the firm is appreciated by its established international peers.”

The firm has successfully dealt with major penal cases of national and global interest.

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN GREECE



Sardelas Petsa Law Firm

Alexandra Petsa
Managing Partner

Tel: +30 2107296550
office@sardelaslaw.gr
www.sardelaslaw.gr



SARDELAS PETSAS
LAW FIRM

Sardelas Petsa Law Firm is an established law firm with a strong international dimension, well known in Greece and abroad for its top-drawer specialized professional service in complex cross-border and domestic cases, focusing, among others, on providing comprehensive legal services in litigation and dispute resolution. We have a solid track-record in the areas of banking law, NPEs and NPLs, real estate, corporate, finance and capital markets law, as well as tax, litigation and alternative dispute resolution, including mediation and arbitration.

Sardelas Petsa Law Firm provides high-quality services to a variety of high-profile clients in both the private and public sector, either domestic or foreign. Our clients, among which are banks, credit institutions and funds as well as leading companies in the investing, capital markets, real estate and development, energy, pharmaceuticals and commerce sectors, include, indicatively, all Greek credit institutions and financial organizations (National Bank of Greece, Alpha Bank, Eurobank, Piraeus Bank, Optima Bank); international financial sector organizations and groups (Euroclear Bank, European Bank for Reconstruction and Development [EBRD], JP Morgan, Citigroup, BNP Paribas, DEXIA Group, Kommunalkredit, Natixis, Société Générale, DZ Bank, UBS, Goldman Sachs, ING, Raiffeisen Bank, Ziraat Bank and Cantor Fitzgerald Europe); "Bad Banks"/ Liquidators and NPL Portfolio managers (TT Postbank under Liquidation, ATE under Liquidation, PQH Single Special Liquidation, CPB Cyprus Liquidation, and APS); Greek investment firms;

collective investment managers and pension funds (Euroxx Securities, Merit Securities, Alpha Finance, CPB Mutual Funds Management, the Employees Mutual-help Fund and the Agricultural Bank Employees Special Account Fund); Greek insurance companies (ATE Insurance and Laiki Cyprialife); real estate funds, managers, developers and operators (Prodea, Trastor, Noval, Trade Estates, Ble Kedros, Grivalia, Piraeus Real Estate, Alpha Real Estate); pharmaceutical and health sectors (Athens Medical Centre, CSL Behring, ELPEN Group and DEMO); the IT and telecommunications sectors (IBM, Intracom-Telecom, Hellenic Telecommunications Organization [OTE], Alcatel Lucent, Nokia, MLS Information Systems and Think Digital); the food & beverage sector (Soya Mills Group, Macedonian Dairy Industry [MEVGAL], Hellenic Breweries of Atalanti [EZA] and Vivartia Group); the energy and energy commodities sectors (Public Power Corporation [PPC], PPC Renewables, Motor Oil Group, Terna Energy, Mytilineos Group, Akuo Energy France and Glencore International); the media & entertainment sector (Minos EMI and Universal Publishing); as well as the retail goods and services sector (Cocomat, Dufry, Fourlis Group and UPS).

We also have a strong track record and experience in advising the Greek state and Greek public sector enterprises, most notably acting as a legal adviser to the Ministry of Finance (Special Secretariat for Restructurings and Privatizations) and the Hellenic Republic Assets Development Fund, in relation to the Greek privatization programme, local government organisations, Hellinicon SA in relation to its real estate assets, the Hellenic Horse-race Betting Organisation (ODIE), Public Power Corporation and PPC Renewables.

Sardelas Petsa Law Firm Litigation and Dispute Resolution Department

Sardelas Petsa Law Firm has consistently advised and litigated for a large number of high-profile domestic and international

clients, regarding financial and commercial cross-border cases, as well as regulatory and compliance issues. Our Litigation and Dispute Resolution Department has successfully handled a wide array of such cases, and, indicatively, in the last 12 months:

- Consulting and legal support, resulting in a comprehensive multimillion-euro dispute resolution between major companies in the energy sector;
- Legal support in resolving a multimillion-euro real estate issue between a major real estate development company and an international institution concerning prime property;
- Representing a multinational company in a landmark cross-border tax case and pursuing a breakthrough interpretation of tax legislation related to a special NATO tax regime and international tax treaties;
- Securing the nationwide first ever provisional protection for a private investor's claim against a listed company on account of fraudulent financial statements;
- Negotiating and finalizing dispute resolution agreements between companies and/or individuals regarding various civil and commercial claims, stepping in and successfully resolving long-pending disputes even after litigation has been initiated;
- Representing companies and individuals in capital markets litigation cases, including damages claims stemming from fraudulent embezzlement allegations;
- Consulting domestic and international clients on complex legal matters, including tax disputes, cross-border disputes and international jurisdiction queries;
- Representing major publishing companies in intellectual property cases, including claims based on copyright and related rights, as well as provisional measures for emergency protection;
- Providing legal support and representation to various clients in solvency matters, NPLs and collection of claims cases;
- Providing legal support in high-profile sensitive labour law issues, agreements and litigation representing the employer;
- Litigating on the long-pending expropriation of a property dispute and securing the appropriate compensation for the owners.

TAX LITIGATION EXPERT OF THE YEAR IN GREECE



M. Psylla – V. Vizas – G. Katrinakis Law Firm
(member of the PwC Global Legal Network)

Georgios Katrinakis
Tax Lawyer, Tax Litigation Leader

Tel: +30 697 7286 496; +30 694 0437 869
georgios.katrinakis@pwc.com; g-katrin@otenet.gr
www.pwc.com/gr (Services/Legal)



Georgios Katrinakis is a licensed lawyer registered with the Athens Bar Association. He joined PwC in 2014 to lead its tax litigation practice as one of the named partners of “M. Psylla – V. Vizas – G. Katrinakis Law Firm”, which is a dynamic licensed Greek law firm with an international orientation, being part of the PwC Global Legal Network.

Georgios has 23 years of professional experience as a lawyer and is specialised in the conduct of complex litigation in virtually all areas of taxation, including corporate taxation, PE and TP disputes, indirect taxes (VAT, stamp duties, customs and excise duties), individual and wealth taxation, either defending clients against tax and penalty assessments after the conduct of audits or reclaiming the

refund of taxes unduly paid by clients. In addition, Georgios assists criminal defense lawyers in cases of alleged criminal tax evasion. Leveraging from his experience in handling tax audit and tax controversy files, Georgios also advises clients on tax compliance issues.

During the first four years of his career, he conducted civil/commercial litigation as a member of a reputable Athens-based law firm specializing in company and commercial, capital markets, banking and financial law (Tsibanoulis & Partners). Subsequently, he focused on tax litigation and became one of the leading tax litigators in another reputable Athens-based law firm (Zepos & Yannopoulos), where he stayed 11 years before joining PwC. Over the years, Georgios has represented a multitude of multinational and Greek companies, as well as

individual taxpayers, in administrative procedures involving the Greek tax authorities and before all Greek court instances (including the Greek Supreme Administrative Court) and before the Court of Justice of the European Union.

His academic qualifications include: LL.B. (Law School of the National and Kapodistrian University of Athens), LL.M. in European & International Law (Durham University, UK), post-graduate diploma in Tax Law (Athens University of Economics and Business) and post-graduate diploma in Accounting (Athens University of Economics and Business). He has been a regular author and contributor of technical and thought-leadership articles to several tax and business law reviews. He speaks Greek (native), English (fluently) and French (fluently).

PHARMACEUTICALS & LIFE SCIENCES LAW FIRM OF THE YEAR IN ITALY



Studio Astolfi e Associati

Sonia Selletti
Founding Partner

Tel: +39 02 885561
sonia.selletti@studiolegaleastolfi.it
www.studiolegaleastolfi.it



Studio Astolfi e Associati offers its Italian and foreign clients highly qualified assistance, the result of experience gained in more than 50 years of activity, both in the judicial and extrajudicial fields.

Within the pharmaceuticals sector, the firm assists with the organisation of private pharmacies and the management of municipal pharmacies. It is also active in the medicine, cosmetics and medical device industries, advising on company organisation (i.e. informer networks and compliance procedures), as well as contracts (i.e. licensing, production, distribution, co-marketing, co-promotion and clinical trials). It also offers a high level of expertise in relations with the health authorities; product liability; promotion and advertising (also through digital and social media); contracts and tenders (i.e. assessment of legal correctness of tenders, requests for clarifications, management of out-of-court matters and litigation); and assistance regarding special crimes.

Studio Astolfi e Associati provides out-of-court assistance and consultancy as well as traditional defence in court, where necessary, both before the ordinary and administrative courts in arbitration and before

the Competition and Market Authority, the Guarantor Authority for the protection of personal data and the Jury of advertising self-regulation.

The firm provides maximum assistance in pharmaceutical and health matters by ensuring the care of relations between its customers and the national and regional health authorities. As a result, it was named by Il Sole 24 Ore as one of the leading law firms of 2022 in the life sciences and healthcare sector, based on reports received from lawyers, corporate jurists and clients.

Sonia Selletti

Sonia Selletti graduated in Law from the University of Pavia in 1991. She has been a member of the Milan Bar Association since 1994, and has been authorised to practice before the Italian Supreme Courts since 2007.

Today, she advises primarily on pharmaceutical and health law, cosmetic products, food supplements, medical devices (life sciences) and is a member of supervisory bodies of pharmaceutical and healthcare companies pursuant to Legislative Decree 231/2001. She provides judicial and

extra-judicial assistance and consultancy to companies and trade associations that operate within the aforementioned sectors.

Ms Selletti has collaborated with the Faculty of Political Sciences of the University of Pavia, giving lectures as part of an administrative law course on procedures for the access to the market of medicinal products. In addition, she carries out training activities at conferences and congresses as well as at ECM-accredited events for health workers.

She has been a Partner at Studio Astolfi e Associati since 1995 and is the Director in charge of the legal review “Rassegna di diritto farmaceutico e della salute”, as well as the author of such publications as: “EU Cosmetic Regulation: quality enhancement of consumer and environment protection, market development” in Bionanotechnology to Save the Environment, 2019; “Italy: Pharmaceutical Advertising 2018” in the International Comparative Legal Guide to: Pharmaceutical Advertising, 2018; as well as “Biosimilar switching and related medical liability” in the Review of Forensic and Legal Medicine – Elsevier, 2018.

CORPORATE LAW FIRM OF THE YEAR IN PORTUGAL



Calçada & Associados, SP RL

Paulo Amado de Almeida
Principal Associate Lawyer

Tel: (+351) 211 314 728
geral@calcada-advogados.com
www.calcada-lawyers.com



Calçada & Associados, SP RL was founded in 2015, based on the experience and knowledge of its Founder, Paulo Calçada, with a professional career of more than 20 years of practice.

At Calçada & Associados, we like to get to know our clients' interests and goals deeply, and in that way we are able to add value with our work. Our growth over the years is due to a united team, hard work and the feeling of being part of our clients' and partners' team.

The practice areas and the team at Calçada & Associados evolved according to the needs of our clients, and although focused on corporate, business and investment areas, we also dedicate a very special attention to Private Clients.

Our team is made up of an excellent group of lawyers, diverse and experienced in their practice areas, who have a high degree of commitment, and who provide proactive advice with their main concern always being to defend the client's interests.

The Corporate Law department represents a major area of activity and is managed directly by the Managing Partner, Paulo Calçada, as well as by Paulo Amado de Almeida (Principal Associate), working with Commercial Contracts and also in Company Law and M&A.

To that extent, and because Calçada & Associados is dedicated to advising companies and businesses, we have extensive experience in providing permanent, integrated and cross-practice advice – ranging from the incorporation, reorganization and restructuring of companies, to the representation at general meetings, negotiating and formalizing all types of commercial contracts.

The regular assistance that we provide includes support in all general monitoring of company law compliance, since its incorporation, through its daily life, its government, transformation and dissolution. This includes: incorporation of civil and commercial companies; transformation of companies; contractual and legal changes to the articles of

association; capital increases and reductions, assistance in the approval of accounting processes as well as distribution of dividends and reserves; assistance in general meetings of partners/shareholders and preparation of the respective notices; rights, obligations and responsibilities of partners/shareholders and administrators/managers; shareholder agreements between partners/shareholders; preparation, review and negotiation of contracts related to the shares; and definition of good corporate governance practices.

In an environment that requires permanent change, we also advise not only on restructuring, recovery and insolvency proceedings, but also on clients' international expansion projects.

We constantly challenge ourselves, and our approach allows the analysis and resolution of problems in a creative and strategic way, not limited to following consolidated or established concepts and procedures.

REAL ESTATE LAW FIRM OF THE YEAR IN PORTUGAL



TFRA – Sociedade de Advogados, SP, RL

Ana Sofia Catarino
Partner

Tel: +351 217 815 660
ana.catarino@tfra.pt
www.tfra.pt



TFRA is a limited liability law firm whose practice is guided by a practical approach to its clients' problems, combining solid legal knowledge with an understanding of the business reality.

The company's activities are based on consolidated practice, particularly in legal assistance to national and foreign companies, ranging from the study and planning of investments to the respective implementation, development and monitoring of the day-to-day operations involved.

This is a cross-cutting position across all disciplines that have points of contact, direct or indirect, with the activities of clients and the advantages resulting from the integrated provision of legal services.

In addition, TFRA is part of Ally Law, an international network of select law firms focused on business law, founded to provide local clients in each jurisdiction with global services. Each member has a solid knowledge of the law of the country in which it is established, and makes every effort to advise its clients quickly and efficiently.

Ally Law member firms are subject to a continuous process of evaluation and quality control, and are distinguished with excellence by several international directories, such as Chambers and Partners, the Legal 500 and Best Lawyers.

In the area of real estate, TFRA provides assistance in planning development operations, acquisition and disposal, as well as in the preparation and review of contracts; preparation, structuring and follow-up of urban operations; assistance and legal advice within the scope of contracts for the use of stores in shopping centers, business centers and retail parks; as well as legal advice on issues related to financing and tax benefits regarding the strategic planning, licensing, marketing and operation of hotel units and resorts.

Ana Sofia Catarino

Ana Sofia Catarino has been a member of TFRA since 2006, and has been a partner since 2009. She is dedicated to the areas of real estate law, urbanism, civil construction and tourism, public procurement law, as well as labor law and resolution of disputes, coordinating the respective departments.

Ms Catarino has consolidated experience in purchase and sale operations, lease back, leasing and other forms of exploration of accommodation units, housing, business centers, shopping centers and retail parks. She has collaborated with various entities, public and private, in Portugal and abroad, in urban planning operations, in the elaboration of territorial management instruments and in procedures for the formation of contracts. She also dedicates herself to the continuous assistance of human resources departments of multinational companies in the phases of pre-selection, selection, negotiation, contracting and resolution of labor conflicts in the extrajudicial scope and in litigation.

Before joining TFRA, Ana Sofia Catarino worked at Teixeira Duarte – Engenharia e Construções, SA (2001–2006) and was a lawyer in individual practice, having provided continuous services to the Municipality of Almada (2000–2004) and to the extinct Directorate General Road (1997–1999). She has been a member of the Portuguese Bar Association since 1999, and a member of WIRE Portugal (Women in Real Estate), an association of professional women in construction and real estate.

COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN SPAIN



Capstone Corporate Services

Ibai Puente González
Managing Partner

Tel: +34 91 178 35 90
ibai.puente@capstonecorporate.com
www.capstonecorporate.com



Capstone is the leading provider of corporate services in Spain. The firm provides compliance consulting and legal advice to major international companies and financial institutions in their establishment in Spain and thereafter in complying with the Spanish legal framework.

Capstone teams include experts in anti-money laundering, financial regulation and corporate and commercial law. These experts have several years of experience in the most reputable consulting and law firms in the world, having worked with large multinational and financial institutions (credit, payment and e-money institutions, investment firms and fund managers, among others).

Ibai Puente González, Capstone Managing Partner, has more than 10 years' experience in advising multinationals and international financial institutions on financial regulatory and compliance matters. In addition, Mr González is a member of the Madrid Bar Association and the International Compliance Association, where he regularly

participates in lectures and conferences, and has been recognised by NovaTalent as one of the 10 brightest young Spanish lawyers to lead the legal industry in Spain.

"We advise multinationals and international financial institutions with the same level of excellence and specialisation as the major firms," he noted. "However, our structure allows us to do so more efficiently and quickly. Due to the speed at which regulations and our clients' businesses evolve, these values are what our clients appreciate most and what differentiate our way of understanding consultancy from our competitors."

Over the last year, Capstone has established itself as one of the leading firms in the Spanish market in advising on financial regulatory and compliance matters. Its teams have worked with national and international companies and entities of unparalleled prestige in matters of unique relevance.

Today, the firm's clients consist of large multinationals and international financial institutions operating across differing sectors (banking, securities, insurance)

and countries (the UK, Ireland, Germany, Switzerland, Luxembourg, France and the US). According to Mr González, they each require a high degree of specialisation, specific knowledge of local practice and fluid contacts with the various supervisory authorities.

Mr González added: "We have faced many challenges and complex issues in recent months. For example, we have advised a number of institutions that are subject to inspection procedures by supervisory authorities. These processes require a great deal of dedication, a high degree of expertise and availability, the ability to manage pressure and to foster understanding between the various parties involved. Only when you have an excellent reputation in the market can you bring all of the above, efficiently and quickly to your clients."

"Plans for the coming year are to consolidate our financial regulatory and compliance practice and, at the same time, to extend our services to areas that are developing strongly in the regulated sectors in which we advise – for example, sustainability and ESG criteria."

CROSS BORDER TRUSTS & ESTATES EXPERT OF THE YEAR IN SWITZERLAND



Erismann Legal

Erik Erismann
Attorney-at-Law / Founding Partner

Tel: +41 27 721 68 28
erik@erismannlegal.ch
www.erismannlegal.ch



Erik Erismann is a Swiss-qualified multilingual Attorney-at-Law (Geneva bar exam / Valais-based attorney), authorized to represent parties before all Swiss courts.

As a qualified Trust and Estate Practitioner (TEP), his activities focus on advising, assisting and litigating for individual families in matters related to cross-border estate planning, taxes, succession as well as trusts.

He also advises HNWI and entrepreneurs on marriage contracts and shareholders' agreements.

In addition to this, he assists international clients in matters of domiciliation under the lump-sum taxation regime ("*forfait fiscal*") and advises them on all their cross-border issues, such as application for residence permits, real estate acquisition, art collection transfer and admission into Swiss boarding schools.

With a Brazilian mother and a Swiss father himself, Mr Erismann has made it a priority to actively advise Brazilian nationals when they settle in Switzerland.

Today, his practice also focuses on corporate and transactional matters for corporations, with an especially strong focus on real estate transactions.

As a certified member of the Swiss M&A Experts Chambers, he is active in domestic and cross-border commercial transactions, including M&A and transmission of family businesses. He is also a Certified Information Privacy Professional (CIPP/E), a role that means he advises entrepreneurs in the negotiation of agreements in matters of intellectual property and technology transfer.

Previously, he served as an in-house counsel in a renowned Swiss private bank, before practicing business law for several years in two major Swiss law firms, both in Geneva and Zurich. He practices in French, English, German and Portuguese. His office is easily reachable from the Sion Airport (> 20 minutes) and is close to Verbier, Crans-Montana and Villars-sur-Ollon.

Expertise

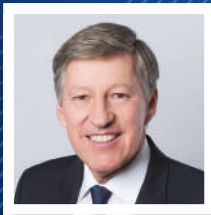
- Wealth and estate planning (structuring of private wealth and business assets, including transmission of family businesses);
- Assisting in the administration of trust and estates (including acceptance of Protectorship mandate);
- Assisting in the establishment of family office;
- Immigration (residence permit application, tax-ruling negotiations);

- Inheritance disputes (including international assets worldwide);
- Family law (in particular negotiation of marital property agreement);
- Real estate law (advice of individuals in the acquisition/sale and financing of real estate);
- Art law (legal advice and support to collectors and galleries on art-related matters, in particular acquisition/sale/structuring of art collections).

Professional Affiliations

- Swiss Bar Association (SAV/FSA/SBA)
- Bar Association of the Canton of Valais (OAVS)
- Geneva Business Law Association (AGDA)
- The Society of Trust and Estate Practitioners (STEP)
- International Association of Privacy Professionals (IAPP)
- Swiss International Law Association (SSDI/SVIR)
- Club CEDIDAC (Business Law Centre of the University of Lausanne)
- Swiss-Brazilian Chamber of Commerce (SWISSCAM)
- Chambre suisse des experts en transmission d'entreprises (Swiss M&A Experts)

INSURANCE & REINSURANCE LAW EXPERT OF THE YEAR IN SWITZERLAND



Badertscher Rechtsanwälte AG
Attorneys at Law

Dr. Markus Dörig
Founding Partner

Tel: +41 44 266 20 66
doerig@b-legal.ch
www.b-legal.ch

BADERTSCHER Rechtsanwälte
Attorneys at Law

Markus Dörig has advised Swiss and foreign clients in the insurance and reinsurance industry for more than 20 years to solve issues of a regulatory and non-regulatory domestic and international nature.

Born in Zurich in 1960, he graduated from the law school of Zurich University (PhD, magna cum laude) in 1987. In the same year, he was admitted to the Bar and thereafter worked with a law firm in Chicago.

He began his career in Switzerland in 1989, and in 1996, he became one of

the founding partners of his present law firm, Badertscher Rechtsanwälte AG | Attorneys at Law.

He acts in the capacity of both consultant and litigator.

As a consultant he advises on, for example, the wording of policies as well as the structure and content of insurance products, particularly in the field of credit insurance, where he has become one of the leading advisers in Switzerland since 1995.

Meanwhile, his work as a litigator and in arbitration proceedings

includes claims, particularly in the area of credit insurance, property and financial lines with a specialty in D&O, professional indemnity and E&O.

Markus Dörig serves on the board of directors in Switzerland of an international insurance group.

He is also a member of the Swiss Bar; the Center for International Legal Studies, Salzburg; the International Fiscal Association; and the International Law Office.

He is fluent in German, English and French.



HIGH PERFORMANCE COUNSEL

David Kinnear
Mediation, Adjudication,
Representation Barrister & Accredited
Mediator London & New York

Tel: +44 (0)7547 128191
dkinnear@hipcounsel.com
www.hipcounsel.com



HPC provides a convenient range of confidential, cost-effective and timely dispute resolution services for civil and commercial disputes.

We offer both fixed-time and fixed-fee options to suit a wide variety of circumstances and budgets, including small-claims matters. We can either act as your legal adviser and represent you, or we can act as a neutral mediator or adjudicator for all participants.

ADR is a term given to procedures for settling disputes without recourse to litigation, such as mediation, adjudication or negotiation. These methods tend to be more practically focused on resolution – finding a workable solution or compromise that everyone can live with. They also tend to be less time-consuming and less expensive.

With the courts likely to be over-burdened with cases following the COVID-19 pandemic, ADR represents a sensible path to dispute resolution for many individuals and organizations who simply want to find a way forward.

Mediation is typically comprised of participants coming together at a mutually agreed venue – whether it be a physical location, or now, in a suitable online video-enabled forum. A mediator will speak with the participants in a mixture of open and closed sessions (where closed sessions are in confidence). In the course of open and closed sessions, very typically, a mediator is able to help facilitate a solution that the participants can embrace.

For many individuals and organizations, the issues of clarity and closure are uppermost. In addition to facilitating discussion and negotiation between the participants as mediator, we also offer the

option of adjudication in the event that participants either cannot agree in the time available, or they elect this option to be sure of closure.

Especially in light of COVID-19 travel and social-distancing restrictions, mediation can be offered via video using common video platforms that everyone can access, such as Zoom. In other words, disputes can be resolved without anyone having to leave their home. We use a state-of-the-art platform specifically designed for the management of mediations, including fully encrypted communications. No technical experience is necessary – it is very simple and intuitive to use. The only requirement is a reliable Internet connection.

In some (though not yet all) dispute settings, including some court hearings, mediation is required. This reflects the great benefits in both time and costs of finding a satisfactory, working solution to a dispute versus months or years of expensive court proceedings. Where mediation is an option, it is recommended, since it may save a great deal of court time and costs if the matter goes to trial.

David Kinnear

David Kinnear is both a Barrister and Accredited Civil & Commercial Mediator. He brings more than 20 years of international business and legal experience to the representation of clients and sitting as a neutral mediator or adjudicator.

Member:

Bar of England & Wales, New York State Bar Association, New York City Bar Association, Federation of Integrated Conflict Management, The Society of Mediators, The Civil Mediation Council, and the Mediator Network.

EMPLOYMENT CONFLICT RESOLUTION ADVISORY EXPERT OF THE YEAR IN THE UNITED KINGDOM



Achieve Success

**Anthony Munday –
Employment Conflict Resolution
Director, TM Development Associates Limited**

Tel: +44 (0)7905 868 058
tony@achievesuccess.org.uk
www.maverickmediator.co.uk
LinkedIn: Anthony Munday, Employment
Conflict Resolution



Tony is an ACAS-accredited workplace mediator. He specialises in working with conflicted senior teams. Often, he mediates with several people at the same time.

The corrosive impact of such conflict is toxic for individuals, teams, organisations, and their private lives.

The costs are invariably immense.

Alternative Dispute Resolutions, such as grievances, misconduct, and Employment Tribunals, are costly in terms of time and finance, and participants may not be satisfied with the results.

Quiet quitting, sickness absence, resignations, dismissals, and recruitment processes with the associated impact of reduced productivity of new staff engage the significant time of managers.

The cumulative effect on the brand reputation of an organisation can well be imagined.

Workplace mediation has many benefits, including cost, time, and the repair of fractured relationships.

Tony realised that he was dealing with the symptoms of conflict as a mediator.

He developed the unique Chrysalis Method.

He helps organisations conduct a root-cause analysis of the causes of conflict, and

develops a practical, intelligence-led Action Plan to mitigate the future impact.

Recent Case Study

The organisation consisted of 2,500 people.

Tony does not require or request a detailed brief from the client about the nature of the conflict. All that he needs is the email addresses of the participants.

This prevents any subjective perspective on the participants and the nature of the conflict.

The participants consisted of two directors.

Subsequently, it transpired that the conflict had developed and worsened over the preceding four years.

It had reached the stage where they could barely stand to be in the same room as each other.

Tony conducts all his mediations in person.

This ensures the confidentiality of the process, and ultimately, conflicted people can work positively together to design their sustainable relationship.

It also enabled Tony to develop the necessary trust and confidence in his credibility and empathy for conflicted senior people.

At the successful conclusion of the mediation part of the process, both Directors said: "If only we had had this four years ago."

Subsequently, Tony worked with an HR Director to analyse data sets that indicate potential causes of conflict. These included exit interviews, resignations, sickness absence from stress, and patterns of activity in specific teams and departments.

A structured debrief was then conducted, facilitated by Tony.

This produced a mass of intelligence, which was worked into an Action Plan to mitigate the causes of conflict in the organisation.

The implementation plan is the responsibility of the client organisation.

The benefits are significant and real.

Projects for the Coming Year

Anthony is a published author.

His first book is "The Essential Heart of a Leader".

The second book, "The Maverick Mediator", is due for publication in the summer of 2023.

He is currently working on a CPD-accredited training programme designed to ensure you become the leader that people trust and respect.

Tony welcomes contact for a discussion on how he can best work with you.



TIMESHARE EXIT SERVICES EXPERT OF THE YEAR IN THE UNITED KINGDOM



Bronze Services Europe Ltd

**Brian Armstrong
Managing Director**

**Tel: +44 (0)1723 362 657
claims@bronzeserviceeurope.com
www.bronzeserviceeurope.com**



The team at Bronze Services Europe Ltd have years of experience in the timeshare exit and claims management industry and will talk you through every step of the process. We offer a no exit, no fee service, meaning you have nothing to lose... except your timeshare!

We are dedicated to getting the best outcome from your claim and, although each timeshare exit strategy comes with its own challenges, we have one mantra that we stand by for each and every client:

"We will always be 100% transparent with you, and will keep you updated at every step during the claim procedure."

Brian Armstrong, Managing Director

Can I Really Exit My Timeshare?

It's a familiar story. You bought a timeshare, and at the time it seemed like a good idea. But now, maybe your personal circumstances have changed, or the maintenance fees have increased significantly, or both. As an experienced claims management company, we may be able to help you!

At Bronze Services, we understand the frustration of owning a timeshare product that you don't want or can no longer afford. Our straightforward claims management service is transparent and genuine and has no hidden catches, no hidden charges, and requires no upfront fees; it even includes a free initial consultation with one of our claims management specialists.

It all starts with our free, initial consultation. Our professional yet friendly agents will visit you, will compile the information we need

about your timeshare or holiday club commitments, and will explain our simple process.

You will know by the end of that first meeting whether Bronze Services will be able to help you, and if we can, you could be free of your timeshare commitments in as little as 28 days.

The whole process takes, on average, 60 days to complete, depending on the resort or company you own the timeshare with. Our expert legal team will evaluate your ownership commitments and contract, and if they determine we can help you, you will be given a single, clear cost for the whole process upfront. We don't believe in hidden fees; our outlined quotation will be the exact amount you pay, nothing more.

Here at Bronze Services, we will always be as open as possible with all of our clients and will keep you informed at every step of the process, and we will of course let you know when it is complete!

The Timeshare Minefield

The timeshare industry has changed many times over the years. Timeshare owners have been subjected, firstly, to buying weeks, then points, and subsequently fractional investments – all of these on the false promise of getting better holidays and, finally, a return on their investment.

Many timeshare sales companies have since closed down due to lack of new sales and confidence in the industry. The majority of the weeks are now rented online to non-owners so that the companies can gain extra income. This leaves the existing owners with a lack of availability as well as increasingly high maintenance fees. With many contracts being 50 years in duration, owners are trapped, and so they seek the advice of timeshare relinquishment companies.

When seeking advice from a timeshare relinquishment company, it is imperative to make sure that the relinquishment actually releases the owner from their obligations completely, and that the owner receives this in writing from the resort, not just an indemnity from a third party.

Claiming the money back, where possible, can be done in several ways, the main routes being the Courts, Section 75 (if any portion of the contract was paid on a credit card), or if a linked finance was supplied by the timeshare company. All Claims Management Companies must now be FCA registered.

At Bronze Services, we understand this can be very confusing, and so we are here to help.

How Do You Know You Can Trust Us?

It's true – there are a lot of timeshare exit and claims management companies out there. A lot of clients come to us having had a bad experience with other companies. Some have even lost money, having been taken advantage of.

So, what makes us different, and how do you know that you can trust Bronze Services?

- We are authorised and regulated by the Financial Conduct Authority.
- Our Managing Director, Brian Armstrong, is the trustee of a registered UK charity – the No Limits Foundation.
- All of our services are offered on a 100% no win, no fee basis.
- We will never charge you any upfront fees.
- We've been established for years and have many happy clients.

COMMERCIAL LAW EXPERT OF THE YEAR IN ALBANIA



Shuke Law Office
Adv. Enyal Shuke
Managing Partner
Tel: +355692034489
enyal.shuke@shukelaw.com
www.shukelaw.com

SHUKELAW

CORPORATE LAW EXPERT OF THE YEAR IN ALBANIA



Shuke Law Office
Adv. Enyal Shuke
Managing Partner
Tel: +355692034489
enyal.shuke@shukelaw.com
www.shukelaw.com

SHUKELAW

DATA PROTECTION LAW EXPERT OF THE YEAR IN AUSTRIA



STADLER VÖLKEL
attorneys at law
Dr. Arthur Stadler
Attorney at Law, Partner
Tel: +43 1 997 1025
arthur.stadler@sv.law
www.svlaw.at

STADLER VÖLKEL
RECHTSANWÄLTE · ATTORNEYS AT LAW

DATA PROTECTION LAWYER OF THE YEAR IN AUSTRIA



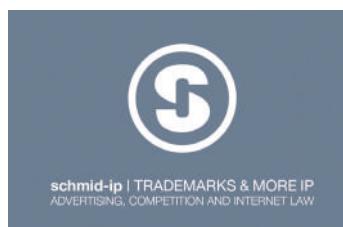
SCWP Schindhelm, Austria
Dr. Michael M. Pachinger, CIPP/E
Partner, Avocat inscrit (Paris),
Abogado inscrito (Valencia)
Tel: +43 664 3407334
m.pachinger@scwp.com
at.schindhelm.com

 SCWP
SCHINDHELM
law. tax. clarity.

TRADEMARK LAW FIRM OF THE YEAR IN AUSTRIA



schmid-ip
Dr. Katharina Schmid
Owner | Attorney at Law
Tel: +43 1 535 57 44 10
trademarks@schmid-ip.at
www.schmid-ip.at



BANKING LAWYER OF THE YEAR IN CYPRUS



K. Argyridou and Associates LLC
Karolina Argyridou
Managing Partner
Tel: +35722000408
karolina@argyridou.com
www.argyridou.com



BUSINESS LAWYER OF THE YEAR IN CYPRUS



Nicholas Ktenas & Co LLC
Nicholas Ktenas
Managing Partner
Tel: +357 22510197
n.ktenas@cylegal.com
www.cylegal.com



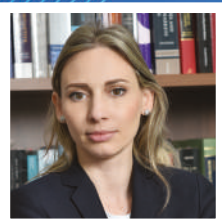
BUSINESS TECHNOLOGY LAW FIRM OF THE YEAR IN CYPRUS



The Hybrid LawTech Firm
by Christiana Aristidou LLC
Christiana Aristidou
Founder & CEO
Tel: +357 99453019
christiana@christianaaristidou.com
www.christianaaristidou.com



FINANCIAL REGULATION LAWYER OF THE YEAR IN CYPRUS



K. Argyridou and Associates LLC
Karolina Argyridou
Managing Partner
Tel: +35722000408
karolina@argyridou.com
www.argyridou.com



IMMIGRATION LAW FIRM OF THE YEAR IN CYPRUS



George K. Konstantinou Law Firm
Marios Konstantinou
Partner
Tel: +357 99929393
marios@gk-lawfirm.com
www.gk-lawfirm.com



INVESTMENT SERVICES LAWYER OF THE YEAR IN CYPRUS



K. Argyridou and Associates LLC

Karolina Argyridou
Managing Partner

Tel: +35722000408
karolina@argyridou.com
www.argyridou.com



REAL ESTATE LAW FIRM OF THE YEAR IN CYPRUS



George K. Konstantinou Law Firm

Marios Konstantinou
Partner

Tel: +357 99929393
marios@gk-lawfirm.com
www.gk-lawfirm.com



CORPORATE REMOVALS SERVICE PROVIDER OF THE YEAR IN ENGLAND



Burke Bros Moving Group

Gary Burke
Managing Director

Tel: +44 (0)1902 714555
sales@burkebros.co.uk
www.burkebros.co.uk



PROPERTY LITIGATION EXPERT OF THE YEAR IN ENGLAND



Brachers LLP

Allis Beasley
Partner

Tel: +44 (0)1622776454
allisbeasley@brachers.co.uk
www.brachers.co.uk

Brachers
With you all the way

TAX ADVISORY EXPERT OF THE YEAR IN FRANCE



DWF (France) AARPI -
Avocats au Barreau de Paris

Vincent Lazimi
Partner

Tel: +33 (0)1 40 69 26 66
v.lazimi@dwf.law
www.dwfgroup.com



AVIATION LAW FIRM OF THE YEAR IN GERMANY

Urwantschky Dangel Borst PartmbB



Claudia Hess
Partner
claudia.hess@udabo.de



Rainer Amann
Partner
rainer.amann@udabo.de

Tel: +49 731 7070941 www.udabo.de



INTERNATIONAL TAX ADVISORY EXPERT OF THE YEAR IN GERMANY



Jansen Advising
Thomas Jansen
Certified Tax Adviser, MBA
(German Dipl. Betriebswirt)

Tel: +49 (0)211-50946508
Mob: +49 (0)163-5677522
t.jansen@jansen-advising.com
www.jansen-advising.com

*Jansen*Advising

Steuerberatung - Tax Advising
Unternehmensberatung - Business Consulting

IP LAW FIRM OF THE YEAR IN GERMANY



SAMSON & PARTNER
Dr. Tobias Stammberger
Partner

Tel: +49 89 2919820
stammberger@samson-partner.de
www.samson-partner.de

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SAMSON & PARTNER

LIFE SCIENCES LAW EXPERT OF THE YEAR IN GERMANY



Ehlers, Ehlers & Partner
Rechtsanwaltsgesellschaft mbB

Dr. iur. Christian Rybak
Attorney / Partner

Tel: +49 89 210 969 0
c.rybak@eep-law.de
www.eep-law.de

EHLERS, EHLERS & PARTNER
RECHTSANWALTSGESELLSCHAFT MB B

TRADEMARK EXPERT OF THE YEAR IN GERMANY



SAMSON & PARTNER

Michael Turi
Partner

Tel: +49 89 2919820
turi@samson-partner.de
www.samson-partner.de

SAMSON & PARTNER

YACHT LAW FIRM OF THE YEAR IN GERMANY



**CPS Schließmann
Wirtschaftsanwälte -
TheYachtAttorney**

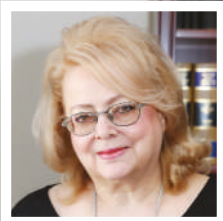
Prof. Dr. Christoph Ph.
Schließmann
Founder & Owner of CPS

Tel: +49/69/663779-0
mail@der-yacht-anwalt.de
www.der-yacht-anwalt.de

Schließmann®
WIRTSCHAFTSANWÄLTE

DER-YACHT-ANWALT
THEYACHTATTORNEY
www.der-yacht-anwalt.de

ANTI-COUNTERFEITING LAW EXPERT OF THE YEAR IN GREECE



**DR. HELEN G. PAPACONSTANTINO
AND PARTNERS ("HP&P")**

Fotini Kardiopoulis,
Attorney-at-Law, LL.M.
Partner

Tel: +30 210 3626624
f_kardiopoulis@hplaw.biz
www.hplawfirm.com



DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM

INVESTMENT LAW FIRM OF THE YEAR IN GREECE



**Katerina Marini and
Associates Law Firm**

Katerina Marini
Managing Director & Founder

Tel: +302108947812;
+302102445795;
+30696944730875
katerina.marini@kmdlaw.gr
www.kmdlaw.gr



Law firm & Associates

IP LITIGATION LAW FIRM OF THE YEAR IN GREECE

**DR. HELEN G. PAPACONSTANTINO
AND PARTNERS ("HP&P")**

Eva Yazitzoglou, Managing Partner
Miranda Theodoridou, Partner
Maria Athanassiadou, Partner
Fotini Kardiopoulis, Partner

Tel: +30 210 3626624
mail@hplaw.biz
www.hplawfirm.com



DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM

PATENT LAW EXPERT OF THE YEAR IN GREECE



**DR. HELEN G. PAPACONSTANTINO
AND PARTNERS ("HP&P")**

**Maria Athanassiadou, Attorney-at-Law
Partner**

**Tel: +30 210 3626624
m_athanassiadou@hplaw.biz
www.hplawfirm.com**



**DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM**

PATENT LITIGATION LAWYER OF THE YEAR IN GREECE



**DR. HELEN G. PAPACONSTANTINO
AND PARTNERS ("HP&P")**

**Maria Athanassiadou, Attorney-at-Law
Partner**

**Tel: +30 210 3626624
m_athanassiadou@hplaw.biz
www.hplawfirm.com**



**DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM**

REAL ESTATE LITIGATION LAW FIRM OF THE YEAR IN GREECE



**Katerina Marini and
Associates Law Firm**

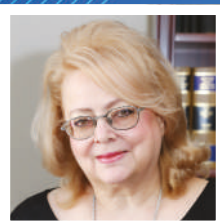
**Katerina Marini
Managing Director & Founder**

**Tel: +302108947812;
+302102445795;
+30696944730875
katerina.marini@kmdlaw.gr
www.kmdlaw.gr**



Law firm & Associates

TRADEMARK LAW EXPERT OF THE YEAR IN GREECE



**DR. HELEN G. PAPACONSTANTINO
AND PARTNERS ("HP&P")**

**Fotini Kardiopoulis,
Attorney-at-Law, LL.M.
Partner**

**Tel: +30 210 3626624
f_kardiopoulis@hplaw.biz
www.hplawfirm.com**



**DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM**

CORPORATE RESTRUCTURING LAW FIRM OF THE YEAR IN HUNGARY



**bpv Jádi Németh Attorneys
at Law**

**Dr. Andrea Jádi Németh
Managing Partner**

**Tel: +36-1-429-4000
budapest@bpv-jadi.com
www.bpv-jadi.com
www.bpv-legal.com/member-
firms/bpv-jadi-nemeth**



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MR PAUL GALLAGHER SC
Paul Gallagher
Senior Counsel

MR PAUL GALLAGHER SC

ACCOUNTING SERVICES ADVISORY FIRM OF THE YEAR IN ITALY



Studio Alessio
Franco Alessio
Founder & Partner
Tel: +39014275733
franco.alessio@studio-alessio.it
www.studio-alessio.it



DATA PRIVACY LAW FIRM OF THE YEAR IN ITALY

EY Law Italy – Studio Legale Tributario



Luigi Neirotti
Data Privacy Senior Legal Counsel
Tel: +39 335 736 1483
luigi.neirotti@it.ey.com



Alessandra Pietroletti
Data Privacy Partner
Tel: +39 334 655 0870
alessandra.pietroletti@it.ey.com

www.ey.com/it_it/law



M&A LAW EXPERT OF THE YEAR IN ITALY



Tonucci & Partners
Alessandro Varrenti
Partner
Tel: +39 02 859191
avarrenti@tonucci.com
www.tonucci.com



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INVESTMENT FUNDS LAW FIRM OF THE YEAR IN LUXEMBOURG



Lextrust Law Firm
Jonathan Charles Burger
Partner – Investment Funds
& Financial Law
Tel: +352 27 21 411
burger@lextrust.lu
www.lextrust.lu



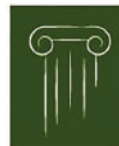
INTERNATIONAL ECONOMIC LAW FIRM OF THE YEAR IN POLAND



Kancelaria Prawna Rafał Królikowski,
Rechtsanwalt

Rafał Królikowski
Rechtsanwalt (Attorney in Germany),
Admitted to Bar in Poland as
Registered Foreign Lawyer

Tel: +48 606 30 35 87
krolikowski@ra-krolikowski.eu
www.ra-krolikowski.eu



KANCELARIA PRAWNA
RAFAŁ KRÓLIKOWSKI

INTERNATIONAL CRIMINAL LAWYER OF THE YEAR IN PORTUGAL



António Falé de Carvalho Defence
Criminal Lawyer in Portugal

António Falé de Carvalho
Defence Criminal Lawyer

Tel: +351939429672 (WhatsApp)
falecarvalhoadvogados@gmail.com
www.advogado-criminal.pt/en



LABOUR LAW FIRM OF THE YEAR IN PORTUGAL



ABPA - A. Borges Pires,
Santos Pereira, Pires Pereira
& Associados - Sociedade de
Advogados, R.L.

António Borges Pires
Managing Partner

Tel: +351 212 454 262
abp@abpa.pt
www.abpa.pt



PRIVATE CLIENT LAW FIRM OF THE YEAR IN PORTUGAL



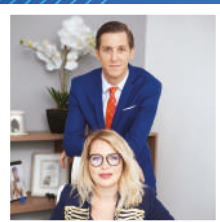
ABV ADVOGADOS

Antonio Paula Varela
Partner

Tel: (+351) 213 703 600
antonio.varela@abvlegal.pt
www.abvlegal.pt

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VARELA & ASSOCIADOS
Sociedade de Advogados SP, R.L. | Law firm

WHITE COLLAR CRIMINAL LAW FIRM OF THE YEAR IN ROMANIA



ENACHE PIRTEA
& Associates S.p.a.r.l.

33 Argentina Street, 1st Floor,
1st District, 011753 Bucharest, RO
Tel: +40.371.471.000;
+40.723.323.541
office@enachepirtea.ro
www.enachepirtea.ro



INTELLECTUAL PROPERTY ADVISORY FIRM OF THE YEAR IN SLOVENIA



**KETNER, Legal Consultancy,
Representation and Protection, Ltd.**

**Meti Ketner
Partner, CEO**

**Tel: +386 (0) 51 344 655
info@ketner.si
www.zascita.si**



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Larrauri & Marti Abogados

**Antonio G. Lobón
Partner, Madrid**

**Tel: +34 91 436 23 99
aglobon@larraurimarti.es
www.larraurimarti.es**



LARRAURI & MARTI
ABOGADOS

CAPITAL MARKETS LAW EXPERT OF THE YEAR IN SWITZERLAND



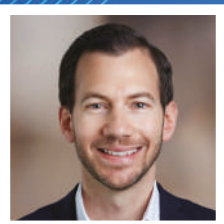
Walder Wyss Ltd.

**Elisabeth Moskrich
Counsel**

**Tel: +41586585621
elisabeth.moskrich@walderwyss.com
www.walderwyss.com**

walderwyss attorneys at law

DISRUPTIVE & NEW TECHNOLOGIES LAWYER OF THE YEAR IN SWITZERLAND



**MLL Meyerlustenberger
Lachenal Froriep AG**

**Ronald Kogens
Partner**

**Tel: +41 58 552 01 90
ronald.kogens@mll-legal.com
www.mll-legal.com**

MLL

FINANCIAL SERVICES & REGULATORY ADVISORY FIRM OF THE YEAR IN SWITZERLAND



**Mercury Compliance
Attorneys-at-Law**

**Dr. Mark-Oliver Baumgarten, LL.M.
Counsel**

**Tel: +41 44 280 05 06
Mob: +41 78 626 35 16
mark-oliver.baumgarten@mercury.ch
www.mercury.ch**

MERCURY

EMPLOYMENT LAWYER OF THE YEAR IN TURKEY



CoskunLaw Office
Gülnisa Coşkun
Partner
Tel: +(90) 212 292 01 72
gulnisa@coskunlaw.com
www.coskunlaw.com

CoskunLaw

INSURANCE LAW EXPERT OF THE YEAR IN TURKEY



CONGAR LAW FIRM
Atty. Cem Congar
Founder
Tel: +90 (545) 642 3682
congar@congarhukuk.com
www.congarhukuk.com



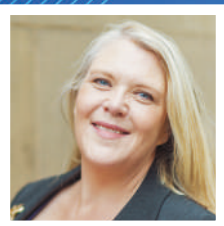
SHIPPING & MARITIME LAW EXPERT OF THE YEAR IN TURKEY



CONGAR LAW FIRM
Atty. Cem Congar
Founder
Tel: +90 (545) 642 3682
congar@congarhukuk.com
www.congarhukuk.com



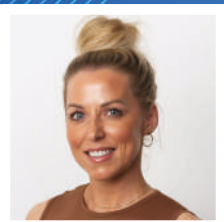
BARRISTER & CHAMBERS MARKETING EXPERT OF THE YEAR IN THE UNITED KINGDOM



Bar Marketing Limited
Catherine Bailey
Managing Director
Tel: +44 (0)771 434 5072
catherine.bailey@barmarketing.co.uk
www.barmarketing.co.uk



COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



Thistle Initiatives
Sophie Long
CEO
Tel: +44 (0)20 7436 0630
info@thistleinitiatives.co.uk
www.thistleinitiatives.co.uk



CONSUMER LAWYER OF THE YEAR IN THE UNITED KINGDOM



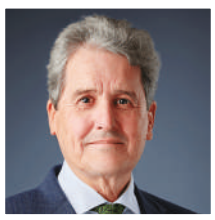
Debello Law

Dean Dunham
Senior Partner,
Solicitor-Advocate

Tel: +44 (0)20 3 137 7126
dean.dunham@debellolaw.com
www.debellolaw.co.uk

DEBELLO
llw

FAMILY LAWYER OF THE YEAR IN THE UNITED KINGDOM



John Hooper & Co

John Hooper
Director

Tel: +44 (0)115 941 5566
jh@johnhooper.com
www.johnhooper.com

John Hooper

ORTHOPAEDIC THERAPY EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



RSW Medico-Legal Ltd

**Mr R Scott-Watson BSc MB BS
LLB CUEW DDAM FRCS(Ed)**
Expert / Company Director

Tel: +44 1 3844 41126
carolcouzens@ymail.com
(secretary)

RSW Medico-Legal Ltd

PENSION LAW EXPERT OF THE YEAR IN THE UNITED KINGDOM



Sackers

Michaela Berry
Partner

Tel: +44 (0)20 7615 9546
michaela.berry@sackers.com
www.sackers.com

Sackers

The Americas Winners

Trade authorities in the countries of Central America, officials from international organisations and representatives of the private sector recently met in Antigua Guatemala to assess the progress made in the region in terms of commercial trade, and to analyse possible reforms in the context of the event “Trade Facilitation: the reactivation route”.

Organised jointly by the World Bank, the Central American Economic Integration Secretariat [Secretaría de Integración Económica Centroamericana, SIECA] and the pro tempore presidency of the Council of Ministers of Economic Integration [Consejo de Ministros de Integración Económica, COMIECO], the event addressed the issue of how to deepen the integration of the region’s markets in goods and services, and also had forums for the exchange of ideas and proposals with the private sector.

Francisco Lima, Secretary General of SIECA, noted: “The event allows us to assess the achievements in regional economic facilitation, announce priority initiatives in areas such as air freight cost reduction, express shipments and advance declarations, and begin the preparation of a new roadmap for the integration of regional markets.”

Carlos Felipe Jaramillo, World Bank Vice-President for Latin America and the Caribbean, added: “Central American economies have made substantial progress in trade facilitation and have signed an average of 9.5 trade agreements, almost twice as many as the Latin American and Caribbean region. However, they have great opportunities to further reduce the costs and times for intraregional and extraregional trade. The World Bank has been providing support through trade facilitation analysis and advice, which we regard as a key priority in order for the countries of the region to boost their economic recovery and return to the path of inclusive and sustainable economic growth.”

The region has made progress in areas such as the Customs Union, for which the World Bank has provided technical assistance through the World Trade Organization’s (WTO) Trade Facilitation Agreement (TFA) Implementation Support Program, along with other cooperating partners, but still faces challenges in terms of infrastructure and efficiency at border crossings. On average, a truck transporting cargo from the Mexico-Guatemala border through Central America to Panama moves at a speed of 18.5 km/h (11.5 mph). According to the “Clearance Times” study completed by SIECA and Central American customs authorities, with the support of the World Customs Organization and the European Union, the average border crossing time, excluding waiting lines, is nine hours.

Despite the achievements in trade facilitation in the region, there are areas where improvements can be made, such as the slowness of border procedures, low connectivity and adoption of technology, infrastructure problems and non-standardised schedules at border posts, among others.

A recent World Bank study estimates that full implementation by Central American countries of their commitments in the WTO Trade Facilitation Agreement could reduce trade costs by 15.5% in the region, increasing intra-regional trade by 61%. In addition, extending the implementation of this Agreement to include Mexico would increase trade between Central America and Mexico by 130% and Central American GDP by 6.7% by 2030.

According to the same study, a 10% decrease in intraregional transportation costs could increase intraregional trade by 5% and the region’s GDP by 0.3% by 2030. Increasing the reduction in transportation costs between Central America and Mexico would further increase Central American GDP by 0.4% by 2030.

The Statistical Yearbook for Latin America and the Caribbean 2022

The Economic Commission for Latin America and the Caribbean (ECLAC) has released a publication entitled the Statistical Yearbook for Latin America and the Caribbean 2022, in which it presents a statistical synthesis that illustrates the socio-demographic, economic and environmental development of the region's countries.

This annual publication, which is among the United Nations regional organisation's most important, constitutes a reference for those seeking descriptive statistical data that is comparable between countries and over time.

The Statistical Yearbook 2022 is divided into three chapters. The first explores demographic and social aspects, including indicators on population, work, education, health, housing and basic services, poverty and income distribution as well as gender.

In the social realm, the Yearbook's data shows a slight recovery in some indicators after the COVID-19 pandemic. In 2021, poverty in Latin America affected 32.3% of the population, including 12.9% of the population that was living in extreme poverty. These figures represent a small decline versus the prior year, of 0.5 percentage points in poverty and 0.2 points in extreme poverty.

The pandemic's impact on employment continued despite a slight improvement in labour indicators. The population's participation rate in economic activity for Latin America and the Caribbean rose to 61.4% in comparison with the minimum of 57.8% reached in 2020. In addition, the open unemployment rate declined, falling from 10.5% in 2020 to 9.3% in 2021. In both cases, however, the improvements seen in 2021 were not enough for these indicators to attain their pre-pandemic values.

The second chapter presents economic information referring to national accounts, balance of payments, foreign trade and price indices, among other indicators.

The Yearbook shows that in 2022, the region's economies grew at an estimated 3.7%, marking nearly half the growth recorded in 2021 (6.7%). This reflects the dwindling of the rebound effect on the recovery in 2021, along with the impact and effects of restrictive monetary policies, greater limits on fiscal spending, lower consumption and investment levels as well as a deterioration in the external context.

While growth decelerated in 2022, inflationary pressures held firm. The variation in the Consumer Price Index in Latin America reached 15.4% in 2022, above the 12.4% seen in 2021. Food prices, which have played a significant role in the evolution of the overall consumer price index, rose by 13.2% in 2022, compared with 8.3% in 2021. The behaviour of regional inflation also correlates with the evolution of prices for primary products, which increased by 16.6% between January and October 2022 versus the prior year, with particularly striking price growth of 45.9% for energy products, 36.8% for fertilisers and 19.5% for food and beverages.

The region's complex domestic scenario is compounded by a difficult situation in the external sector. In 2021, Latin America and the Caribbean had a current account deficit in its balance of payments of 1.5% of GDP, with a deterioration in the trade balance of the region as a whole, influenced by growth of 34.7% in goods imports, which exceeded the 27.7% expansion for goods exports. However, in 2021, foreign direct investment experienced a recovery with 14.0% growth in net flows versus the 20.4% drop seen in 2020.

The third chapter offers environmental statistics and indicators from the region. These include metrics on physical conditions; land cover; ecosystems; biodiversity; environmental quality; land; energy, water and biological resources; emissions; disasters; human settlements; and environmental regulation and governance.

Historically, Latin America and the Caribbean has contributed less than other regions to climate change. However, the countries in this region are very vulnerable to its negative consequences: floods, storms, droughts and landslides, among others. In 2022 alone, 74 hazardous events and disasters occurred, directly affecting more than 7 million people and causing the death of more than 1,000 people. The total damage and economic losses related directly or indirectly to disasters in 2022 in the region amounted to \$1.789 billion dollars.

On another note, it can be seen that since 1990, the region increased its accumulated aquaculture production by more than 1,547%, going from 229,611 tonnes in 1990 to 3,781,004 tonnes as of 2020. Meanwhile, fish extraction declined by 22%. All of this points to less pressure on these natural resources, leading to a less unfavourable impact on the environment.

Finally, this edition of the Statistical Yearbook includes information on environmental quality in the region through air quality (air pollution), which represents a significant environmental risk to human health. The results indicate that just 30% of the region's countries (10 out of 33) comply with the World Health Organization's guidelines for particulate matter (PM2.5) and, unfortunately, five countries have more than double the maximum value permitted.

FIDUCIARY & WEALTH MANAGEMENT ADVISORY EXPERT OF THE YEAR IN THE BAHAMAS



Onyx Partners

Wendy Warren
Director

Tel: +1 242 397 6535
wwarren@onyx.bs
www.onyx.bs



Onyx Partners offers a range of services and solutions that deliver financial flexibility while providing the protection of wealth, the mitigation of risks and the reassurance of an appropriate level of confidentiality.

The firm has the expertise to help individuals, families and their advisors to establish the most appropriate fiduciary structure(s), to assist with the management of their wealth, as well as the creation and maintenance of family governance. Our objective is to work closely with both clients and their advisors, to ensure the most appropriate solutions are actively and consistently considered.

Entrepreneurs and successful business people share a desire to protect the wealth they create for themselves, their families and for future generations.

The use of fiduciary solutions is a common approach to help meet these and many other needs. Understanding that the environment in which our clients and their beneficiaries live is constantly changing, Onyx Partners values an active partnership with advisors and family offices in delivering the best fiduciary services and solutions available.

Establishment of Structures:

Revocable or irrevocable trusts; foundations; underlying holding private investment companies; private trust companies; executive entities.

Relationship Management:

Pro-active approach to clients on an individual level; active and responsive; active relationships maintained with advisors.

Support Services: Best-in-class administration supported by strategic affiliate; full accounting services; full compliance and risk management services.

Our Name is Our Commitment

Our name Onyx comes from the gemstone that is said to have

protective properties and provides energy for consistent action. These characteristics precisely reflect our offer and commitment as a company: to be partners with our clients in the provision of fiduciary solutions that protect, preserve and grow their wealth, expertly delivered through consistent, deliberate and professional actions. As partners in building and maintaining long-term, value-driven relationships, we make ourselves available and easily accessible to our clients wherever they are in the world.

Our Approach

Onyx Partners delivers the highest level of service by employing best-in-class fiduciary executives who each have a long record and history of building value-driven relationships with clients and their advisors. We value clients who look for longevity in the relationships with their chosen fiduciary partners. The firm has the expertise to guide individuals, families and their advisors in the creation of the best fiduciary structure to help manage their wealth and achieve their goals. In addition, Onyx Partners benefits from being an affiliate of Caystone Solutions Limited, a Bahamas-based business services company with years of experience providing comprehensive and customized services and support to individuals, businesses and family office structures around the world. This affords Onyx Partners direct access to a team of professionals who are well established in full administration and operations.

Our Advantages

Bespoke & Nimble – We believe each client is different, with unique objectives, and we tailor our offering in support of those objectives. Achieving their goals requires expert guidance, and Onyx Partners – a nimble and focused firm – stands ready to respond to the changing needs of our clients.

Bahamas-based, Global Reach – We sit in an ideal location to serve

our clients anywhere in the world. However, we understand that our clients must be able to secure best-in-class multi-shore solutions and – with fiduciary executives at the ready in Europe and Latin America – we are able to support businesses and asset holding structures across jurisdictions.

Personalized & Discreet – Onyx Partners is built on the principle that individuals and businesses deserve discretion in the management of their affairs. This hallmark is delivered throughout the execution of our duties with strict adherence to agreed-upon communication channels and in accordance with the legal requirement to maintain client confidentiality.

Wendy Warren

Wendy Warren is the Founder and Managing Director of Caystone and a Director of Onyx. Prior to establishing Caystone Solutions, Ms. Warren spent 11 years as CEO and Executive Director of the Bahamas Financial Services Board, a financial sector body that works closely with government, regulators and private industry to ensure the Bahamas provides global clients with best-in-class financial services. Following her time with BFSB, in 2012 Ms. Warren established Caystone, an operational family office focused on full corporate and fund administration services. Ms. Warren has worked in a variety of roles in the fund administration, wealth management and audit fields, including eight years co-leading the establishment and operation of a leading investment funds administrator. She has worked with families and family businesses for more than 30 years, and her knowledge of the financial services business and community is broad, augmented by a deep understanding of the Bahamas and its legislative framework. Ms. Warren is a Chartered Accountant and holds a bachelor's degree in Accounting from the University of Waterloo, Canada.

FAMILY & SUCCESSION LAW FIRM OF THE YEAR IN BRAZIL



Rafael Gonçalves Law Office

Rafael Gonçalves
CEO

Tel: +55 11 99336-5547
rafael@rafaelgoncalvesadvocacia.com.br
www.rafaelgoncalvesadvocacia.com.br



Rafael Gonçalves
ADVOCACIA

Rafael Gonçalves Law Office provides legal services in the family area, specifically those related to child custody, coexistence, divorces, inventories, family holding and child support. The work is developed in a differentiated way, because the office, in addition to the services considered basic, also has sectors of patrimonial and social research, research, the possibility of analysis of the obligor and calculations of delays.

The team consists of 20 employees, and all lawyers are specialized in family law and succession. In addition, the team is trained for high-complexity actions, such as sharing of large fortunes, as well as representing national and international public figures. Dr. Rafael Gonçalves, CEO – in addition to his specialization in family and succession law – also specializes in the areas of domestic violence against women, business law, behavioral and legal psychology, extrajudicial advocacy as well

as public law. Currently, he is pursuing a master's degree in the area of mediation and conflict resolution, with double securitization (Spain and Mexico).

The firm excels in civil law advice, which can be understood as the "right of the citizen". It is a branch of private law that aims to imply the rules and conduct that individuals and legal entities must have in society. Present in everyone's daily life, civil law is probably the most complex area of law in Brazil. This extends to family law, the branch of civil law that deals with family relationships and the obligations and rights arising from these relationships. Its content is the study of marriage, stable unions, kinship relationships, filiation, alimony, family welfare, guardianship and guard. It also disciplines the need for a contract between cohabitants.

In the area of succession and inheritance law, the firm provides expert advice related to the set of norms governing the transfer of assets (assets and liabilities – credits and debits) of someone, after

their death, by virtue of law or will. It is regulated in articles 1784 to 2027 CC. The Federal Constitution guarantees the right of inheritance (Article 5, XXX).

Rafael was elected the "most digital lawyer in Brazil" by ANCEC (National Agency), a national reference in advocacy and justice, from 2019 to 2023; as well as the best family and probate office of the year for 2023, and the best Instagram and legal Facebook, by the ADVBOX index. In addition, the firm was recognized by Latin American Quality and Quality Prêmio as an international reference in its areas of activity.

Today, the firm acts as a leading national and international reference in humanized law. Rafael believes that "a woman aware of her rights is an unwavering fortress", and with this premise, he provides thousands of content for free to help low-income people have access to high-quality information through videos, spreadsheets, courses on custody and child support, as well as through other means.



Ernst & Young LLP

Greg Noble
Partner

Tel: +1 604 318 8656
greg.noble@ca.ey.com
www.ca.ey.com



Greg Noble is a Partner at EY and leader of the Transfer Pricing West Practice. Greg takes a client-centric approach to transfer pricing by solving clients' most critical challenges in a practical and value-added manner. With more than 25 years of transfer pricing experience, he leverages best practices to deliver exceptional client service.

He has practised tax in both Vancouver and Tokyo. Prior to specialising in taxation, he was a corporate commercial lawyer and consultant at a major international real estate consulting firm.

He has experience in a wide variety of industries, including: private equity & pensions – serving as the Global Client Service Partner and lead transfer pricing partner to one of Canada's largest pensions; as well as mining & energy – assisting global mining companies with the following minerals: gold, silver, copper, diamonds, cobalt, iron, aluminium, zinc, magnesium, nickel, coal, rare earth minerals and uranium.

Greg's energy projects have included: oil & gas producers and distributors, oilfield services, hydro, wind, solar, water, water treatment and regulated utilities; media & technology – serving most major media companies in Canada, as well as companies in the digital animation and special effects industry; retail – serving many of the largest retailers in Canada, including extensive dispute resolution and advance pricing agreements; as well as agriculture & food – providing ag, produce and food companies with operating margin optimisation planning, dispute resolution and global documentation.

Most recently, Greg has been a member of the Supply Chain Task Force, which is an initiative bringing together the transactional economic skills of the transfer pricing practice with the advisory skills of the consulting practice to deliver exceptional value by optimising global supply chains.

In addition to serving transfer pricing clients, Greg was the Canadian National Market Leader for the Transfer Pricing practice from 2007–2010. He was also the BC Tax Leader and member of the National

Tax Operating Committee from 2011–2018, and from 2017–2019, Greg was a member of the Americas Advisory Council.

Today, he is a frequent speaker at events sponsored by organisations such as the Canadian Tax Foundation, the Tax Executive Institute and various external organisations. He is also an Adjunct Professor at the University of British Columbia Law School, where he teaches the Masters of Law in Taxation programme at Allard Hall.

Furthermore, Greg has published extensively on the topic of tax and transfer pricing in textbooks and journals, including the Canadian Tax Journal and International Tax Review. He also frequently discusses tax and transfer pricing matters in the media – in publications such as the Globe and Mail, as well as the National Post, in addition to his appearances on national and local television.

EY

EY is a global leader in assurance, tax, transaction and advisory services. The insights and quality services we deliver help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we provide a critical role in building a better working world for our people and communities.

In a world that's changing faster than ever, our purpose acts as our "North Star" guiding our more than 300,000 people – providing the context and meaning for the work we do every day. We help our clients to capitalise on new opportunities and assess and manage risk to deliver responsible growth.

Transfer Pricing

Revenue authorities are focusing more widely and intensely on transfer pricing issues. From documentation to helping your practices match your policies, our teams of experienced professionals can help interpret the intent of tax authorities wherever you operate or intend to operate.

Appropriately pricing and documenting your intercompany transactions to comply with various countries' rules and legislation is imperative in managing tax risk, and documenting intercompany transactions is

the first line of defence when your transfer pricing practices are challenged.

Whether you choose to apply a globally centralised approach or a decentralised approach to your documentation needs, you need to understand the rigorous transfer pricing scrutiny in the countries where you operate so that you meet the local requirements – particularly where there is heightened risk. This risk-based approach allows you to align your company's business and tax strategies with your risk profile.

Transfer Pricing Documentation

EY has developed TP Web™, a comprehensive transfer pricing documentation tool that can help you streamline your internal processes and generate reporting packages to support transfer pricing documentation requirements under BEPS Action 13.

Country-by-country (CbC) Reporting

EY has also developed a separate CbC reporting tool, "CbCR Web™", which helps you generate CbC reporting data, as required under BEPS Action 13.

Transfer Pricing Implementation – Intercompany Effectiveness

Operationalising transfer pricing policies is a big challenge for many multinationals. To this end, EY has developed a structured and scalable framework for improving transfer pricing implementation and building integrated systems and processes across tax, business units and operations.

Managing Your Financial Transactions Transfer Pricing

To help you simplify and automate relevant treasury and tax workflows, EY teams have developed the EY Intra-group Finance Web, an interactive platform for managing, pricing and documenting intra-group financing arrangements.

Located across the globe, our teams of experienced transfer pricing professionals have in-depth and broad knowledge of issues that can help interpret the intent of tax authorities. As part of an integrated and extensive global network, our teams work seamlessly together from offices around the world, responding quickly to your needs.



We provide exceptional legal advice

Bertrand-Galindo Barrueto Barroilhet & Cía's lawyers advise a broad variety of local and foreign clients from diverse industries, having actively participated in some of the most relevant transactions, regulatory procedures and dispute resolutions in Chile.

The philosophy and purpose of the firm is to provide clients with an integral legal advice, offering practical, timely and cost-effective solutions, thus adding value to their businesses. Our firm distinguishes itself by incorporating a dynamic approach aimed at providing clients with the best solutions in view of a shifting legal, financial and regulatory framework. Our lawyers incorporate and harmonize

both global and local perspectives to all legal issues, and provide a professional service in accordance to the highest international standards and professional ethics.

Dispute Resolution:

Bertrand-Galindo Barrueto Barroilhet & Cía's distinguished lawyers are dedicated to dispute resolution in all its dimensions and stages, including advice in negotiations prior to a conflict, and strategic litigation before national, ordinary and arbitral courts, also including the practice of litigation before international courts. This extends to the resolution of complex civil and commercial disputes as well as labor conflicts.

Our Services Include:

- Counseling for evaluation of legal conflicts and potential litigation, including evaluation of evidentiary material and legal feasibility of success;
- Advice on conflict resolution, prior to and contemporaneous to litigation, in transactions, mediations, settlements and conciliations;
- Handling of civil, commercial, labor and intellectual property cases, among other matters, before ordinary and arbitration courts, including follow-up in Superior Courts of Justice.

Bertrand-Galindo Barrueto Barroilhet & Cía
Milenko Bertrand-Galindo
Partner
Tel: +56 9 7959 1002
mbertrand@bertrand-galindo.cl
www.bertrand-galindo.cl
El Golf 40, Piso 14, Las Condes,
Santiago, Chile



BERTRAND-GALINDO
BARRUETO BARROILHET
ABOGADOS

CORPORATE LAW EXPERT OF THE YEAR IN COLOMBIA



GALLEGO ABOGADOS SAS

Helmuth Gallego
Managing Partner

Tel: +571 601 5522525
h.gallego@gallegolawyers.com
www.gallegolawyers.com

GALLEGO
ABOGADOS

With more than 25 years of experience in the legal services market, GALLEGO ABOGADOS SAS has positioned itself as the trusted law firm for European companies to successfully run their business in Colombia. As a boutique law firm, GALLEGO ABOGADOS offers its clients specialized and personalized advice in all areas of private economic law as well as legal representation before the ordinary jurisdiction and before arbitration courts.

Managing Partner Dr. Jur. Helmuth Gallego has extensive experience in the financial, corporate and energy regulation sectors and is part of the list of arbitrator specialists in banking and corporate disputes of the Bogotá Chamber of Commerce. He commented: "Our work is characterized by its scientific soundness, combined with the knowledge of the European mindset in doing business. Such a combination guarantees our clients legal security, conflict prevention and success in their business in Colombia."

In the process of its legal advisory work, **GALLEGO ABOGADOS** enlightens clients on the particularities of the Colombian market, helps them to establish valuable contacts, accompanies them when doing business in Colombia and offers its infrastructure and resources, supporting clients in successfully conquering the Colombian market.

According to Dr. Gallego, knowledge of European culture and the particular circumstances of the Colombian market allow the firm to ensure that its advice leads clients' businesses to success. Typical clients include small- and medium-sized companies, for whom the firm provides professional support to guarantee the smooth running of their projects and the defense of their interests, assuring at the same time a proper business dynamic and conflicts prevention.

Dr. Gallego added: "It should be noted that Colombian regulation requires a deep knowledge and the ability to build an effective business strategy for an international or local client. For example, Colombian energy regulations limit the means to use several incentives created

for the industry of electricity generation from renewable energy sources. Therefore, **GALLEGO ABOGADOS** participated in the design and execution of a sophisticated legal structure for a foreign company known worldwide as a developer of renewable energy projects. This structure allowed our client to retain its traditional business model and, simultaneously, arrange its business in Colombia, taking advantage of all tax incentives available and receiving all the potential benefits once the project was ready for sale to a local or international buyer.

"Our creativity in 2022 has allowed **GALLEGO ABOGADOS** to position itself among the most prominent law firms in Colombia in the areas of corporate, energy regulation and environmental regulation. In the region last year, the current government has introduced structural changes in many areas of the Colombian legal system. This, together with the worldwide economic crisis and sustained inflation, are strong challenges for our clients. As a result, our law firm has devised the corresponding legal strategies to shield our clients from these major issues."

IP RIGHTS LAWYER OF THE YEAR IN THE DOMINICAN REPUBLIC



DOCKETING/RENEWALS
OPPOSITIONS/NON USE
ANTICOUNTERFEITING
BORDER MEASURES
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WWW.WDALAW.COM
TRADEMARKS@WDALAW.COM



305-428-2034
1-809-540-8001



BUSINESS LAW FIRM OF THE YEAR IN CALIFORNIA, US



Bagla Law Firm, APC.

Ms Kelly Bagla, Esq.
CEO

Tel: +1 (760) 579 – 6789
admin@baglalaw.com
www.baglalaw.com



Bagla Law Firm, APC. is an international, award-winning business formation and asset protection law firm that specialises in entrepreneurship. From concept development and structural layout, all the way to exiting via close/sale of business, the firm will guide you through every step of your business's Legal Lifecycle® – and helps ensure you avoid all of the common pitfalls along the way. "Offshore Protection, Living Trusts, Contract negotiations, Expanding into the US economic market... We do it all for the entrepreneur."

The firm was established in 2009, and over the past decade and a half, its CEO Kelly Bagla has graced the covers of more than two dozen business magazines, cementing her commitment to clients and the firm's own commitment to excellence. Moreover, Bagla Law Firm was inducted into the Business Hall of Fame by the City of Carlsbad, CA, after three consecutive years of winning best in business.

Ms Bagla is an entrepreneur running several businesses, all supporting entrepreneurship. This is what makes Bagla Law Firm unique. According to Ms Bagla, it takes an entrepreneur to understand the needs of another entrepreneur. She noted: "TikTok streamers are not lawyers. CPAs and accountants are not lawyers, and most lawyers are not business owners. Therefore, if you are looking for expert advice... seek an expert. When it comes to your business, speak with an expert; don't just trust your ear or gut because a professional athlete on social media said so.

"In the past year, we have managed to: open an international branch in London; hire new support staff specialising in customer care; partner with the newly formed Pitbulls 'n Pearls® Coaching Company; secure relations with the best offshore assets protection service providers in the world; and we are currently working on bridging the gap between the language barrier with our neighbours to the south. Having made these moves – and continuing on our growth trajectory – Bagla Law Firm is better suited now than ever to handle every

Ms Bagla is an entrepreneur running several businesses, all supporting entrepreneurship.

business's needs. From the small to the grand scale, we have you covered."

Looking to the coming 12 months, the firm has its sights set on yet more growth. Ms Bagla added: "While we aim to help all with matters such as asset protection, our client base is typically international-based businesses seeking to open operations in the US. After opening our London branch, we are looking to open a Las Vegas branch by year's end to further widen our scope. Meanwhile, the pandemic has given people new perspective and helped them commit to taking that leap into entrepreneurship. Business is booming, and we are hiring just to keep up with all of the people in need of assistance. Our biggest issue has been the rise of social media gurus who claim to have the answers, and so getting uneducated, non-experienced individuals to stay in their lane has been the biggest challenge."

EUROPEAN TECHNOLOGY LAWYER OF THE YEAR IN CALIFORNIA, US



Fieldfisher

Paul Lanois
Director

Tel: +1 650 313 2361
paul.lanois@fieldfisher.com
www.fieldfisher.com

fieldfisher

As perhaps the largest Technology & Data practice in Europe, Fieldfisher supports clients seeking to maximise opportunities in developing and deploying new technologies, exploiting data and transforming their businesses.

Paul Lanois, Director, is a European technology and privacy professional at the firm, acting as an attorney admitted to the bar in California, New York, the District of Columbia (DC) and the Supreme Court of the United States (SCOTUS).

Today, Mr Lanois's practice focuses on advising companies on data privacy and cybersecurity matters, drawing on his international experience, having lived and worked in the UK, France, Luxembourg, Switzerland, Hong Kong and the US. Specifically, he helps companies – ranging from startups to large Fortune 500 multinationals across a range of industries – to develop data protection and privacy strategies for new products and services. He also advises clients on complying with evolving global privacy and data protection laws, such as the General Data Protection Regulation (GDPR), the ePrivacy Directive,

as well as the California Consumer Privacy Act (CCPA) / California Privacy Rights Act (CPRA) and similar data privacy laws passed in Virginia, Colorado, Connecticut and Utah.

Meanwhile, Mr Lanois advises clients in relation to their cutting-edge B2B and B2C offerings, encompassing connected products and services (Internet of Things), including virtual reality; mobile apps (including augmented reality apps); AI and machine learning; as well as cloud-based integrations. His advice also extends to cybersecurity matters, including data breaches and incident response, risk assessments, policy development and compliance with industry standards, such as the Payment Card Industry Data Security Standard (PCI DSS). He coordinates large projects spanning privacy law requirements in numerous countries – in order to provide clients with consolidated advice that is practical and actionable.

In 2018, he was selected for inclusion on the list of arbitrators developed by the US Department of Commerce, the EU Commission and the Swiss Federal Administration, as part of the Privacy Shield Framework Binding Arbitration Program.

Over the years, Mr Lanois has written extensively on the latest developments in cybersecurity as well as American and European privacy law. For example, he was one of the lead authors of the Cloud Security Alliance's guidance, "Observations and Recommendations on Connected Vehicle Security", published in 2017, which covers vehicle security connectivity, possible attack vectors of concern, as well as recommendations for securing the connected vehicle environment. He was also one of the lead authors of the Cloud Security Alliance's guide on "Future-proofing the Connected World: 13 Steps to Developing Secure IoT Products", published in 2016, and which provides comprehensive guidance for product designers and developers.

He currently co-chairs the National Institute of Standards and Technology (NIST) Privacy Workforce Public Working Group's Data Processing Ecosystem sub-group, and frequently speaks at conferences around the world in addition to leading industry committees and organisations.

FINTECH ADVISORY FIRM OF THE YEAR IN CONNECTICUT, US



**Integration Technologies, Inc. (dba)
InterWeave SmartSolutions**

**Bruce Magown
CEO**

**Tel: +1 800-671-8692 x 1
bmagown@interweave.biz
www.interweave.biz**



At the highest level, InterWeave is the leader in on-demand SmartSolutions that integrate any application, process, gateway, protocol, customer or partner in the world. The firm makes it easy for customers to create integrated solutions that are specific to their business processes, workflow and customer experience. Companies worldwide now have real-time information flow, tighter employee collaboration and improved strategic business decision capabilities. Unlike traditional enterprise software alternatives, SmartSolutions require no hardware, software or IT support, deploy in days, and have the right model for each customer.

The firm's vision has always been to focus on the customer's needs and consistently provide innovative solutions to them. It offers three integration tenants: Financial Services Solutions, Payment Processor integrations and Multi-Cloud integrations in an intelligent, configurable way. SaaS, SMB and Enterprise customers manage their system-specific business processes and workflow with configuration, providing an extraordinary customer experience.

With InterWeave's broad knowledge and experience of the CRM/Financial marketplace, the firm spends considerable time presenting Best Practice as it works with customers.

Bruce Magown, CEO, noted: "Whereas the three integration tenants we specialise in are similar to others in the marketplace, our approach and delivery are the most unique and complete in the industry. InterWeave understands that its clients are the driving force behind the success of the company, and so, by offering a customisable approach, our customers can configure their specific business processes and workflow."

The firm recently spent nine months redesigning, repositioning and rebranding InterWeave. The first initiative was the rebranding of the company interweave.biz, and then extending the brand with complementary websites: help.interweave.biz, exchange.interweave.biz, consult.interweave.biz and status.interweave.biz. The firm then extended again, with new messaging and outbound marketing campaigns on LinkedIn, Facebook, Instagram, Twitter and YouTube. Mr Magown added: "Having great technology doesn't mean everyone knows about it. We have many exciting new developments that will be

announced, which will allow the firm even greater opportunities to grow and build upon our current success. Our vision is to focus on the customer's needs, and consistently provide innovative solutions for them."

With InterWeave's new partners, Creatio CRM and Sage Intacct, the firm is in a close working relationship. Both these companies are focused on the European, Pan-Asian, African, Australian and Latin American markets – which is exactly what InterWeave had on its three-year road map. Moreover, the firm is focused on extending its Salesforce Partnership, working primarily with its trusted Consulting Partners, as the combination provides the customer with an excellent result.

InterWeave's customers are CRM customers, which means practically every SaaS, SMB and Enterprise Customer in the world. Indeed, as Mr Magown states, segmentation by industry, location and type does not apply in the CRM world. What does apply is the customers' need for integrated solutions that are specific to them. With InterWeave, companies worldwide now have real-time information flow, tighter employee collaboration and improved strategic business decision capabilities.

SME BUSINESS TRANSACTIONS ATTORNEY OF THE YEAR IN ILLINOIS, US



Hubbard Business Counsel

**Bill Hubbard
Founder**

**Tel: +1 312-238-0246
bill@hubbardbusiness.com
www.hubbardbusiness.com**



Hubbard Business Counsel creates working strategies for complex business deals from start to finish. As a trusted business adviser and legal counsel to lower middle-market business owners and CEOs, Hubbard Business Counsel's focus is on each client's success.

A thorough understanding of each client and their respective business landscape is essential to providing sound advice. Hubbard Business Counsel leads clients through minefields of business and legal challenges – as well as opportunity mazes – towards successes.

Client matters frequently center around the sale, purchase, and financing of a business or other business deals. Joint ventures, partnerships, fiduciary duties under Delaware or other law, boards of directors, LLC or corporate organizational challenges, capital raises, and key agreements across the spectrum of business opportunities and risks are frequent needs.

It is always about achieving the client's optimum result – under the circumstances and as effectively and efficiently as possible.

Bill Hubbard

Much of Bill's professional life has centered around helping entrepreneurial clients buy, sell, and grow their businesses. Examples: a buyer or seller doing so for the first time; a multibillion-dollar private international firm expanding international operations; assisting domestic or international legal counsel on behalf of their clients; and a host of other projects for owners and companies across a wide spectrum of industries and sizes.

Bill is as comfortable negotiating the business deal directly with the other owner as drafting the complex legal documents necessary to protect his clients' interests and get the sought-after result: a successful deal closing or an early walking-away.

He has taught on the art of M&A to other attorneys, the legal portion of an M&A certification course to various intermediaries and investment bankers from both the US and abroad. Degreed from West Point, IIT Chicago-Kent College of Law (with high honors), and having a CPA and a wealth of transactional experience, Bill has been recognized as one of Illinois' M&A and Closely Held Business "Super

Lawyers" and a "Leading Lawyer" and was named by Corporate INTL as Business Transition Attorney of the Year in Illinois.

Bill, licensed in IL, NY, and MA, established Hubbard Business Counsel in 1997 after having been a partner in two of the largest Chicago law firms, and has now accumulated more than 40 years' experience. He is, or has been, a member of various American, Chicago and New York Bar Business Law Committees and Sub-committees, the American Institute (and Illinois Society) of CPAs, the Association for Corporate Growth, the Alliance of M&A Advisors, the Midwest Business Brokers and Intermediaries Association, and a former crowdfunding association. Moreover, he helped found, and chaired during its first year, the Middle-Market Pillar of the Private Directors Association.

He is a former Director and Past President of the West Point Society of Chicago – and, in a more distant past, served as an airborne and ranger-trained infantry officer for the US Army in Berlin, as well as a Judge Advocate Corps prosecutor and Officer-In-Charge in Augsburg, Germany.

THE RIGHT EXPERTS AT THE RIGHT TIME.



Alvarez & Marsal is a leading global professional services firm that provides advisory, business performance improvement and turnaround management services. We deliver tangible results for corporates, boards, private equity firms, law firms and governmental agencies facing complex challenges. Our experienced operators, world-class consultants, industry authorities and former regulators leverage A&M's restructuring heritage to help companies act decisively, catapult growth and accelerate results.

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Cyndi Joiner | cjoiner@alvarezandmarsal.com | +1 404 839 0845

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CROSS BORDER M&A LAW FIRM OF THE YEAR IN MASSACHUSETTS, US



TCF Law Group

Stephen J. Doyle
Founder,
Head of Technology & International Practice

Tel: +1 (508) 208-6865
sdoyle@tcflaw.com
www.tcflaw.com



In the area of M&A, we represent public companies, private companies and their founder-owners, as well as private equity firms and their portfolio companies in mergers, acquisitions and sales of business. Each of our M&A lawyers has practiced for more than 25 years and has regularly represented both buyers and sellers.

As a result, we have extensive experience in solving the challenges that can emerge in deals, and we understand the perspectives, motivations and interests of parties on all sides of the transaction. All this enables us to reduce deal friction and to deliver high-quality legal services that support a collaborative and successful process, designed to achieve a timely and efficient closing.

Stephen J. Doyle

Steve is an accomplished lawyer and businessman who has practiced law for more than 30 years. He has been a partner in leading law firms, general counsel and international counsel to public and private

companies, as well as COO, chief strategy officer and member of executive teams at public companies and companies he founded. His international experience includes living and working overseas, in addition to transactional work throughout Eastern and Western Europe, China and East Asia, Latin America and the Middle East. Steve has also been recognized as a Super Lawyer in the 2021 edition of Massachusetts Super Lawyers magazine.

Steve represents: emerging companies throughout their lifecycle, with a particular emphasis on startup operations, formation, capital raises and complex commercial transactions; private and public companies in M&A transactions on both buy and sell side; technology companies in joint ventures, complex licensing and business transactions; as well as domestic and non-US companies in cross-border transactions, financing and acquisitions.

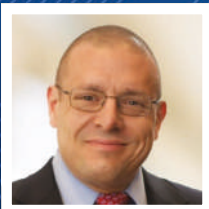
Examples of transactions and legal matters that Steve has negotiated and led include: Aspen Technology (Nasdaq Technology for process industries) – acquisitions of

software and services companies in the US and Europe as well as alliances with multinational technology and service companies, Accenture, SAP, IBM (\$100 million PIPE with Advent International); GTY Technology (Nasdaq Government Tech) – reorganization in Massachusetts from the Cayman Islands (special counsel for \$642 million public offering and Massachusetts counsel for SEC opinions and corporate compliance); and Wakelet (UK Online content curation, Edtech) – multiple capital raises, and alliances with Microsoft and other leading technology companies.

Steve is a graduate of Georgetown University and the University of Denver, with both JD and MBA degrees.

Meanwhile, he is the author of numerous articles on international law, a contributing author to The Law of Transnational Business Transactions (2016–2021 editions) published by Thomson Reuters, and an adjunct professor of international transactions at Boston University School of Law. He is admitted to the state and federal bars in Massachusetts and the Court of International Trade.

ANTI-MONEY LAUNDERING ADVISORY EXPERT OF THE YEAR IN NEW YORK, US



Guidehouse

Salvatore LaScala
Partner

Tel: +(917)-991-3321
salvatore.lascala@guidehouse.com
www.guidehouse.com/industries/financial-services



For more than two decades, Guidehouse has helped commercial and public sector financial services entities address evolving financial crime and fraud risks as well as confront new and non-traditional competitors, and adapt to shifting markets and customer demands – all while driving innovation.

Today, Guidehouse assists clients with all types of financial crime and fraud risk challenges, including large-scale investigations, remediations, as well as developing compliance programmes and technology implementations. While Guidehouse is adept at large project work, it is also situated to provide detailed and specialised expertise tailored to clients' needs. This provides an advantage when serving both public sector and commercial clients, for whom Guidehouse can leverage its knowledge to assist in a way that the rest of the market has yet to achieve.

As an accountant, attorney and former special agent with the US Treasury Department, Guidehouse Partner Salvatore LaScala has been fortunate to view financial crimes fraud, investigations and forensic

accounting matters from a 360-degree perspective. Moreover, as the developer of a case management system and rules engine, he knows how these projects can be operationalised to investigations.

He noted: "One such project required the fraud assessment of millions of applications. In this matter, my accounting skills permitted me to implement detailed audit trails; meanwhile, my skills as an attorney helped to transform regulatory requirements into detection scenarios. As a former agent, I sought out the big picture, relative to more organised fraud crime rings, and adapted the analysis to also review the applications and aggregate – therefore identifying larger and more organised fraud schemes."

According to Mr LaScala, the threat and complexity of financial crime continues to grow as the global payment infrastructure changes. Furthermore, worldwide adoption of contactless digital payment has provided bad actors with the opportunity to take advantage of weaknesses in the newer digital systems.

He added: "Any effective AML programme is rooted in an assessment based on products, businesses and channels. A risk-based

programme always allocates resources more efficiently. Because compliance and anti-fraud budgets are not limitless, identifying precisely what the highest risks are ensures that our clients get the most value from the compliance and investigative dollars spent."

By combining the anti-fraud and investigative talent across the firm's more than 16,000 professionals serving the public and private sectors, it became clear that Guidehouse had what Mr LaScala describes as an "embarrassment of riches" in terms of in-house skills and technology. As such, he has developed frameworks to quickly mobilise this talent to create a team unequalled in the industry.

He concluded: "This coming year, the Guidehouse Financial Crimes, Fraud and Investigations practice will expand its reach to industry verticals – beyond just financial services – to comprehensively cover public sector and commercial clients. Our objectives also include growing our financial crimes managed services, maintaining our industry lead with respect to anti-money laundering, as well as leveraging AI."

Class Action and Mass Tort Services



Epiq is a worldwide leader in legal and business services. When you choose Epiq, you're choosing a strategic partner committed to navigating complexity to help you achieve success. Our clients trust us as key partners providing innovative solutions, sound counsel, and comprehensive support. Our world-class teams leverage proven processes, effective end-to-end strategies, and a suite of leading-edge technologies to drive measurable results: impactful operational change, scalable execution, and business-wide efficiencies.

Epiq brings clarity and confidence to the often-complex challenges of class action and mass tort administration. We accomplish that with an unmatched combination of experience and expertise, backed by superior performance, support, and transparency. Our reputation as the global leader in class action administration and mass tort managed services has been reinforced through the successful management of some of history's largest and most complex settlements.

Joining forces with an expert partner to tackle complex, large-scale legal projects is a valuable strategy, but only if the people assigned to the task are the best in the industry. Your organization's most complex and demanding legal administrative needs cannot be entrusted to just anyone, and there is no substitute for experience in these matters.

Wherever your operations are located – whatever your industry, and no matter what legal matters are at the forefront for you at the moment – we have people who can help you.



Loree Kovach

Over the past 15 years, Loree Kovach has established herself as a strategic problem solver who partners with clients to assess complex matters and develop solutions for critical administrative tasks, including the integration and management of data from multiple sources and the handling of unique claims.

Kovach has gained valuable expertise handling large and high-profile consumer matters, having most recently overseen a confidential remediation program related to lead-based paint, as well as most of the major settlements relating to the gig economy. Kovach also has in-depth experience handling cases involving complex financial instruments, including the administration of the nearly \$2 billion Credit Default Swaps Antitrust Litigation – one of the largest private antitrust settlements in US history. In recent years, she also oversaw key operational components of the GM Ignition Compensation Claims Resolution Facility, which was established to administer claims made by alleged victims of the ignition switch defect in certain GM vehicles.

Loree Kovach
Vice President, Client Services

Tel: +1 206 876 5205
lore.kovach@epiqglobal.com



Lauren McGeever

Lauren McGeever is a Vice President for both US and UK clients. McGeever is responsible for advising on and developing customized solutions for clients' unique project demands. She provides consultative advice for all aspects of class action administration, from notice planning and implementation through disbursements.

In addition to many US class action settlements over the last 15 years, McGeever also consulted on the Merricks v MasterCard collective action filed with the Competition Appeals Tribunal in the UK as well as the representative action, Lloyd v Google, brought before the Queen's Bench Division of the High Court of Justice in England, pursuant to the Civil Procedure Rules rule 19.6.

Lauren McGeever
Vice President,
Class Action & Mass Tort Solutions

Tel: +1 917 344 9460
lmcgeever@epiqglobal.com



www.epiqglobal.com

CONSTRUCTION EXPERT WITNESS OF THE YEAR IN NEW YORK, US



Capital Project Management, Inc.

Robert M. D'Onofrio, PE, CEng
President

Tel: +1 929 447 5505
rdonofrio@cpmitem.com
www.cpmitem.com



Capital Project Management, Inc.

Capital Project Management, Inc.® (CPMI®) provides expert witness and consulting services to all aspects of the construction industry. CPMI specializes in the analysis, resolution, and prevention of complex construction disputes, with proven success in analyzing schedule and delay, disruption, and damages on a diverse range of project types.

For more than 25 years, we provided services to all aspects of the construction industry – from commercial buildings and industrial plants to environmental projects, public works, and defense contracts. CPMI has the leading experts in the field, with experience testifying in courts and arbitration proceedings, publishing industry treatises, and contributing to industry standards.

Rob is widely regarded as the leading authority on schedule delay and disruption claims in North America. He co-wrote Construction Schedule Delays, a comprehensive 1,200-page book on schedule delay law and analysis, which is published by Thomson Reuters and updated annually. He has also written or co-written more than 30 articles and

presented more than 100 lectures on construction management, scheduling, and claims. Prior to joining CPMI, Rob spent five years on-site at the World Trade Center construction project in New York, where he was responsible for analyzing schedule delay and disruption disputes.

In total, Rob has evaluated more than \$6 billion in construction claims. He has testified as an expert in state court, board of contract appeals, federal court, domestic arbitration, and international arbitration, and his publications have been cited dozens of times in legal treatises, state court, federal district court, and the United States Court of Federal Claims decisions.

He is a faculty member for Federal Publications Seminars, a fellow of the American Society of Civil Engineers (ASCE), past-President of the ASCE Construction Institute, chair of the industry standard committee on Schedule Delay Analysis, ANSI/ASCE/CI 67-17, vice-chair of the industry standard committee on Identifying, Quantifying, and Proving Loss of Productivity, ASCE 71-21, and Chancellor of Fellows of the PM College of Scheduling.

Our professionals are generally regarded as the top practitioners in the field for technical analysis and expert testimony in connection with engineering and construction projects for schedule, delay, and damages analyses. CPMI experts publish, lecture, testify, lead industry standards, and are highly cited in published legal decisions. We are proud of the results: more than 70% of our business comes from repeat clients, and we are widely regarded as having the top experts in the construction delay, disruption, and damages fields.

Our firm is involved in some of the highest profile cases in the US and overseas, including major stadium, rail, highway, process, high rise, power, and other infrastructure cases in North America and around the world. We have been successfully providing assistance to attorneys, owners, contractors, and other professionals engaged in capital projects and related litigation worldwide for more than 25 years.

Rob is widely regarded as the leading authority on schedule delay and disruption claims in North America.

RENEWABLE ENERGY ADVISORY EXPERT OF THE YEAR IN OREGON, US



Michael W. Graine Consulting, LLC

Michael Graine
Principal

Tel: +1-503-364-9505
michael.graine@comcast.net
www.linkedin.com/in/michael-graine-18835123

Michael W. Graine
Consulting LLC

*Strategic Planning/Renewable Energy/Climate Change/CleanTech
Finance and Development*

Michael W. Graine Consulting, LLC is an energy consulting firm in Salem, Oregon. The firm helps businesses and other organizations address energy issues, especially renewable energy, energy efficiency and Climate Change.

The firm provides advice and consulting services on federal and state energy policies and regulatory requirements, as well as on project finance and development. Consulting services have included assistance on capital fundraising, development of strategic and business plans for project development, review of energy markets for investment firms, review of utility least-cost plans and review of federal and state energy policies as well as regulatory requirements.

While consulting services have focused primarily on renewable energy technologies – including solar, geothermal, biomass, energy storage, offshore wind and hydroelectric projects – the firm has also done analysis of issues relating to high technology, Climate

Change, fossil fuels and nuclear energy. The firm has also researched investment opportunities in renewable energy projects for potential investors.

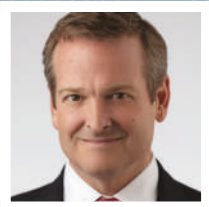
Experience and Background

Michael Graine, the Principal of the firm, has more than 30 years of experience in senior management positions on energy policy with federal and state agencies. Mr. Graine was Director of the Oregon Department of Energy, a Cabinet agency with a budget of more than \$250 million per biennium, from 2002 to 2009, and Deputy Director the prior 20 years. He directly advised four Oregon Governors on energy policy. He was Renewable Energy Advisor at the Oregon Business Development Department from 2009 to 2014, where he led Oregon's recruitment of renewable energy companies. He founded his consulting firm in 2014 after retiring from the State of Oregon. He has a JD Degree from New York University Law School, where he was a Root-Tilden Scholar, and an undergraduate degree in English from Gonzaga University in Spokane, Washington.

Mr. Graine is also a Council Member for the Gerson Lehrman Group (GLG). He provides advice to clients of GLG on potential energy investments. He is also a member of various business organizations supporting action to address Climate Change. Mr. Graine has also worked on Climate Change issues as a member of the Oregon State Bar's Sustainable Future Section, where he currently serves on the Section's Executive Committee.

In addition, Mr. Graine has published numerous papers in law reviews and in conference proceedings of renewable energy organizations. He has spoken at many conferences on energy policy, and spoke recently on the Biden Administration's energy policies to address Climate Change, including the Infrastructure Investments and Jobs Act of 2021 and the Inflation Reduction Act of 2022 at the Oregon State Bar's Conference on Law & Sustainability – as well as on federal energy policies at the annual Green Transportation Summit & Expo in Tacoma, Washington.

AVIATION LAW FIRM OF THE YEAR IN WASHINGTON DC, US



Jetlaw, LLC

Kent S. Jackson
Managing Partner

Tel: +1 202-499-3834
kjackson@jetlaw.com
www.jetlaw.com



Jetlaw, LLC (“Jetlaw”) is a full-service aviation law firm headquartered in Washington, D.C., with offices in Kansas City and, more recently, Chicago, IL. Our practice includes corporate mergers and acquisitions, domestic and international aircraft transactions and financing, aircraft ownership and operations structuring, FAA/DOT/TSA/CBP regulatory compliance, air carrier compliance, tax planning and federal state audit defense, securing private equity funding, airport and airport tenant representation, including development and concession agreements, government contracting and DOD-related projects.

In 2023, Jetlaw will celebrate its 30th anniversary, along with the 30th anniversary of the first publication of the *Federal Aviation Regulations Explained*, which is now *Jetlaw’s FAR/ AIM Explained* book series, the only treatises to annotate and explain FAA regulations and case law. These books are critical to correctly interpreting the FAA regulations. Because many of the FAA’s legal interpretations are not available online or in printed publications, the book serves as a miniature library housing decades of administrative interpretations. The reference book is used by government regulators, corporate flight departments, charter operators and pilots across the US.

Jetlaw’s attorneys and advisers began their careers in the aviation industry and use the knowledge they acquired to help their clients. “There’s a limit to your understanding of aviation if your contact with the industry is from behind a desk,” said Mr. Jackson, who is a former chief pilot for an air carrier. Kali Hague, Partner,

who worked for a charter operator and airport authority before joining Jetlaw, added: “I spot issues that other attorneys didn’t even know existed because I’ve actually lived in my clients’ shoes.”

The firm’s depth of experience continues to impress clients. Attorneys and advisers bring decades of experience in civil and military aviation to their practice, including experience as government regulators. Mike Kolich, another partner in our firm, was a former military crew chief and was deployed on several overseas missions where he ensured the mission readiness of military aircraft. Mr. Kolich has an MBA in addition to his J.D. and has gained a deep understanding of the business and regulatory compliance issues that intertwine in aviation contracts.

Another major practice area for the firm is airport development and compliance. The firm represents airport authorities and tenants in multimillion-dollar infrastructure development projects, Part 16 formal complaint proceedings and other airport matters. Our senior attorney, Ed Young, joined Jetlaw in 2021 and advises the firm’s clients on a wide range of airport and emerging technology/eVTOL/UAS matters. Ed represents airport sponsors and users on airspace and engineering projects, grant assurance compliance, concession and lease agreements, transition plans, constructing and permitting for temporary landing sites, and in resolving Part 13 and Part 16 disputes. Ed also represents clients in the emerging and advanced technology markets.

Mr. Jackson’s experience includes representing clients on previous FAA aviation rulemaking committees, including the rulemaking committee that developed and drafted the fractional aircraft rules in

14 C.F.R. Part 91, Subpart K. The rules revolutionized the industry and allowed programs such as NetJets to flourish. The firm closely tracks aviation legislation and works with clients and members of Congress to introduce provisions into FAA Reauthorization Bills. “Sometimes regulations don’t adequately address a situation, and we can help clients fix that,” commented Mr. Jackson. “It’s not always a fast solution, but it provides iron-clad certainty, which many of our clients need.” Mr. Jackson is also an active speaker throughout the aviation industry as well as an author, type-rated airline transport pilot, flight instructor and repairman.

The firm has a long history of supporting the business aviation industry through work with the National Business Aviation Association. Kent Jackson was the Founding Chairman of the NBAA Tax Committee and the Founding Chairman of the NBAA Regulatory Issues Advisory Group. He also served on the NBAA Advisory Council and has long been a proponent of their Political Action Committee. As of 2021, Kali Hague was appointed a member of NBAA’S Board of Directors.

Jetlaw operates its own aircraft to meet with clients all over the country. Kent Jackson and Kali Hague both compete in air races, Mike Kolich holds a private pilot certificate, and Ed Young is a commercial pilot with a single engine land and sea rating. Kali Hague competes in the Women’s Air Race Classic, flying a 1947 Luscombe. Kent Jackson competes in Formula 1 Air Racing, flying a Cassutt both in the US and internationally. Jetlaw’s attorneys and advisers make aviation part of their lives, both professionally and outside of the office.



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PLEASE CONTACT:

CARMINE R. ZARLENGA
PARTNER, WASHINGTON DC
czarlenga@mayerbrown.com
+1 202 263 3227

mayerbrown.com



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David Rechulski, Advogados
David Rechulski
Founder & Full Partner
Tel: +55 (11) 3740-2550
rechulski@dreadv.com.br
www.dreadv.com.br/en



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Emerenciano Baggio & Associados – Advogados
Adelmo Emerenciano
Partner
Tel: +55 (11) 2123 4542
adelmo@emerenciano.com.br
www.emerenciano.com.br

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Fialdini Advogados
Vanessa Fialdini
Managing Partner
Tel: +55 11 99988-9475
vfialdini@fialdiniadv.com.br
www.fialdiniadvogados.com.br



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McW Todman & Co
Nelcia St Jean
Partner
Tel: +1 284-494-3810
nstjean@mctodman.com;
mail@mctodman.com
www.mctodman.com



COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN THE BRITISH VIRGIN ISLANDS



McW Todman & Co
Nelcia St Jean
Partner
Tel: +1 284-494-3810
nstjean@mctodman.com;
mail@mctodman.com
www.mctodman.com



ASSET PROTECTION LAWYER OF THE YEAR IN CANADA



Rogerson Law Group

Andrew Rogerson
Principle

Tel: +1 (877)-891-1517 (Toronto);
+1 (705)-503-0104 (Barrie)
enquiries@rogersonlaw.com
www.rogersonlaw.com



COMMERCIAL LAW EXPERT OF THE YEAR IN CANADA

Lopatka Law

Philip L. Lopatka
Lawyer, Managing Partner

Tel: +1 780 486 8602
philip@lopatka.ca
www.lopatkalaw.ca



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Mogan Daniels Slager LLP

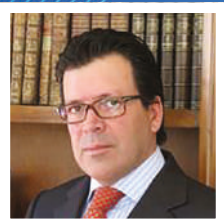
Nathan Daniels
Partner

Tel: +1-604-628-6449
ndaniels@mdslawyers.com
www.mdslawyers.com



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COBO Abogados

Antonio Cobo
Senior Partner

Tel: +593 2 2223238
antoniojosecobo@
coboabogados.com
www.coboabogados.com



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Pérez Correa González



Luis González
Managing Partner
Tel: +52 55 5062 0056
lgonzalez@pcga.mx



Fernando Pérez Correa
Managing Partner
Tel: +52 55 5001 5457
fperez@pcga.mx



Zúlima González
Partner
Tel: +52 55 5001 5412
zgonzalez@pcga.mx



Fernando Eraña
Partner
Tel: +52 55 5062 0054
ferana@pcga.mx

www.pcga.mx



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PORTOS ABOGADOS S.C.
Jose Manuel Portos Ubierna
Managing Partner
Tel: +5255 55756423;
+5255 55759410;
+5255 55756289
portos@portos.mx
www.portos.mx



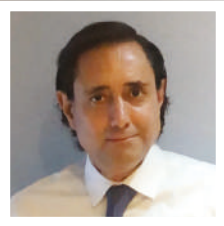
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**Giménez & Asociados
Abogados SC**
Rafael Giménez Camacho
Founder
Tel: +1 (55) 5280 1110
rgimenez@gaa.com.mx
www.gaa.com.mx



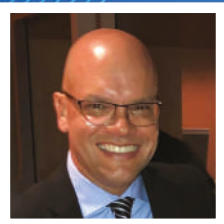
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Ortega y Videgaray, S.C.
Francisco Videgaray-Ortega
Partner
Tel: +52 55 5256 1754
fvo@oyv.mx
www.oyv.mx



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**Business Continuity
Professionals, PR. Inc.**
José Luis Navedo, CBCP, MBCI
President & CEO
Tel: +1 (305) 417-2411
jnavedo@bcppr.net
www.bcppr.net



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Cheng Cohen LLC
info@chengcohen.com
www.chengcohen.com



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Kenneth Reich Law, LLC
Kenneth A. Reich, Esq.
Managing Member
Tel: +1-781-608-7267
kreich@kennethreichlaw.com
www.kennethreichlaw.com

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Wohabe Law Offices LLP
David Wohabe
Partner
Tel: +1-212-838-7380
Fax: +1-212-838-7463
dwohabe@wlony.com
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Sanborn LLP
Von E. Sanborn
Managing Partner
Tel: +1 203 435 5719
von@sanbornllp.com
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Government officials representing the health, environment and agriculture sectors from all Central Asian countries participated in a regional ministerial meeting in Almaty. The participants reaffirmed their commitment to cooperating on One Health – a cross-sectoral approach that aims to help the region prevent future pandemics. The participants signed a communiqué giving a formal start to the development of the Central Asia One Health Framework for Action and a call for joint resource mobilisation in support of the initiative.

Managing global health risks requires full cooperation between the livestock, environmental and public health sectors, at the national, regional and global levels. One Health is an integrated, unifying approach that aims to sustainably balance and optimise the health of people, animals and ecosystems. It recognises that the health of humans, domestic and wild animals, plants and the wider environment are closely linked and inter-dependent.

“The case for collaboration on One Health in Central Asia could not be clearer,” noted Tatiana Proskuryakova, World Bank Regional Director for Central Asia. “The region shares many common challenges but also strengths and opportunities that can help the region realise One Health. What we are witnessing now is Central Asia setting an example for other regions and countries on how to work together for future generations’ health and wellbeing.”

The event in Almaty builds on the discussions held during a meeting in Tashkent in July 2022, when participants agreed on the need to prepare the Central Asia One Health Framework for Action that could provide a blueprint for the countries in the region to move forward with concrete actions, as well as including a roadmap for investments at national and regional levels.

More specifically, the Regional One Health Framework for Action aims to contribute to addressing three high-level goals shared among Central Asian countries: pandemic prevention and preparedness, resilience of food systems, and improving regional trade and the competitiveness of agriculture. In addition, the Framework for Action will identify focus areas and mechanisms for regional collaboration, and include a One Health dashboard to monitor progress while facilitating policy responses to emerging issues.

Migration Can Boost South Asia’s Recovery and Support Long-Term Development

As South Asia reels from the impacts of unprecedented economic shocks, migration can boost its recovery and support long-term development, says the World Bank in its regional economic update. Coping with Shocks: Migration and the Road to Resilience was the subject of a conference organised by the Institute for Integrated Development Studies and the World Bank. The conference provided academics and researchers a platform to discuss the current situation, challenges and advancements related to migration in South Asia.

Migration drives economic growth, as it allows people to move to where they are more productive. International migrants from Bangladesh, Nepal, Pakistan and Sri Lanka who work in the Gulf states, for example, earn up to five times what they would at home and help generate some of the largest remittance inflows in the world. Nepal derives an estimated 20% of its income from remittance inflows, and in Bangladesh and Pakistan, remittance revenue accounts for 6 and 8% of GDP, respectively. Migration also allows people to adjust to local economic shocks, such as extreme-weather disasters, to which South Asia’s rural poor are highly vulnerable.

“While migration has numerous economic benefits, the costs of moving – such as credit constraints, lack of information and labour market frictions – prevent them from being fully realised,” said Eaknarayan Aryal, Secretary, Ministry of Labor, Employment and Social Security in Nepal. “Nepal and countries across South Asia must work to facilitate labour mobility, as doing so is vital to the region’s recovery and resilience to future shocks.”

Asia & Oceania Winners

Poor South Asian migrants, many of whom hold temporary jobs in the informal sector, face several challenges such as precarious labour market conditions, visas tied to employment, and limited access to social protection. The COVID-19 pandemic exposed their long-standing vulnerabilities, as they were disproportionately affected by restrictions to movement. However, the later phase of the pandemic has highlighted the crucial role migration can play in facilitating recovery. Survey data from the report suggests that in late 2021 and early 2022, migration flows are associated with movement from areas hit hard by the pandemic to those that were not, thus helping equilibrate demand and supply of labour in the aftermath of the COVID-19 shock. In Nepal, by late 2021, migrants were 13 percentage points more likely to be employed than those who did not migrate after facing job loss during the early months of the pandemic.

"Migration is picking up again in South Asia, but remains slow and uneven, raising concerns that the pandemic shock has had long-term impacts on the costs and frictions associated with it," noted Hans Timmer, World Bank Chief Economist for South Asia. "Policymakers must address these often-prohibitive costs and frictions and incorporate measures to de-risk migration."

The report offers several recommendations on cutting the high costs of migration, including drawing bilateral and multilateral agreements, strengthening the remittance infrastructure, and offering information and training programmes to help potential migrants make better decisions about moving. It also offers recommendations on de-risking migration through means such as more flexible visa policies, mechanisms to support migrant workers during shocks, as well as social protection programmes.

China: Domestic and External Conditions are Leading to a Weakened Economic Outlook

Economic activity in China continues to track the ups and downs of the pandemic – outbreaks and growth slowdowns have been followed by uneven recoveries. Real GDP growth is projected to recover to 4.3% in 2023, amid a reopening of the economy, according to Navigating Uncertainty, a China Economic Update released by the World Bank.

"Continued adaptation of China's COVID-19 policy will be crucial, both to mitigate public health risks and to minimise further economic disruption," commented Mara Warwick, World Bank Country Director for China, Mongolia and Korea. "Accelerated efforts on public health preparedness, including efforts to increase vaccinations, especially among high-risk groups, could enable a safer and less disruptive reopening."

Public health measures could include focused efforts to increase vaccination rates among vulnerable groups, rollout of a booster campaign, increased access to effective COVID-19 treatments, as well as efficient use of limited hospital capacity for severe cases.

China's growth outlook is subject to significant risks, stemming from the uncertain trajectory of the pandemic, of how policies evolve in response to the COVID-19 situation, and the behavioural responses of households and businesses. Persistent stress in the real estate sector could have wider macroeconomic and financial spillovers. Risks related to climate change are growing, as demonstrated by recent extreme weather patterns and the resulting disruption to economic activity. Externally, risks emanate from highly uncertain global growth prospects, greater-than-expected tightening in financial conditions, and heightened geopolitical tensions.

"Continued macroeconomic policy support will be needed, as growth is expected to remain below potential, and the global environment is weakening," added Elitza Mileva, World Bank Lead Economist for China. "Directing fiscal resources towards social spending and green investment would not only support short-term demand but also contribute to more inclusive and sustainable growth in the medium term." China also has adequate fiscal policy space – especially at the central level – that could be deployed to bolster a stronger recovery.

CROSS BORDER CORPORATE ADVISORY EXPERT OF THE YEAR IN ASIA-PACIFIC



Horizons Corporate Advisory
Dr Roberto Gilardino
Regional Partner Asia & Additional Countries
Tel: +86 21 5356 3400
r.gilardino@horizons-advisory.com
www.horizons-advisory.com



Horizons Corporate Advisory provides global solutions for investors to thrive in unfamiliar jurisdictions. Its professionals formulate frameworks to launch cross-border investments. From pre-investment to daily management and ultimately winding up, Horizons enables businesses to operate safely with full compliance.

Its international team spans more than 40 regions and stays abreast of evolving legislation – to steer investors through uncharted waters with agility. Today, Horizons' investigation services delve deeply into the legal, accountancy and finance aspects of the target company to pinpoint non-compliant areas. Often, the target companies have not shifted policies to comply with the latest regulations, such as cyber and data security controls.

Dr Roberto Gilardino noted: "We recognise that investigations are crucial to cross-border transactions, and we have been inundated with clients requesting to investigate either their Chinese subsidiary or target company for acquisition, both for inbound and outbound investment in China. Accordingly, our comprehensive investigations target

the cultural aspects that contribute to many issues; we then evaluate them according to the risk level. In this manner, the investigation aids decision-makers in either moving forward or not with transactions."

Horizons' cross-border offering is further aided by its affiliations with trade and government associations, both in and out of China, as well as international professional networks. Its membership within the China Association of Enterprises with Foreign Investment (CAEFI) allows the firm to participate in discussions on draft foreign corporate regulations.

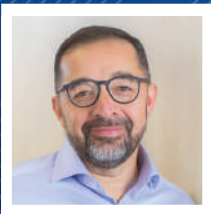
Dr Gilardino added: "With more than 40 years' experience in cross-border transactions, we remain ahead of our competitors by employing a localised approach. Clients around the world can liaise directly with our professionals in their own region. The local team then collaborates with the international team to formulate the framework for the client's cross-border investments. In this manner, clients do not leave the comfort of their homes to find advisers, and the cultural and language barriers are erased.

"We recently conducted a comprehensive data and cyber investigation for a global

automotive group on their Chinese subsidiary, during which we clarified why a specific China IT management was required. We provided an additional memorandum to supplement the investigation of the differences between the General Data Protection Regulation and the Data Security and Personal Information Protection Law adopted in 2021. Through the memorandum, we set forth the opinion that the GDPR model could not be replicated in China, and a China-specific model should be adopted.

"Meanwhile, we have received many requests to bolster company policies to migrate employee misconduct in the absence of onsite senior management. Since the pandemic, we have advised more than 15,000 companies internationally in establishing an effective governance framework to reduce risks and violations. Looking ahead, as governments worldwide have stepped up their efforts to prevent money laundering, we are launching a worldwide anti-money laundering (AML) compliance programme – especially in sensitive countries – to ensure companies are fully compliant with local and international AML regulations."

CLASS ACTIONS LITIGATION LAW FIRM OF THE YEAR IN AUSTRALIA



Gordon Legal
Andrew Grech
Partner
Tel: +61 1300 58 46 26
agrech@gordonlegal.com.au
www.gordonlegal.com.au



Gordon Legal is a leading personal and commercial litigation law firm based in Melbourne. It supports clients when they need it most. With a long, successful history in class actions and complex litigation, the firm is renowned for representing diverse clients in complex legal disputes.

The Gordon Legal team are legal experts who have operated within the Australian law system for decades. They have built a reputation for excellent customer service and strong success in their specialist legal fields. At Gordon Legal, they pride themselves in putting your interests first, committing to you and your entitlements.

Respected lawyer Peter Gordon leads the team, who are passionate about fighting for justice on behalf of everyday people. They have experience running class action claims in Australia and overseas, including in the United States.

The Gordon Legal team are legal experts who have operated within the Australian law system for decades.

Gordon Legal's ethos is to look at every claim with compassion and understanding. An effective method solidified with more than 200 years of combined experience of its team of senior lawyers.

Your case and circumstances will be treated with care and empathy. They operate their firm with integrity, taking pride in the wins they have fought for against big businesses that seek to put ordinary Australians beneath their monetary interests.

In 2020, Gordon Legal successfully advised on the Robodebt class action, following the settlement of which more than \$1.7 billion in financial benefits were provided to approximately 430,000 group members, including the following benefits: the Commonwealth paid \$112 million in compensation to approximately 400,000 eligible individual group members, including legal costs; the Commonwealth repaid more than \$751 million in debts collected from group members invalidly and will continue to provide refunds; the Commonwealth agreed to drop claims for repayment of approximately \$744 million in invalid debts that had been partly paid back as well as dropping claims for \$268 million

in invalid debts where no repayments had been made.

Gordon Legal is proud to have achieved this historic result, which resolved the claims of hundreds of thousands of people who were issued with Centrelink debts calculated wholly or partly on the basis of averages derived from ATO income data.

Andrew Grech

With more than 30 years of experience in law, Andrew Grech is a respected senior lawyer who has been a Partner at Gordon Legal since 2018. Since becoming a litigation lawyer in 1989, Andrew has worked on some of Australia's most complex and important class and group action settlements. Today, his impressive skill set spans commercial, environmental, personal injury and financial loss groups as well as class action cases. He was instrumental when Gordon Legal led the Robodebt class action litigation. The ultimate goal of the class action was to recover the money unlawfully taken from hundreds of thousands of Australians. Gordon Legal achieved that goal. \$1.7 billion in financial benefits were delivered to approximately 430,000 people affected by the Australian government's automated debt notice system.

COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN AUSTRALIA



Buchanan Rees Dispute Lawyers

Luke Buchanan
Co-Founder & Principal

Tel: +61 2 8518 7055
lbuchanan@buchananrees.com
www.buchananrees.com



Buchanan Rees Dispute Lawyers is based in Sydney, Australia. We provide legal advice and representation across all Australian jurisdictions in complex commercial litigation, disputes and regulatory investigations.

Our firm was established in 2019 in order to utilize, in a boutique environment, the skills and experience acquired by our Co-Founders, Luke Buchanan and Simone Rees, through their lengthy prior careers as commercial litigators in large, top-tier firms.

In the period since establishment, we have built a team of highly skilled and effective lawyers, who are dedicated to representing clients in commercial disputes at the standard commensurate with that of a top-tier firm, while providing the highest levels of service and responsiveness. Consistently with that ethos, and reflective of the esteem in which they are held, all of our senior practitioners are recognised in "The Best Lawyers in Australia", which is a directory compiled from votes cast by peers (i.e., other legal practitioners in the Australian market).

We have acted for some of Australia's biggest corporations, as well as a number of different government organisations and high-net-worth individuals, in some of the largest and most high-profile litigations in Australia.

Due to our depth of experience with the Australian judicial system, we are often chosen by clients in other countries. In recent times, we have acted for those based in Germany, Spain, Switzerland, the Channel Islands, Canada and New Zealand.

Given the nature of our practice, we act against the large national and international firms in many of our matters.

We have strong relationships with Counsel at the highest level of the Australian commercial bar, as well as with experts in numerous different fields (both legal and non-legal). In those circumstances, we are able to ensure that clients benefit from the expertise of others outside our firm, where appropriate.

Our principals and legal staff regularly publish articles and deliver presentations on issues arising in connection with the resolution of commercial disputes in Australia, both through the Courts and

Due to our depth of experience with the Australian judicial system, we are often chosen by clients in other countries.

through the various forms of alternative dispute resolution, such as mediation, arbitration and expert determination.

Looking to the immediate future, we consider the following areas in which we practice as being those likely to see an increasing number of disputes in the next 1–2 years:

- crypto-currency;
- securities class actions; and
- the provisions in the Corporations Act concerning continuous disclosure by listed companies (including in the context of actions brought by the regulator, the Australian Securities and Investments Commission).

We are delighted to win the GLE Award for Commercial Litigation Law Firm of the Year in Australia, and we look forward to working with other GLE members.

FAMILY LAW FIRM OF THE YEAR IN AUSTRALIA



Broaden Legal

Sean Li
Partner

Tel: +61 9139 3439
sean.li@broadenlegal.com.au
www.broadenlegal.com.au/en/home-en



Broaden Legal offers comprehensive services to all matters regarding matrimonial property and parenting disputes, including both court representation and settlement/mediation outside the court rooms.

In particular, the firm specialises in: general advice, such as overall likely outcomes of the court's view about the total matrimonial asset pool, contribution-based % settlement figure, and additional % adjustments a court will be likely to make; advice as to recommended pre-action strategies to best suit our clients' financial and emotional needs; engagement of counsel, preparing and attending court hearings; as well as advice and settling of settlement documents, including Binding Financial Agreement, consent orders and binding child support agreements.

Partner Sean Li specialises in complex and cross-border property settlement disputes under the Family Law Act 1975 in Australia. These property disputes often involve interdependent parenting disputes. In the last several years, Mr Li has been

the principal solicitor in conducting multiple family court cases (now Division 1 of the FCFCOA) wherein the ambit of the matrimonial assets was well over A\$50 million – spread across multiple jurisdictions with third parties incumbent in the proceedings, including but not limited to spouse party's parents, business partners and creditors.

Mr Li noted: "We see ourselves as among the very few solicitors that possess recent and deep knowledge and experience of family law court cases in terms of complexity of financial affairs, as well as excellent relationships with prominent barrister chambers, silks and junior counsel whom their peers deem to be the rising stars at the bar. In addition, we are multilingual, and our fee estimates are always competitive and transparent.

"Today, we represent the most difficult and challenging cases within our sector. Often when a marriage breaks down, one party would try to save the marriage while the other would secretly move assets and create barriers around information and

assets. In these cases, the disadvantaged party is often left with little cash and limited information. We are experienced in commencing proceedings the 'unusual' way – by urgent asset preservation applications against not only the other spouse party, but also third parties who are in possession of alleged matrimonial assets. We are also experienced in turning the tide by using the actions taken – removing assets and information – by the other party against him or herself in the subsequent proceedings to ground a finding that favours the client."

Broaden Legal's client base typically consists of high-net-worth families or individuals, Mandarin- or Cantonese-speaking, originating from China, Hong Kong or Taiwan. These clients are most often females who are usually disadvantaged at the beginning of the case but are entitled to more than 50% property settlement.

Mr Li added: "Our goal is to be the number 1 choice for Chinese-background family law clients in Sydney – and we are well on our way there already."

Australian Immigration Advice You Can Trust

AHWC means "Australia Here We Come!"

...and everyone here at AHWC Immigration Law is 100% focused on helping you achieve your dream of living in Australia.

Our mission is to provide you with Australian Migration solutions and help you to migrate to Australia with brilliant care and service at a reasonable price.

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We think outside the box, and we often come up with solutions others don't think of. We say, "If we can't find an Australian Visa solution, no one can"! (It's true)



Seamus Taaffe
Founder and Principal FCA Registered Migration Agent
Chartered Accountant
Registered Migration Agent MARN 0901684

Tel: +61 3 9573 5200 (Outside Australia)
1300 887 818 (Inside Australia)
enquiries@ahwc.com.au
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Melbourne Office
Level 1
6 Riverside Quay
Southbank
Victoria
3006

Sydney Office
Level 21
60 Margaret Street
Sydney
New South Wales
2000

VENTURE CAPITAL & START UPS LAW FIRM OF THE YEAR IN BANGLADESH

The Legal Circle

Nauriin Ahmed
Senior Associate

Tel: +880 1762539297
nauriin@legalcirclebd.com
www.legalcirclebd.com



The Legal Circle is a leading law firm in Bangladesh with a team of experienced barristers, advocates, and legal consultants. The firm is committed to providing client-focused and solutions-oriented legal services which are tailored to the individual needs of its clients.

The firm has made a name for itself in the legal industry in Bangladesh by providing high-quality legal services across a broad range of practice areas. It has a team of lawyers who have worked at leading law firms in Bangladesh and internationally, giving them the expertise and knowledge required to deliver exceptional legal services to clients. They have received numerous accolades and awards for their outstanding services. The firm has been recognized as a leading law firm in Bangladesh for Corporate and Finance by Chambers and Partners since 2011. It is also the exclusive member firm in Bangladesh for Lex Mundi.

The Legal Circle provides a range of services to assist clients with legal matters, especially in the venture capital investments and startups arena. The firm advises startups on choosing the best and most appropriate legal structure for their business, drafting necessary legal documents, such as articles of association, operating agreements, service agreements, founder agreements, employment agreements, SAFEs, SAR agreements, ESOP rules, etc. The firm also assists startups with protecting their intellectual property by advising on copyright, trademark, patent and design. The Legal Circle understands the challenges that startups and entrepreneurs face when starting and scaling their

businesses and strives to provide them with the legal support they need to succeed. The firm also regularly counsels venture capital firms in their investments in Bangladesh, including guiding on regulatory issues, drafting and negotiating terms sheets, definitive documents and undertaking due diligence exercises on the targets. The Legal Circle is the sole lawyers for Startup Bangladesh Limited (SBL), the flagship venture capital fund of ICT Division of the Government of Bangladesh, which was established in 2020. The firm has assisted and advised SBL on their investments in Bangladesh since its inception, and the firm's association with SBL puts it ahead of the curve when advising other venture capital firms and startups.

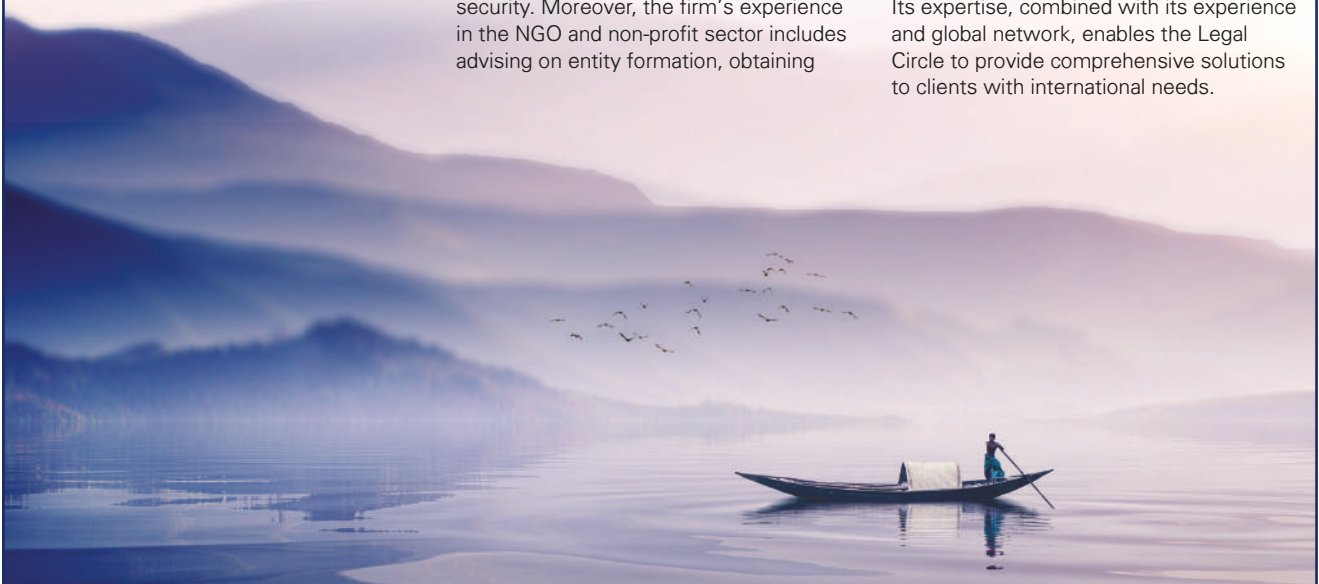
In addition, the Legal Circle is known for its work in other practice areas, such as competition and anti-trust, data privacy and protection, defence supply, distribution and agency, employment, M&A, NGOs and non-profit, as well as technology, media & telecommunication (TMT). The firm also provides general and specialised corporate and legal advisory services.

In competition and anti-trust matters, the firm has counselled clients on issues related to mergers and acquisitions, use of exclusivity clauses in contracts, resale price maintenance, and market dominance. Its expertise in data privacy and protection laws has enabled it to assist clients with developing compliant programs and ensuring their data protection policies are in line with applicable laws and regulations. The firm consistently advises clients on defence procurement processes, contract negotiations, as well as compliance with regulations related to defence and security. Moreover, the firm's experience in the NGO and non-profit sector includes advising on entity formation, obtaining

NGO Affairs Bureau registration, corporate governance and regulatory compliance. With regard to the TMT sector, the firm is particularly well suited to advise clients on legal issues related to emerging technologies and telecommunications law.

The firm's clients come from diverse backgrounds and industries, ranging from early-stage startups to multinational corporations and investors, and it is equipped to handle legal matters of varying complexity and scale. The Legal Circle takes a client-focused approach to its services and tailors legal solutions to the unique needs and goals of each client in order to provide comprehensive legal solutions. Whether it's advising on regulatory compliance, drafting legal documents, or representing clients in legal proceedings, the firm is committed to providing clients with high-quality legal services that deliver results. The firm's lawyers are dedicated to staying up-to-date with the latest legal developments and leverage their expertise to help clients navigate the regulatory landscape and achieve their business objectives.

The Legal Circle's expertise gives the firm a notable advantage when working on an international level. Its lawyers have extensive experience working with international clients, including multinational corporations, and are familiar with the legal frameworks and business practices in various jurisdictions, as well as possessing the skills to manage the challenges that come with cross-border transactions. The firm's membership with Lex Mundi, the world's leading network of independent law firms, further enhances its ability to provide clients with access to high-quality legal services across diverse jurisdictions. Its expertise, combined with its experience and global network, enables the Legal Circle to provide comprehensive solutions to clients with international needs.



REAL ESTATE DEVELOPMENT LAW FIRM OF THE YEAR IN CAMBODIA



Bou Nou Ouk Law Firm
Ry Ouk
Founder & Senior Partner
Tel: +855-(12) 858 695
ryouk.bno@online.com.kh
www.bno.com.kh



Bou Nou Ouk (BNO) is a leading law firm in Cambodia, providing comprehensive legal solutions to multinational and Cambodian clients on a broad range of cross-border and domestic transactions. BNO recognized that while substantial investment was moving into Cambodia, law firms were still attempting to service their clients from major business centers outside the country, such as Sydney, London, New York, Beijing, Tokyo, Seoul Hong Kong, Kuala Lumpur, Taiwan, Singapore and Bangkok, Hanoi and Ho Chi Minh.

BNO was founded in 2003 by a group of three high-caliber lawyers with broad and deep practical experiences in the private sector, courts, politics and government. We have grown rapidly to become a large professional firm capable of providing high-quality and efficient service to our clients. Over the years, BNO has earned an outstanding reputation both in Cambodia and the region. Today, we have more than 16 lawyers and legal professionals to provide comprehensive legal services to meet the diverse needs of our clients.

BNO has established a full-service presence of local and foreign legal experts in Cambodia; moreover, the firm is registered and acknowledged by the Bar Association of the Kingdom of Cambodia.

Specifically, the firm offers a full range of commercial and corporate legal services as well as litigation to foreign and local investors operating in Cambodia, providing local legal expertise for every phase of an investment – from initial contacts, licensing, negotiations with the government and joint venture partners, land purchasing, leasing, and financing, to operational issues, such as labour, taxation, corporate governance and other contractual matters and litigations (including ADR). BNO's clients include many of the major international banks and investors in and outside of Cambodia. While there are other firms in the region that may handle the initial stages of the investment process, there are few who have the practical local experience and the in-country presence to advise at every stage of a client's business. Not only are we well equipped to handle the "upstream" licensing and negotiation stages of the investment process, but also the "downstream" legal issues that arise on a day-to-day basis.

Our "upstream" services include: providing legal opinions on local law and procedures; obtaining business or project licenses; drafting joint venture agreements and other legal documentation; incorporation and registration of companies; assistance with the legal aspects of financing and banking; investigations and project finance.

Meanwhile, our "downstream" services encompass: labour law, employment contracts and related matters; ownership, lease, titling and registration of land; registration and protection of intellectual property; taxation; corporate governance; as well as dispute resolution.

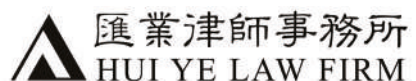
Ry Ouk

The Senior Partner of BNO, based in Phnom Penh. Ry Ouk joined BNO in 2003. Mr. Ouk is admitted as a barrister and solicitor of the High Court of New Zealand Bar and is also a member of the Cambodian Bar Association. He is responsible for investment projects concerning real estate development, hotels, project finance, (BOT), power projects, labour law, intellectual property, banking, agro-industry, as well as manufacturing, environmental law and aviation law.

CYBERSECURITY & DATA PROTECTION LAWYER OF THE YEAR IN CHINA



Hui Ye Law Firm
Ramon Huang
Senior Partner, Member of the National Managing Committee of Hui Ye Law Firm
Tel: +(86 21) 5237 0950
ramon.huang@huiyelaw.com
www.huiyelaw.com



Hui Ye Law Firm is one of the earliest law firms in China to provide legal services in cyber and data. The firm has been ranked by China Business Law Journal for its offering in data protection and privacy, Legalband for cybersecurity and data on several occasions, as well as receiving numerous international awards.

The firm's Cyber and Data Legal Services team renders advice in: cybersecurity and personal information protection, Internet industry access policy consultation, software licensing, technology transfer, outsourcing and other transaction design, foreign investment in specific Internet industry transaction structure design, e-commerce, online tourism, Internet finance, online games, Internet new media and other industries legal compliance review, as well as policy risk assessment.

Today, the Cyber and Data team consists of more than 30 experienced, dedicated and innovative lawyers, technology experts, former law enforcement/judicial officers and corporate counsel. The team can meet the multi-faceted and bespoke

needs of its clients, and is adept at understanding, designing and executing complex technology/transaction structures. Many of the partners have been invited to deliver keynote speeches at major domestic and international legislative and industry conferences, and have published innumerable books and research articles on: Law and Practice on Healthcare and Medical Technology in China, Law and practice on Cyber and Data Governance in China, and Law and Practice on Fintech in China.

Hui Ye's clients cover a wide range of industries, spanning domestic enterprises investing abroad, national enterprises investing in China, and other large and well-known enterprises with needs in cyber and data.

In recent years, China has seen an increase in legislation as it pertains to cybersecurity, data and information protection. With the formal implementation of the Personal Information Protection Law, the legislative framework for data regulation in China has taken on a new shape. Meanwhile, the cyber security system represented by the Cyber Security Law, the data security system with the Data Security Law and

the personal information protection system with the Personal Information Protection Law have jointly constructed a three-line development structure of China's data compliance legal system. Accordingly, the team at Hui Ye has provided commentaries on these issues from the perspective of legislation, combined with practice, and has conducted corresponding seminars that have received a reputation for providing accurate and efficient guidance.

Senior Partner Ramon Huang noted: "In response to the various practical issues that have arisen since the introduction of the Personal Information Protection Law of the People's Republic of China, my team of lawyers has been instrumental in tracking and collecting relevant cases – in addition to providing interpretation and services for data compliance of relevant multinational enterprises, optimising the path selection and costs.

"Looking to the future, the Cyber and Data team will continue to follow up on legal and practical issues, conduct in-depth research on relevant topics, output quality solution strategies for the industry, and escort our target clients."

INTERNATIONAL TRADE LAW FIRM OF THE YEAR IN CHINA



Beijing Huanzhong & Partners (BHP)

WANG Xuehua
Founding Partner & Chief Partner

Tel: +86 10 6489 6300-101;
+86 (0)139 0120 9804
wxh@bhplaw.com
www.huanzhonglaw.com



北京市环中律师事务所
BEIJING HUANZHONG & PARTNERS

Founded in 1993, BHP is one of the earliest private law firms approved by the Ministry of Justice of PRC. In the spirit of "professionalism, competitive-quality and internationalization", BHP is dedicated to providing superior services to its clients at home and abroad, and has obtained remarkable achievements in the fields of trade remedy, commercial litigation & arbitration, investment arbitration, international trade & investment, etc.

BHP has represented clients in a large number of trade remedy cases, including China's first anti-dumping case, first countervailing case and first safeguard measures case. It has also represented various clients in lots of complex commercial litigation and international arbitration cases in areas featuring international trade, foreign investment, corporate, finance and franchising. BHP is committed to offering the best dispute resolution strategies and willing

to contribute to the development and internationalization of China's commercial dispute resolution industry.

In 2015, our firm started a WeChat official account, "Huanzhong Commercial Arbitration", and has published more than 600 professional articles so far. Since establishment, BHP has been awarded "Excellent Law Firm of Beijing" by the Beijing Municipal Bureau of Justice and the Beijing Lawyers Association many times. The internationally renowned publishers, China Business Law Journal and the Legal 500, have also repeatedly rated BHP as an outstanding firm in the legal profession of international trade.

Dr. Wang is the Founding & Chief Partner of BHP. He currently serves as an arbitrator of the International Centre for Settlement of Investment Disputes (ICSID) (only four in China), the China International Economic and Trade Arbitration Commission (CIETAC), the Beijing Arbitration Commission/Beijing International Arbitration Center (BAC/BIAC), the Shanghai International Economic

and Trade Arbitration Commission/ Shanghai International Arbitration Center (SHIAC), the Hong Kong International Arbitration Centre (HKIAC), as well as the International Chamber of Commerce (ICC) Court of Arbitration, etc. He has also represented well-known corporations in hundreds of complex arbitration and litigation cases, including those before HKIAC, the ICC Arbitration Court and the Supreme People's Court of China.

Dr. Wang is a leading figure in international trade and investment law in China, enjoying a high reputation and international prestige with many awards. Chambers has rated him as a "Band 1" lawyer or "Eminent Practitioner" in international trade law for 14 consecutive years and as one of the "Most in Demand Arbitrators" in China in 2022 and 2023. He has also been awarded as a National Outstanding Lawyer, Outstanding Lawyer, and Outstanding Firm Director by the All China Lawyers Association, the Beijing Municipal Bureau of Justice and the Beijing Lawyers Association, many times.

INTERNET SECTOR LAWYER OF THE YEAR IN CHINA



Commerce & Finance Law Offices

Andrew (Xinyang) ZHANG
Partner

Tel: +86 10 6563 7181
zhangxinyang@tongshang.com
www.tongshang.com/en/Professionals/
ZhangXinyang.html

通商律師事務所
COMMERCE & FINANCE LAW OFFICES

Mr. Andrew (Xinyang) ZHANG is a Managing Partner of Commerce & Finance Law Offices, and joined the firm in 2007.

Mr. Zhang's practice areas include *New Economy Industry, Private Equity, Mergers & Acquisitions* as well as *Capital Markets*.

Over the decades, Mr. Zhang has been dedicated to China's New Economy Industry, and has extensive experience in multiple areas of New Economy Industry, including but not limited to e-commerce, artificial intelligence, big data, cloud computing, IoT, sharing economy,

new retail, cultural entertainment, intelligent hardware, knowledge economy and Internet healthcare.

Mr. Zhang is a leading PRC lawyer who has been widely recognized in China's New Economy Industry. He has been involved in numerous landmark deals that have had deeply influential impacts on the relevant markets and have changed and shaped the layout of the market in the New Economy Industry.



M&A LAWYER OF THE YEAR IN CHINA



Hui Ye Law Firm

Dong Wu
Senior Partner, Vice Director & Member of the
National Managing Committee of Hui Ye Law Firm

Tel: +(86 21) 5237 0950 – 8004
wudong@huiyelaw.com
www.huiyelaw.com

匯業律師事務所
HUI YE LAW FIRM

Hui Ye is a leading comprehensive law firm with a strong reputation in commercial legal services. With its headquarters in Shanghai, the firm has an additional 36 offices in locations such as Beijing, Guangzhou, Shenzhen, Chengdu, Hangzhou, Wuhan, Chongqing, Xi'an, Hong Kong and Los Angeles.

Senior Partner Dong Wu has provided legal services in corporate and M&A for 27 years, and is considered an expert in his field, exacting an extraordinary influence within the industry. He is a member of the Corporate Law Committee of the All China Lawyers Association, and was selected as the Vice Chairman of the Company Law Research Committee of the Shanghai Bar Association for 12 consecutive years. He is an Adjunct Professor at East China University of Political Science and Law (ECUPL); Director of the Education Development Foundation and the Alumni Association of ECUPL; a member of the China Academy of Arbitration Law; an arbitrator of the Shanghai Arbitration Commission, the Guangzhou Arbitration Commission and the Nanjing Arbitration Commission, as

well as the Dalian and Zhuhai International Arbitration Courts; and an Independent Director of TianYu Eco-Environment Co., Ltd and Urban Architecture.

He has rendered legal services for many multinational companies, including: Pepsi, American Standard, Tetra Pak, China Eastern Airlines, China Great Wall Assets, People's Insurance Company of China, China Hi-Tech, Commercial Aircraft Corporation of China, China International Trust and Investment Corporation, China Tennis Association, Bright Food Group, Hengrui Medicine and Dada JD.com.

Meanwhile, over the years, Mr Wu has handled many significant transactions for prominent clients such as: China Eastern Airlines, China Mobile, Bank of China, China UnionPay and China Construction Bank. These cases involved: setting up a joint venture in the BVI, Hong Kong and Shanghai; transferring Shanghai WhiteCat's equities to Shutchison Whampoa and establishing a joint venture company with 1 billion yuan; and the project of China Tennis Association, Beijing China Open Tennis Sports Development Center and Chengdu Sports Industry Investment Group – jointly establishing a

joint venture cooperation project of Beijing China Open Tour Sports Management Co., Ltd. (China Tennis Tour Project).

Reflecting on recent events, Mr Wu noted: "In April and May of last year, when Shanghai was under lockdown, as a member of the management committee of Hui Ye, we helped our colleagues overcome all kinds of difficulties, including providing them with food and other necessities through various means during that challenging time. By December, 90% of our colleagues were infected with COVID. We immediately sent our colleagues home, and provided medicine and treatment. After two weeks, all of our colleagues had recovered.

"Although last year proved difficult, Hui Ye persisted, ultimately winning several group awards from Chambers, Legalband, the Legal 500, ALB, China Business Law Journal, asialaw Profiles and others for the areas of corporate M&A, network data, IP, insolvency and restructuring."

Dong Wu has provided legal services in corporate and M&A for 27 years.

TMT SECTOR LAWYER OF THE YEAR IN CHINA



Commerce & Finance Law Offices

Andrew (Xinyang) ZHANG
Partner

Tel: +86 10 6563 7181
zhangxinyang@tongshang.com
www.tongshang.com/en/Professionals/
ZhangXinyang.html

通商律師事務所
COMMERCE & FINANCE LAW OFFICES

Mr. Andrew (Xinyang) ZHANG is a Managing Partner of Commerce & Finance Law Offices, and joined the firm in 2007.

Mr. Zhang's practice areas include *New Economy Industry, Private Equity, Mergers & Acquisitions* as well as *Capital Markets*.

Over the decades, Mr. Zhang has been dedicated to China's New Economy Industry, and has extensive experience in multiple areas of New Economy Industry, including but not limited to e-commerce, artificial intelligence, big data, cloud computing, IoT, sharing economy, new retail, cultural entertainment, intelligent

hardware, knowledge economy and Internet healthcare.

Mr. Zhang is a leading PRC lawyer who has been widely recognized in China's New Economy Industry. He has been involved in numerous landmark deals that have had deeply influential impacts on the relevant markets and have changed and shaped the layout of the market in the New Economy Industry.

UNFAIR COMPETITION LAW EXPERT OF THE YEAR IN CHINA



Corner Stone & Partners,
Leading IP Law Firm in China

Jeffrey Liu
Senior Partner

Tel: +86-10-8446 4600
law@cornerstoneip.com.cn
www.cornerstoneip.com.cn



A Foundation to Your Success

Corner Stone & Partners is a boutique law firm specializing in intellectual property matters. Our team of experienced professionals are dedicated to delivering quality services and solutions to address our clients' IP needs in China.

Our practice includes prosecution and enforcement of trademarks, patents and copyrights. We also assist our clients with domain name registration and enforcement, customs-related matters and unfair competition claims.

Corner Stone & Partners' prestigious clientele consists of well-known domestic, international and multinational enterprises, law firms and IP agencies.

Moreover, Corner Stone & Partners are proud members of INTA (International Trademark Association), ECTA (the European Community Trademark Association), MARQUES (the Association of European Trade Mark Owners), AIPPI (the Association Internationale pour la Protection de la Propriété Intellectuelle), CTA (the China Trademark Association), ACLA (All China Lawyers Association), as well as BLA (the Beijing Lawyers Association).

Practice Areas:

- Trademark
- Patent
- Copyright, Domain Name & Customs Record
- Anti-infringement & Anti-counterfeiting
- Litigation

Firm Honors:

- Top 10 Trademark Firms in China 2023
- Winner of China Business Law Awards 2022
- Top 10 Firms on IP Litigation 2020–2021
- Corner Stone & Partners' cases were selected in "Typical Cases of Foreign-related Legal Services" (2020)
- Elite Law Firm for Trademark Administrative Litigation During 2018–2019 in China
- Top 10 Law Firms in Fighting Against Infringement and Counterfeits in China
- Vice President Member of CAASA (Beijing Anti-infringement & Anti-counterfeiting Alliance)

Jeffrey is an established trademark attorney whose experience includes trademark prosecution, investigations involving infringing and counterfeit goods, as well as administrative enforcement.

Representative Cases:

• Wyeth's 16-year battle against bad faith trademarks in China

Highlights: It took us six years to win the final judgment since we took over the invalidation proceedings in 2013. The case had been handled by many other famous law firms already, but none of them solved the problem.

We made every effort and won the case in the end. We are delighted to settle the headache issue, which had beset our client Wyeth for 16 years.

• NESTLÉ WATERS wins trademark infringement and unfair competition case

Highlights: The court ruled that the Defendants shall cease the unfair competition activities and indemnify the Plaintiff against its economic losses amounting to CNY120,000 (USD 18,000). The second instance court also maintained the said ruling.

The above case involves the issue of a two-dimensional trademark being used in a three-dimensional representation and has no precedent for reference. The trial and judgment of the above case may offer a reference for similar cases in the future in China.

• Nestlé's BEBA infringement litigation case

Highlights: The focus of the above case is that whether legitimate import process can exempt the seller from bearing trademark infringement liability.

The Court held that the legal import process alone was insufficient grounds for exemption of the seller from its liability for trademark infringement. In April 2018, the Court held that the adverse party committed infringement in bad faith, which resulted in severe consequences and huge illegal profits. The Court decided that the adverse party should stop its infringing act forthwith and pay Nestlé CNY 3 million (USD 469,000) in compensation.

The amount of CNY 3 million (USD 469,000) in compensation is the largest amount of compensation as stipulated in old Trademark Law China.

In addition, before the lawsuit, we have conducted the investigations and enforcements in 12 cities in China, proving the infringer's bad faith and large-scale infringement.

• Reusch unfair competition case

Highlights: The Court in the second instance held the following: The adverse party's use of the words "Reusch GmbH" on the tag of its products is liable to mislead consumers who have special needs for our client Reusch's goods into associating its goods with Reusch. In accordance with Article 5 of the Anti-Unfair Competition Law of PRC, the adverse party's act aforesaid constituted unfair competition. The court ordered that the adverse party stop its infringing act and pay our client CNY 77,600 (USD 12,000) in damages.

Comparatively speaking, since foreign trade names are not registered in China – and foreign trade names in foreign languages are little known to Chinese consumers – it is more difficult to secure protection for their trade name right. We analyzed a case which was lost at first instance but won at second instance to see how protection was secured for the right to a foreign trade name where the defendant did not use it prominently.

Jeffrey Liu

*Senior Partner of Corner Stone & Partners
Member of ECTA Internet Committee
Vice President of CAASA (Beijing Anti-infringement & Anti-counterfeiting Alliance)
Ambassador for Charity in Chengdu, China*

Jeffrey is an established trademark attorney whose experience includes trademark prosecution, investigations involving infringing and counterfeit goods, as well as administrative enforcement. He is a key strategist in building the foundation for complex international cases. Mr. Liu's extensive domestic and cross-border business and legal experience, along with his focus on customer service, has made him Corner Stone & Partners' international ambassador, laying the groundwork for the firm's global footprint.

TRADEMARK ATTORNEY OF THE YEAR IN CHINA



Unitalen Attorneys at Law
(Patent, Trademark & Copyright)

Lei (Ray) Zhao
Senior Partner

Tel: +(8610) 59208921
lei.zhao@unitalen.com
www.unitalen.com/html/
professionalid/16123447-1.htm



Lei (Ray) Zhao joined Unitalen in 2002 to practice prosecution and protection of IP rights. With more than 20 years' professional experience in the IP field, he is skilled at solving trademark disputes and infringement matters through administrative and judicial procedures, and has successfully dealt with many challenging litigation and non-litigation cases.

For many years since 2013, Mr Zhao has been recognised as an Outstanding Individual Lawyer in China by WTR for his outstanding performance in solving complex litigations and non-litigation cases of IP rights. Furthermore, he has been recognised as one of the "Top 100 China IP Experts" by Asia IP on numerous occasions, and was chosen by the Leaders in Law Awards Panel as the winner of "Trademark Law Expert of the Year in China" in its 2022 Global Awards. He was named the winner of the

Corporate INTL Global Award: "Trademark Attorney of the Year in China – 2023", and was inducted into the "Foreign-related Attorney Talent Pool" by the Beijing Bar Association in 2021.

In addition, Mr Zhao was selected by the Expert Database of the Beijing Intellectual Property Office in 2021 and the Expert Committee of the Beijing Trademark Association in 2022. He is also the Director of the Education and Training Committee of the Beijing Trademark Association and was appointed as a part-time mediator of the People's Mediation Committee for IP disputes by the China Trademark Association in 2022.

His other experience and accolades include acting as co-chair of the China Global Advisory Council (GAC) of INTA from 2020 to 2022, being responsible for providing advice and suggestions to the chair of INTA, as well as promoting regional policy development and cross-industry communication. He is a member

of the Unreal Campaign Committee of INTA and the Trademark Committee of FICPI, and has been a member of the Copyright Committee of AIPPI since 2018, also acting as a member of the Anti-Counterfeiting Committee of ECTA since 2019 and the China Team of MARQUES since 2019. He has been a member of the Trademark Committee of the Beijing Lawyers Association since 2019 and the Executive Secretary of the Beijing Trademark Association since 2021.

At present, Mr Zhao is an external tutor for postgraduate students in the MTI College of China University of Political Science and Law (CUPL), having fulfilled this role since 2020, and has been a part-time teacher for postgraduate students in the Shanghai International Intellectual Property College of Tongji University (TJU) since 2017.

Mr Zhao has been recognised as an Outstanding Individual Lawyer in China by WTR.

COMMERCIAL LITIGATION LAWYER OF THE YEAR IN HONG KONG



RPC

Charles Allen
Partner

Tel: +852 2216 7167
charles.allen@rpc.com.hk
www.rpc.asia



RPC is a modern, progressive and commercially focused international law firm with more than 100 partners and 600 employees based in Hong Kong, Singapore, London and Bristol.

Today, the firm's market-leading lawyers provide top-quality legal services to global businesses across a wide range of industry sectors and practices, with extensive experience in banking and finance, technology and media, retail, construction, as well as insurance and reinsurance and professional defence. RPC is also highly experienced in providing regulatory advice, and advises on investigations by regulators across a range of industries. Working on both contentious and non-contentious matters, the firm provides a full business law service – delivering what businesses need, on time, on budget and in an easily accessible manner.

Charles Allen, Partner, is a solicitor advocate and dispute resolution lawyer with close to 30 years of experience of practice in Hong Kong. He advises on commercial disputes and represents clients in both court and arbitration

proceedings in and around the Asia-Pacific Region. He sits as an arbitrator in commercial matters, and is qualified in Hong Kong – where he has higher rights of audience in civil matters – as well as in England.

Mr Allen is recognised and recommended in major legal directories, and was included in Asian Legal Business's Super 50 Disputes Lawyers 2022, Litigation Star for Commercial Transactions and International Arbitration (Benchmark Litigation Asia-Pacific & China 2022 Edition). He was named a "Global Leader" for Commercial Litigation 2021 (Who's Who Legal 2021) and a "National Leader" – Mainland China & Hong Kong SAR – Litigation 2021 – (Who's Who Legal 2021). Clients have commented that he is "A very sharp and tactical lawyer – one of the best people to instruct in Hong Kong". He regularly publishes articles and guides in renowned publications on a wide range of topics, such as *Chambers Litigation Guide*.

Mr Allen noted: "At RPC, more than 170 of our lawyers are litigators. It is this exceptional strength that allows us to provide a full spectrum of dispute

resolution services. We provide joined-up, innovative solutions for cross-border work through our alliance with US powerhouse Hinshaw & Culbertson, in addition to other specialist firms across Europe and Asia. By combining talent across our firms, we offer our clients tailored insights and bespoke strategies spanning issues across the globe. Meanwhile, our alliance provides an integrated legal service across the US, Europe and Asia, and provides a gateway to Latin America with our dedicated Miami and London desks."

RPC also has access to lawyers in more than 100 countries through TerraLex, a network of select leading law firms that serve international clients. With connections to more than 19,000 lawyers at 150 leading firms worldwide, clients have access to the best legal advice on the ground.

Mr Allen added: "We only partner with the best firms, and we stay close to all matters. This approach ensures a seamless service and a commercially focused outcome for our clients."

IMMIGRATION LAW FIRM OF THE YEAR IN HONG KONG



Harvey Law Group
Jean-Francois Harvey
Worldwide Managing Partner & Founder
Tel: +852 2116 1333
jfharvey@harveylawcorporation.com
www.harveylawcorporation.com



Founded in 1992, Harvey Law Group has developed a worldwide reputation for delivering exceptional legal advice in investment and business immigration, business law and private client services.

Today, the firm specialises in Citizenship & Residency by Investment, Citizenship by Ancestry and Retirement Visas. With more than 20 offices spanning the United States, Canada, the Caribbean, Asia, the United Kingdom, France, South Africa, Turkey and the Ivory Coast – as well as more than 30 years of experience in immigration – Harvey Law Group’s experts work towards one goal: your success.

Jean-Francois Harvey, Worldwide Managing Partner & Founder at the firm, noted: “With our global reach, we can cater to a number of different clienteles. Moreover, spreading our experts across each country allows us to understand the different demographics of each country, as well as providing our clients with the chance to meet in person, wherever

they may reside, which ensures a more personalised approach and allows us to help our clients each step of the way. We are also registered in numerous differing jurisdictions, a factor that extends our global reach in all forms of legal services.”

To comprehensively ensure that the firm remains apprised of developments that may have cross-border considerations, Harvey Law Group is registered with the Quebec Bar, the Law Society of Ontario and the Law Society of British Columbia in Canada; the Law Society in England and Wales; the Paris Court of Appeal in France; the Lawyers’ Council of Thailand; the Justice Ministry of Vietnam; as well as the Grenada Bar Association. Further, it maintains Registered Foreign Lawyers with the Florida Bar in the United States of America as well as the Law Society of Hong Kong.

Mr Harvey added: “One of the more significant issues or complexities inherent in the practice of immigration law is the ever-evolving policies that countries

enforce. It is, therefore, always important to receive the most up-to-date information. Another complexity is the documents required to ensure you have the best possible chance to acquire the desired visa of choice.

“Many countries offer a variety of options to become a citizen or resident, or involve different visas. As a result, it is extremely important to ensure that, once you submit your application, you have all of the proper and up-to-date documentation. To this end, Harvey Law Group’s experts can provide insight and all of the relevant documents – as well as the requisite advice to provide you with the best chance of acquiring your desired passport, residency card or visa.

“Harvey Law Group’s current client base can range from HNWIs to business professionals to families – and there are numerous programmes we offer that cater to the differing needs of our clients. One consistent and key characteristic, however, which is shared by all of our clients, is the need or desire for global mobility.”

M&A LAW EXPERT OF THE YEAR IN HONG KONG



LC Lawyers LLP
Rossana Chu
Managing Partner
Tel: +852 9733 6010
rossana.chu@eylaw.com.hk
www.eylaw.com.hk



LC Lawyers LLP is the Hong Kong member of the EY global network. While it is an independent law firm, LC Lawyers regularly collaborates with other EY entities to provide integrated and cost-efficient services to global clients.

Today, the firm’s clients are truly diverse, comprising international conglomerates, listed companies, state-owned enterprises, financial institutions, private companies, fund houses, high-net-worth individuals, family enterprises, official authorities as well as non-profit-making organisations.

Rossana Chu, Managing Partner, has practised law for 25 years and advises on cross-border M&As, capital markets transactions, corporate restructuring, asset management, ESG and sustainability, fund formation, banking, debt restructuring, technology law, regulatory compliance as well as employment law.

Ms Chu noted: “Our flexibility and robust strategies combine with our commercial and pragmatic approach to provide clients with comprehensive solutions. Moreover, our renowned partners’ expertise and track

records enable the firm to earn international accolades from asialaw, ALB, Benchmark Litigation Asia-Pacific, Chambers, China Business Law Journal, FT Innovative Lawyers, IFLR1000, In-House Community, The Legal 500 Asia Pacific, Legal Media 360 and The Law Society of Hong Kong.”

Ms Chu herself is a multi-award-winning lawyer, and her list of accolades includes: “Leading Individual” by the Legal 500 Asia Pacific (2023); “Highly Regarded Leading Lawyer” by IFLR1000 (2015–2022); “Winner in M&A Law Expert of the Year in Hong Kong” in the Global Law Experts Annual Awards (2022); “Winner in M&A Law Expert of the Year in Hong Kong” in The Lawyer Network Annual Awards (2022); “Winner in M&A Law Expert of the Year in Hong Kong” in the Leaders in Law Global Awards (2022); “A-List – China’s Elite 100 Lawyers (Foreign Firms)” from China Business Law Journal (2020, 2021, 2022); “Finalist for Managing Partner of the Year” at the ALB Hong Kong Law Awards (2022); “The Highest Rated Lawyer to Work With of the Year” by asialaw Client Service Excellence (2021); “Ranked Lawyer” by Legal Media 360 (2021); “Winner in

Capital Markets for Hong Kong” at the Lexology Client Choice Awards (2019); and “Commended External Counsel of the Year” by the In-House Community (2017 and 2021).

Meanwhile, the EY Law network has more than 3,400 legal professionals providing legal services in 93 jurisdictions around the world to offer quality integrated legal services. This global network covers a large number of jurisdictions, whereby LC Lawyers’ competitors may not have the same legal resources on the ground. This helps the firm to continuously improve its services by working closely with colleagues from other EY professionals. Geographical coverage, sector specialisation and EY’s one-stop-shop approach put LC Lawyers’ clients at an advantage over users of traditional law firms.

Looking to the coming 12 months, Ms Chu added: “Going forward, we will place more focus on dealing with difficult engagements in a more cost-efficient manner – rather than conducting simple or commercialised engagements. This allows us to better demonstrate our lawyers’ skills and, crucially, build trust with clients.”

CAPITAL MARKETS LAW FIRM OF THE YEAR IN INDIA



M/s. Crawford Bayley & Co.

Sanjay Asher
Senior Partner

Tel: +91 22 2266 3353
sanjay.asher@crawfordbayley.com
www.crawfordbayley.com

CRAWFORD BAYLEY & CO.
Advocates & Solicitors

M/s. Crawford Bayley & Co., established in 1830, has a team of 150 members plus, including 25 partners and more than 100 associates.

When the Indian market liberalised in the early 1990s, Crawford Bayley first established itself as a firm of choice for international clients. It is currently competing with a number of similar high-quality peers, who are also adapting to India's modernisation. Moreover, the firm has a broad capability and a number of industry sector experts. While it still ranks within the top 10 or 15 Indian firms for corporate deals, the firm will continue to make the very best of staff, partners and resources in order to maintain its position in the current competitive market and continue to provide such high-quality services.

India's long-term challenges include widespread poverty, inadequate physical and social infrastructure, limited non-agricultural employment opportunities, insufficient access to quality basic and higher education, and accommodating rural-to-urban migration.

Economic liberalisation, including industrial deregulation, privatisation of state-owned enterprises and reduced controls on foreign trade and investment, began in India in the early 1990s and has served to accelerate the country's growth, which has averaged more than 7% per year since 1997. India's diverse economy encompasses traditional village farming, modern agriculture, handicrafts, a wide range of modern industries as well as a multitude of services.

The individual partners of Crawford Bayley specialise in the following practice areas: corporate and

commercial practice, mergers and acquisitions, capital markets, joint ventures and foreign collaboration, privatisation and disinvestment, banking and corporate finance, intellectual property law, litigation and dispute resolution, real estate and property law, indirect taxation, labour and employment, admiralty and shipping law, information technology, as well as e-banking and e-commerce.

Today, Crawford Bayley's expertise encompasses structured and acquisition financing, investment funds, trade and private equity financing, structured products as well as regulatory matters. In addition, the firm is recognised for its experience in aviation financing.

Within capital markets, Crawford Bayley is a second-tier firm. It is held in "incredibly high regard" for its expertise in debt and equity transactions. It is further particularly noted for its expertise in IPOs, cross-border syndicated loans, structured and acquisition financing, as well as regulatory matters. Within Corporate/M&A, Crawford Bayley is a third-tier firm.

Meanwhile, the firm is experienced in a vast array of transactional work, as well as advising clients on matters such as regulatory, compliance and corporate reorganisation.

Providing clients with a "very high level of service", Crawford Bayley is recommended for a wide range of expertise, including banking, commercial, media, insolvency and property and securities disputes.

Within insurance, Crawford Bayley & Co is a very capable firm, and one

that comes highly recommended for its reputation in this arena. Within intellectual property, it is a top-tier firm, with the team providing leading-edge advice on matters such as copyright and design, patents, trademarks, licensing and IP protection.

Sanjay Asher

Sanjay Asher is a solicitor and chartered accountant. He is a Senior Partner at Crawford Bayley, possessing more than 20 years' experience in the fields of M&A, cross-border M&A, joint ventures and capital markets, also advising large, medium and small business enterprises on these subjects.

Mr Asher was invited to join the committee formed by the government of India (department of disinvestment) for the purposes of standardising the transaction documents in relation to privatisation of the public sector enterprises of the government of India.

He was also a member of the committee in respect of Indo-US Financial Institutions Reforms and Expansion Projects (capital markets) for the purpose of development of the securities law bar and the securities law course in India.

He has been a speaker at various seminars and conferences organised by the Institute of Chartered Accountants of India, the Institute of Chartered Secretaries of India, the Bombay Chamber of Commerce and Industry, the Indian Merchant Chambers, as well as the International Financial Law Review.

He has authored several articles published in national and international publications.



CORPORATE & INTERNATIONAL TRADE LAWYER OF THE YEAR IN INDIA

Dua Associates



Mr CR Dua
(Corporate Law)
Chairman



Ms Shiraz Patodia
(International Trade)
Senior Solicitor

Tel: +91 11 2371 4408
communications@duaassociates.com
www.duaassociates.com

DUA ASSOCIATES
Advocates & Solicitors

Established more than 35 years ago, Dua Associates has honed its strengths and reputation as a leading full-service law firm. The firm is widely recognised for its depth of experienced legal talent and knowledge of 250 legal professionals, including 75 partners and counsels.

The practice areas are fully orientated to give clients seamless access to holistic advice and strategies in sectors as diverse as manufacturing, real estate, infrastructure, banking, project finance, telecoms, data privacy and cyber security, as well as defence and aerospace, among others.

The Corporate & Commercial practice area of the firm, led by Mr CR Dua, has been consistently ranked and recognised by several global ranking organisations. Over the last few years, the firm has advised and/or worked on some of the country's most recognised transactions, and continues to render corporate advisory services to domestic and international clients.

Adopting a future-focused approach, the Corporate Law practice team of the firm has been able to continue offering quality services to businesses looking to build resilience to withstand any future shocks. As Dua Associates is a generalist law firm, practices such as Corporate & Commercial benefit from the distinct advantage of being able to offer clients advice from domain experts in diverse sectors, which provides insulation from uncertainty in transaction/deal-making trends.

The International Trade practice group of Dua Associates has been quick to seize opportunities thrown up following the recent health crises and a reinvigorated WTO. This practice has been consistently ranked by Chambers and Partners, the Legal 500, India Business Law Journal and Benchmark Litigation, among others. Individual partners too have been recognised and awarded. Furthermore, the firm has considerable experience and expertise, and its members are recognised authorities on World Trade Organization agreements, having interacted with government officials on WTO negotiations on anti-dumping and anti-subsidies agreements.

In addition, in the area of International Trade, the firm works with specialist industry teams that assist clients on a wide variety of laws and regulations affecting cross-border and multi-jurisdictional trade transactions and activities. To date, the firm has represented companies from all over the world before the concerned government authority, the Directorate General of Trade Remedies (DGTR) and the appellate tribunal, as well as before the High Courts and Supreme Court of India.

Dua Associates has also been empaneled and included by the Ministry of Commerce, China PR (MOFCOM) to their "List of Law Firms for Trade Remedy Matters". The team leader for the International Trade practice, Ms Shiraz Patodia, is one of the leading counsels in India in the field of International Trade & Customs and is a recognised authority on World Trade Organization agreements, anti-dumping and countervailing duty investigations. She represents multinational corporations and governments in trade remedial investigations, including the Indian government.

MERGER CONTROL LAWYER OF THE YEAR IN INDIA

P&A Law Offices

Anand S. Pathak
Managing Partner, New Delhi/Mumbai

Tel: +91 11 4139 3939
apathak@palaw.in
www.palaw.in

P&A
LAW OFFICES

P&A's lawyers regularly handle all stages of a transaction or dispute. For example, in a transaction, P&A's lawyers will typically handle the structuring, drafting of documents and negotiation of the transaction, notification for antitrust approvals and antitrust assessment of the transaction, as well as the procurement of relevant regulatory approvals, including foreign investment and Reserve Bank of India approvals.

Practice Areas:

- Competition Law
- General Litigation
- International Arbitration
- General Corporate
- Joint Ventures
- Mergers & Acquisitions
- Private Equity & Venture Capital
- Project Finance & Banking
- Technology Licensing
- Infrastructure
- Regulatory
- Labor & Employment

Anand S. Pathak

Anand S. Pathak has extensive experience in advising clients on international M&A, private equity investments, arbitrations, as well as European and Indian laws on competition. He is admitted to practise law in the US and India, and has practised law in Brussels, New York, Cleveland and Palo Alto.

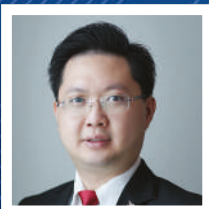
Anand attended all the European Council meetings for the adoption of the EU's merger control regulation. He has represented clients in complex European Commission and Indian competition law investigations and merger notifications. His international M&A experience includes Daiichi Sankyo's acquisition of Ranbaxy, Warburg Pincus in its Indian investments, Tech Mahindra's acquisition of Satyam, Schneider Electric's acquisition of Luminous Power, acquisitions by HCL Technologies, Rediff.com and Tech Mahindra outside India, as well as the sale of eTouch in the US to Virtusa Corporation. He has successfully represented clients in international arbitrations, including Daiichi Sankyo in a Singapore-based arbitration and proceedings in the Singapore Supreme Court, and Amazon in an international arbitration and Indian Court proceedings against the Biyanis and the Future Group. He is currently

representing the Government-appointed Board of IL&FS in the sale of IL&FS assets and the Government of India in several bilateral investment treaty arbitrations.

Anand was presented with the National Law Day Award in 2005 by the Prime Minister of India for his unique contribution in the field of corporate law and for bringing foreign investments into India. He has received several awards for M&A and competition law, including Best M&A Lawyer in India for every year from 2008 to 2018, and India – Competition Lawyer of the Year for every year from 2013 to 2022. In 2020, Anand received the "Indian Lawyer of the Decade" Award.

Anand has an LLB and MA from the University of Cambridge, England, and an LLM and MA in international and development economics from Yale University. He has worked at the European Court of Justice, Luxembourg, and in the Competition Division of the Legal Service in the European Commission, Brussels. He was a member of a committee constituted by the Indian government in 2018 for reviewing Indian competition laws and is currently a member of the Committee appointed by the Government of India on regulating the digital sector.

TAX LITIGATION EXPERT OF THE YEAR IN INDONESIA



Mul & Co

Mulyono, SH, SE, AK, MH, MM, MKn, CPA, CA, CFP, CMA, BKP
Managing Partner of Mul & Co

Tel: +62 (21) 668 1998
mulyono@mul-co.com
www.mul-co.com

MUL & Co
INDONESIA TAX LAW FIRM

Mulyono is the Founder and Managing Partner of Mul & Co, one of a very few law firms in Indonesia to specialise in tax law. Mul & Co was founded by experienced practitioners with multi-disciplinary backgrounds in tax, law, accounting and finance. The firm's services include tax dispute, tax advisory and restructuring, as well as tax compliance. The team is comprised of dedicated professionals with a deep understanding of taxation law regulations and business culture. The firm is also independent, meaning that it is free from time-consuming conflict check processes.

The Mul & Co team believe that their success depends upon clients' satisfaction; therefore, they always strive to provide clients with the best possible solution to their tax matters. To this end, the firm brings a rich understanding of Indonesia's unique business and legal culture.

Mulyono has accounting, finance and legal backgrounds. He has triple masters in finance (University of Indonesia), law (University of Padjajaran) and notary (Pelita Harapan University), as well as several professional

certifications, including: Certified Public Accountant, Chartered Accountant, Certified Financial Planner, Certified Management Accountant and Affiliate Wealth Manager. He is also a licensed legal counsel in the tax court, licensed advocate and member of the Indonesian Advocate Association (PERADI) and a registered tax consultant. He is currently pursuing a doctorate degree in law.

Before setting up Mul & Co, Mulyono had extensive experience in tax and legal environments. His experience in taxation extends to tax disputes, tax due diligence, tax advisory, tax compliance, as well as company restructuring. Some of the well-respected companies in which he gained his experience include McKinsey & Company, PB Taxand (formerly known as PB & Co.) and Baker McKenzie (Hadiputranto Hadinoto & Partners). He serves a variety of multi-national clients from many industries, such as e-commerce, manufacturing, trading, real estate, mining & oil and gas, telecommunications, hospitality and services. He has also been invited to be the speaker and facilitator in several national tax seminars and trainings.

Mulyono's unique combination of technical knowledge in tax, accounting, finance

and law, as well as his expertise of the Indonesian taxation system, enable him to become a trusted advisor to clients. He is able to deliver holistic and practical taxation services to clients and to accomplish complex and challenging tax-related projects. Many international and local economic groups have required his special skills in tax planning and tax disputes services, with successful results.

He can assist taxpayers in handling their audits. Moreover, in an overpayment position (Income Tax & VAT), the taxpayer can file for a restitution to the Tax Office. On this matter, Mul & Co can represent, advise and assist the taxpayer to prepare the necessary documentation. Corporate taxpayers may also need to undertake corporate restructuring to comply with tax and legal regulations.

In addition, Mulyono has assisted and represented many multi-national companies for various high-profile tax litigation cases in the Tax Court and Supreme Court in Indonesia. Several tax cases that he has handled are related to tax treaty implementation, mergers and acquisitions, royalty payment on intangibles assets, transfer pricing adjustments, Value Added Tax, as well as regional taxes.

BANKING & FINANCE LAWYER OF THE YEAR IN JAPAN



Anderson Mori & Tomotsune

Isao Shindo
Partner, Tokyo Office

Tel: +81-3-6775-1016
isao.shindo_grp@amt-law.com
www.amt-law.com/en/professionals/profile/ISS

**ANDERSON
MORI &
TOMOTSUNE**

Isao Shindo is a Partner at Anderson Mori & Tomotsune, who has been involved principally in the fields of banking, securities transactions, asset management, insurance, trust and structured finance, as well as M&A projects involving financial institutions and insurance companies.

Mr. Shindo has long experience representing a large number of Japanese and foreign financial firms with respect to various aspects of their businesses in Japan, including regulatory issues. In addition, Mr. Shindo is a pioneer in the area of advising financial institutions regarding global multi-currency loan facilities, and has also acted as Japan counsel in relation to the merger of major global financial companies.

Practice Areas

- Finance and Financial Institutions
- Capital Markets
- Corporate and Commercial Transactions
- M&A
- Real Estate

Publications

- "Chambers Global Practice Guides" on Blockchain 2020 – Law & Practice, Chambers and Partners, June 2020

- Overview of Disclosure and License Regulations and Practical Issues on Digital Securities, Business Houmu (Vol.20 No.7), May 2020
- Revision to Firewall Restrictions in the Financial Sector and Remaining Issues, "Structure and Development for Modern Administrative Law" in the Collection of Papers Celebrating Mitsuo Kobayakawa Esq.'s Seventieth, September 2016
- The Impact of the New Trust Business Law on the Securitization Business of Trust Banks – Part 2, Kinyu Homu Jijo No.1737, April 2005
- The Impact of the New Trust Business Law on the Securitization Business of Trust Banks, Kinyu Homu Jijo No. 1731, February 2005
- Influence of the amendment to the Securities and Exchange Law against the securitization schemes using partnerships, Kinyu Homu Jijo No. 1729, February 2005
- Development of Measures for Prevention of Adverse Effects in Fiscal Policies Law and Future Tasks – Integration of Internal Control Operations of Securities Companies and Banks, Volume II of "Development and Change of Administrative Law" in the Collection of Papers Celebrating Hiroshi Shiono Esq.'s Seventieth, June 2001

Selected Achievements

- Chambers Global 2023
- Chambers Asia-Pacific 2023
- Who's Who Legal: Japan 2022
- IFLR1000 32nd edition (IFLR1000 2022–23)
- Asialaw Profiles 2023
- Best Lawyers 2023
- Chambers Global 2022
- Chambers Asia-Pacific 2022
- Asialaw Profiles 2022
- IFLR1000 31st edition (IFLR1000 2022)
- Who's Who Legal: Fintech & Blockchain 2021
- Best Lawyers 2022
- Chambers Global 2021
- Chambers Asia-Pacific 2021
- IFLR1000 30th edition (IFLR1000 2021)
- Asialaw Profiles 2021
- Best Lawyers 2021

Professional Admissions

- Japan (1983)
- New York (1987)

Professional and Academic Associations

- Daini Tokyo Bar Association

BANKING & FINANCE LAW FIRM OF THE YEAR IN MALAYSIA



Kadir, Andri & Partners
Dato' Andri Aidham Badri
Managing Partner
Tel: +603 2780 2913
andri@kaaplaw.com
www.kaaplaw.com

KADIR ANDRI
& Partners
Advocates & Solicitors

Kadir, Andri & Partners (KAAP) is a distinguished boutique corporate and finance legal practice that traces its roots to its predecessor firm, Kadir Tan & Ramli, established in 1976 in Malaysia.

Dato' Andri currently heads the banking and finance team at KAAP. He was a member of the Law Revision Committee on Islamic Banking and Finance of Bank Negara Malaysia, including the sub-committee on Review of Contracts Act and the sub-committees of the Islamic capital market working group of the Securities Commission. He is a registered adjudicator and is registered on the Islamic banking and finance arbitrator panel at the Asian International Arbitration Centre.

A member of the Malaysian Bar, he previously served in the Judicial and Legal Service as Federal Counsel early in his career before going into private practice. While in the Judicial and Legal Service, Dato' Andri represented the government of Malaysia in court at all levels, including in the Supreme Court, such as the celebrated judicial review Hajjah Halimatussaadiah case, as well as the

Election Courts in election petitions, medical negligence and land acquisition matters. In private practice, he has appeared in court on commercial and corporate matters, particularly those related to M&A. He was part of the litigation team that successfully defended a litigation related to a claim to the throne of the Sultan Terengganu, which reached the Federal Court. He also advised on several sukuk structures that were the first of their kind when issued. These include local and cross-border transactions in various currencies.

Having built his expertise in a wide range of corporate areas, today his practice focuses on Islamic finance and banking, with specific emphasis on product development, Waqf, capital markets and project finance.

Notably, Dato' Andri authored the chapter on "Judicial Review" for Malaysian Court Forms, as well as coauthoring the "Judicial Review Handbook", both published by the Malayan Law Journal. In addition, he contributed a chapter to the Malaysian Sukuk Market Handbook, published by RAM Rating Services Berhad. In particular, he has

presented papers on topics related to Islamic banking and finance, company law and Waqf, and had the privilege of presenting one such paper in the Al-Baraka Symposium. Dato' Andri was also consulted by Fitch Ratings on their maiden publication, "Takaful – Methodology and Review".

Banking & Finance

KAAP offers a spectrum of legal services in banking and finance, ranging from corporate loan facilities to complex and innovative financing structures. The firm is active in structured finance transactions, securitisations, leveraged buyouts, syndicated financing, asset and acquisition financing, as well as debt restructuring arrangements. In addition to advising on domestic Ringgit-denominated credit facilities, it works with international banks and law firms on cross-border foreign currency denominated facilities. It has considerable experience in structuring and documenting both conventional and Shariah-compliant financing transactions, and has been at the forefront of developing Islamic banking products for the ever-changing market.

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN MALAYSIA



Nazreen Oon & Partners
Derrick Oon
Partner
Tel: +6016 - 5475 366
derrick@nazreenoon.com
www.nazreenoon.com

NO NAZREEN OON & PARTNERS
ADVOCATES & SOLICITORS

Nazreen Oon & Partners is a multi-practice law firm that offers a wide range of services, including dispute resolution, corporate and commercial advisory works, employment, industrial relations and labour dispute/advisory as well as conveyancing work. It provides legal solutions to both business entities and individuals.

The firm endeavours to provide sound, pragmatic legal advice and effective advocacy to advance the interests of its clients without compromising its commitment to practising with integrity and observing high standards of professional conduct. Specifically, it provides clarity on the best course of action for any aspect of its clients' dealings.

Civil Litigation

Nazreen Oon & Partners provides unparalleled quality to clients requiring representation across a broad spectrum of contentious work. This encompasses: contractual disputes, construction arbitration and adjudication, land disputes, debt recovery, landlord and tenant disputes, intellectual property infringement, breach of trust and contentious probate matters,

divorce and family law, defamation, as well as banking. The firm's dispute resolution work ranges from the Sessions Court up until the Federal Court. It also represents clients in arbitration and adjudication proceedings.

Employment and Industrial Relations

Meanwhile, the firm has in-depth experience in providing legal representation at the Industrial Court and Labour Court for any employment disputes. It is also involved in drafting, advising and improving employment contracts, employee handbook, policies and standard operating procedures, termination of employment for misconduct or poor performance, unfair dismissal claims, unpaid wages and filing of an appeal to the High Court for any unsatisfactory result at the Labour Court or Industrial Court.

Derrick Oon

Derrick heads the Litigation and Employment Practice at Nazreen Oon & Partners, covering a wide range of areas, with a particular emphasis on civil, commercial, construction and employment law. He has advised and acted in a broad spectrum of disputes, from commercial, tortious, land, trust, construction, industrial relations, to company and shareholder disputes. His

practice areas span: civil litigation; corporate & commercial litigation; construction; land disputes; employment law; arbitration; trust & inheritance disputes; corporate & employment advisory.

Having graduated with a Bachelor of Laws (LLB) (Hons) from the Multimedia University, he went on to read in the chambers of Messrs. Cheah Teh & Su under the tutelage of Justice Su Tiang Joo (now High Court Judge).

In addition, Derrick has conducted hearings and trials as lead and co-counsel in arbitration and all tiers of the Malaysian courts, including the Federal Court, the Court of Appeal and the High Court. Today, he is heavily involved in litigating contentious disputes – representing multinational companies, public-listed companies, developers and SMEs.

Aside from his main practice as a litigation lawyer, he also acts as a legal adviser for public-listed companies and provides trainings on labour / human resources law to employees of various companies.

His languages include English, Mandarin, Cantonese and Malay.

IP LAW EXPERT OF THE YEAR IN NEW ZEALAND



MinterEllisonRuddWatts

Christopher Young
Partner, Head of IP

Tel: +64 21 342 837
christopher.young@minterellison.co.nz
www.minterellison.co.nz

MinterEllisonRuddWatts.

MinterEllisonRuddWatts has a dedicated IP practice led by Christopher Young. The firm excels in all areas of intellectual property, with its core focus on complex and challenging commercial and strategic advisory as well as portfolio management.

A market-leading, internationally recognised team advises a wide range of local and international clients, industries (privately owned businesses, SMEs, public, multinational companies and government work).

Key differentiators include a commercial IP focus and Christopher's recognition locally and internationally as a leading advisor on the IP aspects of corporate transactions. The increased importance of IP to businesses and its complexity mean Chris' expertise is a significant differentiator.

Chris has also been actively involved in the International Trademark Association (INTA) and the International Bar Association (IBA) for years, having served on a range of important committees, chaired INTA's East Asia Pacific Famous Marks subcommittee, currently co-chair (Asia Pacific) of Bulletin Committee, has served on the Parallel

Imports Committee, Internet Committee and the Asia Pacific Global Advisory Council.

The firm advises on all aspects of intellectual property, including:

- strategy;
- commercialisation (structuring, licensing, security, financing, tax structures);
- branding strategy, trade mark registration, portfolio management locally and internationally;
- IP aspects of numerous transactions (strategy, structure, IP due diligence, negotiating IP aspects of sale and purchase contracts, licensing and assignments resulting from the transaction);
- IP dispute resolution, litigation, enforcement of all IP rights;
- film and television production;
- marketing and advertising; and
- privacy.

Christopher is a leading expert in IP, handling IP aspects of numerous M&A transactions, including complex IP structuring, strategy and licensing for 20+ years, and has extensive

experience and reputation handling commercial IP, structuring and licensing. He is widely recognised as an accomplished strategist for IP, branding and trade marks nationally and internationally, IP advisory and counselling, disputes, and with an extensive trade marks / portfolio management practice.

Chris also has extensive experience in:

- IP enforcement and protection, including counterfeits, confidential information, trade mark oppositions, domain name protection and a wide range of disputes over all IP rights;
- copyright internationally and locally for film and television production, and in a wide range of other industries – the firm has been awarded a Tier 1 ranking in 2023 for copyright by Asia IP magazine;
- advising on privacy matters for a wide range of clients;
- extensive experience advising major US film/TV companies on the production in New Zealand of some of New Zealand's leading film and television series (major US studios), including structuring, production contracts, New Zealand and cross-border IP advice as well as grant structuring.

EMPLOYMENT LITIGATION LAW FIRM OF THE YEAR IN THE PHILIPPINES



Villaraza & Angangco Law Office

Rashel Ann C Pomoy
Partner

Tel: +639989680509
rc.pomoy@thefirmva.com
www.thefirmva.com



VILLARAZA
& ANGANGCO
THE FIRM • EST. 1980

Villaraza & Angangco Law Office has an exceptional track record in employment litigation and dispute resolution, from outright dismissal of complaints filed against its clients to securing multiple amicable settlements.

The firm also advises clients on regulatory issues and reviews their employment contracts, policies and other documents, as well as the immigration requirements of foreign employees. Villaraza & Angangco addresses clients' concerns related to labour organisations and union disputes through careful advice and/or representation by its team of skilled negotiators. Further, in order to maintain workplace harmony at all times, the firm conducts internal assessments in which all potential flashpoints for dispute are quickly identified and resolved, fostering "industrial peace". Through these methods, the firm expertly guides clients towards creative and suitable solutions to complex labour issues and disputes – always with due consideration of the realisation of goals and business plans.

Rashel Ann C Pomoy, Partner at Villaraza & Angangco, has practised as a lawyer for 10 years. Her field of expertise is litigation, including labour and commercial litigation, although she has also accumulated extensive experience in arbitration

and other associated fields of dispute resolution. In recent years, she has headed the labour department of the firm.

Ms Pomoy noted: "Because our firm has a dedicated labour team that caters to every need of our clients in regards to employment law, our lawyers have, as a result, developed significant expertise in this area. This means we are able to provide them with a truly in-depth and tailored service to meet their requirements."

Villaraza & Angangco's typical client base consists of multinational companies, whether or not they have a presence in the country. The firm also has correspondent law firms that engage its services to assist their clients on matters in the Philippines. Recently, the local clientele has also seen expansion. All of this combines to ensure the firm's expertise provides a notable advantage when working on an international level – and indeed, clients located outside the country are more inclined to engage lawyers who have been recognised as experts in their field.

Today, the firm exclusively represents employers in labour disputes, and so, according to Ms Pomoy, it is always somewhat of a challenge dealing with individual complainants, given the human element involved. In order to overcome this, she explained, one needs to look at matters

objectively – to comprehend the issues related to the dispute from different angles, and to adhere to what the law provides.

She added: "In testament to our efforts, in the past 12 months we have been recognised by various awarding bodies as a leading practitioner in the field of labour law. These include The Legal 500, Chambers and Partners, as well as Asia Business Law Journal. Moreover, we consider it a success that, during this period, we have successfully guided clients towards settling cases rather than engaging in protracted litigation.

"Meanwhile, just like the rest of the world, our firm experienced a diaspora of young lawyers during the past 12 to 24 months. We adapt to this development by continually training fresh and reliable talents to help them unlock their full potential. Similarly, in the course of the coming year, our goal is to really bolster the policies that were put into place when I became head of the employment practice. The key challenge is to strengthen these new policies while ensuring that everyone has a full understanding of why they are in place – making sure that we get everyone onboard. Certainly, as our sphere of work widens, there will always be a plan to expand the team to respond to the growing needs of the business."



ADMIRALTY & MARITIME LAW FIRM OF THE YEAR IN SINGAPORE

Haridass Ho & Partners

Haridass Ho & Partners is a medium-sized firm with a niche practice in the fields of Admiralty, Shipping and International Trade whilst handling a broad spectrum of legal services.

Haridass Ho & Partners believe in the importance of personalised service and solicitor-client relationship, which are vital building blocks in the successful completion of any instructions. The firm aims to provide speedy, cost-efficient legal advice and solutions to problems. With this in mind, the firm is structured to allow for the formation of project groups to undertake specific matters and instructions in a variety of areas of practice. This system of grouping allows for multi-disciplinary teams of lawyers to render collective expertise to a particular project or matter if there is a need for this approach.

PRACTICE AREAS:

- Arbitration & Alternative Dispute Resolution
- Admiralty, Commercial & Corporate Litigation
- Vessel Sale & Purchase
- Real Estate/Conveyancing
- Corporate/Corporate Secretarial



CONTACT DETAILS:

Haridass Ajalb	+65 6230 1100	haridass@hhp.com.sg	Yoga Sharmini Y	+65 6230 1119	sharmini@hhp.com.sg
Thomas Tan	+65 6230 1110	thomas.tan@hhp.com.sg	Subashini N	+65 6230 1115	subashini@hhp.com.sg
Augustine Liew	+65 6230 1111	admiralty.augustine@hhp.com.sg	Ragini Parasuram	+65 6230 1118	ragini@hhp.com.sg
V Hariharan	+65 6230 1114	hariharan@hhp.com.sg	Mrs Param Suriakala	+65 6230 1112	param@hhp.com.sg
Suresh Menon	+65 6230 1113	suresh.menon@hhp.com.sg			

Haridass Ho & Partners

ADVOCATES & SOLICITORS • COMMISSIONERS FOR OATHS • NOTARIES PUBLIC
4 SHENTON WAY, #10-03/06 SGX CENTRE 2, SINGAPORE 068807
TEL: +65 6533 2323 | FAX: +65 6533 7029 | www.hhp.com.sg

CRIMINAL LAWYER OF THE YEAR IN SINGAPORE



Kalidass Law Corporation

Kalidass Murugaiyan Lawyer & Litigator

Tel: +(65) 6345 5001
dass@daslaw.com.sg
www.daslaw.com.sg

KALIDASS LAW CORPORATION

Kalidass Law Corporation, Singapore, is a boutique law practice specialising in criminal law and related regulatory matters.

Lawyers within our expert criminal law firm are passionate about all aspects of our specialisation, committing our practice to the sole focus of guiding clients through the criminal justice system. We join the dedicated pool of law firms in Singapore that strive to uphold criminal justice and build a more law-abiding society.

On an ongoing basis, we hone our specialisation by a process of continued learning and practice. We know that our specialisation has given us a deep understanding of criminal justice – an understanding which we believe assists our clients throughout the trials and tribulations of their proceedings.

At Kalidass Law Corporation, we pride ourselves on the provision of affordable and reliable consultation to all our clients. Our reputable corporation takes a thorough approach, with no small detail overlooked in any case. Our lawyers are highly experienced in their fields and are able to

assist clients in detail, supporting them throughout their cases in Singapore.

Your criminal lawyer will be with you throughout the duration of your case. We take the time to understand our clients on a holistic level. From the past, through to the present day, we examine your circumstances from all angles to ascertain every nuance. This enables us to deliver representation that considers each variable in the equation of your case.

Your goals are important to us. With our clear advice and problem-solving methodologies, we'll implement the top strategies to help you achieve your goals. Defence attorneys from Kalidass Singapore are highly professional, with extensive experience in various aspects of criminal law.

Kalidass Murugaiyan

Kalidass Law Corporation is helmed by Kalidass Murugaiyan, who is assisted by a team of able administrators and paralegals forming the backbone of the firm.

A seasoned litigator, Kalidass served as a prosecutor with the Attorney-General's

Chambers for more than 10 years, from 2001 and 2012. He was awarded the National Day Commendation Medal (Pingat Kepujian) in 2009 in recognition of his commendable performance and conduct. Kalidass dealt with a wide variety of criminal matters as a prosecutor. These included serious drug offences and white collar crimes, such as money laundering, corruption and counterfeit currency.

As Defence Counsel, Kalidass brings a rare proposition to the table as he effectively leverages his experience as prosecutor. He sees solutions in apparent obstacles and assists his clients in maneuvering the criminal justice system.

While he is firm and tenacious on his feet in court, Kalidass never fails to see the human element in the cases he handles. On many occasions, he has provided crucial moral and emotional support to clients facing serious criminal charges. He firmly believes in helping his clients in a holistic way – and thus not only looks at resolving the matter at hand, but also at resolving the underlying cause, if any.

CORPORATE LAW FIRM OF THE YEAR IN SRI LANKA



Varners

Rajaratnam Selvaskandan
Senior Partner

Tel: +94 773 100456
selva@varners.lk
www.varners.lk



Varners has established a reputation for providing timely and efficient legal services and has grown to be one of the largest full-service law firms in Sri Lanka.

The firm adopts a progressive approach to work, which has enabled it to provide exceptional value to clients. This allows a fresh perspective in solving complex business challenges.

The rapidity with which Varners has reached the top ranks among the law firms in Sri Lanka is a testament to its dynamic professionalism. We believe that a satisfied client is our best reference.

Our results-orientated approach aims to put our clients at an advantage, factoring in both legal and commercial aspects to any given issue. In a highly competitive world, the person with the strongest legal "armour" starts with an invaluable lead over his competitors.

Meanwhile, the culture of the firm is tailored to meet the needs of both domestic and international clients. We have a dedicated team of lawyers and support staff focusing on our core practice areas. To serve clients effectively, a team best suited and drawn

from the relevant practice areas is assigned to a particular matter.

Varners has also developed strong connections with several major law firms in the region as well as beyond. We are a member of Multilaw, an international professional services network of independent law firms. This enables us to meet both domestic and international client requirements with a seamless service.

Corporate & Commercial

The rapidly changing economic landscape of Sri Lanka has thrown up numerous avenues and vistas for growth of the commercial sector. Owing to our individualised approach and established reputation, a large number of domestic and international clients have retained our services in a variety of corporate & commercial transactions. We assist clients through all stages of their transactions to ensure successful deal outcomes. They benefit from a valuable combination of global outlook, local insight and transactional experience, which enables us to handle all aspects of a complex transaction.

The team regularly advises on corporate transactions, specialising in the areas of asset purchases, capital markets, corporate

disputes, corporate finance, public offers of equity and debt securities, corporate governance, corporate restructuring, due diligence exercises, foreign investment, joint ventures, M&A, liquidation and winding up, shareholder disputes, shareholder exits as well as transaction structuring.

In addition, we are sought after for our expertise in IT matters, including data protection, e-commerce, technology transfers as well as software development and licensing. We have advised upon and structured numerous state sector privatisations and state-sponsored infrastructure developments.

Rajaratnam Selvaskandan

Rajaratnam Selvaskandan is a Senior Partner at Varners. Raj, as he is known in the industry, was called to the Bar as an Attorney-at-Law of the Supreme Court of Sri Lanka in 1982. After a brief stint in private practice, he was invited to join the prestigious Attorney General's Department of Sri Lanka as a State Counsel. Raj is one of Sri Lanka's leading M&A lawyers, with a wealth of experience and industry insight, and is highly regarded for his strategic vision and multidimensional expertise.

AUDIT & ASSURANCE SERVICES EXPERT OF THE YEAR IN TURKMENISTAN



PA Maksat Sahedov

Maksat Sahedov
Partner

Tel: +993 65 855541
maksat@auditorms.com
www.auditorms.com



Maksat Sahedov is a private auditor and business consultant in Turkmenistan providing audit and assurance, tax advisory and business compliance services to FLEs that have operations or potential business interests in the developing market of Turkmenistan by acting as their trusted advisor. Maksat Sahedov has more than 15 years of professional experience in auditing, consulting and compliance areas, including 12 years in the leading international audit and consulting firms.

Practice areas include, among others, audit and assurance, taxation and business compliance advisory:

Audit and assurance:

- Audit and audit-related services
- Financial due diligence
- Accounting outsourcing

Taxation:

- Recurring consultancies on taxation matters, including local and cross-border taxation
- Proper interpretation and application of international double taxation treaties

- Support during tax audits, tax litigation and disputes resolution, appeal preparation and defense of clients in the courts

- Tax planning and tax structuring

Business compliance advisory:

- Business set-up compliance advisory (getting to know the Host country)
- Tax registration of PEs and branch offices of FLEs
- Evaluation of the effectiveness of existing compliance policies and procedures,
- Keep track of regulatory developments to ensure immediate reaction
- Payroll & HR consultancies

Maksat Sahedov is unique in servicing operators and subcontractors that operate in Turkmenistan under Production Sharing Agreements. The uniqueness is achieved through deep knowledge and expertise in production sharing agreements, petroleum and tax laws, cost recovery and profit-sharing mechanisms, and their nexus with taxation. These unique masteries assure the ability to puzzle out in various engagements and serve as the foundation for multiple success stories.

Maksat Sahedov's mission is to be possessive of not only professional technical attributes

related to practice areas, but also to be a solid attorney for clients who combines, all in one, the critical characteristics of honesty, ethics and independency. Aiming to always pursue the optimum for his clients, *Maksat Sahedov* is committed to continuous improvement of his services in order to become the best in the market. He has close access to an international network of audit and consulting firms to ensure the latest information and ideas are brought to clients. With an uncompromising integrity and leading professionalism in the market, *Maksat Sahedov* helps his clients in reaching, and in most cases exceeding, their goals and expectations.

Maksat Sahedov proudly acts as a representative and manager of RSM Qazaqstan LLP engagements in Turkmenistan. RSM Qazaqstan LLP is a member of the leading international audit and consulting network RSM, which is ranked 6th among audit and consulting networks in *International Accounting Bulletin World Survey 2022*.

Looking to the future, *Maksat Sahedov's* vision is to achieve entity-wise expansion in the market while continuing to offer comprehensive services with the best professional and ethical quality standards.

BUSINESS ADVISORY EXPERT OF THE YEAR IN TURKMENISTAN



PA Maksat Sahedov

Maksat Sahedov
Partner

Tel: +993 65 855541
maksat@auditorms.com
www.auditorms.com



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Practice areas include, among others, compliance with tax, corporate and labor laws:

Tax law: An in-depth expertise in all tax matters, including international taxation, proper interpretation and application of international double taxation treaties, tax planning and optimization, support during tax audits, tax litigation, disputes resolution and defense of clients in the courts.

Corporate law: Business compliance advisory covers, inter alia, business set-up

compliance advisory (getting to know the Host country), tax registration of permanent establishments of FLEs, and ongoing compliance advisory.

Labor law: In this very challenging and demanding area, always requiring huge efforts from businesses to be up-to-date and compliant, tailored labor law services cover payroll audit and consultancy, as well as related dispute resolution.

Maksat Sahedov is unique in servicing operators and subcontractors that operate in Turkmenistan under Production Sharing Agreements. This uniqueness is achieved through deep knowledge and expertise in production sharing agreements, petroleum and tax laws, cost recovery and profit-sharing mechanisms, and their nexus with taxation. These unique masteries assure the ability to puzzle out in various engagements and serve as the foundation for multiple success stories.

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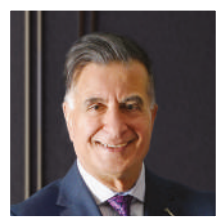
CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



Broaden Legal
Andrea Song
Partner
Tel: +61 9139 3438
andrea.song@broadenlegal.com.au
www.broadenlegal.com.au



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Conditis Lawyers
Manny Conditis
Senior Trial Advocate
& Accredited Specialist
Criminal Law
Tel: +61 2 43245688
e.conditis@conditis.com
www.conditis.com



CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



Sydney Criminal Lawyers
Ugur Nedim
Principal
Tel: +612 9261 8881
adminteam@sydneycriminallawyers.com.au
www.sydneycriminallawyers.com.au



CRIMINAL LAW EXPERT OF THE YEAR IN AUSTRALIA



Sydney Walker
Criminal Lawyers
Brian Walker
Barrister
Tel: +61 2 7258 2369
admin@walkercriminallawyers.com.au
www.walkercriminallawyers.com.au



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MJM Lawyers –
Wills, Trusts and Estates
Michaela Money
Practice Founder & Legal
Practitioner Director
Tel: +61 2 8089 3139
mjm@mjmlawyers.com.au
www.mjmlawyers.com.au



FINTECH LAWYER OF THE YEAR IN AUSTRALIA



Piper Alderman
Michael Bacina
Partner
Tel: +61 2 9253 3815;
+61 424 809 501 (mob)
mbacina@piperalderman.com.au
www.piperalderman.com.au



PROBATE AND ESTATES LAW FIRM OF THE YEAR IN AUSTRALIA



National Probate and Estates Group
Gennadi Dobrinski
Managing Director
Tel: +612 8880 8030
info@nationalprobate.com.au
www.nationalprobate.com.au

National Probate and Estates Group

ART LAW FIRM OF THE YEAR IN CHINA



Jingtian & Gongcheng
Angell Xi
Partner
Tel: +86 21 5404 9930
(general operator)
xi.minjie@jingtian.com
www.jingtian.com

競天公誠律師事務所
JINGTIAN & GONGCHENG

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Paul K.C. Chan & Partners
Paul Kam Ching CHAN
Principal
Tel: +852 2868 1388
pkc@lawyer.com; pkc@lawcpa.hk
www.lawcpa.hk

PAUL K.C. CHAN & PARTNERS
陳錦程律師事務所

CORPORATE RESTRUCTURING ADVISORY FIRM OF THE YEAR IN HONG KONG



Asian Capital Limited
Mr. Patrick K.C. Yeung
Chief Executive Officer
Tel: +852 2869 8861
enquiries@asiancapital.com.hk
www.asiancapital.com.hk



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SYLVIA W. Y. SIU JP of
SIT FUNG KWONG & SHUM
Solicitors

Sylvia W. Y. Siu JP
Consultant

Tel: +852 29097318
sylviasiu@sfks.com.hk
www.sfks.com.hk



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William KW Leung & Co

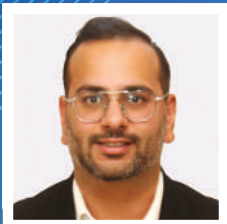
William Leung
Principal Solicitor,
Solicitor Advocate

Tel: +(852) 2810 6199
leung@jwlw.com
www.jwlw.com

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Mahtta & Co.

Dhruv Mahtta
Partner

Tel: +91 9958364638
dhruvmahtta@mahtta.co.in
www.mahtta.co.in



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I.L.A. Pasrich & Company

Mr. Amir Singh Pasrich
Managing Partner

Tel: +91-11-41012000
pasrich@ilaindia.com
www.ilaindia.com



COMMERCIAL LAW FIRM OF THE YEAR IN INDIA



Hitesh Soni & Associates

Hitesh C Soni
Founder & Managing Partner

Tel: +91 9667999724
lawoffice@hiteshsoni.in
www.hiteshsoni.in



PATENT LAW EXPERT OF THE YEAR IN INDIA



Anand and Anand Advocates
Safir Anand
Senior Partner & Head of
Department (Trademarks,
Contractual & Commercial IP)
Tel: +91.120.4059300
safir@anandandanand.com
www.anandandanand.com



TRANSPORT LAW FIRM OF THE YEAR IN INDIA



I.L.A. Pasrich & Company
Mr. Amir Singh Pasrich
Managing Partner
Tel: +91-11-41012000
pasrich@ilaindia.com
www.ilaindia.com



BUSINESS LAW FIRM OF THE YEAR IN INDONESIA



Kartika Hermawan
& Partners Law Firm
Kartika Mirda
Managing Partner
Tel: +62 (21) 8378 8623
info@kartikalaw.com
www.kartikalaw.com



FOREIGN INVESTMENTS LAW FIRM OF THE YEAR IN INDONESIA



Kartika Hermawan
& Partners Law Firm
Kartika Mirda
Managing Partner
Tel: +62 (21) 8378 8623
info@kartikalaw.com
www.kartikalaw.com



CORPORATE CRIME INVESTIGATIONS LAWYER OF THE YEAR IN JAPAN



Nagashima Ohno & Tsunematsu
Shin Mitarai
Associate
Tel: +81-3-6889-7000
shin_mitarai@noandt.com
www.noandt.com/en

NAGASHIMA OHNO & TSUNEMATSU

CORPORATE LAWYER OF THE YEAR IN JAPAN



Burg Law
NAKANO Kenichi
Partner
Tel: +81-3-6750-5495
ken@burglaw.jp
www.burglaw.jp/en



CROSS BORDER M&A LAW EXPERT OF THE YEAR IN JAPAN



Anderson Mori & Tomotsune
Gen Takahashi
Partner
Tel: +81-3-6775-1159
gen.takahashi@amt-law.com
www.amt-law.com/en/
professionals/profile/gnt

**ANDERSON
MORI &
TOMOTSUNE**

FAMILY LAWYER OF THE YEAR IN JAPAN



**Haraguchi International
Law Office**
Kaoru Haraguchi
Founding Attorney
Tel: +81 (0)3 6205 4404
kharaguchi@haraguchi-law.com
www.haraguchi-law.com



FINANCIAL REGULATION LAWYER OF THE YEAR IN JAPAN



Shiomizaka
Masato Suzuki
Partner
Tel: +81-3-3596-7324 (direct)
masato.suzuki@szlaw.jp
www.szlaw.jp/en

SHIOMIZAKA

FINANCIAL REGULATIONS LAWYER OF THE YEAR IN JAPAN



Nagashima Ohno & Tsunematsu
Shin Mitarai
Associate
Tel: +81-3-6889-7000
shin_mitarai@noandt.com
www.noandt.com/en

NAGASHIMA OHNO & TSUNEMATSU

FINTECH LAWYER OF THE YEAR IN JAPAN



Shiomizaka
Masato Suzuki
Partner
Tel: +81-3-3596-7324 (direct)
masato.suzuki@szlaw.jp
www.szlaw.jp/en

SHIOMIZAKA

TRADEMARK ADVISORY FIRM OF THE YEAR IN JAPAN



ASAMURA IP P.C.
Kazutaka Otsuka
Director of Trademark
& Design Department
Tel: +81 03 5715 8651
kotsuka@asamura.jp
www.asamura.jp/en



TRADEMARK LAW FIRM OF THE YEAR IN JAPAN



ASAMURA IP P.C.
Kazutaka Otsuka
Director of Trademark
& Design Department
Tel: +81 03 5715 8651
kotsuka@asamura.jp
www.asamura.jp/en



PATENT LAW FIRM OF THE YEAR IN KAZAKHSTAN



Agency of Intellectual Property
"Tagbergenova & Partners"
Tagbergenova Alma Taisheva
Partner
Eurasian Patent Attorney (Reg. # 296)
Kazakhstan Patent & Trademark Attorney
(Reg. # 37)
Tel: +7 (727) 272-77-09, 261-18-47
info@tagberg.kz
www.tagberg.kz
www.intellectual.kz



COMMERCIAL LAW FIRM OF THE YEAR IN MALAYSIA



Messrs. Calvin Khoo
Calvin Khoo
Principal
Tel: +6012 - 542 1608
calvin@cklaw.co; inquiry@cklaw.co
www.cklaw.co



COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN MALAYSIA



Bodipalar Ponnudurai De Silva
Alvin Tang
Senior Partner
Tel: +603-6205 5000
alvin@bpdlex.com
www.bpdlex.my



INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN MALAYSIA



Shearn Delamore & Co.
Karen Abraham
Partner,
Head of the IP Department
Tel: +6 03 20272893 (direct)
karen@shearndelamore.com
www.shearndelamore.com

Shearn Delamore & Co.

FRANCHISE LAW FIRM OF THE YEAR IN NEW ZEALAND



Goodwin Turner
Commercial Lawyers
Scott Goodwin
Director
Tel: +64-09-973-7350
scott@goodwinturner.co.nz
www.goodwinturner.co.nz

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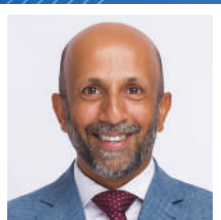
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Pacific Legal Ltd
Richard Small
Director / Principal
Tel: +64 9 666 0440
Richard.Small@pacificlegal.co.nz
www.pacificlegal.co.nz

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INTERNATIONAL ARBITRATION ADVISORY EXPERT OF THE YEAR IN PAKISTAN



FGE Ebrahim Hosain
Zahid F. Ebrahim
Senior Partner
Tel: +(9221) 38575833-34
z.ebrahim@fge-eh.com
www.fge-eh.com

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ABS & Co

Ahmer Bilal Soofi
Managing Partner

Tel: +92 300 8451139
ahmersoofi@absco.pk
www.absco.pk



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COUNSELS.

LABOUR & EMPLOYMENT LAWYER OF THE YEAR IN THE PHILIPPINES



ANGARA ABELLO CONCEPCION
REGALA & CRUZ LAW OFFICES
(ACCRA)

Clarence Darrow C. Valdecantos
Senior Partner, Head of Labour
& Employment Department

Tel: +632 88308075
ccvaldecantos@accralaw.com
accra@accralaw.com



IMMIGRATION LAW FIRM OF THE YEAR IN THAILAND



Hawryluk Legal Advisors

Nujaree Chomchey
Senior Lawyer

Tel: +66 (0)89 979 8466
info@hawryluklegal.com
www.hawryluklegal.com



HAWRYLUK LEGAL
— ADVISORS —

ฮาวรี่ลัค ลีเกิ้ล แอดไวเซอร์

Africa & the Middle East Winners

The World Bank has announced a new Blue Economy programme that will catalyse financing and provide an operational response to development challenges in coastal-marine areas of the African continent.

The Blue Economy for Resilient Africa Program (BE4RAP) was announced at a COP 27 World Bank event, attended by Egypt's Environment Minister Yasmine Fouad, Tanzania's Deputy Minister for Union and Environment Hamza Khamis Hamza, and Morocco's Deputy Budget Director for the Ministry of Economy and Finance Youssef Farhat. The programme seeks to respond to the challenge coastal countries face to manage their coastal and marine resources to spur economic growth and reduce poverty, while adapting to the effects of climate change.

A first for the World Bank in Africa, a "Mangrove Blue Carbon Pilot Program" was announced as part of BE4RAP. The \$13.5 million programme includes \$2 million financing from IDA and \$3 million from PROBLUE, a multi-donor trust fund housed at the World Bank, and \$8.5 million from the Danish energy company Ørsted. The funds will go to planting, technical assistance and maintenance over 20 years of 3,000 hectares of mangrove in Ghana, under the World Bank-financed West Africa Coastal Areas Management Program (WACA). Other financiers, including private, public and multilateral partners, have expressed interest in contributing to a portfolio of blue economy investments in Africa.

"BE4RAP is about doing more, better, and faster," said World Bank Global Director for Environment, Natural Resources and Blue Economy Valerie Hickey. "By capitalising on existing programmes and partnerships, we rally under the leadership of the coastal Africa countries and support each with finance and technical assistance."

A series of 12 thematic BE4RAP Solutions Papers were launched, showcasing impact from existing World Bank programmes and financing opportunities that can be brought to scale for Africa to unleash the full potential of a resilient economy. From biodiverse ecosystems to fisheries management and innovation, Africa's coastal countries can maximise the benefits of sustainably managed oceans. The programme will build upon successful programmatic experiences in the continent such as Morocco's Blue Economy Program, the Red Sea and the Gulf of Aden as well as analytical work such as the Blue Skies, Blue Seas report.

The Blue Economy for Resilient Africa Program is set to convene a "Focus on Africa Blue Marketplace" in 2023. Building on the vast existing portfolio of the World Bank in North Africa and Sub-Saharan Africa, the BE4RAP is intended to mobilise new support, financing and partnerships to respond to the COP 27 ambition to have an Africa-wide initiative bringing innovative climate solutions, notably to the Blue Economy.

Accelerating Access to Renewable Energy in West Africa

Activities under the new Regional Emergency Solar Power Intervention Project (RESPITE) have officially kicked off in Freetown to increase electricity access to millions of existing and prospective consumers in Chad, Liberia, Sierra Leone and Togo. RESPITE – a \$311 million regional project supported by the World Bank and approved in December 2022 – aims to rapidly increase grid-connected renewable energy capacity and strengthen regional integration in the participating countries.

West Africa has one of the lowest electrification rates, with 220 million people living without access, coupled with some of the highest electricity costs in Sub-Saharan Africa. Rising oil prices – as a consequence of the war in Ukraine – have increased the liabilities of electricity utilities, and countries are facing an acute power supply crisis that threatens their economic growth. Furthermore, countries in the region rely on oil-based power plants to meet growing demand. In addition to the negative impact on the climate, this leads to increasingly higher tariffs for consumers.

"We are paying far more for energy now than we were 18 months ago. Very high and rising energy prices continue to have an adverse impact on other sectors of our economies," noted Julius Maada Bio, President of Sierra Leone, who presided the official signing of RESPITE's financial agreements in the presence of official delegations from Chad, Liberia, Togo, the West Africa Power Pool, the World Bank and other key stakeholders. "This regional intervention is much needed in the short term. Today, our countries are taking a bold step in the right direction. RESPITE is the beginning of a revolution in energy supply and access," he added.

RESPITE will help reduce greenhouse gas (GHG) emissions by financing the installation and operation of approximately 106 megawatts of solar photovoltaic power with batteries and storage systems, 41 megawatts expansion of hydroelectric power capacity, and by supporting electricity distribution and transmission interventions across the four countries. It also includes a regional approach, providing \$20 million to help the West Africa Power Pool (WAPP) to enhance the potential for power trade in West Africa and to facilitate knowledge sharing among ECOWAS member countries.

Weak Governance in MENA Region Worsens Deepening Land Crisis

Weak governance exacerbates the deepening land crisis in the Middle East and North Africa region, according to a World Bank report that urges broad reforms to improve land use and access amid increasing stress from climate change and population growth.

Titled "Land Matters: Can Better Governance and Management of Scarcity Prevent a Looming Crisis in the Middle East and North Africa?", the report shows how continuing land deterioration in a region that is 84% desert worsens water scarcity issues that threaten food security and economic development.

"Now is the time to examine the impact of land issues that loom large in many public policy decisions but aren't always explicitly acknowledged," said Ferid Belhaj, the World Bank Vice President for the Middle East and North Africa. "Quite simply, land matters. MENA's growing population and the impact of climate change add urgency to addressing the land crisis."

The report uses satellite imagery data to show that cropland in MENA countries decreased by 2.4% over the 15-year period from 2003–2018, which was the world's sharpest drop in a region that already had the lowest cropland per capita and little margin for agricultural expansion. During the same period, the MENA population increased by 35% and is estimated to expand by another 40% to 650 million people in 2050.

Comparing land cover data with statistics on wealth inequality and other indicators, the report shows a correlation between land degradation and poor governance. In addition, state ownership of land is highest in the MENA region, but governments fail to manage land assets in ways that generate public revenues, the report says, while access to land is a severe constraint for 23% of firms in the manufacturing and service sectors.

"You cannot achieve sustainable economic and social development if people and businesses lack proper access to land," said Harris Selod, a World Bank senior economist and coauthor of the report.

Reforms proposed by the report include establishing transparent market-driven processes to value and transfer land, as well as developing complete inventories of public land and improving the registration of land rights. These are necessary steps to support more efficient land use and land management decisions and to ensure that land serves social, economic and fiscal functions in a region where property taxes represent less than 1% of GDP.

CORPORATE FINANCE LAW FIRM OF THE YEAR IN CAMEROON



JING & Partners

Jacob Oben
Partner

Tel: +237 678 66 77 50
joben@jingpartners.com
www.jingpartners.com

JING & PARTNERS

ATTORNEYS AT LAW
INTELLECTUAL PROPERTY ATTORNEYS

JING & Partners is a full-service law firm and the leading corporate law firm in Cameroon and Central Africa. Its experienced attorneys are principally based in Douala, serving Cameroon and the Central African sub-region, and have helped build JING & Partners' reputation as the law firm of choice in the CEMAC region.

To this end, the firm has consistently been ranked Band I in the Chambers Global Rankings for 2004–2023.

Jacob Oben, Partner, noted: "The consistency in our top ranking is due to the fact our attorneys are market leaders in general corporate, commercial and capital market transactions – representing some of the most prestigious names and serving as counsel to some of the largest deals across the territory of the Republic of Cameroon and the CEMAC sub-region."

Over the past two decades, the firm has handled significant transactions in the commodities, mining, telecommunications, oil & gas and energy sectors, and has been at the forefront of revolving asset-backed and structured financings, which have made up some of the largest bond issues in the capital markets of Cameroon and in the CEMAC region.

Moreover, JING & Partners has proved highly successful in assisting investors during negotiations with government bodies and authorities on the other side, in matters such as Production Sharing Contracts (PSCs), Power Purchase Agreements (PPA) negotiations, mining conventions, a variety of concessions, obtaining licences and permits on behalf of oil & gas investors, as well as other sectors of business activities inclusive – but not limited to – banking, financial services, capital markets, trading, mining, telecommunications, maritime and ports activities, transport, aviation and the electricity sectors.

Referring to events of the last 12 months, Mr Oben added: "The Russia-Ukraine crisis has affected the legal market and pricing of legal services; meanwhile, the COVID-19 pandemic has also affected profitability, as most foreign investors have moved their investors from the jurisdiction, or have simply shut down due to the resulting economic hardship.

"Our targets for moving forward are, therefore, to continue building on our performance for our internationally diversified client base, taking on challenging cases. Given our experience in assisting foreign investors, our rankings and the network of foreign firms we work with – as well as our international outreach – we are the preferred local firm for foreign investments and financings in Cameroon, and will continue to be highly active in this area."

JING & Partners is particularly adept at this cross-jurisdictional approach, as one of the most valuable assets of the firm is its bilingual nature, incorporating French-speaking (Francophone) and English-speaking (Anglophone) solicitors – therefore readily tailored to suit the dual legal system of Cameroon in particular, and the Central/West African region in general.

Notable Work:

The award-winning Nachtigal Hydropower Project Financing. Deal value: USD 1.4 billion. The firm's attorneys acted as Cameroonian counsel to:

- The DFI Lenders: International Finance Corporation ("IFC"), European Investment Bank ("EIB"), African Development Bank ("AfDB"), Société de Promotion et de Participation pour la Coopération Economique S.A. ("Proparco"), Opec Fund For International Development ("OFID"), Agence Française de Développement ("AFD"), DEG – Deutsche Investitions- und Entwicklungsgesellschaft mbH ("DEG"), Nederlandse Financierings-Maatschappij voor Ontwikkelingslanden N.V. ("FMO") and CDC Group Plc ("CDC") (the "DFI Lenders");
- Local Lenders: Société Générale Cameroun ("SG Cameroun"), Standard Chartered Bank Cameroon ("SCB Cameroon"), Banque Internationale du Cameroun pour l'Épargne et le Crédit ("BICEC"), SCB Cameroon (Groupe Attijariwafa Bank), Ecobank and BGFI Bank, in connection with the financing of the construction, development and operation of a 420 MW run-of-river hydropower project located on the Sanaga river in the Republic of Cameroon developed by Electricité de France ("EDF"), the Government of Cameroon and the International Finance Corporation ("IFC").

Key Clients:

International Finance Corporation (IFC); Proparco; African Development Bank (ADB); BDEAC; FMO; World Bank; Société Générale France; Société Générale US; Société Générale Cameroun; Standard Chartered Bank Plc London, Standard Chartered Bank Cameroon; Ericsson Sub-Saharan Africa (Pty) Limited; Microsoft (Redmond, Washington); CISCO Systems US; Microsoft Cameroon; General Electric (GE); Accenture; Citigroup; Citibank (Cameroon); United Bank for Africa UBA (Cameroon); BGFI Bank Cameroon; ADM Cocoa BV (Netherlands); Ex-Im Bank (US); FIFA; Credit Suisse AG (London); Guinness Cameroon S.A. – Diageo Plc; Schlumberger; Noble Energy; Kosmos Energy; Dana Petroleum; Swire Pacific Offshore; Mobile Telephone Network International (MTNI); Viettel Global Investment JSC; British Broadcasting Corporation (BBC); Baker Hughes; TNS RMS; Proctor & Gamble; IHS Plc; Tower Resources Plc; Cdiscount; L'Oréal France; Environmental Chemical Corporation (ECC); Bowleven; Rwandair; Turkish Airlines; Turkish Consular Office; Avipro Finance; Verizon Wireless; AT&T; Bloomberg Finance; Ellipse Projects SAS; Overseas Private Investment Corporation (OPIC); African Export-Import Bank (Afrieximbank); Group Sohaing; Eranove; Hydromine Inc.; New Age (African Global Energy) Ltd; Infracore Africa; China Export-Import Bank; International Commercial Bank of China; Shell International Limited; Prudential Africa Ltd (UK), Prudential Beneficial Insurance Group; Stallion Group; China Harbour Engineering and Construction Ltd (CHEC); AKSA Energy Holding; Gaz du Cameroun S.A.; Victoria Oil & Gas (UK); G4S Security Services Cameroon Plc; Glencore Exploration Cameroon Ltd.



DEBT COLLECTION LAW EXPERT OF THE YEAR IN ISRAEL



**Yechiel Yaron – Dr. Akiba Hoffmann –
Law Offices & Notary**

**Adv. Yechiel Yaron
President**

**Tel: +972 3 5166430
yaron_y@inter.net.il
lwww.yaron-legalcollection.com/en**

**Yechiel Yaron
Dr. Akiba Hoffman
Law Offices & Notary**

Yechiel Yaron – Dr. Akiba Hoffmann – Law Offices & Notary was founded in 1979 by Advocate Yechiel Yaron, former Captain in the IDF and father of three sons, who was admitted to the Israeli Bar Association in 1972 after graduating from the Hebrew University in Jerusalem.

In the course of 41 years of assiduous work, patience and dedication to his clients, Adv. Yechiel Yaron has gained recognition and appreciation, not only as a lawyer, but also as a speaker at a wide range of international conventions of commercial collectors' associations and other forums.

Adv. Yechiel Yaron was the Founder and is presently Director General of Yaron International Credit Management Ltd., which operates as a commercial and private collection agency in the Middle East region.

We also offer legal and other services (including research and valuation of business opportunities – hi-tech, real

estate, etc.) for Israeli and foreign investors in Israel and abroad.

Israel is a small country, but it serves as an international center for business and investments, both worldwide and in the country itself.

Our company is a member of the following international organizations in the field of commercial law, collections of all kinds of debts, and financial information:

- LIC – League International for Creditors
- CLLA – Commercial Law League of America
- ACA – American Collectors Association
- ICA – Illinois Collectors Association
- lowell
- intrum Ustitia

For 41 years, we have collected debts of all kinds for major international collection and credit information companies, such as: Coface, Creditreform, Heuler, K.S.V., Profaktura, Pegasus, CICS and many others.

Furthermore, we represent various Israeli and foreign organizations in all matters related to debt collections of all kinds. For many years, we have succeeded in collecting debts – in and out of court – in approximately 80% of the cases that have been entrusted to us. The areas of our activity include: Israel, Jordan and the Palestinian Authority.

Handling of Legal Aspects:

Our success is due in no small measure to our legal department, headed by the company's President, Adv. Yechiel Yaron, who has 41 years of experience in international private and commercial law, real estate, banking, corporate and insurance law.

Commercial Law – International Debt Collection Services

- Handling of legal claims (plaintiffs or defendants) in all fields of business;
- Collection of commercial debts (private companies, insurance companies, banks) in Israel and abroad.

LITIGATION LAW FIRM OF THE YEAR IN LEBANON



Kallas Law Firm

**Malek Kallas
Managing Partner**

**Tel: +961 3 722 755
mk@klfi.net
www.klfi.net**



Kallas Law Firm, with offices in Beirut and affiliates in the Middle East, is known for its commitment to clients in Lebanon and worldwide. Its team of lawyers and legal advisors is recognized nationally and regionally for the quality of its services and the depth of its expertise. Today, the firm combines knowledge from both the public and private sectors and relies on the experience of eminent jurists, some of whom have served in senior judiciary and governmental positions.

Kallas's philosophy is based on a specialized yet comprehensive vision of the law and offers a wide range of services to a large number of local and international clients, in sectors such as oil & gas, real estate, commercial litigation, information technology, blockchain, as well as criminal law. The firm also provides full corporate and commercial services, including M&A,

joint ventures and corporate restructuring, as well as banking and finance services.

Malek Kallas, Managing Partner, specializes in banking, cross-border commercial disputes and oil & gas, with a proven track record in handling high-profile cases.

With a Postgraduate Diploma and an Executive Master of Laws from King's College London, Malek has a strong academic background and a deep understanding of the legal landscape. He is fluent in English, French, and Arabic, which allows him to communicate effectively with clients from diverse parts of the world.

Malek has received several awards in recognition of his outstanding legal work. In 2022, he was awarded the "Medicine and Ethics lawyer of the Year – Lebanon" award by Finance Monthly Legal Awards, as well as the "Real Estate Expert of the Year in Lebanon" by Leaders in Law 2022 Global Awards. Malek is also the GLE

litigation advisor for Lebanon, and the Exclusive IR Global advisor for Commercial Litigation, Corporate Law, Crypto and Digital Asset Advisory, as well as Real Estate in Lebanon, since 2022.

Malek's expertise extends beyond traditional legal areas to include information technology and blockchain.

In addition, Malek's extensive experience and expertise in numerous fields of law, coupled with his academic background and language skills, make him one of the leading legal advisors in Lebanon and the Middle East.

He has successfully represented clients in complex legal matters and has earned a reputation for providing personalized and effective advice.

With his wide-ranging skill set and commitment to clients, Malek Kallas is well positioned to continue making a significant impact in the legal industry.

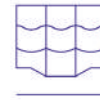
PORTS & TERMINALS LAW FIRM OF THE YEAR IN NIGERIA



FOUNDATION CHAMBERS

L. Chidi Ilogu, SAN, FCIArb
Senior Partner

Tel: +234 803 402 1910
c.ilogu@foundationchambers.com
www.foundationchambers.com



FOUNDATION
CHAMBERS
LEGAL PRACTITIONERS

FOUNDATION CHAMBERS is a specialized firm committed to high ethical standards in the provision of integrated legal services to the maritime, aviation and oil & gas industries. The firm typically serves clients in the transport industry, particularly shipping and maritime industry.

Our major clients include terminal operators, ports and customs regulators such as the Nigerian Ports Authority as well as the Nigerian Maritime Administration and Safety Agency, shipping lines and vessel owners/operators. In recent times, we have also been engaged by major stakeholders in the oil, gas & energy industry to render services ranging from legal and regulatory advisory to dispute resolution.

Some of the notable legal services we have rendered with respect to ports & terminals include: advising three terminal operators on the review of their

respective Port Concession Agreements with the Federal Government of Nigeria represented by the Nigerian Ports Authority; advising a terminal operator on its successful bid for the Kirikiri Lighter Terminal II (KLT II), and now leading the negotiation on the final terms of the Concession Agreement to be signed by the parties; as well as advising an SPV on its successful bid for the concession of the Akwa Ibom Deep Seaport.

One of the key issues that plague our practice area is the dearth of sound judicial precedents to guide in dispute resolution that arises from time to time. This has adversely affected the growth of the practice area. Essentially, the past 12 months were a period of adaptation to the changes in the workplace occasioned by the COVID-19 pandemic that grounded business activities globally for the most part of 2020 and 2021. As a firm, we have introduced a digital application, filing system and hybrid working arrangement.

As a result of the global energy transition, the firm has been delving further into energy practice across the spectrum in areas such as power, gas and offshore technology. We are committed to continued professional development and expanding the frontiers of our practice areas, especially in energy and aviation. We are also committed to creating and participating in forums sensitizing stakeholders in the shipping industry on green shipping and green finance.

Mr. L. Chidi Ilogu, SAN, FCIArb is the Senior Partner at FOUNDATION CHAMBERS, with an experience of close to five decades in law practice, having been called to the Nigerian Bar in 1975. He advises and represents various terminal operators as well as the port regulators in Nigeria. Moreover, he has successfully handled intricate litigation matters at both trial and appellate courts and has proffered erudite legal opinions on admiralty law and jurisprudence.

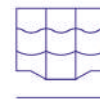
SHIPPING LAW FIRM OF THE YEAR IN NIGERIA



FOUNDATION CHAMBERS

L. Chidi Ilogu, SAN, FCIArb
Principal, Senior Partner

Tel: +234 803 402 1910
c.ilogu@foundationchambers.com
www.foundationchambers.com



FOUNDATION
CHAMBERS
LEGAL PRACTITIONERS

FOUNDATION CHAMBERS is a specialized firm committed to high ethical standards in the provision of integrated legal services to the maritime, aviation and oil & gas industries. The firm has been in existence for more than 20 years and is comprised of leading practitioners, most of whom have postgraduate backgrounds in maritime and commercial as well as oil, gas & energy from reputable universities in the UK and South Africa.

The firm is well recognized for its expertise in international transport law, which encompasses international trade law and legislative drafting as well as advocacy. Our typical clients are composed of shipping companies and agencies, shipowners, P&I clubs, port terminal operators, oil & gas companies, offshore service operators and government agencies operating within the maritime sector.

Delays in cargo discharge from vessels at Nigerian ports and delays in the berthing of vessels are some of the primary issues resulting in cargo and charterparty disputes

and lengthy court cases. Accordingly, we often provide legal advice to mediation and arbitration processes, which assist significantly in reducing the impact of such developments.

We were engaged by the Nigerian Maritime Administration and Safety Agency (NIMASA) to review the Merchant Shipping Act 2007 and draft the extant regulations made pursuant thereto, including the Merchant Shipping (Control of Transboundary Movement of Hazardous Wastes and Their Disposal) Regulations, which give effect to the Basel Convention on the control of the transboundary movement of hazardous wastes. The draft Carriage of Goods By Sea Bill for Nigeria, prepared by us on the instruction of the said NIMASA, remains pending for submission to the National Assembly as an Executive Bill. We are one of the few maritime legal practitioners to provide technical legal advice, legislative drafting and advocacy to the maritime transport sector in Nigeria.

Recent challenges we have encountered include delays in litigating maritime cases

before the Nigerian Federal High Courts. Therefore, in the coming year, we resolve to engage in more maritime arbitration work, as well as enhancing technical competence within the maritime industry.

Mr. L. Chidi Ilogu is the Senior Partner of FOUNDATION CHAMBERS and holds a Master's Degree (LLM) in Maritime Law from Cardiff Law School, University of Wales. He has four decades of experience in legal practice and is a Consultant to the International Maritime Organization (IMO) on legal matters; a Fellow of the Chartered Institute of Arbitrators (UK); a member of the Association of International Petroleum Negotiators (AIPN); and a member of both the Nigerian Bar Association and the International Bar Association. He is the immediate past President of the Nigerian Maritime Law Association and serves on the Advisory Board of the Maritime Arbitrators Association of Nigeria. In addition, he acts for several shipping agencies, shipping lines, logistic companies as well as oil & gas companies, and consults for major maritime parastatals in Nigeria on maritime policies and legislation.

PRIVATE EQUITY LAW FIRM OF THE YEAR IN NIGERIA



Duale, Ovia & Alex-Adedipe

Adeniyi Duale
Partner

Tel: +234 803 320 4725
a.duale@doa-law.com
www.doa-law.com



Understanding the convolutions that may be involved in doing business in Nigeria, Duale, Ovia & Alex-Adedipe remains committed to proffering top-shelf and broad spectrum legal services to our clients to ensure that they have a better business experience. In providing these services, we maintain our integrity by demonstrating sound moral and ethical principles.

Prompt reverts to our clients is one of the essential demonstrations of our sensitivity to their issues and their importance to us. We pride ourselves on our first-class responsiveness to their needs. Meanwhile, we stay abreast of industry developments by attending conferences and seminars, wherein our people are key resources.

Our clients praise us for our innovative approach in the provision of our services and solutions. We understand that every problem has valuable lessons embedded in it, and every challenge ushers in an opportunity for growth.

By our competence, we avail our clients with qualitative legal representation, and on our journey to excellence and optimum client

satisfaction, we are always guided by our core values.

Our private equity team is fully equipped to advise on global practices in both private equity funds and transactions. To date, the team has advised investee companies as well as venture capital and private equity firms in various sectors within Nigeria and internationally.

Our clients rely on us for our deep understanding of their needs and our ability to provide bespoke services as we advise on transactions across whichever industry they may venture into in their business. They trust us to help them make the right deals on the right terms, thoughtfully assess risk and make appropriate trade-offs – always responding quickly to meet business demands.

Our award-winning private equity team resolves knotty issues on behalf of top-tier Nigerian and international clients. We possess in-depth knowledge and expertise in developing innovative solutions and strategies for structuring acquisitions, fund formation and financings of public and private companies. Moreover, our strategies are communicated in understandable language throughout our engagement with the client,

which assists them in successfully navigating complex, significant and high-pressure transactions within the market.

Adeniyi Duale

Adeniyi is an astute lawyer with more than a decade's experience in advising on various aspects of financing, private equity and venture capital transactions. Adeniyi has facilitated and lectured at various seminars, workshops and conferences internationally and within Nigeria. His experience is extensive and spans numerous M&A and private equity deals, as well as representing clients on litigious matters, disposals, joint ventures, and equity and debt investments. He consistently provides strategic counsel to target companies and executive leadership, and enjoys mentoring startups – particularly in the impact investment sector, as he is passionate about helping such startups scale into larger markets.

He is the erstwhile Managing Partner of the firm; a member of the Nigerian Bar Association, Section on Business Law; the International Bar Association; the Association of International Petroleum Negotiators (AIPN); and the Energy Institute.

BANKING & FINANCE LAW EXPERT OF THE YEAR IN QATAR



Qatar International Law Firm

Abdelmoniem Abutiffa
Legal Consultant

Tel: (+974) 4411-1135; (+974) 4411-1136
abutiffa@interlawonline.net
www.interlawonline.net



Mr. Abdelmoniem Abutiffa received an L.M. with first-grade honors degree, University of Guba, 2010. The highlights of his career include:

- Lawyer and legal Consultant;
- L.M. with first-grade honors degree, University of Guba, 2010;
- B. with distinction, Al-Rabat University, Morocco, Faculty of Law, 1984;
- Bar examination certificate passed in 1985;
- Advocate roll registration certificate in 1986;
- Sudanese bar registration in 1986;
- Lawyer, Sudan, 1985–1998;
- Senior legal advisor with Hassan Sati law office – Doha Qatar, 1998–2001;
- Languages: Excellent in Arabic and English, Manageable French;
- Joined Qatar International Law Firm 2001;
- President of the Sudanese Community in Qatar, 2006–2008.

Qatar International Law Firm is a full-service legal firm with extensive experience, providing legal services and advice to the

local and international business community. The firm currently includes 23 members, and has imprinted its activity on the excellency reached both in local and international law.

Qatar International draws its strength from the diversity of background and experience offered by multinational and multi-jurisdictional lawyers, partners and consultants, who dedicate considerable effort in preventing disputes and delivering innovative, pragmatic legal solutions and advice with an assessment of risks and alternatives as well as in a cost-effective manner. The strong relationship with the best foreign international law firms grants our clients a very qualified and specialized legal assistance worldwide, maintaining the quality and flexibility of a “Boutique Law Firm”.

Our members’ skills also include the particular behavioral rules which are necessary for a proper management of the business in the Gulf Area – the legal profession etiquette, meeting protocol and negotiation techniques.

We work on building and maintaining strong and durable relationship with our clients, not

only to ensure their satisfaction, but also to gain their confidence and loyalty. We also aim to provide every client with the best solution in terms of risk/benefit and cost/benefit ratios, and we always consider the use of alternative dispute resolution tools among available options. We are committed to continuous improvement of legal and customer services, applying all efforts to thinking better and doing better in order to become the best.

We are committed to fair and flexible fee arrangements. Our “small-boutique firm approach” allows us to offer lower rates than those of firms with the most comparable experience, by ensuring the client receives high-quality legal services and “tailor-made solutions”. We have a friendly, local feel, and our lawyers are open, approachable, flexible and always willing to respond to demanding deadlines. Our mission is to provide our clients with the highest professional standards and services – with respect of all the ethical principles related to our profession.

BANKING & FINANCE LAW FIRM OF THE YEAR IN QATAR



Qatar International Law Firm

His Excellency Sheikh Ahmed Bin M. AL-Thani
Founder, Lawyer

Tel: (+974) 4411-1135; (+974) 4411-1136
info@interlawonline.net
www.interlawonline.net



Qatar International Law Firm was established in 1996 by His Excellency Sheikh Ahmed Bin M. AL-Thani, formerly a judge in the Qatari Civil Justice Courts. The firm consists of multinational and multijurisdictional lawyers, partners and consultants with diverse educational, legal and business backgrounds. Our goal is to combine experience and expertise to achieve client objectives efficiently, promptly, economically and with continuity.

Our expertise focuses on the commercial area and extends across all the major practice areas of law, with ample experience in banking law and regulation, Islamic compliance transaction, corporate and partnership, commercial transactions and international trade contract, oil & gas commercial agencies, real property and construction, intellectual property, insurance, maritime, aviation and labor law.

Dedicated to the highest level of legal expertise and service, we advise a wide

range of international and local clients on all legal aspects of their business and activities in Qatar and abroad.

We work closely with each client and provide our expertise in transactional matters, as well as in dispute resolution. Through our membership and active participation in many local and international professional and trade organizations, we are well positioned and committed to keeping up with new developments in the legal and economic environment.

Throughout the years we have developed an excellent working relationship with many government and non-government organizations. This, coupled with our experience in banking, finance, insurance, corporate, investment, real property and labor law, makes Qatar International Law Firm one of the top leading Qatari law firms in all the MENA region.

We consider ourselves as partners of our clients: we think and act as if we were the clients ourselves so that we work harder, we think deeper, and we act

faster. Moreover, we pride ourselves on teamwork and a positive can-do attitude – so that if your primary contact is temporary unavailable, another colleague will assist you in order to handle the matter and find the most appropriate solution.

His Excellency Sheikh Ahmed Bin M. AL-Thani

His Excellency Sheikh Ahmed Bin M. AL-Thani is a professional lawyer licensed by the Advocate Admission Committee in 1996. His career highlights include:

- Professional lawyer licensed by the Advocate Admission Committee in 1996;
- Former judge in the Civil Justice Courts;
- Awarded B.L.L degree from the Faculty of Sharia and Law, Qatar University;
- Awarded degree with distinction from the High Institute for Judges Training in Egypt in 1995.

BANKING & FINANCE DISPUTES LAW FIRM OF THE YEAR IN THE UNITED ARAB EMIRATES

MAS Advocates



Salam Alsmadi
Partner

Tel: +971 50 457 9562
smadi@masadvocates.com



Abdelmajeed Zwairi
Partner

Tel: +971 52 835 0598
zwairi@masadvocates.com



Yazeed Samain
Partner

Tel: +971 54 398 1423
yazeed@masadvocates.com

www.masadvocates.com



MAS Advocates, a registered trademark of Alserkal and Partners Legal Consultants, is a leading UAE-based full-service law firm offering a suite of legal services with full exclusive rights and association with Mohamed Alserkal Advocates & Legal Consultants LLC.

The firm's high-calibre legal counsels and attorneys are qualified in multiple jurisdictions, bringing not only the relevant global legal prowess, but also a longstanding track record serving distinguished clients.

Some of our core services include the following: litigation & disputes, Dubai International Financial Centre litigation, cryptocurrency disputes, corporate & commercial law, banking & finance, construction & real estate law, as well as capital markets.

Salam Alsmadi, Partner, noted: "Setting us apart from our peers is our outstanding ability to bring international approaches, etiquette, culture and breadth and depth of knowledge to local clients – while representing them in front of local courts, government entities and police stations.

This stems from our rapid growth within the past five years, which reflects our visionary business strategy."

Abdelmajeed Zwairi, Partner, added: "Our financial revenues have expanded significantly – by fivefold – within the past five years. Our team grew from six to 30 permanent staff. This is a testimony to fostering a sense of trust and transparency across major international law firms, whom we assist with local law, litigation & disputes, as well as banking & finance matters."

Aside from financial excellence, MAS Advocates' core strengths are measured through the firm's integrity, trust and reputation, which its advisers bring to every case they handle.

Some significant wins that have improved the firm's position in the market as a leading locally grown law firm include:

- Representing a major North American bank in a recovery claim;
- Representing a semi-government developer in a sale and purchase agreement termination dispute;

- Representing banks before the UAE courts in corporate recovery cases and enforcement of real estate mortgages;
- Assisting major commodities trading companies from Europe to the UAE;
- Advising an international rating agency in a real estate financing transaction;
- Representing a UAE manufacturer in six debt claims and security enforcement cases filed by creditors before the Dubai court;
- Acting for more than seven bankruptcy applications for medium and large UAE entities;
- Representing a trading group in filing for bankruptcy with Sharjah and Abu Dhabi courts.

Looking to the coming 12 months, Yazeed Samain, Partner, concluded: "We aim to expand our offering from a local powerhouse to a regional law firm covering the Gulf Cooperation Council – with a specific emphasis on the Kingdom of Saudi Arabia – by launching our Saudi presence in Q2 2023. This will enable our firm to broaden our expansion phase, in order to serve a diverse client base in the Saudi market."

CORPORATE SERVICE PROVIDER OF THE YEAR IN THE UNITED ARAB EMIRATES



SFM Corporate Services

Christelle Rouanet
Managing Partner

Tel: +971 4 246 9700
info@sfm.com
www.sfm.com



For more than 17 years, SFM Corporate Services has been an esteemed provider of top-tier business solutions. With our unwavering commitment to excellence, we have played a crucial role in the establishment of numerous companies and the diversification of business ventures of corporate managers, investors, and entrepreneurs. Our strategically positioned offices in Switzerland, the Seychelles, Hong Kong, and the United Arab Emirates enable us to extend an extensive range of corporate services and corporate finance activities across more than 25 international jurisdictions.

Our comprehensive suite of services includes company formation and administration, accounting, auditing, reporting, and business planning, providing indispensable support to our clients throughout their structuring and

development phases. We also assist our clients with bank account opening, tax registration and filing across jurisdictions, and are constantly broadening our services to meet their evolving needs.

Our business model is founded on expertise, responsiveness, and efficiency. We are dedicated to help corporate managers, investors, and entrepreneurs worldwide in prospering by meticulously handling their structuring, administrative, and reporting needs, ensuring adherence with local and international regulations. Our innovative digital capabilities, inclusive of a digital onboarding experience and client mobile application SFM My Company (<https://apps.apple.com/fr/app/sfm-my-company/id1534866149?l=en>), have enabled us to streamline the customer interactions, providing our clients with a seamless experience.

Our primary aim is to ensure our clients' success and the generation of value through our expert assistance with

administrative and financial tasks. We place a high value on trust, transparency, and commitment, which reflect throughout our multicultural teams and international network of partners. We pride ourselves on our ability to provide tailored solutions that cater to our clients' unique needs, thereby contributing to their success.

To learn more about our comprehensive range of services, we invite you to visit our website at www.sfm.com. We are confident you will find a solution tailored to your business needs.

For more than 17 years, SFM Corporate Services has been an esteemed provider of top-tier business solutions. With our unwavering commitment to excellence, we have played a crucial role in the establishment of numerous companies and the diversification of business ventures of corporate managers, investors, and entrepreneurs.

BANKING & FINANCE LAW FIRM OF THE YEAR IN BENIN

Hélène Paty Law Firm
Hélène Paty Kounake
Managing Partner
Tel: +229 95627833
helene@paty.legal
www.paty.legal



M&A ADVISORY EXPERT OF THE YEAR IN THE DEMOCRATIC REPUBLIC OF THE CONGO



Momentum Attorneys
& Advisors
Christian Lukusa
Managing Partner
Tel: +24 3822 252565
christian@momentumattorneys.com
www.momentumattorneys.com

**Momentum Attorneys
& Advisors**

COMMERCIAL LAW FIRM OF THE YEAR IN ISRAEL



Horev & Co., Law Firm
Karin Horev
Managing Partner
Tel: +972-72-2706220
karin@horevlaw.com
www.ilcomlaw.com



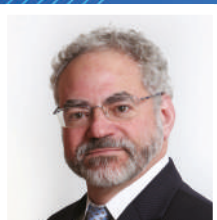
COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN ISRAEL



Moshe Kahn Advocates
Moshe Kahn
Founder
Tel: +(972) 3 691-4775
mk@kahn.co.il
www.kahn.co.il



CORPORATE LAW FIRM OF THE YEAR IN ISRAEL



Livnat, Mayer & Co. -
Attorneys At Law
Russell D. Mayer, Adv.
Senior Partner
Tel: +972-2-6799533
mayer@lmf.co.il
www.lmf.co.il



CORPORATE LAW FIRM OF THE YEAR IN KENYA



**Matthew & Partners
Advocates LLP**

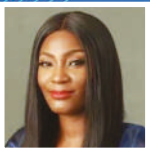
**Matthew Magare
Partner / Managing Partner**

Tel: +254705539017
matthew@mmagareadvocates.com
www.matthewandpartnersllp.com



TECHNOLOGY LAW FIRM OF THE YEAR IN NIGERIA

Pavestones Legal



**Seun Timi-Koleolu
Managing Partner**

Tel: +2348099443540
seun.timikoleolu@
pavestoneslegal.com



**Aderonke Alex-Adedipe
Founding Partner**

Tel: +2348098000499
aderonke.alexadedipe@
pavestoneslegal.com

www.pavestoneslegal.com



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kirk.durrant@dwf.law
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**Mike Patterson
Managing Director**

Tel: +27 31 765 5757 (office);
+27 82 5525130 (mobile)
mike@pattersonandassociates.co.za;
marine@pattersonandassociates.co.za
www.pattersonandassociates.co.za

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Representative clients



Representative cases

1. Our firm represented the patentee Zhongyu Electronic (Shanghai) Co., Ltd. and won in the end, experiencing three lawsuits, four rounds of patent invalidation, four rounds of judicial appraisal during three years. It was listed in the top 11 patent infringement cases of The Supreme People's Court in 2012.
2. In a patent invalidation case against a well-known Japanese pharmaceutical company limited, our firm represented the patent invalidation requestor Zhejiang Yongning Pharmaceutical Co., Ltd., and eventually won the trial (held by Supreme People's Court) after 6 years' battle. In the meantime, our firm also helped Zhejiang Yongning Pharmaceutical Co., Ltd. win the lawsuit of patent infringement litigation raised by the above-mentioned Japanese company.
3. Our firm, on behalf of the defendant Shanghai Yinjia International Trade Co., Ltd., successfully fought against a series of lawsuits filed by an American high-tech company which involved 3 patents for invention and 6 products and we helped the client come to a settlement with a favorable amount of settlement money.
4. In a patent infringement litigation filed by a Fortune 500 company, in which the plaintiff had claimed 1 million Euros for damages, our firm represented the defendant-a Shanghai materials technology company limited, and helped our client win the patent infringement case and invalidate all the patents involved.
5. Our firm had established a professional team of 18 people to help a medical device company to carry out intellectual property due diligence prior to the investment. We comprehensively analyzed patent protection status of the products launched by the said company and went on an FTO investigation on the products within the scope of listing area in a month. Finally, our client successfully completed the investment due to our assistance.
6. Our firm has developed intellectual property strategies for the virtual singer "Luo Tianyi" operated by our client, an information technology company. In 2018, after finding a trademark "洛天依 LUOTIANYI" was applied in class 32 with bad intentions, our firm immediately put forward the risk warning, monitored the said trademark and filed an opposition against it. In the opposition, we had forcefully elaborated that based on the Chinese Trademark Law according to the originality, popularity and rights and interests of "Luo Tianyi", the trademark was registered in bad faith, and successfully had it cancelled.

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