

Global Law Experts &
Global Advisory Experts
Annual Awards



2024



PASSION FOR WHAT WE DO.

Commitment without compromises, profound law knowledge and personal consulting in all matters: this is how we create real added values for our clients' success.

Global Law Experts & Global Advisory Experts Annual Awards 2024

Welcome to the Global Law Experts (GLE) & Global Advisory Experts (GAE) Annual Awards 2024 publication.

Global Law Experts & Global Advisory Experts are two of the leading online resources for locating specialist advisers for the services required by businesses, investors and individuals around the world. 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 section) 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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EUROPE WINNERS

The European Commission has adopted a proposal to amend the EU budget for 2024 to reflect the changes made following the agreement between the European Parliament and the Council on the revision of the Multiannual Financial Framework (MFF) for 2021–2027.

This amended budget will enable the Union to continue delivering this year on the EU's common priorities, for the benefit of European citizens and beyond. In particular, it will reinforce support to Ukraine, boost investments in critical technologies and defence, and provide additional resources to support partners in the Western Balkans. Thanks to this amendment, the EU budget will be also better equipped to help Member States affected by natural disasters as well as countries facing humanitarian crises.

This amendment of the Annual EU budget 2024 amounts to an increase of more than €5.8 billion covering the following elements:

- Reinforcement of the Ukraine Facility and mobilisation of the Ukrainian Reserve, with an amount of €4.8 billion;
- Reinforcement of the European Defence Fund within the framework of the Strategic Technologies for Europe Platform by €376 million;
- Reinforcement of the European Solidarity Reserve and the Emergency Aid Reserve (former Solidarity and Emergency Aid Reserve) by €365 million;
- Reinforcement of the Reform and Growth Facility for the Western Balkans by €501 million, pending the adoption by the co-legislators of the Commission proposal;
- Adaptation of the reserve for the European Globalisation Adjustment Fund for Displaced Workers to actual needs in recent years.

To this end, the Commission has submitted the Draft Amending Budget (DAB) to the European Parliament and the Council for their approval.

The EU has faced a series of unprecedented and unexpected challenges since the adoption of the 2021–2027 long-term EU budget in 2020 – from Russia's invasion of Ukraine and its consequences, through the migration pick-up after the COVID-19 pandemic, as well as the acceleration in inflation and interest rates.

The EU budget has therefore been instrumental in powering the EU response; however, addressing these multiple challenges has pushed its resources to the point of exhaustion, hindering its capacity to address even the most urgent challenges.

To ensure the EU budget can continue to deliver on the most essential objectives, in June 2023, the Commission proposed to reinforce the EU's long-term budget. On the 1st of February 2024, EU leaders confirmed all priorities of the Commission's proposal and agreed on the first ever revision of the EU's long-term budget, the creation of the Ukraine Facility and STEP. This package was also agreed with the European Parliament, leading to the entry into force of the revised MFF Regulation on the 1st of March.

EU and World Bank Create New Facility to Strengthen Capacity of Civil Protection in Europe

With initial funding of €6 million in 2024, the EU will help civil protection authorities of EU Member States, EU Civil Protection Mechanism Participating States, as well as Georgia and Kosovo to bolster their capacity to achieve the Disaster Resilience Goals.

The European Commission has launched a new financial support instrument targeting national civil protection authorities to begin with a three-year pilot phase to enhance disaster prevention and preparedness in the EU and beyond. The Technical Assistance Financing Facility for Disaster Prevention and Preparedness supports projects, studies and trainings in disaster and climate resilience, and promotes the sharing of knowledge among countries on disaster risk management. The World Bank will implement the activities with financing from the European Commission.

As a result of this financing tool, civil protection authorities will increase their technical capacity to prevent disasters, and will be better equipped when a disaster strikes.

Disaster resilience is gaining importance as natural disasters are becoming more and more frequent and severe. Between 1980 and 2020, natural disasters affected nearly 50 million people in the EU and caused, on average, an economic loss of 12 billion euros per year.

The Technical Assistance Financing Facility for Disaster Prevention and Preparedness (TAFF) is fully funded by the EU. TAFF is managed by the Global Facility for Disaster Reduction and Recovery, and its activities are implemented by the World Bank in coordination with the European Commission. TAFF is part of the EU Civil Protection Mechanism (UCPM), and provides national civil protection and disaster risk management authorities with the technical assistance needed for preparing investments, capacity building as well as for strengthening their institutional and policy framework.

The UCPM aims to strengthen cooperation between the 27 EU countries and 10 Participating States (Iceland, Norway, Serbia, North Macedonia, Montenegro, Türkiye/Turkey, Bosnia and Herzegovina, Albania, Moldova and Ukraine) on civil protection to improve prevention, preparedness and response to disasters.

Commission Presents New Initiatives Boosting European Industrial Leadership in Advanced Materials

The Commission has proposed an encompassing strategy to move towards EU industrial leadership in advanced materials, a key enabling technology highly relevant for the twin green and digital transition. The Communication on Advanced Materials for Industrial Leadership puts forward concrete steps to align research and innovation priorities and investments in the EU, ensuring European leadership in this key technology. This initiative, eagerly anticipated by the Member States and industry, is the first step towards a common European approach for advanced materials, laying the groundwork for further action.

Advanced materials are intentionally designed and engineered materials to display superior performance or special functions, which can be developed with unprecedented speed thanks to today's scientific understanding and computing power. They are fundamental for innovation in energy, electronics, construction and mobility, and therefore crucial for the green and digital transition.

The demand for advanced materials is expected to increase significantly in the coming years; for instance, for the production of renewable energy, batteries, zero-emission buildings, semiconductors, medicines and medical devices, satellites, space launchers, planes or for other dual-use applications as well as defence equipment.

The strategy aims to enhance the EU's long-term competitiveness by ensuring the Union remains at the forefront of new material technologies, supporting development, testing and deployment capacities. The actions will also strengthen the EU's open strategic autonomy and economic security by reducing dependencies on critical materials by replacing them or supporting their recycling and reuse.

The Communication proposes actions along five main pillars to be implemented – together with EU Member states, industry players and other key stakeholders:

- Strengthening the European research & innovation ecosystem on advanced materials;
- Fast-tracking innovative materials to the market. This includes developing a “materials commons”, a European digital infrastructure for advanced materials research and innovation. It will significantly accelerate the design, development and testing of new advanced materials in a controlled environment, also using AI;
- Increasing capital investment and access to financing. As part of this package of actions, the EU will set up a new partnership with the industry under Horizon Europe, aiming at €500 million of investments for 2025–2027, with at least €250 million coming from private sources;
- Fostering the production and use of advanced materials. This includes procurement for innovation, standard setting and the launch of an Advanced Materials Academy with the European Institute of Innovation & Technology to make sure the European workforce has the necessary skills;
- Creating a Technology Council for advanced materials to advise on the steering of this initiative with Member States, countries associated with Horizon Europe, and industry.

CORPORATE LAW FIRM OF THE YEAR IN ALBANIA



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FRASHERI LAW FIRM
ATTORNEYS & COUNSELORS AT LAW

Frashëri Law Firm is a leader in competition litigation, acting for both claimants and defendants in the Albanian courts. It has established a strong international capability, and is held in high esteem for its professional legal services and its status as a corporate services provider and SME. Its core focus is to render comprehensive services in litigation and dispute resolution, serving as a one-stop shop for national as well as foreign company incorporation.

Over the years, the firm has gained a highly successful track record for its corporate, finance and capital markets law work – as well as its capabilities in matters of tax, business formation, real estate and litigation, including consulting and mediation. Today, the team offers its services in several languages, ensuring a personalised approach for each of its clients.

The Honourable Lawyer Kastriot Frashëri has been a member of the British-Albanian Lawyers Association, London, for several years, and cooperates with well-known firms in the EU, the UK, the UAE, the US and other regions around the world.

In 2020, Frashëri Law Firm joined SFAI Global, a network of legal professionals with more than 14,000 personnel across 115 countries, offering services in tax law, audit and accounting – all to ISA and IASB standards.

Furthermore, the firm is the sole law office in Albania to offer services through AI in the handling of client documentation. As the custodian of an AI platform by Luminance, its clients save 85% of the standard operational time, as well as 80% of the financial burden.

The Honourable Kastriot Frashëri

The Honourable Kastriot Frashëri is an experienced commercial, corporate, governance and regulatory lawyer. As Founder and CEO, he leads an established and growing practice – augmented by a global network – to provide a full range of services to corporations, financial institutions as well as high-net-worth individuals. He serves a diverse array of industries, spanning insurance, finance, luxury assets, energy and technology.

He studied law at the University of Tirana, and went on to complete additional courses on prevalent topics, such as

“Applied Corporate and Business Law”, UK; “Technical Review of Employment Contracts”, UK; “International Law”, Germany; “Economics and International Business”, Germany; “Finance and Accounting”, Germany; as well as “Business Law”, UK.

He is recognised as a highly successful legal representative who has, significantly, won all of the cases he has represented. For these achievements, he and Frashëri Law Firm have been honoured with awards from such publications as Leaders in Law and The Lawyer Network.

His regular co-operations with private and public entities – combined with his numerous recommendations and accolades – are evidence of the trust he has accumulated throughout his career. He has been invited as a lecturer, and has participated in short study programmes on specialist topics, at: Trinity College, Oxford University; King’s College, London; the University of Toronto, Canada; the University of Calgary, Canada; the University of Leipzig, Germany, as well as other prominent institutions.



M&A TAX ADVISER OF THE YEAR IN AUSTRIA



Grant Thornton Austria

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Grant Thornton Austria is a member firm of Grant Thornton International, a leading global network of independent audit and advisory firms with more than 73,000 employees in over 150 markets.

In the field of tax, Grant Thornton Austria offers a comprehensive service portfolio centred around transaction and structuring advice, but with a specialised focus on business tax, international tax and transfer pricing. In everything it does, the firm delivers strategic guidance that goes beyond conventional tax considerations, ensuring a holistic approach designed to optimise financial outcomes for the clients.

As a full-service provider of professional services, Grant Thornton Austria's client base typically comprises medium to large – as well as listed – businesses, both domestic and international in scope. Furthermore, the high level of expertise that the firm delivers in the area of transaction and structuring advice also attracts clients, many of whom now face complex issues and questions that complicate their day-to-day operations.

As part of the international Grant Thornton network, Grant Thornton Austria is notably present wherever their clients require assistance, and, to this end, the firm is well connected with the tax authorities, international organisations and other relevant market players. While its primary focus lies in Austria, the firm routinely extends its services to neighbouring countries, as this promotes a regional approach to tax challenges. This broad geographical reach positions the firm as

a versatile and adaptable partner, able to navigate differing legal frameworks while enabling it to develop solutions that meet the unique needs of its clients, wherever they may be located.

Raphael Holzinger

Raphael Holzinger is a Partner & Head of Tax at Grant Thornton Austria. His practice focuses on national and international tax structuring, as well as transaction advice, particularly in the areas of business tax law, international tax law and transfer pricing. He also advises on rulings/APAs and assists clients in tax audit and appeal proceedings, in addition to mutual agreement and arbitration procedures.

He is the author of numerous academic articles in the areas of business tax law, international tax law and transfer pricing, as well as a lecturer at various professional and academic training programmes, conferences, symposia and courses in Austria and abroad.

Moreover, he is a member of the Chamber of Certified Tax Advisors and Certified Auditors (KSW), the International Fiscal Association (IFA), the Institute of Austrian Certified Tax Advisors (IÖS) and the Institute of Austrian Certified Auditors (IWP).

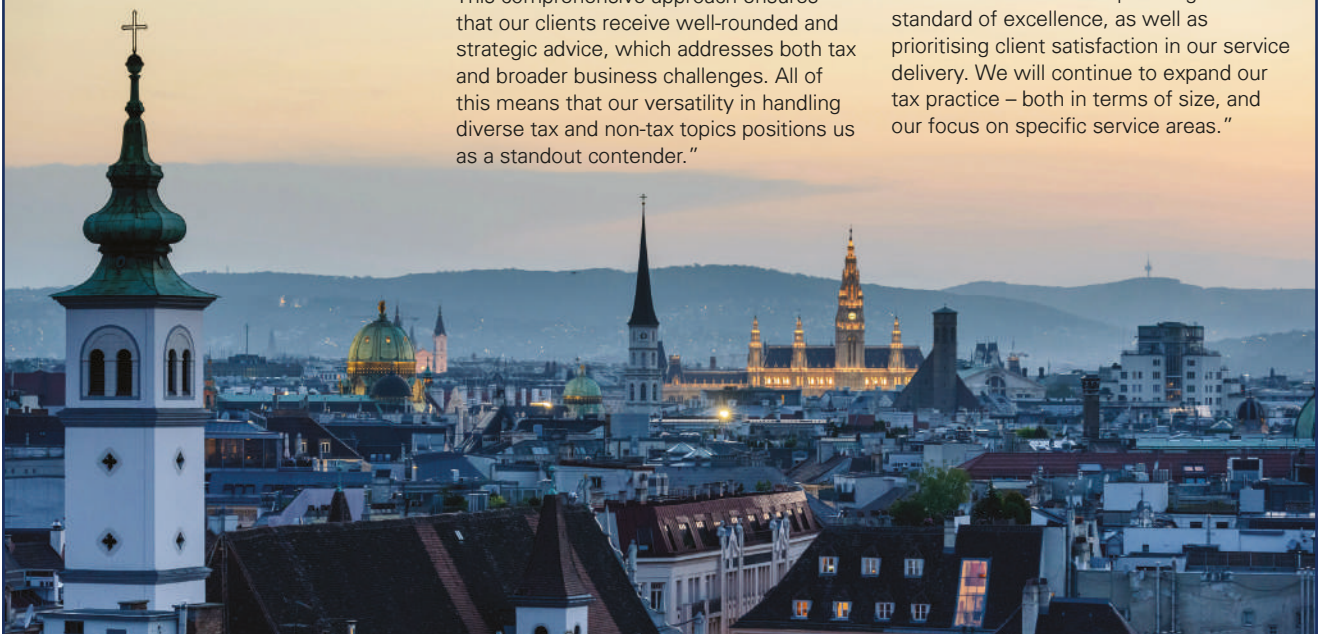
Mr Holzinger noted: "What sets us apart from the competition is our commitment to a highly integrated service offering. In addition to various tax considerations – such as business tax, international tax, transfer pricing and withholding tax – our expertise spans various non-tax topics, including corporate finance, valuation and business restructuring, among others. This comprehensive approach ensures that our clients receive well-rounded and strategic advice, which addresses both tax and broader business challenges. All of this means that our versatility in handling diverse tax and non-tax topics positions us as a standout contender."

Mr Holzinger added that in the area of transaction and structuring advice, navigating diverse expectations from differing project stakeholders is a common challenge in the current investment climate. To effectively address those challenges, he explained that one should ideally assume a holistic perspective on the various objectives and constraints of a project – in order to ensure a desirable project outcome.

The team at Grant Thornton Austria has an impressive track record, having successfully completed approximately 40+ Transaction Due Diligences (TDD) in the past 12 months alone. The firm's exceptional conversion rate from TDDs to tax structuring sets it apart, and demonstrates a capacity to seamlessly translate insight into effective tax strategy. Meanwhile, with extensive experience in tax structuring, as well as restructuring across multiple tax jurisdictions, the team stands out as a reliable partner that can navigate challenging tax landscapes.

Reflecting on the past 12 months, Mr Holzinger added: "Many clients have been faced with constraints when it came to debt financing. Also, rising interest rates have had a significant impact on both the individual client's debt capacity and the economy as a whole. As a consequence of this, acquisitions and the like were either postponed to a later date, or required an increased necessity to have very proper and intensively scrutinised targets – in order to ensure that the debt-financed investments led to proper returns.

"Looking ahead, Grant Thornton Austria remains committed to upholding a standard of excellence, as well as prioritising client satisfaction in our service delivery. We will continue to expand our tax practice – both in terms of size, and our focus on specific service areas."



TAX ADVISORY EXPERT OF THE YEAR IN AUSTRIA



TAXCOACH
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tax·coach
Wirtschaftsprüfung und Steuerberatung

It is the entrepreneurs who make the difference in a society. People who “do” something, advance something, change things – for them and their companies, whether a sole proprietorship, a family business, a medium-sized corporation, an NGO or a foundation – we are there for all of them.

We are a group of entrepreneurs, surrounded by a team of hand-picked, highly qualified employees in the areas of tax consulting, auditing and business consulting. With the experience of two decades of supporting entrepreneurs and companies, we are a strong, highly competent and reliable partner for those people in our society who “move things forward”.

The highest standards of our advisory quality, trusting relationships and personal service are the DNA of our company. To achieve this, we do much more than just offer you a cup of coffee!

The task as a consultant – as a companion to entrepreneurs and companies – is essentially always the same: listen carefully, ask the right questions, gain understanding, think; and only on this basis, develop individual, tailor-made solutions together.

The end result is transparency and a crystal-clear overview of numbers and their effects. This creates security and the basis for strong business decisions!

The complexity of tax law and constant changes in the legal framework require professional advice and an experienced partner. As a competent advisor, we optimize your tax situation and provide you with a strategic overview.

We take the time it takes to understand your individual situation, incorporate top-level experience and specialist knowledge, think in terms of possibilities, discuss solutions and their effects, and support decisions. This is the process we passionately follow for our clients in the following areas: Income Tax Law; Corporate Taxation; Sales & Excise Taxes; Customs & Foreign Trade; Corporate Tax Law; International Tax Law; Real Estate Taxation; Taxation of Capital Assets; Research Funding; Submission Procedure & Tax Audit.

SMALL & MEDIUM-SIZED COMPANIES

It's not the big ones who eat the little ones, but the fast ones who eat the slow ones. Why the small and medium-sized are important to us: they represent 99.7% of all companies in Austria; they

employ two million people; they achieve cumulative sales of an impressive €482 billion; they are undisputedly the backbone of the local economy; and they are run by entrepreneurs. Entrepreneurs value us as consultants, and we are happy to provide them with our entire range of services.

FAMILY BUSINESS

Owner-managed companies have their own DNA – that of the entrepreneur. These entrepreneurial and owner families rarely think in terms of monthly and quarterly reports. For them, medium and long-term perspectives are important. Just like us. Topics that, in our experience, particularly concern entrepreneurial families include: business growth and its effects; structuring issues; tax optimization within the family group; securing and preserving family assets; business succession in the family; discreet advice and testing; as well as inheritance and donation matters.

FREELANCE PROFESSIONALS, DOCTORS

What connects us as freelancers is a high level of professional qualifications, a high awareness of personal responsibility, independence, special trustworthiness, individual and highly personal performance, as well as a special resistance to stress. We understand a lot about that. We are there for: doctors, pharmacists, lawyers and notaries, architects and civil engineers, writers, actors and musicians, designers, interpreters and journalists.

INDUSTRY

High investments, process reliability, demanding quality standards, constant pressure for optimization, development-intensive, sensitive to economic cycles. The challenges and complexity of industrial companies are diverse. It's good to have someone on the consulting and auditing side who knows industrial companies from the inside and understands the importance of processes and their representation in cost accounting.

MEDIA, DIGITAL COMPANIES

We have a high level of expertise in supporting and evaluating: digital companies and digital business models, daily and weekly newspaper publishers, magazine publishers, radio, printing and publishing, as well as agencies.

NPOs, NGOs, ASSOCIATIONS & CHURCHES

Entrepreneurship basically means “I do something” – something against poverty, something against forgetting, something for more awareness and

attention, something that is important and worth preserving. This can be human dignity, cultural goods, ethical principles, more sustainable economic methods or simply the belief in a better world. How can we contribute: organization of professional accounting; bookkeeping, payroll accounting, financial statements; tax and social security issues; advice in the non-profit sector; donation eligibility checks; audit.

PRIVATE WEALTH / PRIVATE FOUNDATIONS

Creating something that is sustainably successful requires two things: absolute will and perseverance. Preserving what has been created, taking precautions, assessing risks, keeping opportunities and perspectives open, planning successors – topics that constantly concern economically successful people. We accompany you in a trusting, absolutely discreet and highly competent manner – personally and analogue, even in digital times.

REAL ESTATE

Purchase and sale, rental and leasing, builder models, real estate funds, real estate project transactions. The demand for long-lasting values is timelessly current.

TOURISM, VITICULTURE & AGRICULTURE

We support hoteliers, winemakers and farmers with: the organization of accounting; flat rate options and standard value determinations; agricultural social security law; real estate taxation; in addition to real estate transactions and real estate transfer tax.

A Strong Partner Team

Our dynamic management team, with more than 20 years' industry experience, leads the fortunes of our law firm – supported by a first-class team of hand-picked employees for the benefit of our clients. The highest quality of service and advice in a very familiar environment is the DNA of our consulting company.

Mag. Philip Chlupacek, BSc CSE

Philip Chlupacek is a tax advisor and aspiring auditor with more than a decade of professional experience. The focus of his work is on high-end tax advice. He is a proven expert in tax planning and structuring issues, as well as in questions of international tax law.

The complexity of tax law and constant changes in the legal framework require professional advice and an experienced partner.

CORPORATE ADVISORY FIRM OF THE YEAR IN BULGARIA



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LTA Consulting is based in Sofia and has an established partner network of consultants in differing business centres all over the world. We have a high level of experience in the Bulgarian market as well as international expertise and collaborative capacity – providing our clients with legal, finance, tax and accounting services, which help them achieve their professional goals.

One of the main areas in which our company is specialized in providing consulting to its Bulgarian and foreign clients is corporate law. The accumulated solid practical experience, in terms of business planning and expanding our customers' commercial activities, gives us a wide view over the opportunities for your business development.

Today, LTA Consulting is actively involved in the planning and structuring of the investment intentions of our clients by offering the most convenient legal forms of business organization for efficiency of the companies' management and tax planning.

Some of the services provided by us include:

- Analysis and structuring of the investment intentions of our clients, combined with

suggestions on the most effective legal form of activity in view of the management structure and the taxation aspects;

- Commercial registration;
- Structuring and restructuring of the relations between partners/shareholders (including subsequent transfers of shares), as well as of the relations between the partners and the company;
- Advice on the document flow in and out of the company and the necessary documentation;
- Convening and holding of general meetings of the shareholders;
- Changes in the capital structure (increase and decrease of capital, non-monetary contributions in the form of movable and immovable property, receivables, capitalization of cash contributions, transfer of enterprises or part of them);
- Consulting and accomplishment of corporate accounting;
- Representation before state, tax, custom and other bodies;
- Negotiations on the conclusion of concession contracts or licensing;

- Protection of client's trademark, etc.;
- Consulting creditor companies on the liquidation of their securities;
- Consulting companies in securing their claims as creditors;
- Representation of creditors involved in insolvency proceedings.

Our experience also includes the establishment of branches and representations of foreign companies, as well as consulting on the establishment and development of the activity of non-profit legal entities for private or public benefit.

LTA Consulting renders accounting services in accordance with the provisions of the International Accounting Standards as well as the National Standards for the Financial Statements of Small and Medium Companies, in full compliance with the requirements of the Bulgarian and EU legislation. Meanwhile, the company has developed successful partnerships with experts in the fields of law, taxation and finance in almost all countries of the European Union, as well as in England, Turkey, North Macedonia, Serbia, Ecuador, Brazil, Indonesia, Dubai, Australia and others.

CORPORATE GOVERNANCE LAW FIRM OF THE YEAR IN CROATIA



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HALLE & ŠIMAC ODVJETNIČKO DRUŠTVO
LAW FIRM

Ivan Šimac has extensive experience in M&A transactions in Croatia. He is also well regarded in the market in relation to legal issues in the pharmaceuticals industry, the tourism industry, real estate development, the automotive industry, as well as IT.

Having gained experience and trust, Ivan and his firm continue to advise companies in these sectors in connection with their commercial agreements, labour issues and general corporate advisory matters. They have been a trusted legal adviser for several foreign-owned companies for more than a decade.

In addition to the aforementioned areas of law, Ivan and the firm provide comprehensive legal services for foreign individuals and companies entering the

Croatian market in numerous industries. He has, in the past, successfully represented foreign clients in commercial agreement disputes and enforcements in Croatia.

With the help from his partner Tomislav Halle and their associates, Ivan and Halle & Šimac are regularly engaged in more extensive and complex legal assignments, such as due diligence and corresponding negotiations on behalf of clients to acquire or sell shares, or to merge/spin-off companies.

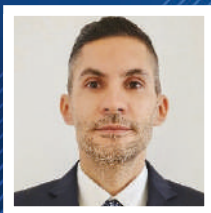
Ivan is often given as a recommended contact by his colleagues in regard to acquisitions, competition law, data privacy issues as well as real estate development.

Practice Areas

- M&A / Corporate Governance
- Real Estate Law
- Competition Law
- Civil Procedures & Enforcement Law
- Labour Law
- Administrative Law



CROSS BORDER LITIGATION LAW FIRM OF THE YEAR IN CYPRUS



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Argyrou & Konstantinou L.L.C. is a dynamic team of multiple disciplines, encompassing Cyprus-qualified lawyers, UK-qualified barristers and UK-qualified chartered accountants, among others.

We like to think of ourselves as not only lawyers and legal advisers, but an efficient team that spans varied roles and pulls together to achieve solutions for our clients, who seek a successful resolution to their domestic or international issues involving litigation, potential litigation or legal advice. We are driven by a desire to achieve the client's objectives, and we are always results-oriented. We will effectively coordinate international legal disputes, litigate or negotiate with – or on behalf of – our clients until they are satisfied that their aims have been achieved.

We have extensive experience in actively coordinating litigation in the courts, or arbitration, in key jurisdictions – including

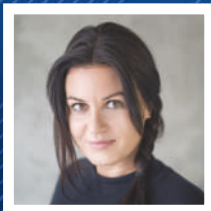
common or continental law jurisdictions in Europe, Asia, America and select Arab states. For the most part, cross-border disputes suffer from a lack of central strategy, uniform approach across jurisdictions, as well as unnecessary duplication of work between teams. We are able to take control of any legal matter and ensure that the appropriate lawyers and experts required in each discipline are put in place, who can then be managed by our firm to ensure they work efficiently as a group to pursue the client's interests. In addition, we maintain a network of contacts across diverse areas of expertise, who can provide real-time forensic – and other – support to our teams.

We coordinate litigation in most parts of the world, collaborating with leading law firms globally, as well as representing private parties, companies and state-owned enterprises in cross-border and international commercial cases. We have experience of managing litigation

at differing court levels, including appearances before state agencies and administrative tribunals. Furthermore, we have an extensive record in bringing claims to recover assets and funds misappropriated from our clients, also defending commercial disputes and obtaining various interim orders, including freezing and disclosure. We work with highly skilled forensic teams, who can supplement our litigation work and provide evidence that can be used in court.

Meanwhile, we have experience in initiating arbitral proceedings – including, but not limited to, LCIA, SCC and HKIAC. We can run arbitrations from the very early stages, all the way through to the award and enforcement of the same. We either produce pleadings internally and use our in-house team for the hearing, or, as needed, complement it with internationally renowned experts, barristers, King's Counsel and others.

TRADEMARK & PATENT ATTORNEY OF THE YEAR IN THE CZECH REPUBLIC



Mgr. Lenka Musilová, Inpartners Group

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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).

CROSS BORDER LITIGATION LAW FIRM OF THE YEAR IN ENGLAND



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Giambrone & Partners' litigation and dispute resolution lawyers are dedicated to advising both individuals and commercial entities.

In all situations, we strive to achieve a negotiated agreement between the parties, seeking to resolve disputes through ADR methods, such as arbitration or mediation. If negotiations prove to be unsuccessful and do not achieve a satisfactory solution, our lawyers will undertake robust litigation through the courts. Many of our litigation and dispute resolution lawyers offer a multi-jurisdictional capacity, consolidating our experience in cross-border disputes across various locations in such areas as: civil, family, matrimonial, inheritance and real estate; forex, crypto and fraud; employment; criminal; as well as commercial.

The firm advises on the resolution of complex disputes in civil and commercial matters involving transnational elements. This is carried out from a preventive perspective by drafting contracts aimed at avoiding or managing the emergence of foreseeable conflicts in the pre-litigation and litigation phases (judicial and ADR methods). In the

event of a conflict arising, our lawyers will be close at hand at all times, accompanying our clients throughout the entire process while ensuring that their best interests are served.

Vincenzo Senatore is a triple-qualified Italian Avvocato (with Higher Rights of Audience) and an English Solicitor (also in the Republic of Ireland). He is further qualified to plead before the International Criminal Court in The Hague. He relocated to the US to gain his Master of Laws (LLM) in International Business Transactions & Trade Law at the Catholic University of America, Columbus School of Law, Washington DC.

He has worked in the US, where – during his fellowship at the prestigious Stanford Center for Biomedical & Ethics (Stanford University) – his research concerning IP was published in the prestigious, peer-reviewed scientific journal, Nature Biotech. During that time, he studied to become a California Attorney and also became Notary Public for the State.

Vincenzo was on the Scientific Organiser Committee for the Association Internationale des Jeunes Avocats for conferences on Anglo-American Law, and speaks at a

wide range of schools of law and other organisations. He is the only Italian lawyer registered in the List of Professionals of the Italian Embassy in Tokyo as well as the Italian General Consulate in Osaka.

He is well regarded for his astute analysis of complex situations, combined with his agile ability to navigate the intricacies inherent in cross-border disputes. He recognises that ADR is often more suited to the best interests of the client; however, where litigation is undertaken, he is focused and rigorous in his pursuit of a successful outcome.

One of Vincenzo's key strengths is his ability to coordinate multi-disciplinary and multinational teams across the offices of Giambrone International. As one such example, he successfully advised on a case wherein the firm represented a number of companies engaged in exporting mattresses and associated components to the US, following a maxi anti-dumping investigation conducted by the US International Trade Commission in connection with the Italian, Spanish and US markets.



INTERNATIONAL TAX CONSULTING FIRM OF THE YEAR IN ENGLAND



Intercorp Group
Leonardo Braune
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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, telecoms, 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.

PROFESSIONAL INDEMNITY DISPUTES LAW FIRM OF THE YEAR IN ENGLAND



Caytons Law LLP

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Caytons
Changing
Perceptions

Operating out of the City of London and with associate offices in Bristol and Dublin, Caytons Law provides specialist legal and claims management services to the insurance, construction and professional services industries. We also provide other consultancy and software development services connected to the insurance industry in conjunction with our sister company, Caysure Digital Limited

We have deliberately bucked the trend of merger in the legal profession over the last 10 years: our goal is not to become a full-service firm, as we do not profess to be all things to all people. On the contrary, we have deliberately honed our specialist skills through organic growth, while fiercely guarding our independence.

We believe that the quality of legal service is governed by the specialist ability of the team instructed. At Caytons, our senior lawyers have decades of experience in their specialist fields, and an established history of success when dealing with far larger practices, precisely because of their expertise.

Moreover, we understand our clients' industries, their day-to-day business and the more strategic challenges that they face. By way of example, our understanding of our clients' needs has been the driver in the development of the digital services we offer with our sister company, Caysure. We understand the increasing burden that is placed on our insurance clients in having to deal with regulatory and compliance issues, as well as the growing need for comprehensive MI. To this end, we have developed Console, a single Insurance Platform, which supports the claims, underwriting and compliance functions.

Professional Indemnity

We have decades of experience defending professional negligence claims in the UK and around the globe against a wide range of professionals, whether in litigation, arbitration or adjudication. Early assessment of the merits of any claim, and of the possibility of commercial resolution, are at the heart of our approach. We give our clients early and frank advice as to whether settlement consideration is appropriate and, if so,

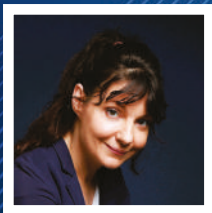
we shall seek to explore that through negotiation, mediation, conciliation, expert determination or other forms of ADR.

In all cases, we work closely to agree an overall resolution strategy with, as appropriate, our professional client, its insurer and its broker. We understand that for the former, reputation is its most valuable asset, and maintaining that reputation is always a vital component of such strategy. At all stages, we ensure all options for cost protection are properly reviewed – and we provide our best estimates as early as possible regarding likely outcomes for defence cost spend, as well as other exposure in the form of reserve recommendations.

John Cayton

John has extensive litigation experience, with particular expertise in handling all classes of professional negligence disputes. He began his career managing claims for the London market and, therefore, understands the market's requirements in detail. John created the first panel solicitors report, and was one of the first to use mediation to resolve a dispute long before it became commonplace.





Liliana Bakayoko

Liliana Bakayoko
Founder & Partner

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Liliana Bakayoko's international business law firm has its main office in Paris, France, and a secondary office in Sofia, Bulgaria. The firm provides comprehensive legal services tailored to the needs of clients operating in a global business environment, specialising in international trade, IT, corporate and IP.

The firm renders expert advice on a wide range of matters, such as contract drafting and negotiation, regulatory compliance, risk management, corporate governance as well as strategic business planning. Meanwhile, its transaction support services help clients to structure and execute transactions, including strategic alliances, joint ventures and corporate reorganisations – ensuring that transactions are conducted efficiently and in compliance with the applicable regulations.

For clients looking to expand their operations into new markets, the firm offers international expansion and compliance services, wherein it offers guidance on strategy as well as regulation.

Its IP protection services help clients safeguard their valuable intellectual assets through trademark registration, patent and copyright protection, trade secret management and enforcement of rights. Moreover, the firm offers efficient dispute resolution services, including negotiation, mediation, arbitration and litigation.

Founder/Partner Liliana Bakayoko has 20 years' experience as an international business lawyer, combined with ten years' experience teaching law. In her roles as an Attorney-at-Law at the Paris and Sofia Bars, a Doctor of Law and a former Professor of Law, she has accumulated invaluable know-how in cross-border work as well as business-government relations. She has built solid experience in cyberlaw, having significantly increased her knowledge in this field while advising one of the world's leading IT companies. She also advised a renowned US international energy development company on issues related to the IGB interconnection pipeline between the Greek and Bulgarian

gas systems, and acts as a consultant to a major US company that provides corporate and government clients with expert-led, technology-driven risk management solutions.

Ms Bakayoko noted: "We provide a full spectrum of services customised to meet the needs of clients conducting business internationally. Leveraging our profound expertise and unwavering dedication to quality, we collaborate closely with businesses to navigate complex legal landscapes, minimise risks and realise their strategic goals in an ever-evolving global marketplace."

In addition to Ms Bakayoko's background as a legal practitioner, she has gained valuable theoretical experience by teaching various legal subjects in higher education institutions, which are among the most prestigious in France. Before devoting herself to the development of her own firm, she taught law at the University Panthéon-Assas (Paris II) and was a Professor of Law at the European Business School (EBS), the École Supérieure d'Administration et de Management (ESAM) and the École Supérieure de Commerce de Lille (ESC Lille). She has also trained lawyers in private international law at the École de Formation professionnelle des Barreaux de la Cour d'appel de Paris (EFB).

According to Ms Bakayoko, the firm is distinguished from its competitors through several key elements, which characterise the strength of its offering. These include its global reach and expertise, multidisciplinary approach, industry-specific knowledge, cutting-edge technology and innovation, client-centric approach, as well as excellence in dispute resolution.

Today, the firm's typical client base is diverse – including a comprehensive range of entities spanning various industries and sectors, who seek specialised legal expertise to navigate the complexities of conducting business on a global scale. These encompass multinational corporations, medium-sized enterprises, technology companies, startups and emerging companies as well as high-net-worth individuals. Crucially, the firm's widespread expertise

provides clients with the necessary knowledge, resources and strategic counsel to navigate the complexities of international commerce successfully. Its significant advantages include a solid legal understanding, cross-cultural competence, as well as an extensive network combined with efficient multijurisdictional coordination and an adaptability to change.

There can be a range of complex challenges arising from the convergence of diverse law systems, cultural disparities and geopolitical considerations – not least addressing cultural and linguistic differences, navigating various regulations, and the protection of IP. The firm, therefore, serves as a crucial partner for those looking to navigate such complexities.

Regarding her recent casework – and looking ahead – Ms Bakayoko concluded: "I have completed hundreds of transactions and cases over the past 12 months. One of my recent successes was to efficiently defend a foreign airline company, whose airplane – with hundreds of Indian citizens aboard – was grounded by the French authorities on suspicions of human trafficking. The French authorities dropped the human trafficking charges, and my deep involvement contributed hugely to avoiding inextricable damage to the client's reputation.

"However, the most significant challenge I faced in the past 12 months relates to the surrounding conformism and intellectual lethargy. I have been trying to heighten awareness in France of multiple fundamental topics that are still largely ignored by the general public. For instance, I am attempting to elevate the debate around neurorights and AI personhood. We should prepare the ground for adequately addressing the liability problem related to the development of AI, which may one day surpass our own mental capabilities. Given these technological advancements, we must rethink the concept of legal persons able to bear responsibility, and possibly extend it to AI.

"To this end, I will continue advocating for establishing new legislation on AI."

PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE



EBA Endrös-Baum Associés

Florian Endrös
Senior Partner, Founder

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EBA | **Endrös-Baum Associés**
Avocats / Rechtsanwälte

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 – also offering a multilingual capability.

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

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WINTERGERST

SOCIETÄT FÜR UNTERNEHMER-BERATUNG

Wintergerst provides top management consulting services for small- and medium-sized family-owned businesses in challenging situations, where an utmost degree of excellence in the fields of corporate finance / M&A / debt advisory and/or restructuring is required.

The partners of Wintergerst are experienced entrepreneurs with backgrounds in consulting, auditing and manufacturing industries. They are backed by a team of highly motivated and experienced business advisers with expertise in management and finance, in addition to a broad network of industry experts, who are utilised to offer clients tailor-made solutions. The firm is also a member of the International Corporate Finance Group (ICFG), a global network in sell- and buy-side corporate transactions with 25 partner offices worldwide.

Today, Wintergerst has extensive experience regarding the interests and complexities of shareholder families, also knowing how to maximise value for them. Furthermore, in-depth technical and operational knowledge,

combined with a broad skill set in finance and banking, enables the firm to deliver comprehensive solutions that can cover any aspect of a client's business. This ensures a high level of trust, as well as long-lasting client relationships.

Christian Scharfenberger, Partner, noted: "In recent times, the major issues for our practice have involved seeking adequate answers to inflation and the war in Ukraine, as well as the associated negative effects on the economy and on the business models of our clients. The demands differ from client to client, and so each situation needs to be evaluated precisely. In solving these individual challenges, Wintergerst ensures the delivery of tailor-made solutions that consider the clients' bespoke needs."

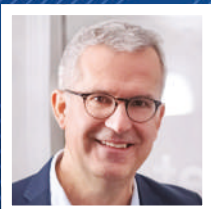
Wintergerst's recent successes include securing the succession of a family business via the takeover by a strategic investor from Asia – a result of an internationally orientated M&A process. Another example was a successful carve-out in which three operating divisions were sold as part of a dual-track M&A process. This latter case is an ideal example of the firm's broad range

of services: not only successful international M&A processes in difficult market situations, but also targeted transaction preparation through the improvement of structures and internal processes.

Mr Scharfenberger added: "Inflation, the rising level of interest rates and the significant increase in energy costs have all had a considerable negative impact on the economy in recent times, and also impacted the M&A market. Due to our extensive experience, in tandem with our comprehensive financial and business expertise, we have been able to find a tailor-made solution for each of our clients by putting the utmost care into the buyer's universe – resulting each time in a reliable investment.

"In the months ahead, we plan to further strengthen our 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 client base across such sectors as engineering, automotive, IT, consumer goods and retail."

GLOBAL MOBILITY MANAGEMENT SERVICE PROVIDER OF THE YEAR IN GERMANY



ICUnet.Group

Dr. Fritz Audebert
CEO & Founder

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ICUnet.Group was founded in 2001 by Dr. Fritz Audebert with a clear motivation. His ambition is to promote understanding between cultures in order to break down barriers and connect people – and that is our purpose: We create value by connecting people across borders. Since then, this has been the deeper meaning of our daily work. Our Vision: A world in which people around the globe, connected by cultural differences and similarities, work together respectfully and successfully.

ICUnet.Group is the family-managed **European market leader for Intercultural Qualification and Global Mobility**, represented at **more than 20 locations worldwide** and active in over 75 countries. The interdisciplinary and intercultural team of experts, consisting of around **200 permanent and 350 freelance employees from over 40 nations**, accompanies several thousand skilled workers each year on their professional mission abroad.

With **more than 20 years of experience**, we know the **Global Mobility Business** from the inside out:

Did you know that 90% of companies focus almost exclusively on the qualification of a potential assignee during the assessment process? Around 60% of these employee assignments fail. In addition, approximately every second assignment is canceled due to dissatisfied fellow travelers like family members. We have solutions for all these challenges!

ICUnet Group is a Full-Service-Provider and **One-Stop Shop for effective Workforce Strategies and Global Talent Management**. We offer everything from a single source and cover the entire value chain:

- Identification of the most suitable employees for a professional assignment through **intelligent assessment tools**;
- **Training, Coaching, Consulting and E-Learning** for skilled workers and their family members in terms of **Intercultural Competencies, New Work & Future Skills and Diversity, Equity & Inclusion**;
- Support for top talent before, during and after their professional international missions abroad through **excellent Global Mobility Services**;

- Relieving the workload of HR managers through **innovative tools for optimizing HR & mobility processes**, e.g. with our inhouse developed **Global Workforce Management System, the IND®**, which is the leading software for Global Mobility Services and HR process optimization in the DACH-Region.

Our customers appreciate our longstanding experience, intercultural perspective and the profound expertise of our dedicated and empathetic team, who will gladly go the extra mile for them. How does ICUnet.Group create value? We provide our clients with emotional, legal, and technical security and support them in enhancing their (organizational) cultural performance and reducing costs. **We consult, enable and accompany**. Together with our clients, we create individual and effective solutions for the global success of their company. ICUnet.Group has won more than 70 awards, making it the most awarded company in its industry in Europe and the **largest German provider of Relocation and Assignment Management**. **Make success global!**

BANKRUPTCY LAW FIRM OF THE YEAR IN GREECE



Sotiriadis Lidorikis & Associates Law Firm

Serafim Sotiriadis
Founder / Managing Partner

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For nearly 10 years, Sotiriadis Lidorikis & Associates has served numerous clients and has succeeded to facilitate the restructuring and reorganisation of some of the most important companies in Greece.

The types of companies that mostly resort to pre-bankruptcy proceedings are large corporations with huge revenue rates, primarily societe anonyme companies as well as limited companies. The industry that was most affected by the recent financial crisis was real estate, with many construction companies resorting to Articles 106b and 106d of the Greek Bankruptcy Code (recently abandoned and replaced by art. 31 seq. L. 4738/2020) – which are now the major pre-bankruptcy proceedings in the Greek legal system.

Serafim Sotiriadis, Founder of Sotiriadis Lidorikis & Associates, is a graduate of Athens Law School and a member of the LAA since 2001. He frequently lectures on corporate reorganisation and the restructuring of bank loans, having been personally involved in some of the most significant cases to have taken place in Greece.

Serafim has extensive experience in bankruptcy processes and extrajudicial loan renegotiation, as well as judicial experience in defending cases related to financial white-collar crimes. He renders international (and Greek) legal and tax advice to foreign law offices as well as corporations concerning: cross-border buyouts, real estate ownership, investments in listed Greek companies, and the establishment of foreign companies, subsidiaries and branches in Greece. He offers further assistance with international real estate transactions and acquisitions of “golden visas”.

The firm has established co-operations with investing corporations from abroad, which are mainly interested in the Greek real estate sector. Indeed, the real estate market is booming, with opportunities arising in such sectors as housing and hotels. It should be noted that a reason for these opportunities is the auctions taking place in the region currently. This was induced by the recent transfers of non-performing loan (NPL) portfolios from the Greek systemic banks to foreign investors – providing a compelling motive to expedite recovery actions.

Other sectors in which investors are increasingly keen include: renewable energy sources (RES) projects, which are highly attractive to foreign investors in general, as well as new constructions in the field of RES. In particular, the hotel market in Greece has demonstrated a “comeback” in the last two years, with new investment opportunities presently in the spotlight.

However, despite such opportunities, it is crucial to seek out a specialised lawyer who is equipped with comprehensive market knowledge. Even though steps have been taken towards the digitalisation of the market to promote transparency – for example, Greece has inaugurated platforms, such as e-auction and electronic land registry – there may still be impediments that could lead to the cancellation of an investment venture. An expert lawyer can avoid these pitfalls by coordinating all of the parties involved in a potential transaction – and by suggesting in-depth, creative solutions for the realisation and implementation of the prospective investor’s transaction.

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN GREECE



Sardelas Petsa Law Firm

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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.

The firm provides high-quality services to a variety of high-profile clients, in both the private and the public sector, both domestic and 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 telecoms sectors (IBM, Intracom-Telecom, Hellenic Telecommunications Organization (OTE), Alcatel Lucent, Nokia, MLS Information

Systems and Think Digital); the food and 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 and entertainment sector (Minos EMI and Universal Publishing); as well as the retail goods and services sector (Cocomat, Dufry, Fourlis Group and UPS).

We have also 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 organizations, Hellenicon SA in relation to its real estate assets, the Hellenic Horse-race Betting Organisation (ODIE), Public Power Corporation and PPC Renewables.

Litigation & 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 & Dispute Resolution Department has successfully handled a wide array of cases, including, 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 special NATO tax regime and international tax treaties;
- Securing the nationwide first-ever provisional protection for 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 IP 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 labor law issues, agreements and litigation representing the employer;
- Litigating on long-pending expropriation of a property dispute and securing the appropriate compensation for the owners.



TAX LITIGATION EXPERT OF THE YEAR IN GREECE



Vizas – Katrinakis and Associates Law Firm
(member firm of the PwC Global Legal Network)

Georgios Katrinakis
Director, Tax Lawyer, Tax Litigation Leader

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www.pwc.com/gr



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

Georgios has 24 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 specialising 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 for 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

before the Greek tax authorities and in court proceedings before the Greek administrative courts (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).

LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN IRELAND



Anne O'Connell Solicitors

Anne O'Connell
Principal

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Anne O'Connell Solicitors (AOC Solicitors) is a leading and award-winning specialist employment law firm. Boutique but dynamic, our mission is to deliver innovative and effective legal solutions, tailored to each client's unique circumstances while maintaining the highest standards of service and professionalism.

The firm offers a full suite of services, including advice and representation in respect of all contentious and non-contentious employment-related issues. AOC Solicitors is renowned for providing its clients with a strategic approach, advising them on the best solution to achieve their objectives while meeting their commercial needs and business requirements.

Our firm is frequently recognised as a leader in our field by third parties who review the industry. AOC Solicitors was elevated in ranking by the Legal 500 to a Tier 2 Employment Law Firm in Ireland in 2022, and we are delighted that we have retained this ranking in 2023 and again in 2024. We were honoured to have

been named Employment Law Firm of the Year at the Irish Law Awards for two years running – firstly in 2019 and again in 2021, and to have been shortlisted as finalists in 2022 and 2023. We were also delighted to win the award for Excellence and Innovation in Client Services – Dublin at the 2023 Awards.

The firm advises a range of employers, including large multinational companies, semi-state companies as well as start-up businesses. In addition, it advises high-level individual employees facing employment disputes, particularly executives and directors. Our client base continues to expand and diversify to include significant new clients across a range of sectors, such as technology, healthcare, transport, finance, fashion, logistics, energy, construction, consultancy, security, hospitality, media and charitable organisations.

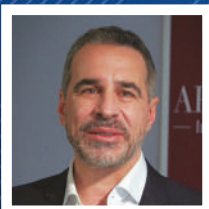
AOC Solicitors prides itself on keeping its clients abreast of updates, producing a monthly e-newsletter with practical articles on important WRC/Labour Court and Superior Court decisions, as well as any relevant legislative developments.

Over the past two decades, our Principal, Anne O'Connell, has built up a well-earned reputation as a standout leader in the field of employment law in Ireland. She is an active member of the Law Society Employment Law Committee and the Employment Law Section of the International Bar Association. Anne lectures and tutors for the Law Society, and also speaks extensively at HR and legal conferences. She is a regular contributor to employment issues on radio, in print as well as other media in Ireland.

Anne was delighted to have received the Lawyer Monthly Women in Law Award for Employment Law in Ireland in 2024. She was also honoured to be again named a Leading Individual in Employment Law by the Legal 500 in its 2024 rankings – and to be ranked as an Employment Lawyer by Chambers Europe solely on third-party submissions.

At AOC Solicitors, we're genuinely passionate about what we do and what we can achieve for our clients. We are invested in finding a solution to our clients' employment law issues, which results in an excellent service provided and a great relationship with our clients.

CITIZENSHIP BY DESCENT LAW FIRM OF THE YEAR IN ITALY



APRIGLIANO LAW FIRM

Salvatore Aprigliano
Founder

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APRIGLIANO
— International Law Firm —

Aprigliano Law Firm: Your Gateway to Italian Citizenship by Descent

Unlock your Italian heritage with Aprigliano Law Firm, the 2024 legal magazine award winner for pioneering services in obtaining Italian citizenship by descent. Our unique direct court petition process bypasses lengthy consulate waits, providing a fast, reliable path to citizenship for those in the US or Canada.

Key Advantages:

- **Efficiency:** Significantly shortens the journey to Italian citizenship, eliminating consulate delays.
- **Inclusivity:** Allows filing a cumulative petition for all descendants of an Italian ancestor.
- **Convenience:** No need to travel to Italy; we represent you with a special power of attorney.

- **Simplicity:** Fewer documents required, streamlining the application process.

Program Overview: Our 18–24 month program guides you through every step, from initial eligibility checks to passport issuance, ensuring a stress-free path to citizenship.

Privileges of Italian Citizenship:

- **Global Mobility:** Visa-free access to 190 countries.
- **European Union Rights:** Live, work, and explore the EU without restrictions.
- **Healthcare Benefits:** Access to Italy's public healthcare system.
- **Lasting Legacy:** Pass down Italian citizenship to future generations.

Services Include:

- **Vital Record Research:** Finding necessary documents of your Italian ancestor.
- **Foreign Document Assistance:** Guidance on obtaining and legalizing documents.
- **Legal Representation:** Expert legal team representation throughout the court process.
- **Passport Issuance Support:** Guidance through post-court decision steps.

About Aprigliano: Led by Salvatore Aprigliano, our team offers nearly 100% success in Italian citizenship recognition. Trust Aprigliano Law Firm to make your Italian citizenship dream a reality.

Visit [eligibility.apriglianos.com](https://www.eligibility.apriglianos.com) to start your journey to Italian citizenship.

DATA PROTECTION LAWYER OF THE YEAR IN THE NETHERLANDS



Greenberg Traurig, LLP

Herald Jongen
Partner / Co-Managing Shareholder

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GT GreenbergTraurig

Greenberg Traurig Amsterdam is an integrated part of Greenberg Traurig, LLP, an international law firm with more than 2,750 lawyers and 47 offices throughout the world.

The firm advises companies and the Dutch government on strategic technology and cutting-edge data protection matters. For the government, it has negotiated landmark deals with Microsoft, Amazon Web Services and Google; meanwhile, its publications include memoranda for the Dutch government on the US Cloud Act and the impact thereof on non-US suppliers, as well as step 3 of the Schrems 2 Recommendations of the EDPB, by assessing whether US legislation and practice meets the rule of law test under the GDPR.

Herald Jongen is Co-Managing Shareholder of Greenberg Traurig's Amsterdam office, and is consistently ranked Tier 1 by Chambers and the Legal 500. He focuses his practice on outsourcing, technology transactions, data protection, strategic relationships as well as M&A, and has led many complex multi-

jurisdictional matters in the technology and financial industries. His forté is deal-making, and he goes where the deal is. He is known for his efficient, pressure-cooker negotiations, and was previously a Partner for 20 years in the Corporate team of Allen & Overy.

According to Mr Jongen, Greenberg Traurig is – contrary to the traditional leading Dutch firms – meritocratic. The culture is highly entrepreneurial, and interests are therefore aligned with the clients' interests. In addition, the leverage model is different: fewer associates per partner, which leads to a higher degree of partner involvement as well as visibility. "This is a conscious and strategic choice," he noted, "and it results in quality and efficiency. We are also down to earth, pragmatic and, dare we say it, fun to work with, because we understand that the law is only a tool – not the driver of most transactions."

The firm's recent casework includes negotiating agreements for the Dutch government with Amazon Web Services as well as with Google, both of which received worldwide attention. In the first

case, Amazon Web Services signed a new agreement with the Central Dutch Government, enabling the Dutch public sector to take advantage of Amazon Web Services' suite of tools and offerings. The agreement will help facilitate multicloud adoption for Central Dutch public sector entities, such as government departments, and will have wide-ranging benefits – bringing better digital services to Dutch citizens and supporting new hybrid-working environments.

Mr Jongen added: "We are often required to mitigate high risks identified in a DPIA through negotiations with large tech, a role that requires deep knowledge and awareness of how such entities operate. To this end, I was responsible for leading negotiations with Microsoft, Amazon Web Services and Google. I was also appointed the main legal adviser by the National Cyber Security Centre of the Dutch State (NCSC), which is internationally recognised as one of the top-tier cyber security organisations, and has a leading role in protecting the Dutch IT infrastructure."

CORPORATE LAW FIRM OF THE YEAR IN PORTUGAL



Calçada & Associados, SP RL

Paulo Amado de Almeida
Principal Associate Lawyer

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Calçada & Associados, SP RL was founded in 2015, based on the experience and knowledge of its founder, Paulo Calçada, whose professional career has spanned more than 20 years of practice.

At Calçada & Associados, we get to know our clients' interests and goals deeply, and through this process we are able to add value with our work. Our growth over the years is owed 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 have evolved according to the needs of our clients, and although primarily focused on corporate, business and investment areas, we also dedicate a high level of attention to private clients.

Today, the team is composed of an esteemed group of lawyers, diverse and experienced in their practice areas, who each have a substantial degree of commitment, and who provide a proactive advisory role while making it their main concern to defend the client's interests at all times.

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

As a result – and because the firm is dedicated to advising companies and businesses on a daily basis – we have garnered extensive experience in providing permanent, integrated and cross-practice advice. This ranges from the incorporation, reorganization and restructuring of companies, representation at general meetings, as well as negotiating and formalizing all types of commercial contracts.

The regular assistance that we provide includes support in general monitoring of company law compliance, from incorporation, through daily life, to government, transformation and dissolution. This begins with the incorporation of civil and commercial companies, and extends to transformation of said companies, contractual and legal

changes to articles of association, capital increases and reductions, as well as assistance in the approval of accounting processes and distribution of dividends and reserves. Further assistance is provided in general meetings of partners/shareholders and preparation of the respective notices, rights as well as obligations and responsibilities of partners/shareholders and administrators/managers, shareholders' agreements, as well as preparation and review (also including negotiation) of contracts related to the shares, and definition of good corporate governance practices.

In an environment that demands permanent change on a regular basis, we also advise not only on restructuring, recovery and insolvency proceedings, but on clients' international expansion projects. We feel it is crucial to consistently challenge ourselves, and so to this end, our approach allows the analysis and resolution of problems through creative and strategic means – not limited to following consolidated or established concepts and procedures.



WHITE COLLAR CRIMINAL LAW EXPERT OF THE YEAR IN PORTUGAL



Rogério Alves & Associados, SP.RL.

Bárbara Marinho e Pinto
Partner

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Rogério Alves & Associados, SP.RL. (RA) is a full-service law firm with a national and international presence, established in 2013 in Lisbon, Portugal.

The team of more than 30 lawyers is experienced in a wide range of sectors, spanning criminal law, compliance, civil law, family and succession law, insolvency and corporate recovery, commercial and corporate law, tax law, real estate, construction and tourism, public law, labour law, TMT, privacy as well as personal data protection. The services provided include counselling and assisting clients in dispute resolution matters, such as litigation and arbitration.

Today, RA is particularly well-known for its activities regarding criminal litigation, economic and financial crimes as well as regulatory offences, primarily through its most seasoned professional and Founder, Rogério Alves, whose extensive legal career of 37 years equips him to counsel and advocate for the clients' best interest in both judicial and extrajudicial matters.

Bárbara Marinho e Pinto, RA Partner, noted: "Interchangeability between all of our legal departments enhances our advisory capacities in complex criminal cases. For example, a case of parental responsibility regulation might also entail aspects of international child abduction, whereas negotiating a financial transaction may require a compliance assessment. Complex cases such as these – involving several areas of practice – require the expertise of various professionals. Although we have a strong presence in criminal litigation, our aim is prevention, and so we act as advisers in any case that might have a potential risk in terms of regulatory or criminal liability."

RA is wholly committed to ensuring the best possible service for the client. In order to achieve this, the firm renders the

expertise of a proficient and diverse team of lawyers, as its professionals believe the only way to ensure the best solution is to see the lawyer-client relationship as one of trust and permanent collaboration.

Reflecting on recent challenges, Ms Marinho e Pinto added: "We have seen that successive governments struggle to tackle the major problems that are at the root of the numbness of criminal justice. Portuguese parliament and government continuously produce legislation while adopting European directives in various criminal matters. However, their practical implementation results in resource shortages, which are experienced by the courts and officials, as well as criminal investigators."

According to Ms Marinho e Pinto, greater effectiveness of punitive justice is being pursued at the cost of revoking fundamental principles of criminal law and due process guarantees – and this is the essence of a "regressive movement" of rights and defence guarantees. She characterises it as an atmosphere of moral outrage, mainly implemented by the media, which results in strong public pressure on the authorities to deliver results when combatting economic and financial crime.

She added: "Sometimes, while aiming for 'results', authorities overlook certain principles that, until now, were thought to be firmly established in criminal law. So-called 'indirect evidence' replaces reliable proof, shifting the principle of presumption of innocence into the realm of idealism and 'romanticism'. Meanwhile, the Statute of Limitations is seen as a 'flaw', and appeals are regarded as mere 'delaying tactics'. We believe that the main challenge we face lies in preserving the constitutional and legal guarantees of the criminal process – while expediting and making justice more effective. To this end, we work militantly to accomplish our goals."

Regarding recent developments, in the case of Veiga Cardoso v Portugal, the European Court of Human Rights ruled that Portugal violated Article 6 (right to a fair trial) of the European Convention on Human Rights. The main legal issues in this case handled by Partner Ana Reis Mota not only involved the interpretation of fundamental rights to freedom of expression and reputation, but also the analysis of the adequacy of the statements made by the Plaintiff in the specific context in which they were uttered. As a result, the court awarded compensation to the applicant for non-pecuniary damage. Ms Marinho e Pinto explained that this decision will have a significant impact on future jurisprudence, as it will provide guidance on how courts should weigh these rights in similar instances. The distinction between a factual statement and an expression of opinion – as well as consideration of the context – will be crucial in determining the legitimacy of claims made by defendants.

Ms Marinho e Pinto concluded by noting: "Our objectives for the coming year are multifaceted. Firstly, we aim to enhance our client services by implementing compliant solutions. Secondly, we are committed to expanding our practice areas to better meet the diverse needs of our clients.

"In addition, we plan to prioritise professional development and training initiatives for our existing team members to ensure they are equipped with the latest knowledge and skills. In essence, our overarching goal is to continuously improve and adapt to the evolving legal landscape – while upholding our commitment to delivering high-quality legal services to our clients."





Giambrone & Partners SLP



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Giambrone & Partners SLP is one of Europe's leading law firms, with offices in Spain, Italy, France, and Portugal, as well as non-EU offices in the UK, Morocco, and Tunisia.

The firm's Commercial Law department has extensive experience advising clients on complex cross-border transactions, corporate restructurings, M&A, as well as commercial disputes. Giambrone & Partners' membership in various international legal networks allows it to collaborate with top-tier professionals worldwide – providing clients with comprehensive and strategic counsel at a high level.

Team leader Paola Vitali is recognised as an established expert in this area, and is registered with the Bar Council in Milan. She has authored and co-authored numerous articles published in specialist reviews and publications – including *Diariojuridico.com*, *La Mediazione Magazine* and *ICAB Biblioteca Digital* – and held the position of Head of the Italian Desk at the Euroconsell Economic Legal in Barcelona. She has also gained significant experience through her work at prestigious legal firms, and as a visiting professor, having led a specialised course on corporate law. She noted: "Our firm stands out from our market competitors due to our deep knowledge of multiple legal jurisdictions, in addition to our ability to navigate complex international regulations. This global perspective, combined with our tailored approach to each client's needs, is what sets us apart."

"Today, one primary issue in commercial law is ensuring compliance with diverse legal frameworks across differing jurisdictions,

particularly in global transactions. To this end, we help clients navigate such challenges by offering targeted guidance and innovative strategies. A recent case demonstrating our expertise involved advising a client on a multi-jurisdictional merger – ensuring seamless regulatory compliance as well as a wholly successful transaction."

Meanwhile, Graziano Cecchetti leads the Private Client & Wealth Management department, which offers comprehensive services tailored to meet the unique needs of high-net-worth individuals and families. He commented: "Our clients consider us their trusted adviser for a broad spectrum of legal services, including high-net-worth estate planning, tax optimisation, asset protection, cross-border inheritance and real estate acquisition. Moreover, our international capability allows us to handle matters across various jurisdictions, offering clients comprehensive support as well as a holistic range of services."

Last, but not least, Coral Novalvos Delgado has dedicated her career to the field of immigration, and is a co-author of the ICLG guide to corporate immigration, also hosting conferences in Spain as well as participating in such events as the UK investment/property fair entitled "A Place in the Sun". She noted: "Giambrone & Partners' Immigration team has an expansive geographical reach, handling all kinds of citizenship matters, from civil partnerships and adoptions, to golden visas – as well as high-qualified, employment, self-employed, non-lucrative, student, internship and digital nomad visas. Immigration is a complex, changing, subjective and demanding discipline, and so we rise to the occasion when we encounter new and difficult situations."

CONTRACTS LAW EXPERT OF THE YEAR IN SWITZERLAND



Rappold Köhli Attorneys at Law Ltd

Simone Köhli Müller
Partner

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RAPPOLD
KÖHLI

Rappold Köhli Attorneys at Law Ltd is a specialised law firm founded in 2013, offering services related to contracts, employment, real estate, corporate, private equity and litigation.

Simone Köhli Müller, Partner, has profound knowledge and expertise in drafting differing contracts and, due to her high-level litigation experience, will advise and draft contracts that are both enforceable and valid, withstanding Swiss court decisions.

Ms Köhli Müller noted: "We are a small boutique law firm practising law at the level of, and meeting the standard of, a large law firm – being at the client's disposal 24/7. In our firm, the client is placed in direct contact and exchange with the two founding partners, with a short path and 1:1 advice, which results in lower legal fees."

According to Ms Köhli Müller, a primary complexity in drafting contracts is that often the author or the contract does not possess the requisite expertise in litigation – or they lack knowledge of how a contract should be drafted in order to be enforceable under local law.

Rappold Köhli can help overcome this hurdle. In this regard, the firm has been called upon to advise many mid- and large-sized companies, as well as high-net-worth individuals.

Ms Köhli Müller added: "Due to our success, our client relationships are long-lasting and lead to further recommendations within the client's network."

Today, the firm's vision is to be the first Swiss "Next Generation Law Firm". To this end, it offers a flexible and innovative range of services as well as legal fee structures, and can tailor its charges to meet the individual needs of the client.

By working with modern and flexible employment models, and focusing on effective work processes internally, the firm eliminates traditional inefficiencies and can better serve clients.

Furthermore, Rappold Köhli provides its services both nationally and internationally – making sure to consistently deliver on time and on target. Its experts' combined experience and insight enable the firm to create personal and trusting relationships.

It is crucial to remain exceptionally flexible and adaptable, and to enjoy taking

on new challenges that allow for continual development. Rappold Köhli's core goal is to provide clients with legal advice of exceptional quality – while never losing sight of the business context, or the need to devise results and solutions that support client profitability.

M&A and private equity transactions place high demands on the professional expertise, flexibility, response time and business understanding of all involved. These demands can only be met by a team with the appropriate specialisation and experience. Rappold Köhli's experts are apprised of the relevant legal obstacles, and will guide you through all partial steps of your transaction, including planning, drafting and negotiation of contracts, in addition to closing. As such, it is your ideal partner for all legal questions pertaining to M&A, private equity and venture capital transactions.

By working with modern and flexible employment models, the firm eliminates traditional inefficiencies.

INHERITANCE LAW EXPERT OF THE YEAR IN SWITZERLAND



Erismann Legal

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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 & 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 ("fortfait 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)

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.

SEA & OCEAN LAW FIRM OF THE YEAR IN SWITZERLAND



VTA Tassin – Public International Law Firm dedicated to Oceans & Seas

Att. Dr. Dr. Virginie Tassin Campanella
Founder & Managing Director

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Founded in 2016, VTA Tassin is a public international law firm dedicated to oceans and seas, designed to respond to the complex and multiple challenges linked to the use, management and protection of the marine environment and its resources.

The firm advises public and private actors in developing, understanding and implementing the laws and policies applied to spaces and resources (oceans and seas, outer space as well as other related areas). It provides support in the assessment and deployment of projects, products and services, placing international law and policy – at executive and decision-making levels – at the heart of everything it does.

By working with the traditional and emerging sectors of the oceans and space economy, VTA Tassin has developed a unique practice of public international law and policy, utilising these not only for dispute settlement, but also as a tool to support strategic positioning. To this end, the firm has a particular expertise in operating in the scientific policy business nexus, also delivering unique advisory and capacity training services.

VTA Tassin views international law as a dynamic force, extended beyond mere negotiation, drafting and dispute resolution, to instead encompass impactful implementation. It therefore offers a multitude of methods to support stakeholders in affecting enduring change, which guides economic, social and environmental matters.

In the realm of policy, a pivotal role is played by the implementation of law. While policies related to international spaces and resources are burgeoning, the crucial link with law is often overlooked, hindering effective design and use as well as implementation. This misalignment leads to a common misunderstanding of the relationship. Attorneys – drawing from their unique practical experiences while navigating the obstacles and pathways to law implementation – play a pivotal role in shaping policy. In addition, the rapid pace of technological advancement – driven by industrial interests spearheading new activities – necessitates a comprehensive understanding and application of international policy. This is vital for gaining credibility, ensuring legal and investment security, ultimately fortifying business development and positioning for both public and private entities.

Dr. Tassin Campanella is an acclaimed attorney and an award-winning academic in the law of the sea, and was recognised in 2023 by the French Leading Economic Journal, *les Echos*, as an "Attorney of the ocean". Today, her practice covers a comprehensive range of private and public sectors, including conservation, space, shipping, fishing, telecoms, mining, cosmetics, pharmaceuticals and investment, as well as such topics as deep-sea mining, ocean data access use and management, maritime boundaries negotiations and dispute settlement, ocean observation and mapping, sustainable shipping, as well as ESG and sustainability law. A thought leader in her field, Dr. Campanella regularly acts as counsel or legal expert before international and regional organisations, including the EU and the World Bank; meanwhile, she is the Vice President of the scientific council of the Economic Law of the Sea Institute of Monaco (INDEMER), ABLOS Member (IHO/IAG) representing the Principality of Monaco as an independent expert, and the author of three books and numerous articles on the law of the sea.



EB LEGAL

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EB LEGAL | Avukatlık Bürosu
Attorneys at Law

EB LEGAL is a full-service law firm that is consistently recognised as the leading Gaming, FinTech, Financial Compliance and White Collar Crime Law Firm of Turkey, as well as the Best Gaming Law Firm in the Middle East by InterContinental Finance & Law Country Awards Magazine, Lawyers World Global Awards Magazine and Deal Makers Global Awards since 2018. Global Law Experts, Who's Who and The Lawyer Network have also recognised the firm's accomplishments.

A representative list of EB LEGAL's specialist industry areas includes financial services, insurance, energy, utilities, telecoms, media, education, automotive, pharmaceuticals, hospitals, real estate, restaurants, food and beverage, hospitality and leisure, as well as gaming and entertainment.

Today, the firm possesses the unique ability to offer comprehensive, hands-on assistance in all assignments. Its approach towards selection and preparation involves focusing on the level of experience and sophistication required on a case-by-case basis – as this ensure that each and every client receives a tailored service.

Esra Bicen

Professor Esra Bicen is celebrating her 25th anniversary as a litigation and transaction lawyer in Turkey and the US. Her practice, lectures and publications primarily centre on financial compliance, fraud and white-collar crime, as well as commercial law (gaming, fintech, tax), international contracts (ISDA, EPC, public procurement) and international arbitration.

Between 1997 and 2000, she practised with a leading Istanbul law firm specialising in international investments, cross-border financings, public tenders and arbitration. From 2003 to 2007, she practised complex litigation involving federal offences with a leading American trial litigation firm. Upon her return to Turkey in 2008, she served as one of the four general counsels responsible for Ernst Young Central and the Southeast Europe area, also co-heading EY's foreign investment consulting firm in Turkey.

In 2011, she received her tenure as Professor of Law (part-time) at John F Kennedy University School of Law, and continued her practice within a First-Tier Istanbul law firm. Since 2015, she has dedicated her time to teaching and

maintains her law practice – EB LEGAL – in Istanbul and Silicon Valley. She is licensed in both Istanbul and New York.

She is a highly sought-after expert, and an author at several international publishing houses, producing content within her areas of speciality. In addition, Professor Bicen gives seminars to the Turkish financial sector as well as government agencies, wherein she focuses on financial compliance law and white-collar crime. The Turkish Banks Association and the Turkish Participation Banks Association have been the main sponsors for Professor Bicen's training sessions and seminars since 2020.

Education:

- Business Economics/MBA, *Corporate Finance, Derivative Instruments*

MILLS Lorey I Lokey School of Business and Public Policy (*Dean's List all semesters, Barbara Wolfe Fellow, Cum GPA. 3.88/4.00*)

National Scholastic Achievement Award, US

- LLB

Istanbul University, Faculty of Law (*Vedat Ardahan Scholar all semesters*)

- LLM, Equivalency JD, *Securities, Banking, M&A*

Tulane University, School of Law (*Graduate Assistant to Professor Ole Lando Research Topic: PECL – Principles of European Contract Law*)

Selected Seminars:

- **May 2024** – Sponsored by Turkish Participation Banks Association (TKBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **April 2024** – By EB LEGAL Academy Research and Publications L.L.C. in Swissotel, The Bosphorus, Istanbul
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **November 2023** – Sponsored by Turkish Participation Banks Association (TKBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **April 2023** – Sponsored by Turkish Banks Association (TBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **February 2023** – Sponsored by Turkish Banks Association (TBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the FATF “Gray List” Country Evaluation Reports, Cross-border Enforcement of AML and Sanctions Offences, De-listing Trends”
- **December 2022** – Sponsored by Turkish Banks Association (TBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the FATF “Gray List” Country Evaluation Reports, Cross-border Enforcement of AML and Sanctions Offences, De-listing Trends”
- **June 2022** – Sponsored by Turkish Banks Association (TBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the FATF “Gray List” Country Evaluation Reports, Cross-border Enforcement of AML and Sanctions Offences, De-listing Trends”
- **January 2022** – Sponsored by Turkish Banks Association (TBB)
- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”
- **October 2021** – Sponsored by Turkish Banks Association (TBB)
- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”
- **November 2020** – Sponsored by Turkish Participation Banks Association (TKBB)
- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”

WHITE-COLLAR CRIME LAW EXPERT OF THE YEAR IN TURKEY



EB LEGAL

Prof. Av. Esra Bicen
Managing Partner

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EB LEGAL | Avukatlık Bürosu
Attorneys at Law

EB LEGAL is a premier Turkish law firm offering more than two decades of legal experience in Turkey and the US. Its combined expertise encompasses both civil and common law trial litigation as well as transaction work. This versatile background sets the firm apart as the epitome of a Turkish premier law firm with an evenly distributed portfolio of transactional as well as international disputes clients. Meanwhile, in the financial compliance and white-collar crime practice areas, the firm's diverse client base ranges from domestic and overseas government agencies; regulatory oversight boards, such as financial intelligence units and revenue administrations; to public and private financial institutions and executives.

Esra Bicen

Between 1997 and 2000, Professor Bicen practised with a leading Istanbul law firm specialising in international investments, cross-border financings, public tenders and arbitration. From 2003 to 2007, she practised complex litigation involving federal offences with a leading American trial litigation firm. Upon her return to Turkey in 2008, she served as one of the four General Counsels responsible for Ernst Young Central and the Southeast Europe area, also co-heading EY's foreign investment consulting firm in Turkey.

Education:

- Business Economics/MBA, *Corporate Finance, Derivative Instruments*

MILLS Lorey I Lokey School of Business and Public Policy (*Dean's List all semesters, Barbara Wolfe Fellow, Cum GPA. 3.88/4.00*)

National Scholastic Achievement Award, US

- LLB

Istanbul University, Faculty of Law (*Vedat Ardahan Scholar all semesters*)

- LLM, Equivalency JD, *Securities, Banking, M&A*

Tulane University, School of Law (*Graduate Assistant to Professor Ole Lando Research Topic: PECL – Principles of European Contract Law*)

Selected Publications:

- **January 2024** – Publisher: Global Legal Group Ltd.
- **White-Collar Crime / International Financial Compliance** – “The International Comparative Legal Guide to Sanctions, 2024 Edition”
- **March 2023** – Corporate LiveWire, Author: Prof. Av. Esra Bicen

- **Fraud and White-Collar Crime Expert Guide** – “Turkish Criminal Code Art. 252/(8): A Special Form of Bribery in the Private Sector”
- **January 2023** – Publisher: Global Legal Group Ltd.
- **White-Collar Crime / International Financial Compliance** – “The International Comparative Legal Guide to Sanctions, 2023 Edition”
- **December 2022** – Corporate LiveWire, Speaker: Prof. Av. Esra Bicen
- **White-Collar Crime** – “Fraud and White-Collar Crime Virtual Roundtable 2023”
- **January 2022** – Publisher: Global Legal Group Ltd.
- **White-Collar Crime / International Financial Compliance** – “The International Comparative Legal Guide to Sanctions, 2022 Edition”
- **January 2020** – Corporate LiveWire, Speaker: Prof. Av. Esra Bicen
- **White-Collar Crime** – “Fraud and White-Collar Crime Virtual Roundtable 2021”
- **December 2019** – Corporate LiveWire, Speaker: Prof. Av. Esra Bicen
- **White-Collar Crime** – “Fraud and White-Collar Crime Virtual Roundtable 2020”
- **December 2018** – Corporate LiveWire, Speaker: Prof. Av. Esra Bicen
- **White-Collar Crime** – “Fraud and White-Collar Crime Virtual Roundtable 2019”
- **March 2018** – Publisher: Global Legal Group Ltd.
- **White-Collar Crime / International Financial Compliance** – “The International Comparative Legal Guide to Anti-Money Laundering, 1st Edition”

Selected Seminars:

- **May 2024** – Sponsored by Turkish Participation Banks Association (TKBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **April 2024** – By EB LEGAL Academy Research and Publications L.L.C. in Swissotel, The Bosphorus, Istanbul
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
- **November 2023** – Sponsored by Turkish Participation Banks Association (TKBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the International Financial Sanctions Regimes, Cross-border Enforcement of Sanctions Violations, Recent Case Trends”
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- **June 2022** – Sponsored by Turkish Banks Association (TBB)
- **White-Collar Crime / International Financial Compliance** – “Comparative Review of the FATF “Gray List” Country Evaluation Reports, Cross-border Enforcement of AML and Sanctions Offences, De-listing Trends”
- **January 2022** – Sponsored by Turkish Banks Association (TBB)
- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”
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- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”
- **November 2020** – Sponsored by Turkish Participation Banks Association (TKBB)
- **International Financial Compliance** – “Cross-border Investigations, International Judicial Aid and Expropriation Agreements”

REGULATORY & COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



DWF Law LLP

Andrew Jacobs
Partner & Head of Regulatory Consulting

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Andrew Jacobs is a Partner and Head of the Regulatory Consulting team at DWF, a global professional services and legal firm. Andrew has been a regulatory professional for more than 20 years, working across different areas of financial services and jurisdictions.

Andrew is a strong regulatory generalist, having worked with a range of firms on complex regulatory issues. He is also an FCA Skilled Person (s166s), and has undertaken due diligence reviews as well as a variety of advisory projects covering a host of technical topics, including Anti-Financial Crime, Individual Accountability (in a number of jurisdictions, such as the UK SM&CR and Singaporean IAC), DB Pension Transfers and Pension Switching, Anti-Bribery and Corruption, Conduct & Culture, Consumer Credit, Fair Lending, Financial Promotions, Payment Services and Fund Compliance.

Relevant Expertise and Services Offered by DWF Regulatory Consulting:

- **Regulatory Change** – interpreting and implementing complex regulatory change programmes, as well as advising on UK and European regulations;

- **Regulatory Conduct & Culture** – including Individual Accountability & SM&CR, Board effectiveness, culture reviews (considering how firms reduce the potential for consumer harm), health checks and thematic reviews;
- **Regulatory Prudential** – interpreting applicable capital and liquidity regimes, including ICARA and wind down planning;
- **Regulatory Assurance & Applications** – advising firms and Appointed Representatives on all types of regulatory applications, from obtaining or varying FCA Part IV permissions to ongoing compliance monitoring and internal audit services;
- **Regulatory Due Diligence** – whether buying, selling, restructuring or refinancing, assessing the potential risks of prevailing regulatory issues and assisting clients with navigating the regulatory hurdles ahead; and
- **Regulatory Remediation and Redress** – leading and managing remediation and redress programmes, whether mandated by the regulators, or carried out voluntarily.

The Regulatory Consulting team also provides analysis and support for firms providing services from Europe into the UK, looking at the implications of the withdrawal agreement, loss of passporting, outsourcing concerns, and the Overseas Person Exemption.

About DWF

DWF is a leading global provider of integrated legal and business services, with 31 key locations across four continents and more than 4,000 people delivering innovative services and solutions. DWF's Regulatory Consulting team brings a breadth and depth of expertise, and is able to leverage the skills and expertise from the global legal practice so that it can collectively apply extensive experience to advise clients on complex regulatory issues. This gives DWF a leading position in the market – enabling the firm to deploy a blended project team, supporting clients from inception of their business and beyond. The benefit to clients is an integrated service offering under “one roof”.



LABOUR & EMPLOYMENT LAWYER OF THE YEAR IN ANDORRA



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ASSET STRUCTURING EXPERT OF THE YEAR IN AUSTRIA



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DATA PROTECTION LAWYER OF THE YEAR IN AUSTRIA



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TRADEMARK LAW FIRM OF THE YEAR IN AUSTRIA



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VAT ADVISORY EXPERT OF THE YEAR IN AUSTRIA



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CIVIL LITIGATION LAW FIRM OF THE YEAR IN BELGIUM



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INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN BULGARIA



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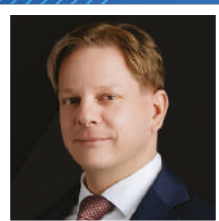
PROPERTY LAW FIRM OF THE YEAR IN CYPRUS



Haris Kalogirou & Co. LLC.
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Managing Partner
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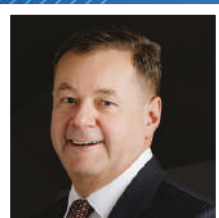
COMMERCIAL LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



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PUBLIC PROCUREMENT LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



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DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN DENMARK



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COMMUNICATIONS LAW FIRM OF THE YEAR IN ENGLAND



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www.preiskel.com

PREISKEL & CO

CORPORATE REMOVALS SERVICE PROVIDER OF THE YEAR IN ENGLAND



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Managing Director
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www.burkebros.co.uk



FORENSIC ACCOUNTANTS OF THE YEAR IN ENGLAND



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Roger Isaacs
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MILSTED LANGDON

ART LAW FIRM OF THE YEAR IN FRANCE



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Anne-Sophie Nardon
Managing Partner
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asn@borghese-associes.fr
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IP ADVISORY FIRM OF THE YEAR IN FRANCE



DEGRET

Bruno Raibaut
Partner

Tel: +33 (0)1 47 63 81 57
bruno.raibaut@degret.com

Degret

MEDIA & ENTERTAINMENT LAW FIRM OF THE YEAR IN FRANCE



CDO AVOCAT

Camille Domange
Partner

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www.cdoavocat.com



TRADEMARK LAW EXPERT OF THE YEAR IN FRANCE



Dreyfus & Associés -
Intellectual Property Attorneys

Nathalie Dreyfus
Founding Partner, French &
European Trademark Attorney

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www.dreyfus.fr



TRADEMARK LAW FIRM OF THE YEAR IN FRANCE



PROMARK Law firm

Alain BERTHET
Managing Partner

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COMPLIANCE LAW FIRM OF THE YEAR IN GERMANY



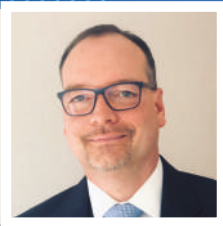
Catus Law + Compliance

Stephanie Trossbach
Compliance Expert & Founder

Tel: +49 69 257375264
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www.catuslaw.com



INHERITANCE LAW FIRM OF THE YEAR IN GERMANY



DR. HOSSER Rechtsanwalt

Dr Marcus A Hosser, TEP
Owner/Attorney-at-Law,
Certified Inheritance &
Certified Tax Lawyer

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DR. HOSSER RECHTSANWALT
NACHFOLGE | VERMÖGEN | STEUERN

INTERNATIONAL TAX ADVISORY EXPERT OF THE YEAR IN GERMANY



Jansen Advising

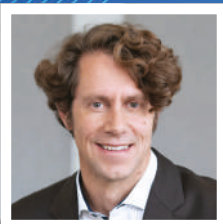
Thomas Jansen
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(German Dipl. Betriebswirt)

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+49(0)163-5677522 (mob)
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*Jansen*Advising

Steuerberatung - Tax Advising
Unternehmensberatung - Business Consulting

IP LAW FIRM OF THE YEAR IN GERMANY



SAMSON & PARTNER
Patentanwälte mbB

Dr. Tobias Stammberger
Partner

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S
SAMSON & PARTNER

LABOUR LAW EXPERT OF THE YEAR IN GERMANY

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Arbeitsrecht

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www.t-s-c.eu

T / S / C

FACHANWÄLTE FÜR ARBEITSRECHT

LIFE SCIENCES LAW EXPERT OF THE YEAR IN GERMANY



Ehlers, Ehlers & Partner
Rechtsanwaltsgesellschaft mbB

Dr. iur. Christian Rybak
Attorney/Partner
Wirtschaftsjurist (Univ. Bayreuth)

Tel: +49 89 210 969 81;
+49 151 40 700 466
c.rybak@eep-law.de
www.ehlers-ehlers-und-partner.de

EHLERS, EHLERS & PARTNER
RECHTSANWALTSGESELLSCHAFT MB B

München · Berlin · Düsseldorf

MECHANICAL ENGINEERING SECTOR IP ATTORNEY OF THE YEAR IN GERMANY



Hoffmann Eitle | Patent- und Rechtsanwälte PartmbB

Andreas Görg
Partner

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agoerg@hoffmanneitle.com
www.hoffmanneitle.com



HOFFMANN EITLE

TRADEMARK EXPERT OF THE YEAR IN GERMANY



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Patentanwälte mbB

Michael Turi
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www.samson-partner.de



CORPORATE LAW FIRM OF THE YEAR IN GREECE



Thesis Law Firm

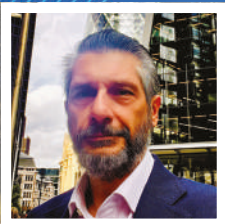
Kloy Tsiaga
Managing Partner

Tel: +30 210 7297404/405
ktsiaga@thesislaw.gr
www.thesislaw.com



THE S I S
LAW FIRM

AUDIT SERVICES ADVISORY EXPERT OF THE YEAR IN ITALY



STUDIO ALESSIO

Franco ALESSIO
Managing 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



WHITE COLLAR CRIME LAW FIRM OF THE YEAR IN ITALY



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Giuseppe Fornari
Managing Partner
Tel: +39 02 54122206
g.fornari@fornarieassociati.com
www.fornarieassociati.com

FORNARI E ASSOCIATI
STUDIO LEGALE

COMMERCIAL LAW FIRM OF THE YEAR IN MONACO

Etude MULLOT – Avocat Défenseur admitted at Monaco Bar since 1994



Maître Richard MULLOT
Avocat-Défenseur
(Barrister)



Monsieur Julien CHARAMNAC
Senior Associate

Tel: +377 99 99 62 62 avocat@mullot.mc www.mullot.mc



FINANCIAL SERVICES LAWYER OF THE YEAR IN THE NETHERLANDS



Norton Rose Fulbright LLP
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Partner
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floortje.nagelkerke@
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NORTON ROSE FULBRIGHT

LABOUR & EMPLOYMENT LAWYER OF THE YEAR IN POLAND



Baran Książek Bigaj Law Firm
Daniel Książek,
PhD with Habilitation
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Tel: +48 12 426 42 31
danielksiazek@ksiazeklegal.pl
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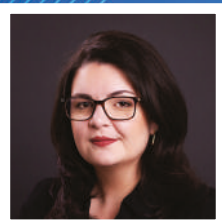
INTERNATIONAL CRIMINAL LAWYER OF THE YEAR IN PORTUGAL



António Falé de Carvalho Defence
Criminal Lawyer
in Portugal
António Falé de Carvalho
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COMMERCIAL ARBITRATION CONTRACTS LAWYER OF THE YEAR IN ROMANIA



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Oglindă & Partners
ATTORNEYS AT LAW

CONSTRUCTION LAW EXPERT OF THE YEAR IN ROMANIA

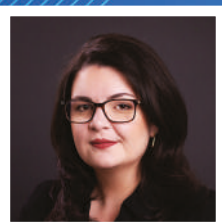


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Oglindă & Partners
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CONSTRUCTION LAWYER OF THE YEAR IN ROMANIA



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Oglindă & Partners
ATTORNEYS AT LAW

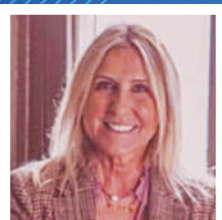
CRIMINAL LAW FIRM OF THE YEAR IN SPAIN



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Choclán
BUFETE

FAMILY LAW FIRM OF THE YEAR IN SPAIN



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GABINETE JURÍDICO INTERNACIONAL
INTERNATIONAL LAW FIRM

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Madrid Centro, Móstoles, Las Rozas, Tres Cantos
Alcobendas, Pozuelo, Getafe y Torrejón de Ardoz
SOLICITA CITA PRESENCIAL O VIDEOCITA

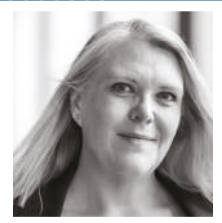
INSURANCE & REINSURANCE LAW EXPERT OF THE YEAR IN SWITZERLAND



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BADERTSCHER Rechtsanwälte
Attorneys at Law

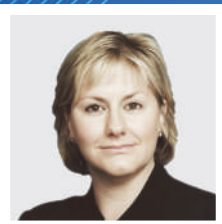
BARRISTER & CHAMBERS MARKETING EXPERT OF THE YEAR IN THE UNITED KINGDOM



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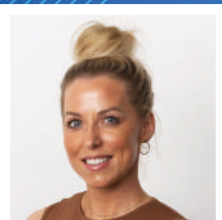
COMMERCIAL CONSTRUCTION LAW EXPERT OF THE YEAR IN THE UNITED KINGDOM



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National Head of Construction
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COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



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FAMILY LAWYER OF THE YEAR IN THE UNITED KINGDOM



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John Hooper

INTERNET LAW FIRM OF THE YEAR IN THE UNITED KINGDOM



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**TAYLOR
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SOLICITORS

MEDIA LAWYER OF THE YEAR IN THE UNITED KINGDOM



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**TAYLOR
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PALLIATIVE MEDICINE EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



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PRIVATE CLIENT TAX PLANNING EXPERT OF THE YEAR IN THE UNITED KINGDOM



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Crowe

THE AMERICAS WINNERS

The 2023 edition of ECLAC's Statistical Yearbook offers a set of regional statistics on the three pillars of development – analysing last year's economic data and providing forecasts for the road ahead.

A statistical overview of the sociodemographic, economic and environmental development of the region's countries is presented in the Statistical Yearbook for Latin America and the Caribbean 2023, an annual report by the Economic Commission for Latin America and the Caribbean (ECLAC).

This publication, which is among the United Nations regional organisation's most important, serves as a reference for those seeking descriptive statistical data that is comparable between countries and over time. The current edition contains information available as of mid-December 2023.

The Statistical Yearbook 2023 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 arena, the report emphasises that the percentage of people living in poverty declined in 2022 to pre-pandemic levels, reaching 29.0%. For the first time, this year's edition includes information on the poverty situation at the level of the largest administrative division (country subdivision), which enables a comparative regional perspective on how the lack of income is manifested geographically.

The most recent figures show that household size is continually decreasing. Households had 3.4 people on average as of 2022, while in 2010, the figure was 3.9 people, with significant gaps remaining between socioeconomic groups: the households in the lowest-income quintile have 1.7 people more than the households in the highest-income quintile. The makeup of households has also changed notably in the last 12 years, with growth in one-person households and couples without children as well as a decline in extended households.

Attendance at tertiary educational establishments shows great heterogeneity between socioeconomic groups and areas. In urban areas, while 52.9% of the population aged 20 to 24 from the wealthiest quintile participates in the higher education process, only 26.7% of the poorest quintile is in a similar situation. These percentages drop to 28.5% and 15.4%, respectively, in rural areas.

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

The Yearbook states that in 2023, the region's economies saw their Gross Domestic Product growth rate decelerate to an estimated 2.2% from 4% the year before. Although all the sub-regions experienced lower growth in 2023 versus 2022, there is notable heterogeneity between countries. South America grew by 1.5% (3.8% in 2022); the group made up of Central America and Mexico by 3.5% (4.1% in 2022); and the Caribbean (without including Guyana) expanded by 3.4% (6.4% in 2022).



In addition to the complex domestic scenario in the region, the external sector is currently unfavourable. In 2022, Latin America and the Caribbean had a current account deficit in its balance of payments of 2.7% of GDP, with a deterioration in the region's overall trade balance, affected by 22.7% growth in goods and services imports, which exceeded the 19.7% expansion in its exports.

The third chapter offers environmental statistics from the region. These include metrics on physical conditions; land cover; ecosystems; biodiversity; energy, water and biological resources; emissions; environmental quality; climate change; in addition to extreme events and disasters.

Latin America and the Caribbean is a region that is highly vulnerable to the negative consequences of climate change: floods, storms, drought and landslides, among others. In the 2016–2023 period, 90 dangerous events and disasters took place, directly affecting more than 52.8 million people and killing 5,600. The value of all the damage and economic losses related to disasters, directly or indirectly, rose to \$123 billion dollars.

The region is home to 23% of the world's forests; however, forest area and natural forests in particular have shrunk in the last 30 years. Between 1990 and 2020, the proportion of regional forest cover has decreased systematically from 53% to 46% of the territory (from 1.07 billion hectares to 932 million hectares). In this same period, the loss of land area covered by forests throughout the region totalled 138 million hectares.

World Bank Group and Brazil's Finance and Environment Ministries Join Forces to Boost Climate Investments

The World Bank Group, the Ministry of Finance and the Ministry of Environment and Climate Change have announced a partnership to boost public and private climate-related investments in Brazil. This initiative aims to prospect and optimise the necessary resources to finance solutions that tackle the effects of climate change in the country and promote the decarbonisation of the economy.

To this end, the three institutions signed a memorandum of understanding (MoU) on the sidelines of the G20 Finance Ministers' meeting in São Paulo. Key areas for collaboration include exploring technical and financial solutions to support major instruments for climate resilience in Brazil, such as the Ecological Transformation Plan and the Climate Fund.

The institutions are also working on a potential World Bank US\$1 billion allocation to the Climate Fund, with initial focus on forests, green and resilient cities, as well as solid waste management.

Carlos Felipe Jaramillo, World Bank Vice President for Latin America and the Caribbean, noted: "The World Bank Group programme in Brazil is well-aligned with the Ecological Transformation Plan. This MoU aims to support its implementation by scaling up projects focused on reducing emissions and boosting the green economy, leveraging the private sector, PPPs and carbon markets. Helping countries like Brazil develop their green potential is a priority for the World Bank."

Marina Silva, the Minister of Environment and Climate Change, commented: "The Ministry of Environment and Climate Change is active along two pivotal axes of sustainable development: combatting offences against our nation's natural heritage and fostering a new era of economic and social prosperity. Today's collaboration with the World Bank marks yet another tangible stride towards establishing a sustainable economy that contributes to the fight against inequality."

"There is a consensus that emerging economies will play a key role in the energy transition process, and that private capital is essential to support the effort that must be made over the years," said the National Treasury Secretary of the Ministry of Finance, Rogério Ceron. He emphasises that this programme is being built in collaboration with the crucial support and partnership of the World Bank, IDB and the Central Bank. "This is a relevant and consensual agenda bringing important players together to build something new."

As part of its mission to boost shared prosperity on a liveable planet, the World Bank Group has been a strong partner in promoting sustainability in Brazil. Among its activities, it has joined the Green Coalition to support sustainable development in the Amazon, and has discussed how economic development and preservation can go hand-in-hand in the region.

The World Bank has also provided in-depth analyses of how Brazil can meet its climate goals, and has promoted groundbreaking climate projects in the country – such as an innovative US\$500 million Climate Finance Solution to expand sustainability-linked finance and help the private sector access carbon credit markets.

CORPORATE LAW FIRM OF THE YEAR IN BRAZIL



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Advocacia Vasconcelos, established in 2012, was founded on the professional experience of its original partners as a result of facing the challenges proposed by the praetoriums and other institutions in Brazil.

The firm, with its activities manifested in legal consultancy and advisory activities, prioritizes the quality and effectiveness of its services – with an emphasis on direct and personal contact with the client. To this end, Advocacia Vasconcelos's profile was established based on the peculiarities and goals of its client base, always seeking solid and innovative results arising from a serious and correct assessment of risks. The firm's lawyers possess high-level technical expertise and experience in the area of corporate law, also acting as economists and financial administrators, allowing them to present innovative, effective and efficient solutions with a view to maximizing the return for the client.

Due to its location, Advocacia Vasconcelos is able to act as a corresponding lawyer in Brazil, providing support to lawyers from other cities, states and countries, anywhere in the world. It renders advice in diverse areas, including: carrying out monitoring and

due diligence in the judicial and administrative sphere; litigation in general, acting in the first and second instances before the Special Courts and the Superior Courts; attendance at hearings; preparation of parts and orders; copies and protocols of petitions related to the filing of actions, defenses, embargoes, appeals, objections, interventions and other judicial procedures; as well as oral arguments before the praetorians.

Today, Advocacia Vasconcelos advises on such additional matters as the drafting of statutes and articles of incorporation, as well as shareholder agreements and similar documents. It also mediates contentious disputes between partners, and advises on: the establishment and operation of non-governmental organizations; legal advice in the drafting, review and negotiation of national loan contracts; technical assistance; franchising and service agreements; protection of brands, patents and copyrights; preventive guidance in the area of human resources; advice on labor legislation and the drafting of individual and collective employment contracts; monitoring collective negotiations and drafting collective work agreements as well as conventions.

The team at Advocacia Vasconcelos has a history of defending the interests of public servants in matters of public administration, covering all topics related to the statutory regime – such as framework, career positioning, remuneration installments and personal advantages, removals, bonuses, length of service and retirement, as well as other benefits relevant to a public career. Their specialization extends to issues related to working in the judicial sphere, with the aim of challenging notices, objective or discursive tests, physical or psychotechnical examinations, in combination with other irregularities that result in harm or illegal exclusion of candidates. In defending the interests of participants in bidding processes and signatories of administrative contracts, the office's work takes into account: examinations of draft notices and administrative contracts; assistance in the preparation of qualification documents and proposals; advice on requests for renegotiation, economic-financial rebalancing or contract extension; presentation of objections and administrative appeals; as well as the filing of appropriate legal measures, including before the Federal Audit Court.

ASSET PROTECTION LAWYER OF THE YEAR IN CANADA



Rogerson Law Group

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As a niche law firm specializing in Asset Protection and Estates Law, Rogerson Law Group continuously works to hone our expertise and offering to best serve our clients.

Whether you are planning for the future of your business or family, we will work to provide customized advice and solutions to ensure you are always prepared. We also work to help safeguard your interests effectively in the case that a dispute should arise. To support our core practice, we provide other select services, including tax litigation and family law.

The niche Asset Protection practice at Rogerson Law Group is built on years of solid international legal experience in both offshore and onshore jurisdictions, and is headed by asset protection specialist barrister and cross-border advocate Andrew Rogerson, who has an international reputation for his cross-border experience.

Most people need expert asset protection advice and assistance during their lives, whether in their personal life or their business dealings. You may be a mid- or high-net-worth individual requiring guidance in effectively protecting your wealth; a

business seeking to protect your business through efficient succession planning; or you may be thinking about a will to protect your wealth for your loved ones.

Whatever your needs, you require efficient and effective asset and wealth protection. We are an award-winning asset protection team, and you will benefit from the unrivalled experience and reputation of our groundbreaking asset protection and cross-border lawyers. Our lawyers have a wide range of clients and offer an extensive range of asset protection options, which enable us to help identify the best asset and wealth protection model to suit your unique needs and goals. These include: protecting assets from a spouse or partner; segregated funds; offshore and onshore trusts; foundations; protecting your money from the tax authorities; as well as wills and trusts.

We take full details from every client and, crucially, we consider the wider picture from our client's vantage point. You and your circumstances are unique, and your needs and goals will, therefore, also be unique. This means we will approach your requirements as we approach all our

clients: with a tailor-made service that fulfils your asset protection needs.

Andrew Rogerson

Andrew Rogerson founded the Rogerson Law Group in 2006 after practicing law for more than 25 years. The firm has flourished since then, growing to include more than 10 lawyers and winning numerous awards.

Andrew specializes in trust and estate litigation, as well as bankruptcy and family property. He is an experienced cross-border advocate and leading Canadian authority on asset protection structures and litigating trust issues – with 11 years' experience practicing in offshore tax havens.

His work encompasses business migration to Canada, also representing clients as far as Dubai and London, where he visits regularly.

He has earned a formidable reputation as a successful litigator, having conducted hundreds of trials, applications and appeals, both in Canada and overseas. In addition, he undertakes several pro bono criminal trials each year.

FAMILY LAWYER OF THE YEAR IN CANADA



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Gene C. Colman
Family Law Centre

Gene C. Colman Family Law Centre is a boutique firm dedicated exclusively to family law.

Founding Partner Gene C. Colman began his family law career as a second-year student at Osgoode Hall Law School, where he organised the group of students and faculty who founded the *Canadian Journal of Family Law*, and designed the school's Intensive Family Law Program. He wrote Can. J. Fam. L.'s first lead editorial that called for the province to establish an agency providing representation to children in family and child protection proceedings. The province established such an agency in 1980, and Mr Colman served on the initial panel. He was father's counsel in a mid-1980s precedent-setting case that awarded joint custody over the other parent's objection. In addition, he is a long-time member of the Canadian Bar Association, the Association of Family & Conciliation Courts (AFCC) as well as the Family Dispute Resolution Institute of Ontario (FDRIO) – and is a Founding Member of Lawyers for Shared Parenting (L4SP).

In a recent case, Mr Colman devised the strategy – while Partner Kulbir Vaid acted

as lead counsel – for a mother who had been primary parent for years. The case concerned a father who concocted false allegations with which he convinced the police, as he was seeking an order in the Family Court that would secure the bulk of parenting time, combined with all decision-making. The firm ensured the return of the children, restoration of the previous decision-making status quo, as well as costs.

In an older case, Mr Colman acted for a mother and aunt whose son/nephew was a permanent ward of the Children's Aid Society. Mr Colman secured the 12-year-old's release from a brutal residential farm facility, and was able to compel Children's Aid to consent to a termination of the wardship, enabling the boy's return to his loving family.

Mr Colman noted: "When a parent believes he/she has been marginalised, either by the other parent and/or by the family law system, we step up to right the injustice. We also take pride in our contributions to the wider community, sponsoring various community events as well as legal education programmes, such as FDRIO's annual November conference. Meanwhile, I maintain a lifelong

commitment to the Jewish people and the State of Israel. October 7th presented what could be described as an existential challenge, though I am comforted by the colleagues, friends and clients, as well as former clients, who reached out with support and encouragement. This helped keep the firm functioning at a high level for those parents who rely on our professional and ethical approach – within a defective adversarial system – as we fight for their family relationships."

Over the years, Mr Colman has published many articles in respected journals, including one that the Supreme Court of Canada relied upon when it addressed a difficult concept in Canada's Child Support Guidelines. He is also an avid family law blogger. This includes his regular publication (www.complexfamilylaw.com/blog) as well as his focus on parenting in "Equal Shared Parenting Thought of the Day" (www.complexfamilylaw.com/children-s-issues/equal-shared-parenting-thought-of-the-day), where he brings together – and comments on – quotes from articles and books in the shared parenting literature.

Holland & Knight

Holland & Knight



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Partner

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Holland & Knight's corporate/M&A team has experience in the incorporation, growth and day-to-day operations of new businesses and companies, as well as in the valuation and review processes of own companies or third parties that may be acquired by the client.

Julia Velásquez, Partner, focuses her practice on a variety of corporate matters, including M&A transactions. She has advised sellers and buyers in national and transnational acquisitions of local companies, asset disposals, joint ventures and complex corporate operations. Moreover, she has extensive transactional experience in various sectors, including retail, food and beverage, mining, transportation, pharmaceutical, agribusiness, private equity funds, logistics and technology.

She is the Secretary of Arbitration Tribunals for the Center for Arbitration and Conciliation of the Chamber of Commerce of Bogotá, as well as Professor of Negotiation and Contracts at the Universidad de los Andes for the course "Legal English for Business".

According to Ms Velásquez, some of the current issues inherent in the M&A practice area revolve around regulatory compliance, due diligence, as well as managing stakeholder expectations. This is particularly noticeable because Holland & Knight serves both sellers and buyers.

She noted: "Last year, we had the privilege of assisting several clients in projects related to their ESG policy. One of these projects was the successful implementation of a washing plant for coke coal using Norwegian technology in a Colombian territory that has been historically affected by armed conflict. We advised both

parties – a local company and a Norwegian company – by drafting a master investment agreement and a shareholders' agreement, which ensured the accomplishment of the joint venture. Also, we advised an American company, which specialises in water treatment plants, entering into a joint venture with a local company to penetrate the Colombian energy industry.

"On the flip side of the coin, the recent challenges we have faced primarily revolve around economic uncertainty in Latin America, which has led to increased transaction costs. As a result, the team at Holland & Knight has faced such challenges by supporting our clients in varying, yet creative, ways – to manage expectations and find solutions that address the complexities presented by the economic conditions in the region.

"For the coming year, our focus is set on offering a competitive service in the technology, agriculture, pharma and renewable energy industries. I aim to focus on these sectors – as there is a wide variety of services we are able to offer our clients in these areas – while taking into account the ongoing integration between Cuberos Cortés Gutiérrez and Holland & Knight. This integration permits us to ensure an extended service in mining and natural resources law, project finance, corporate tax law and financial law. I will also address some broader current challenges surrounding the implementation of diversity, inclusion and equity policies. In our clients' interests, we are determined to accomplish all of this while never losing sight of the social, economic and environmental aspects of the transactions we are involved in."

Holland & Knight

Holland & Knight



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Holland & Knight is a global law firm with approximately 2,200 lawyers and other professionals in 34 offices around the world.

The firm's tax team brings added value to clients by offering services that are preventative, yet also remedial. The team is one of the largest in the legal realm, with three knowledgeable partners whose proactive approach allows them to interpret, structure and negotiate transactions within both the national and international economy. They are renowned for designing strategies to optimise the tax burden applicable to the business and/or activity affected, fully conversant with the current framework of the Constitution and the Law.

Juan Carlos Valencia, Partner, has more than 20 years' experience, with an emphasis on tax law, tax controversies, litigation, corporate structuring issues, as well as global contracts. To date, he has successfully defended clients against a number of assessments by DIAN and various Colombian municipalities in the \$10–100 million range. He has also completed significant course work at the Kellogg School of Management at Northwestern University, Harvard Law School, as well as the University of Miami.

He noted: "Holland & Knight is distinguished from its competitors through its culture of customer service, including its high level of responsiveness. We are committed to the business objectives of our clients, and we adapt to their work culture. Our broad experience on an international scale allows us to offer infrastructure and support teams – guaranteeing a service that adheres to global standards in an agile manner."

He added that some of the primary issues and complexities of the tax practice area involve compliance challenges, regulations, audits and disputes, among other areas. The team, therefore, initially devised their proactive approach for this very reason – as it would allow them to analyse and dissect the fundamentals behind any transaction taking place on a domestic or global scale.

The tax team recently obtained three highly important – and favourable – tax rulings, which were among the most significant tax lawsuits in Colombia at the time. This development shows the calibre of the team's dedication and track record, and is a testament to their experience and hard work.

Mr Carlos Valencia said: "Recent political and economic uncertainty, meanwhile, has led to some interesting changes to our tax work. This is primarily due to the new tax reform, which came into effect in 2023, and which meant that many Colombians rushed to secure their assets in light of the situation. We remain dedicated to anticipating such challenges in order to provide maximum value, and have designed appropriate strategies to optimise the tax burden applicable to the business or activity affected.

"Looking ahead, we know there will continue to be a focus on tax litigation, transfer pricing and general tax advice in our area. We also expect buoyant activity in many key industries, including hydrocarbon and mining. Similarly, private wealth management is set to remain an active area in the months ahead."

Holland & Knight

Holland & Knight



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Holland & Knight's M&A team has participated in transactions of all levels of complexity and size, representing both sellers and buyers, private equity investment funds, local and foreign investors in negotiated and unsolicited transactions, mergers, purchases and sales of shares and assets, takeover bids, as well as leveraged buyouts, private transactions, spinoffs, consolidations and restructurings, management acquisitions, joint ventures, recapitalisations, and corporate reorganisations and restructurings.

Meanwhile, the finance and investments team in Bogotá is comprised of innovative transactional and regulatory lawyers with hands-on experience in project finance, corporate finance and capital markets transactions, as well as in the structuring of financial products.

Enrique Gómez-Pinzón, Partner, has more than 40 years' experience and, in his practice, has participated in some of the largest M&A transactions in Colombia – including logistics and pharmaceutical companies, licensing of cellular telephones, banking entities, power generating and distribution companies, petroleum and gas transportation, in addition to public transportation.

He was the Co-founder and Director of the Colombian-Japanese Chamber of Commerce and Industry, and served as Director of the Bogotá Stock Exchange – also acting as an independent board member of several publicly traded companies, telecoms providers and banks in Colombia and the US. He served as the Director of the Colombian Trade Bureau in Washington DC, where he represented the Colombian government and several of its industries. In 1999, he formed part

of the Colombian Delegation for the World Trade Organization's Seattle Ministerial Conference and the Free Trade Area of the Americas' Fifth Ministerial Meeting in Toronto.

Mr Gómez-Pinzón noted: "Our team has comprehensive experience in differing industries, and this enables us to assign attorneys with relevant experience to each specific matter. It is imperative that we remain committed to assisting our clients in achieving their objectives, and, to this end, we provide IT infrastructure and support teams that allow us to ensure a service with international standards in an agile manner."

Mr Gómez-Pinzón added that some of the primary issues and complexities of M&A and investment practices areas in the current climate include regulatory compliance, due diligence and managing stakeholder expectations – and each case comes with its own challenges.

Holland & Knight shored up its corporate offering in May 2023 with its absorption of the firm Cuberos Cortés Gutiérrez Abogados. Among the new additions, the department welcomed Gustavo Cuberos, Alba Malagón and Julia Velásquez – reinforcing a solid and experienced team in corporate law / M&A.

Mr Gómez-Pinzón added: "Recent challenges we have faced primarily centre on the economic downturn in Latin America and the crisis generated by the Ukraine/Russia conflict, as well as the China/US rivalry, which has led to increased transaction costs. Holland & Knight has confronted these complexities by supporting our clients in innovative ways to manage expectations and seek creative solutions that address the opportunities presented by the economic conditions in the region."

Holland & Knight

Holland & Knight



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Holland & Knight is a global law firm with approximately 2,200 lawyers and other professionals in 34 offices around the world. The Colombian team has comprehensive experience providing bilingual and bicultural representation to companies – handling complex transactions and possessing the skills, experience and knowledge to meet all requirements and legal needs.

Today, the energy team focuses on a full array of legal and policy issues related to the energy, environment, hydrocarbons, mining, renewable energy and natural resources industries, ensuring in-depth strategic, regulatory and contractual advice. International and domestic litigation is also a strong component of the practice, covering all constitutional class actions pertaining to projects in the energy sector in Colombia, as well as throughout the region.

Partner José Zapata has more than 30 years' experience in the natural resources sector, with clients including electric, oil & gas, mining, agrochemical and industrial companies, whom he advises on the structuring of foreign investment transactions, corporate reorganisations and M&A. He is a regular speaker at conferences in Latin America, and has published multiple books and articles on such topics as sustainable development and climate change. In addition, he has served on various boards of directors, headed numerous successful companies, and served as professor of corporate responsibility, environmental liability and sustainable development in some of the most important universities in the country.

He noted: "Holland & Knight is distinguished from its competitors because of its culture of customer service, including its high level of responsiveness. We are committed to the specific business objectives of our clients, and we adapt to their work culture. Our broad experience on an international scale allows us to offer professional legal support teams, guaranteeing a service that adheres to global standards in an agile manner."

The environmental team has an in-depth knowledge of all issues associated with environmental law and land use, and is consistently up to date with legislative and regulatory changes, as well as industry guidelines. According to Mr Zapata, being able to address clients' needs for successful projects, ventures and activities in a complex regulatory environment marks one of the key concerns that one seeks to address.

He added: "Contracts, regulatory assessments and litigation can become quite theoretical if not accompanied by practical understanding. A case at hand – which speaks for itself – was one of the largest projects in Colombia, wherein more than five constitutional injunctions were sought by communities alleging failure to consult them appropriately and compensate for alleged damages. Rather than assuming the traditional oppositional approach, by working with the client's technical team we were able to explain: what had been done; the absence of impacts; the fact that any damages would in fact be compensated and there would be strict diligence in assessing community concerns; as well as clarifications of the legal requirements for permitting – all while ensuring paramount respect for social issues."

IP LAW FIRM OF THE YEAR IN CUBA



Legal Consultants and Agents of Inventions and Trademarks, CLAIM, S.A.

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We are a law firm specialized in Intellectual Property, whose objective is the representation and advice to third parties on issues related to the acquisition, maintenance, advice, protection and defense of their rights.

We offer among our main services: representation, search, registration and renewal requests, annotations of changes and licenses of all modalities related to Intellectual Property.

In Cuba, distinctive signs such as trademarks, trade names, business emblems, commercial slogans and establishment signs can be registered, as well as patents and utility models.

Our Official Agents take representation before the Cuban Industrial Property Office (CIPO).

Our firm belongs to the Cuban Chamber of Commerce, Union of Jurists of Cuba, and the Inter-American Association of Intellectual Property.

We are distinguished by our professionalism, agile and timely response to customer requests, and the high level of specialization in the provision of our services.

Our clients are characterized by their fidelity, perseverance and organization.

What are our strengths?

Six official agents of the different modalities of Industrial Property.

Excellent geographical location.

Team of professionals with a high level of specialization.

Availability of payment gateways from abroad.

What are the main complexities of Industrial Property that our clients overcome with our help?

We offer continuous and timely administrative monitoring of the matters we handle.

We provide specialized advice in accordance with current Cuban legislation.

Payment facilities from abroad.

Important successes from last year related to Industrial Property? Has the company's position within the market improved?

We were selected as the best Industrial Property firm in Cuba.

We achieved the categorization of one new trademark agent.

Large participation in international events.

What were some of the professional challenges you faced in the last 12 months, such as global crises or conflicts, and how did you adapt to them?

Economic and financial blockade.

We adapt to them by expanding the range of services provided by our Firm, providing greater comprehensiveness.

Goals for next year

Strengthen services related to Copyright and related rights, and Health Registries, to achieve greater comprehensiveness in satisfying customer needs.



DOCKETING/RENEWALS
OPPOSITIONS/NON USE
ANTICOUNTERFEITING
BORDER MEASURES
HIGH PROFILE CASES

TRADEMARK AND PATENT MANAGEMENT Caribbean & Latin America



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REAL ESTATE LAW EXPERT OF THE YEAR IN ST KITTS & NEVIS



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Dahlia Joseph Rowe, a Grenadian National and the 1998 Grenadian Island Scholar, started Joseph Rowe law firm after leaving a lucrative partnership at the largest law firm in the Federation of St Christopher and Nevis, where she worked for more than 10 years.

Ms Rowe moved to Nevis after completing her studies at the Hugh Wooding Law School in Trinidad in 2005 and obtained her Bachelor of Laws degree at the University of the West Indies, Cave Hill Campus, in 2003. She also holds a Masters of Law degree from the University of London.

Real Estate Purchase and Sale and Development

We are ready to assist you with all your needs relating to the purchase and sale of real estate in St Kitts and Nevis. We will provide you with professional assistance, from locating the ideal property that meets your needs, to handling all the legal paperwork required to make your dream of property ownership a reality, including your application for an alien land holding licence (if required).

If your interest is real estate development, whether of condominium units, a resort, hotel, villas or commercial complex, we are well placed to assist with securing approval for your project. If you would like your project to be pre-approved for the Citizenship by Investment Program, we would be happy to liaise with the relevant government authorities to obtain such pre-approval on your behalf. We can also negotiate with the government on your behalf in an effort to obtain suitable exemptions and concessions as you may require to make your venture a success.

Admiralty/Maritime Law (Ship Registration & Mortgages)

The St Kitts and Nevis Merchant Shipping Act is a relatively new piece of legislation based primarily on English maritime law. We work very closely with the St Kitts and Nevis International Ship Registry to assist with the registration of vessels, and specialise particularly in the registration of mortgages over St Kitts and Nevis vessels.

Litigation (Commercial, Civil, Personal injury, Admiralty, Real Property, Contentious Probate)

We are well equipped to advance your case in Court firmly, fearlessly, effectively and aggressively. We possess a wealth of experience in a wide range of litigation matters, such as commercial disputes (including urgent interlocutory applications), breach of contract, torts, personal injury cases, corporate insolvency and admiralty. We are experienced and highly skilled at strategically prosecuting and defending claims, so as to achieve the most favourable results for our clients.

Citizenship by Investment (Economic Citizenship)

St Kitts and Nevis is proud to have the longest-running Citizenship by Investment Program in the Caribbean. Under St Kitts and Nevis law, your citizenship application must be submitted by an authorised person. At Joseph Rowe, we are authorised to submit your citizenship application to the relevant authorities on your behalf.



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



TCF Law Group PLLC

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Head of Technology & International Practice

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TCF Law Group's team of highly experienced and sophisticated lawyers provides high-value legal services to clients ranging from startups to name-brand global companies, and from venture capital firms to private equity firms and their portfolio companies.

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.

Representative Clients & Engagements

Our lawyers have represented a variety of leading businesses in important transactions, including:

ACQUISITIONS (BUY-SIDE)

- ADT Security (+\$4.5 billion annual revenue portfolio company of Apollo Global) – in more than 12 acquisitions, including platform deal establishing its cyber-security division;
- Airxcel (portfolio company of L Catterton) – in acquisition of Aqua-Hot, a leading provider of hydronic heating systems to the RV Industry;
- Artemis Capital Partners: in multiple portfolio company acquisitions (both platform and add-on deals);
- ATN International (Nasdaq) – in multiple acquisitions;
- Battery Ventures – in UK portfolio company's acquisition of a US SaaS

services business and German portfolio company's acquisition of a US laboratory services business;

- Electronics Instrumentation Manufacturer – in bolt-on asset acquisition;
- Essex Bay Capital – in platform acquisitions of Munetrix, LLC (leading GovTech software co) and Divvy Engagement Solutions (leading employee engagement services firm);
- Everbridge (Nasdaq) – in acquisitions of NC4 and of xMatters, leading cyber-security businesses;
- Matter Communications (brand development and PR firm) – in acquisition of business of Calypso Communications;
- Novanta (Nasdaq) – in acquisition of Imaging Solutions Group;
- Panera (portfolio co of JAB Holdings) – in multiple acquisitions of franchisees;
- Talent Burst (leading IT and life science staffing company) – in acquisition of IBA Software Technologies;
- Tantalus Systems (Canadian public company) – in its acquisition of Congruive, a smart-grid technology leader;
- TechTarget, Inc. (Nasdaq) – in acquisitions of The Enterprise Strategy Group and of Xtelligent, leading IT market research and analytics firms; and
- UFP Technologies, Inc. (Nasdaq) – in acquisitions of Advant Medical Limited, Contech Medical, and DAS Medical.

ACQUISITIONS (SELL-SIDE)

- Alegeus (portfolio company of Lightyear Capital) – in sale of subsidiary to Maestro Healthcare Technology;
- Apps Associates (global IT services company): in sale of controlling interest of businesses in US, India, and Germany to BV Investment Partners;
- Artemis Capital Partners – in portfolio company sales;

- Au Bon Pain (portfolio company of JAB Holdings) – in sale of Au Bon Pain to Ampex Brands;
- Cegment (automated college payment calculator business) – in sale to CampusLogic;
- Circor International (NYSE) – in sale of its Sagebrush subsidiary to management;
- CS Operations – sale of assets of operating company to super-regional consolidator in a series of transactions;
- Edience (edtech company) – in sale of college plan support business;
- Energy Initiatives Group – in sale to portfolio company of General Atlantic;
- Morton & Company – sale of manufacturer of precision machined parts;
- Nationally recognized academic institution and faculty inventors – in sale of incubated company to US subsidiary of European life science business;
- Wave 6 (acoustic modeling software company) – in sale to Dassault Systèmes; and
- 3D printing company: in sale to 3D Systems, Inc. (NYSE).

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, and COO, chief strategy officer, and member of executive teams at public companies and companies he founded. His international experience includes living and working overseas, as well as 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, 2022 and 2023 editions of Massachusetts Super Lawyers magazine and in the 2024 Global Law Experts Handbook.



RENEWABLE ENERGY ADVISORY EXPERT OF THE YEAR IN OREGON, US



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Principal

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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 advises businesses and other organizations on 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 review of energy markets for investment firms; review of utility least-cost plans; review of federal and state energy policies and regulatory requirements, including the federal energy policies on Climate Change contained in the Infrastructure Investment and Jobs Act of 2021 and the Inflation Reduction Act of 2022; assistance on capital fundraising; and development of strategic and business plans for project development.

While consulting services have focused primarily on renewable energy technologies, the firm has also researched issues of high technology, Climate

Change, fossil fuels and nuclear energy. In addition, it has 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' 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, and 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, and has a JD Degree from New York University Law School, where he was a Root-Tilden Scholar, as well as an undergraduate degree in English from Gonzaga University in Spokane, Washington.

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

Last, but not least, Mr. Graine has published numerous papers in law reviews and in conference proceedings of renewable energy organizations – and has spoken at many conferences on energy policy. He spoke recently on the Biden Administration's energy policies to address Climate Change, including the Infrastructure Investments & Jobs Act of 2021 as well as the Inflation Reduction Act of 2022, at recent annual sessions of the Oregon State Bar's Conference on Law & Sustainability, and at the annual Green Transportation Summit & Expo in Tacoma, Washington.

BUSINESS CRIME LAW FIRM OF THE YEAR IN TEXAS, US



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JOHN R. TEAKELL
CRIMINAL DEFENSE ATTORNEY

After 15 years of criminal defense and securities prosecution work as a former state and federal prosecutor, John Teakell established the Law Office of John R. Teakell, a criminal defense law firm located in Dallas, Texas.

The Law Office of John R. Teakell is 100% dedicated to criminal defense and is capable of securing a great outcome for even the toughest and most high-level cases. Most of our clients have been charged with or are being investigated for serious crimes; specifically, Texas state felonies and federal crimes. If convicted, they could spend decades in prison.

John Teakell understands the gravity of your situation and can provide detailed and specialized knowledge to your specific case. He has also assembled a high-powered criminal defense team who can investigate the nature of your charges, secure evidence, and challenge evidence against you. As a former federal prosecutor

and experienced criminal defense trial attorney, John has first-hand knowledge of the criminal justice system needed to evaluate your case, and the resources you need to mount a rigorous defense.

John Teakell

From his legal office in Dallas, Texas criminal defense attorney John Teakell has successfully defended hundreds of individuals charged with Texas Felonies and Federal Felonies.

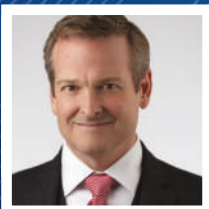
The National Trial Lawyers Association recognizes John Teakell as a top-rated Criminal Defense Attorney in Texas, as well as a Texas Super Lawyer. Teakell has also been selected for several honors, including the National Association of Distinguished Counsel's Top One Percent, Lawyers of Distinction, Best Attorneys of America, and the Global Who's Who Top Attorney. He was highlighted in Forbes Magazine, Time Magazine, and chosen to be Expert Network's Distinguished Lawyer. John's extensive experience

working as a Texas State Prosecutor and Federal Prosecutor helps ensure you achieve the best possible outcome in your case. Choosing an experienced attorney is most important when you are facing Federal Criminal charges – you need a Dallas Criminal Defense Attorney like John Teakell in your corner.

John travels to Federal Courts throughout the state of Texas. If your rights and freedom are at risk, you have been accused of a crime, or are being investigated, now is the time to seek legal counsel. Time is not on your side. You need an expert attorney, with extensive federal experience by your side to increase the likelihood of a dismissal, charge reductions, reduced sentences, or an acquittal from your charges.

After several years in the U.S. Attorney's Office in the Northern District of Texas, John was recruited as Assistant U.S. Attorney in Puerto Rico to help with their cases, and worked there for three years.

AVIATION LAW FIRM OF THE YEAR IN WASHINGTON DC, US



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JETLAW

Jetlaw, LLC is a comprehensive, national and international aviation law firm headquartered in Washington, DC, with offices in Kansas City and Chicago. Jetlaw's practice includes mergers and acquisitions, airport development and compliance projects, aircraft transactions and financing, aircraft ownership and operations structuring, FAA/DOT/TSA/CBP regulatory compliance, air carrier compliance, tax planning, federal and state audit defense, securing private equity funding, government contracting, and Department of Defense-related projects.

In 2024, Jetlaw will celebrate its 31st anniversary, along with the 31st 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.

Jetlaw's attorneys and advisers began their careers in the aviation industry, using their knowledge to help clients. "There's a limit to your understanding of aviation if your contact with the industry is from behind a desk," said Mr. Jackson, 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, Partner, 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.

Kent Jackson's experience also includes representing clients on 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 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," comments 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 author, type-rated airline transport pilot, flight instructor, and repairman, as well as an active speaker throughout the aviation industry.

CRIMINAL LAWYER OF THE YEAR IN VENEZUELA



LEGALVEN

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LEGALVEN
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In a world where justice is essential, proper legal defence is key to protecting your rights and freedoms. LEGALVEN specialises in criminal law and is committed to providing effective and fair legal representation to clients. Whether you face serious or minor criminal charges, the firm's personalised and strategic approach ensures that your rights are protected and your case is successfully defended.

LEGALVEN's practice spans various criminal defence services, ensuring that individuals facing legal challenges find the support they need. From navigating complex federal cases to providing compassionate representation in domestic violence matters, the firm will guide you through every step of the legal process.

With 24 years of experience in criminal law, Felix J. Rodriguez, LEGALVEN President and Partner, has earned a reputation for tirelessly defending the rights of his clients. As a fiercely dedicated advocate, he understands the complexities of the legal system and is committed to providing the best possible defense in every case.

He is a seasoned and highly regarded criminal defence attorney with a wealth of experience in navigating the intricacies of the legal system. Over the years, he has demonstrated an unwavering commitment to upholding justice and safeguarding the rights of his clients.

Mr Rodriguez commented: "Our defence includes representation in any criminal matter. We fight for our clients' rights to continue their livelihood in their chosen profession – and when our clients are facing criminal charges, we are their advocate. Proper and channelled aggressive representation, as well as full disclosure, are required to ensure that the rules are adhered to and the client's rights are protected at all times."

Today, Mr Rodriguez's primary areas of expertise encompass white-collar crime and drug crime. He noted that while financial crimes aren't typically considered as dangerous as other offences, they can nonetheless lead to lengthy prison sentences as well as serious financial penalties. Meanwhile, in the area of drug crime, narcotics investigations continue to take place across Venezuela – and

being convicted of a serious drug crime can result in significant financial fines, combined with jail time. If you've been arrested for trafficking a controlled substance, LEGALVEN is there to help.

Mr Rodriguez added: "In my years of practice, I have gained a high level of trial experience, which, combined with a passionate enthusiasm to fight for the criminally accused, will help you get through difficult situations. Our main objective is to promote respect for legal rights – all for the good of the community or the individual – and prohibit conduct whose purpose is to injure or endanger a legal right.

"Our clients are, often, prestigious and high-profile clients with internationally relevant identities, and our firm is renowned as a leading criminal law firm in Venezuela when it comes to these matters. In testament to our experience and reputation, LEGALVEN was successful in all cases presented in the past 12 months – including 14 white-collar crime cases as well as five drug cases."

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



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COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN BARBADOS



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INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN BARBADOS



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IP LAW EXPERT OF THE YEAR IN BOLIVIA



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CORPORATE DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN BRAZIL



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



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INTERNATIONAL BUSINESS TRANSACTIONS LAW FIRM OF THE YEAR IN CANADA – INDO-PACIFIC



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DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN COLOMBIA



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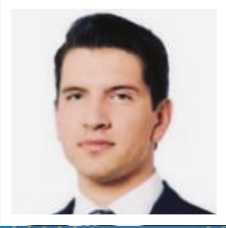
BUSINESS CRIME LAW FIRM OF THE YEAR IN MEXICO



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CORPORATE LAWYER OF THE YEAR IN MEXICO



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Ramos
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M&A LAWYER OF THE YEAR IN MEXICO



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GORCHES Y PEÑALOSA

TECH IMMIGRATION LAW FIRM OF THE YEAR IN CALIFORNIA, US



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LAND USE AND ZONING LAWYER OF THE YEAR IN IDAHO, US



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GIVENS PURSLEY^{LLP}

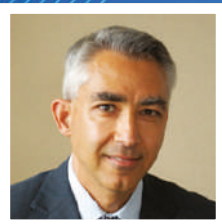
LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN ILLINOIS, US



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THE
PRINZ
LAW FIRM

ISLAMIC FINANCE LAW FIRM OF THE YEAR IN NEW YORK, US



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PERSONAL INJURY EXPERT OF THE YEAR IN NEW YORK, US



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WHITE COLLAR CRIME EXPERT OF THE YEAR IN NEW YORK, US



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GLAVIN PLLC



ASIA & OCEANIA WINNERS



Economic growth in East and South Asian economies is slowing, amid weaker global demand, tight global financial conditions and debt vulnerabilities, according to the UN World Economic Situation and Prospects (WESP) 2024.

The UN's flagship economic report presents a sombre global economic outlook for the near term. Persistently high interest rates, further escalation of conflicts, sluggish international trade and increasing climate disasters pose significant challenges to global growth. Global economic growth is projected to slow from an estimated 2.7% in 2023 to 2.4% in 2024, trending below the pre-pandemic growth rate of 3.0%.

The prospects of a prolonged period of tighter credit conditions and higher borrowing costs present strong headwinds for a world economy saddled with debt, while in need of more investments to resuscitate growth, fight climate change and accelerate progress towards the Sustainable Development Goals (SDGs).

"2024 must be the year when we break out of this quagmire. By unlocking big, bold Investments, we can drive sustainable development and climate action, and put the global economy on a stronger growth path for all," noted António Guterres, United Nations Secretary General. "We must build on the progress made in the past year towards an SDG Stimulus of at least \$500 billion per year in affordable long-term financing for investments in sustainable development and climate action."


Growth Prospects in East Asia

The East Asian economies are projected to experience a moderate slowdown, with GDP growth falling from 4.9% in 2023 to 4.6% in 2024. In most economies, private consumption growth is expected to remain firm, supported by easing inflationary pressure and steady recovery in the labour market. While recovery of services exports – particularly tourism – has been robust, a slowdown in global demand will likely depress merchandise exports, which has been the major driver of growth for many economies in the region.

China's economic recovery is facing headwinds. After GDP growth recovered to an estimated 5.3% in 2023, a combination of weaknesses in the property sector, softer external demand and trade tensions will nudge growth towards 4.7% in 2024. Accordingly, the government has stepped up policy support to stabilise and stimulate growth, reducing policy rates and mortgage rates as well as increasing public sector investments financed with new bonds.

Growth Prospects in South Asia

South Asia's economic growth is forecast to remain robust at 5.2% in 2024, albeit slightly lower than the estimated 5.3% in 2023, driven by a strong expansion in India, which remains the fastest-growing large economy in the world. Growth in India is projected at 6.2% in 2024, following 6.3% growth in 2023, supported by robust domestic demand and buoyant manufacturing and services sectors.



Tight financial conditions, in addition to fiscal and external imbalances, will continue to weigh on growth in South Asia in the near term. Furthermore, geopolitical tensions – including the ongoing war in Ukraine and the conflict in Western Asia – will expose net-oil-importing countries in the region to the risk of sudden spikes in oil prices.

Easing Inflation in East and South Asia

Inflation in East Asia is forecast to moderately rise to 1.9% in 2024 from 1.2% in 2023. In South Asia, inflation is projected to ease to 9.2% in 2024 from an estimated 13.4% in 2023 as domestic demand softens, international commodity prices stabilise and local currency depreciations ease. However, potential increases in commodity prices, as well as the adverse impact of extreme weather events, could disrupt the pace of disinflation and increase risks of food insecurity in the region.

Mounting Headwinds

Risks to the outlook remain largely tilted to the downside. Possible “higher-for-longer” interest rates in major developed countries could lead to tighter global financial conditions, pushing up borrowing costs and increasing the risks of debt distress and balance-of-payments crises – particularly in a few South Asian economies. More frequent and intense climate disasters could also lead to rising economic damages, with a disproportionate impact on the most vulnerable population groups.

Monetary and Fiscal Policies to Revive Growth and Boost Long-term Sustainability

Amid lower inflationary pressures, most central banks in East and South Asia slowed the pace of or paused interest rate hikes in 2023, while some started rate cuts to support growth. However, monetary authorities are expected to remain cautious, as the path of inflation remains uncertain due to risks of food and fuel price increases. Central banks will continue to seek a delicate balancing act in 2024 as they strive to manage inflation, revive growth and ensure financial stability.

Limited fiscal space in many East and South Asian economies requires governments to implement revenue enhancing reforms, including expanding the tax base and improving tax compliance. On the expenditure side, countries will need to improve spending efficiency. This would require re-orientating spending towards protecting vulnerable groups and increasing physical and human capital for long-term sustainability, focusing on enhancing economic infrastructure, deepening digitalisation and strengthening social protection systems. For countries facing the prospects of debt distress, credible medium-term national fiscal frameworks are required to ensure debt sustainability, especially in a few South Asian economies.

CONSTRUCTION LAW FIRM OF THE YEAR IN AUSTRALIA



Lovegrove & Cotton Construction and Planning Lawyers

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Construction Lawyer and Manager at Lovegrove & Cotton Construction & Planning Lawyers; Secretary of the IBQC Dispute Resolution Working Coalition; Former Ethiopian Consulate to Victoria attaché.

Tsigereda "Ziggy" Lovegrove has an LLB from Victoria University and a diploma in management, coupled with nine years' management experience. She has a further diploma in legal training from the Leo Cussen Centre for Law.

Construction & Planning Lawyer

Practising in the area of building dispute resolution and building regulatory advice and application, she has conduct of: VCAT matters; respondent and plaintiff advocacy in sole and multi-defendant VCAT matters; leaky building and cladding litigation; drafting and settling affidavits; defending winding-up applications; building regulatory enforcement and compliance cases; respondent building compliance regularisation; plea bargaining and negotiation with council compliance officers; as well as advising NSW certifiers on legislative interpretation.

Previous Roles

- Assistant to Ethiopian Honorary Consul to Victoria;
- Secretary to the International Building Quality Centre Dispute Resolution Coalition;
- Lovegrove & Cotton liaison contact for Hope for Children, HIV NGO Ethiopia;
- Past Financial Controller – all aspects of financial control and bookkeeping.

Law Firm Management

A diploma in management, coupled with nine years' management experience, has qualified Tsigereda to run the office – ensuring a harmonious environment wherein staff are universally treated with dignity and respect. She also maintains best-practice HR and safe workplace protocols, dealing with staff concerns to ensure there is cohesion and happiness.

International Building Quality Centre

Tsigereda is the secretary to the International Building Quality Centre dispute resolution coalition. In this capacity, she coordinates logistics for the group. The coalition

comprises multinational legal experts, ranging from King's Counsel to pre-eminent construction lawyers and arbitrators, to a senior presiding judge and a retired judge.

Bilingualism

Tsigereda is fluent in English as well as her native Ethiopian language Amharic. It follows that she can take instructions from members of the Ethiopian business community on the resolution of disputes; moreover, Tsigereda can translate legal instruments drafted in Amharic into English, and the converse. Her high level of bilingualism is a rare expertise.

Publications

To date, Tsigereda has published a number of articles, namely:

- Domestic Building Insurance Requirements in Victoria;
- Victorian Building Practitioners' Insurance Requirements;
- How to Prepare and Respond to Statutory Demands and Wind-up Applications; as well as
- Co-authorship of the IBQC guidelines for inspection protocols in emerging economies.

CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



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Proven Track Record of Exceptional Results

- Sydney Criminal Lawyers consistently achieves outcomes that are in the highest percentile of the Judicial Commission's sentencing statistics for criminal cases.
- Our legal team devises effective case strategies and fights hard to have cases dropped entirely or charges downgraded – saving clients the time, expense and stress of a defended hearing or jury trial.
- Where cases nevertheless proceed, our lawyers have an outstanding track record of winning defended Local Court hearings, as well as complex jury trials in the District and Supreme Courts.
- We also consistently win appeals in the District and Supreme Courts (including the NSWCCA) after clients have received unsatisfactory results with other law firms in the lower courts. We are one of the few firms to achieve successful criminal law appeals in the High Court of Australia.

Highest Level of Client Satisfaction

- We have the best and most comprehensive client review record of any law firm in Australia.

- Regular communication, accessibility and quality service are our team's highest priorities.

Australia's Most Awarded Criminal Law Firm

- We have received more awards and accolades than any other criminal law firm in Australia. Our team has been awarded "Criminal Defence Firm of the Year in Australia" in a number of prestigious and competitive awards programmes for several years running.

Fixed Fees

- We want our clients to know exactly how much their cases will cost from the very start. That's why we were the first criminal law firm in Australia to publish "fixed fees" back in 2004.

Free First Appointment

- For those who are going to court, we offer a free first conference of up to an hour with one of our Senior Criminal Defence Lawyers.

Specialist Lawyer Guarantee

- We guarantee that only lawyers with substantial criminal defence experience will work on your case and appear for you in court.

All NSW Courts

- From Bombala to Broken Hill, our lawyers appear in courts throughout New South Wales – and across Australia for Commonwealth cases.

Accredited Specialists

- Our entire firm is exclusively dedicated to criminal law – which makes us true specialists.
- All of our lawyers have years of experience representing clients in criminal cases, and our principal has been certified by the Law Society of NSW as an Accredited Criminal Law Specialist since 2005.

Results-Focused Law Firm

- Our team is passionate about achieving results, and unlike many other law firms, our lawyers do not have monthly financial "budgets" to meet, which means our lawyers are entirely focused on achieving optimal results in the shortest space of time.

Team of Lawyers Behind You

- Our clients benefit from the pool of knowledge that only an extensive team of experienced criminal defence lawyers can provide.

CROSS BORDER CORPORATE ADVISORY EXPERT OF THE YEAR IN CHINA



Horizons Corporate Advisory
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horizons

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 55 countries in four continents 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.”

Roberto Gilardino

Dr Roberto Gilardino is Regional Partner at Horizons, supervising its activities in APAC and CIS countries.

From Horizons’ lead office in the heart of downtown Shanghai, Roberto – in addition to his portfolio – oversees transnational operations. His Shanghai-based team, whose expertise rests in corporate issues and the safeguarding of property, liaises day-to-day with Horizons’ regional offices, serving as the advisory’s global gateway.

Roberto’s background and skill set lie in international business and corporate law, with a special attention placed on corporate government and strategy, as well as shareholder protection. Furthermore, he is highly judicious in providing clients with robust M&A support combined with negotiation analysis.

Having a deep sense of cross-cultural issues as they affect cross-border transactions and corporate matters, Roberto and his team ensure clients receive unique insights and strategies related to the difficult-to-read – and often behind-the-scenes – nuances inherent in transnational activities.

Serving as a versatile leader, Roberto is equally capable when he is required to assist highly positioned clients, and also liaise with governmental entities – as he is able to roll up his sleeves and attend to the nuts and bolts of the corporate advisory process.

Prior to joining Horizons, Roberto served professionally in ministries, governmental bodies and the private sector, primarily in China.

An Italian national, he is fluent in Italian, English, Mandarin Chinese as well as Japanese.



INTERNATIONAL TRADE LAWYER OF THE YEAR IN CHINA



AnJie Broad Law Firm

Frank Chen
Partner

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Anjie Broad
安杰世泽

AnJie Broad is a full-service law firm with more than 400 lawyers and eight offices in China, committed to delivering high-quality bespoke legal solutions to clients.

The firm adopts interdisciplinary approaches to provide clients with practical solutions. Its lawyers have extensive experience serving clients in such practice areas as: International Trade, Insurance & Reinsurance, Maritime & Shipping, Banking & Finance, Energy, Capital Market & Securities, Antitrust & Competition, PE & VC, IP, Dispute Resolution, Labour & Employment, Cross-border Investment & Acquisition, TMT, Life Sciences & Healthcare, Private Wealth Management, Real Estate & Construction, Hotels Resorts & Tourism as well as Media, Gaming, Entertainment & Sports.

Frank Chen is a Partner and the leader of the Shipping & Admiralty team, which is composed of graduates from prestigious law schools at home and abroad. The majority of associates have accumulated years of experience in prestigious law firms, insurance companies, port and shipping groups, as well as maritime safety administration.

Moreover, the team comes equipped with both a profound knowledge of the relevant theories and extensive practice experience. It is recognised as a leading choice for numerous property insurers, and is renowned for its exceptional technical expertise in matters of international trade, shipping and insurance, including insurance for cargo, hull, protection and indemnity, pollution liability, shipbuilding and projects – all provided to clients in a comprehensive one-stop service.

Mr Chen has more than 20 years' experience as a Chinese lawyer specialised in international trade, insurance, shipping and energy. He ensures good communication with the relevant court, government and arbitration institutions, and has acted in a number of high-profile cases, rendering legal services for many prominent companies. He has received recommendations from distinguished clients; meanwhile, Chambers and Partners describes him as "especially strong in handling multi-jurisdictional disputes concerning cargo damage, salvage, bills of lading and insurance".

His professional memberships include: Chairman of Shipping Commission, Shanghai Bar Association; Deputy Director of Maritime

& Logistics Professional Research Institute, Shanghai Arbitration Association; Arbitrator of China Maritime Arbitration Center; Arbitrator of Shanghai International Economic & Trade Arbitration; Arbitrator of Singapore Chamber of Maritime Arbitration; and Mediator of Shanghai Commercial Mediation Center.

In the past year, Mr Chen has handled various litigation disputes, including those related to trade, marine insurance contracts and maritime cargo transportation contracts – as well as non-litigation projects, such as letters of guarantee disputes and financial leasing projects. During this period, he was recognised for his expertise by such international rankings as Chambers and Partners, ASIALAW and the Legal 500.

He noted: "Today, our clients primarily consist of trading, insurance and logistics companies, shipyards and financial institutions. We also assist enterprises engaged in global ventures as part of the Belt & Road Policy, and we maintain high-level cooperation with law firms in the UK, Singapore, Japan, Korea, Germany as well as South Africa – which empowers us to deliver exceptional support to our clients on a truly international scale."

IP LITIGATION LAWYER OF THE YEAR IN CHINA

We believe that the best legal solutions for any of our clients' IP issues is to establish an integrated brand strategy by "Know What You Have", "Tell What You Want" and "Do What You Can".

HongFang Law (HFL) partners have been practicing IP law for more than 20 years with a common goal of providing the best tailor-made solutions for clients. HFL's top priority is the commitment to clients and stakeholders, together with the maintenance of a high standard of service quality. HFL practices through different entities integrated with our law firm, including an IP consulting firm and IP consulting Co. Ltd., covering the Chinese nation with our resources from Shanghai, Guangzhou and Beijing.

We include in our portfolio both Fortune 500 enterprises or reputable SMEs or individual inventors in the sectors: Automotive, Chemistry, Communications & Marketing, Construction, Food & Beverages, Petroleum & Energy Technologies, Information Technologies, Materials & Manufacturing, Pharmaceuticals, Software & E-commerce, Sporting Goods, Web-Based Technologies.

We focus on legal solutions for IP matters as our key practice, and we assist clients with other legal issues derivatively, primarily: Trademark & Patent Acquisition, Copyright Registration, Domain Name Acquisition & Arbitration, Customs Recordation & Prosecution, Administrative & Criminal Prosecution, Administrative & Civil Litigation, Licensing & Transaction Support, Legal Risk Assessment & Advice, Contracts & Advertisement.

Our partners, Mr. Zhang Xu, Ms. Tiger Zhao, Ms. Irene Zeng, Ms. Nikita Xue, Mr. Eric Su and Mr. Kevin Xu, are using their profound experience in order to support the firm and push us forward into the new variable IP landscape in China.

- "IP Litigation Law Firm of the Year" and "Unfair Competition Law Firm of the Year" by Global Law Experts in 2022
- "Enforcement Firm of the Year" by Asia IP Law in 2022
- "Notable Firm" by Benchmark Litigation Asia Pacific in 2022/2023
- "Top 10 Copyright Protection Case" by National Copyright Administration of China in 2022
- "Top 10 Cases in IP Protection: Criminal Case" by Quality Brand Protection Committee in 2022–2023
- "Notable Firm" for Copyright & Trademark Practice by Asia Legal Business in 2023
- "Tier 1 Firm on Copyright Practice" by Asia IP Law in 2023
- "IP Litigation Law Firm of the Year" and "Anti-unfair Competition Law Firm of the Year" by Global Law Experts in 2023
- "5A Top 100 Trademark Agency" by China Trademark Association in 2023

HONGFANGLAW LEGAL & IP



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TRADEMARK ATTORNEY OF THE YEAR IN CHINA



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Since its establishment in 1994, Unitalen has assumed its place as China's pre-eminent full-service IP law firm. Its staff – comprising 600 attorneys, paralegals and law clerks – provides services to clients from branch offices in the US, Japan, Hong Kong, Shanghai, Hangzhou, Wenzhou, Jinjiang, Haikou, Qingdao, Shenzhen, Changsha, Baoding, Kunming, Chengdu, Zhengzhou, Xi'an, Chongqing, Guangzhou, Changchun, Hefei, Dalian, Dongguan and Suzhou, centrally coordinated by its headquarters in Beijing.

Unitalen offers a full suite of IP and other technology services, which include procuring, licensing and enforcing IP rights, as well as providing guidance on avoiding infringement of existing third-party IP. Today, the firm has extensive experience in the preparation of patent, trademark and copyright applications – filing more than 5,000 new patent applications and more than 10,000 trademark applications annually with the Patent and Trademark Offices of the State Intellectual Property Office.

Senior Partner Ray (Lei) Zhao has been awarded the gold tier of Outstanding Individual Lawyer in China for both litigation and prosecution by WTR for successive years since 2013. He was named Global Leader by WTR 1000 in 2023, as well as being selected as a WIPR 2023 leader and receiving an IP STAR from MIP for the same year. Moreover, he is continuously placed among the IP Experts TOP100 CHINA by ASIA IP, and is an active member of many international organisations, such as FICPI, INTA, ECTA, MARQUES, AIPPI, the All-China Lawyers Association, the China Intellectual Property Research Society and the China Trademark Association (CTA).

Mr Zhao noted: "Our firm has clearly defined our service concept of 'considering every problem from the client's perspective', combined with 'paying full attention to every detail'. To this end, besides competitive and high-quality legal work, we offer additional services and set out higher standards for almost everything we could offer. It is in the clients' interest that we render carefully tailored and customised advice, which not only

provides answers to the clients' questions, but also delivers comprehensive strategy to ensure protection of their IP."

In recent years, Unitalen was pivotal in helping Ferrari to successfully gain recognition of its English and Chinese brand – and accompanying logo – as well-known trademarks in China. According to Mr Zhao, the reason for this case's particular significance lies in the difficulty associated with achieving trademark recognition in China, even for well-known brands.

He added: "Looking ahead, our goal is to investigate new means of providing an expanded service to our diversified client base. In this regard, the most significant professional challenge I have faced in the last 12 months concerns the development of AI, as well as the debate surrounding how we as lawyers should embrace it in our day-to-day work. I am always looking to equip myself with additional skills, and AI is an area of significant interest to me currently – because IP law professionals should never stop exploring new fields that could further their capability."



CIVIL LITIGATION LAWYER OF THE YEAR IN HONG KONG



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MUNROS
Solicitors 文禮律師行

Munros is a local independent law firm established in 1980, which focuses solely on litigation. The firm's dispute resolution practice has vast experience, particularly in complex commercial litigation, cross-border litigation and insolvency.

Since Munros does not conduct non-contentious work, it remains largely conflict-free – and is able to receive referrals from other law firms based in Hong Kong as well as overseas, where those firms cannot act.

Services:

- Commercial litigation and mediation

Lewis Man, Head of Commercial Litigation, has practised since 1998 as a commercial litigator with his emphasis on cross-border matters, fraud/asset tracing, debt recovery, enforcement of judgments as well as contentious insolvency cases. Today, he handles numerous matters for clients based locally in Hong Kong, in addition to clients from overseas – most recently from the UK, the US, Italy, the Netherlands, France, Croatia, Israel, Mainland China, Singapore and Taiwan.

Moreover, he is a recommended lawyer listed in the 2024 Legal 500 Asia Pacific directory; meanwhile, the Munros commercial litigation team has been recognised as a “Firm to Watch” by the same publication, in the category of Dispute Resolution: Litigation.

He noted: “We do not regard any law firm as our competitor, but rather as our friend. Part of our firm’s role in the local legal ecosystem is to service other law firms’ clients, where that other law firm is conflicted or does not have litigation expertise at their disposal. Other boutique litigation firms will also share work with us, wherein multiple parties require separate representation and vice versa.

“Often clients are dragged into litigation through no fault of their own, and are faced with the daunting prospects of incurring unexpected additional legal costs. Offering fee caps for predictable stages of work has enabled our firm’s clients to better budget their litigation fighting funds.”

Mr Man added that, in the current market, individual bankruptcies and corporate insolvencies continue to rise, while the US-China trade war continues to impact the local economy. More and more disputes are now reaching the courts, while cash remains tight for most local businesses.

Munros also foresees that the new Mainland Judgments in Civil and Commercial Matters (Reciprocal Enforcement) Ordinance will give rise to more enforcement and insolvency work, wherein debtors’ assets are located in Hong Kong. According to Mr Man, all of these factors have led to – and will continue to give rise to – an increased workload for the firm’s growing commercial litigation team.

Led by native English speaker, Lewis Man, Munros’ litigation team is able to communicate and share ideas with all overseas clients that prefer to work on a day-to-day basis in English.

Looking to the future, he added: “Historically, Munros’ commercial litigation client base has been, for the large part, overseas clientele looking for quality litigation lawyers who can speak and share ideas in English as a first language.

“The current economic reality is that clients do have less funds available for litigation. Clients are assured that Munros take their professional obligation to promote settlement of disputes seriously. We see repeat work from clients, who draw comfort from the knowledge that our firm will not drag out litigation purely to rack up fees.”

The firm’s independence as a local law firm further allows it to adhere to, and not exceed, the Hong Kong Law Society’s recommended hourly rates – and, as such, be more flexible with fees rather than charging out at “international” hourly rates.

“While the current economy gives rise to more litigation, and while international law firms continue to retrench their Hong Kong practices, Munros’ commercial litigation team aims to take on more workload and continue its organic growth.”



CONSTRUCTION LAW BARRISTER OF THE YEAR IN HONG KONG



Prince's Chambers

Phillip Rompotis FCIArb, FHKI Arb, FSI Arb,
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Barrister, Arbitrator, Mediator & Adjudicator

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Phillip Rompotis has more than 30 years' experience as a disputes lawyer, arbitrator, mediator and adjudicator across a range of commercial practice areas, including arbitration, construction, infrastructure & engineering, financial services, joint venture & shareholders' agreements, technology, winding-up and bankruptcy proceedings, trusts, property and landlord & tenant (including rating).

He is ranked in leading directories, including: Legal 500 Asia 2024, Leading Junior; Who's Who Legal 2023, "Thought Leader: Construction", Global Law Experts 2023-24, sole construction lawyer from Hong Kong; Legal 500 Asia Pacific (2021, 2023), Leading Junior; Doyle's - Leading Barrister (Construction), 2020; Legal 500 Asia Pacific (2017), Leading Individual; Chambers Asia Pacific (2016); and Leading Individual for Dispute Resolution: China Litigation, 2016-2018.

Phillip has extensive experience in arbitration and international arbitration matters, with an intimate knowledge of the UNCITRAL Model Law in addition to enforcement actions under the New York Convention. He is a Fellow of the Chartered Institute of Arbitrators and the Institute of Arbitrators in Hong Kong,

Singapore and Malaysia, as well as being an accredited adjudicator and mediator. He is also a member of various Lists/Panels of arbitrators, including the HKIAC, SIAC, MIArb, AIAC, CAAA, RIA, SCCA, TAI and KAIC.

Phillip has been appointed as Sole Arbitrator (and as part of a three-member panel) in more than 35 arbitration proceedings, including:

- Proceedings arising out of three sub-contracts valued in excess of HK\$250 million in relation to works carried out at a premier Macau casino;
- HKIAC proceedings in relation to a master agreement for the supply of technical goods, governed by the United Nations Convention on Contracts for the International Sale of Goods;
- HKIAC proceedings related to a dispute between a listed PRC state-owned gas company and Ethiopian entities regarding the supply of sophisticated monitoring equipment, materials and specialist labour for an oil/gas project undertaken in Ethiopia;
- SIAC proceedings in relation to a put option agreement between a listed Singapore entity and a Mainland China entity for the sale of shares in a joint venture operating medical facilities in Mainland China;

- Numerous shareholder/joint venture disputes, including a dispute arising out of a joint venture between Mainland Chinese-based investors and a prominent businessman for the construction of a USD\$20m food processing plant, a joint venture between Indonesian and Mainland Chinese equity investors and a local commercial contractor in respect of a USD\$35m commercial property development, a joint venture between Thai-based private equity investors and a local construction company in relation to the construction of a USD\$15m high-rise residential/commercial complex, and a joint venture agreement entered into by a prominent commercial construction company in relation to construction of USD\$50m residential tower.

Meanwhile, Phillip is the author of the "Construction Arbitration" chapter in "Construction Arbitration in Hong Kong: A Practical Guide", a collection of chapters written by a number of selected Hong Kong construction practitioners, published by Wolters Kluwer CCH in April 2015.

Phillip has extensive experience in arbitration and international arbitration matters, with an intimate knowledge of the UNCITRAL Model Law.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN HONG KONG



Twiggy M H Liu Law Office

Twiggy Liu
Principal

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廖美好律師事務所
TWIGGY MH LIU
LAW OFFICE

Twiggy M H Liu Law Office is a law firm of solicitors based in Hong Kong, with a strong practice in Intellectual Property law. It is founded on the basis of Ms Twiggy Liu's many years' experience in the IP field.

The firm specializes in all types of IP and IT-oriented cases, including trademarks, patents, designs, litigation, legal, administrative, customs and online enforcement, unfair competition, licensing, franchising, merchandising, trade secrets, data privacy and protection.

Through years of experience and contacts in the Greater China Region, the firm has developed both the expertise and skills necessary to represent clients' interests in a manner appropriate to local practices and market considerations.

Its client base is diverse and expanding, including both local and international businesses. The objective is to provide

cost-effective solutions to safeguard and enhance clients' legal rights in the Greater China Region and beyond. Equipped with the latest technology, matters entrusted by clients are closely monitored. The firm offers consistent value-for-money services to clients - aiming to achieve professionalism without compromise in accuracy, attentiveness or integrity.

People

Twiggy Liu is the Principal of Twiggy M H Liu Law Office. Prior to founding her own law practice in 2006, Twiggy had been engaged in the realm of IP for more than 20 years. She has set up - as well as headed - the IP Departments of several local and international law firms in Hong Kong.

Twiggy is notably skilled in handling IP portfolio protection, development, brand building and strategy planning - representing clients from a wide range of industries, such as real property, petroleum, textiles, pharmaceuticals, cosmetics,

jewellery, luxury goods, healthcare, food and beverages, automobiles, hotels, entertainment, sports, education and IT.

Twiggy runs a wholly owned, state-appointed trademark agency in Shenzhen, China, which provides IP, anti-piracy, anti-cybersquatting and FDI-related services, both inbound and outbound.

She is a member of various professional organizations, including INTA, ITMA, AIPPI, LES, APAA and HKITMP. Over the years, she has played an active role in the development of IP practice and legislation.

Twiggy obtained her LLB from University of London and PCLL from University of Hong Kong. Further to Hong Kong, she is also admitted in Australia, Singapore and the United Kingdom. She has received many awards in recognition of her expertise and has continually been named as a distinguished IP practitioner.

BUSINESS CRIME LAW FIRM OF THE YEAR IN INDIA



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PANAG & BABU
LAW OFFICES

Panag & Babu is a globally acclaimed, specialist law firm with four marquee practices – Business Crime (Compliance, Investigations & White-Collar Crime Defense), Corporate & Regulatory Advisory, Commercial Litigation & Dispute Resolution as well as Telecoms, Media & Technology.

We have a pan-India practice, serviced through our dual headquarters in New Delhi and Bengaluru.

Panag & Babu's specialism across its practice areas is sector agnostic, with a distinguished service offering drawn from multi-disciplinary teams and India's top legal talent. Our firm is ranked as one of the "Best Law Firms to Work at" in India.

Compliance, Investigations & White-Collar Crime Defense Practice

Panag & Babu's highly respected and acclaimed Compliance, Investigations & White-Collar Crime Defense Practice is India's largest multi-disciplinary business crime team, with pan-India capabilities.

As a business crime specialist law firm, we provide a comprehensive advisory framework for our clients, which not only includes internal investigations or compliance advocacy, but

also coordinated crisis management/response and the defense of government investigations, enforcement actions, and ensuing criminal/civil proceedings.

We draw our extensive experience from defending corporations in high-profile matters against allegations related to every significant area of white-collar crime. With a foundation built by pre-eminent white-collar crime attorneys, our advisory reflects our in-depth understanding of global enforcement as well as regulatory trends.

We are well versed in issues that arise in complex internal investigations that span multiple jurisdictions and mandate a strategically coordinated response, factoring in the specifics of differing legal systems. We have conducted internal investigations into a wide variety of matters, including bribery and other misconduct under Indian and foreign anti-corruption laws, such as the U.S. Foreign Corrupt Practices Act, U.K. Bribery Act; financial and regulatory fraud (e.g., non-performing assets / loan impairment, tax evasion, insolvency and bankruptcy proceedings); procurement fraud; infrastructure fraud (e.g., misuse of development funds sanctioned by multilateral development banks); violation of sanctions laws; conflicts of interest, corporate

governance lapses, board mismanagement and violation of corporate policy.

In addition, we help multinational companies develop and implement compliance programs and also conduct anti-fraud / anti-corruption / anti-money laundering due diligence on transactions. Our attorneys have helped numerous corporations across industries develop or enhance state-of-the-art compliance or control programs that address the unique challenges, risks and opportunities of the Indian market. We have trained boards, senior management and employees on a plethora of compliance and control issues.

Sherbir Panag

Sherbir Panag is the Chair of Panag & Babu's internationally acclaimed and highly respected Compliance & Investigations Practice, and is India's pre-eminent white-collar crime practitioner. Sherbir's practice has consistently been listed as a market leader for white-collar crime in India, and is ranked by Who's Who Legal, Global Investigations Review, Chambers and Partners as well as the Legal 500.

Sherbir has deep experience in crisis management, defending multinational companies, conducting complex internal investigations, as well as counselling clients on navigating India in a compliant manner.

NUCLEAR LAW EXPERT OF THE YEAR IN INDIA



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MVKini
Law firm

Els Reynaers is a Partner at M.V. Kini, where she heads the firm's Environment practice, and is specialized in environmental law and nuclear law.

Before moving to India, she worked as a lawyer on environment and energy-related issues at Allen & Overy, Brussels, and at Giordano & Associates, Chicago, US.

Prior to obtaining her Indian law degree, Els headed the Centre for Global Agreements, Legislation & Trade at The Energy and Resources Institute (TERI), New Delhi. She worked closely with the government of India on its WTO trade and environment negotiations.

Els helps clients chalk out an overall compliance strategy and assists them with obtaining or renewing environmental permits under various environmental laws, including those related to the use and management of water, air, forests, chemical substances, hazardous wastes, e-waste, plastic waste, construction & demolition waste, bio-medical waste, ozone-depleting substances, insecticides as well as food safety laws. She regularly interacts with the respective government agencies supervising these different sets of environmental laws,

including the departments in charge of issuing import/export approvals. Clients are guided through their interactions with the State Pollution Control Boards (SPCBs), the Central Pollution Control Board (CPCB) and the central Ministry of Environment, Forests & Climate Change (MoEF&CC).

She, along with her team, assists companies with their environmental due diligences and assessments of whether an Environmental Clearance / Environmental Impact Assessment needs to be obtained.

Els is skilled in turning around challenging non-compliance situations – such as in a company's immediate post-merger or acquisition phase, or after receiving show cause notices from regulatory bodies.

Alongside her environmental law colleagues, she assists manufacturing companies with obtaining all permits to set up their units, including all EHS-related consents and clearances, fire compliance, factories' law compliances, local body approvals, etc., while maintaining the highest ethical standards.

Els closely monitors all environmental cases handled by the National Green Tribunals, High Courts and the Supreme Court, and closely

collaborates with M. V. Kini's litigation team in this regard – also offering seamlessly integrated legal services to corporate clients. The team has successfully defended clients in several high-stakes litigation cases against government agencies.

Meanwhile, she published a monograph on the status of the precautionary principle, and regularly writes articles on topical issues in the environmental and nuclear energy field. Her latest publications include "Compensation for Environmental Damage: Progressively Casting a Wider Net, but What's the Catch?", Vanderbilt Journal of Transnational Law, 2021, Volume 54, No. 3 (October, 2021); and "India's Progressive Environmental Case Law: A Worthy Roadmap for Global Climate Change Litigation", Georgetown Journal of International Law (Spring of 2024).

Els serves as the General Secretary of the Nuclear Law Association of India, which she helped co-found, and was the President (2015–2016) and current Vice President (2022–2024) of the International Nuclear Law Association.

TAX LITIGATION EXPERT OF THE YEAR IN INDONESIA



Mul & Co

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MUL & Co
INDONESIA TAX LAW FIRM

DR Mulyono is the Founder and Managing Partner of Mul & Co, one of very few law firms in Indonesia that specialises 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.

DR 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,

a licensed advocate and a member of the Indonesian Advocate Association (PERADI), as well as a registered tax consultant. He is currently pursuing a doctorate degree in Law.

Before setting up Mul & Co, DR Mulyono had extensive experience in tax and legal environments. His experience in taxation extends to disputes, due diligence, advisory, 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 multinational clients from many industries, such as e-commerce, manufacturing, trading, real estate, mining and oil & gas, telecoms, hospitality and services. He has also been invited to be the speaker and facilitator in several national tax seminars and trainings.

DR 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 be a trusted adviser 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 in preparing the necessary documentation. Corporate taxpayers may also need to undertake corporate restructuring to comply with tax and legal regulations.

He has also assisted and represented many multinational companies for various high-profile tax litigation cases in the Tax Court and Supreme Court in Indonesia. Several cases he has handled are related to tax treaty implementation, M&A, royalty payment on intangibles assets, transfer pricing adjustments, VAT, as well as regional taxes.



BOUTIQUE PERSONAL INJURY AND ROAD TRAFFIC ACCIDENT LAW FIRM OF THE YEAR IN MALAYSIA



Teo & Associates

Teo Han Ley
Managing Partner

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www.teo.associates



張西崑律師樓
TEO & ASSOCIATES

Pioneering Personal Injury Advocacy: Teo & Associates’ Trailblazing Approach to Legal Excellence

At Teo & Associates, personal injury law transcends ordinary practice – it embodies a crusade for justice, especially for those who have endured catastrophic injuries. The firm was established in 1990 in Johor Bahru, Malaysia by a prominent lawyer, the late Dato’ Teo Say Koon. Under the leadership of the Managing Partner Teo Han Ley, the firm has honed its focus on cases involving severe trauma, such as amputations, spinal cord and brain injuries, paralysis, severe bone fractures, internal organ injuries as well as fatal cases. Mastery over personal injury and insurance law, combined with medical and prosthetic knowledge, is a hallmark of Teo & Associates’ practice.

Extensive Case-handling Experience

Over the years, Teo & Associates has dealt with thousands of cases, building a substantial portfolio of success stories that underscore its expertise and dedication. This vast experience has not only honed the firm’s approach to complex personal injury cases, but has also solidified its reputation as a leader in the field, capable of navigating the most challenging legal landscapes. More importantly, the firm has been instrumental in helping many victims secure favourable judgements or settlement sums that ensure their post-accident lives are secure. This commitment to achieving substantial outcomes reflects the firm’s deep commitment to restoring stability as well as quality of life to individuals affected by severe injuries.

Specialised Legal Expertise

Under the stewardship of Mr Teo, the firm has carved out a niche in handling complex personal injury claims that require a profound understanding of both medical issues and prosthetic needs. The in-depth medical and prosthetic knowledge possessed by the firm is not merely an adjunct to its legal expertise – it is a cornerstone of the practice. This specialised knowledge is crucial in accurately assessing the long-term impacts of injuries on clients’ lives – negotiating adequate

compensation that covers medical costs, ongoing care as well as adaptations required for a life post-injury.

Mr Teo’s widely recognised expertise was showcased when he spoke at the “*Future Lawyers Summit 2024*”, addressing the topic of “*Striving for Restitutio in Integrum: A Comprehensive Look at Prosthesis and Personal Injury Law in Malaysia*”. His engagement highlights not only his legal acumen, but also his deep understanding of how comprehensive medical insights can significantly impact the outcomes of personal injury cases.

This blend of legal and medical expertise allows Teo & Associates to advocate more effectively for clients, ensuring they receive the fullest compensation possible, which is meticulously calculated to support their needs and rehabilitation post-accident.

Insurance Law Expertise

Moreover, the firm’s profound knowledge in insurance law significantly enhances its capacity to challenge large insurance entities effectively. This expertise is crucial in navigating the complexities of insurance claims and disputes, ensuring that clients receive the compensation they rightfully deserve. Teo & Associates’ ability to dissect and counteract the strategies employed by insurance companies sets them apart in the legal field, and provides clients with a distinct advantage.

Legal Precedents

The firm is a prominent contributor to legal precedents, with hundreds of its cases cited in prestigious law journals, such as MLJ, CLJ, AMR, PIR, MLRA and MLRHU. This not only elevates the firm’s stature, but also actively shapes legal standards and practices within Malaysia’s personal injury law landscape.

Recognition & Legal Impact

In recognition of outstanding legal practice, Mr Teo was awarded the LexisNexis 40 Under 40 National Recognition Award in 2023, marking him the only recipient specialising in personal injury claims since

the award’s inception. This accolade underscores the significant impact Teo & Associates has made in the field.

High-value Settlements & Judgements

Teo & Associates is renowned for securing multimillion-ringgit settlements and judgements, reflecting its adeptness at handling high-stakes cases. These achievements not only demonstrate the firm’s legal prowess, but also its unwavering commitment to securing the best possible outcomes for those it represents.

Client Representation & Diversity

Teo & Associates proudly represents a diverse clientele, including both local residents and foreigners who work in or travel to Malaysia. This wide-ranging client base enhances the firm’s ability to handle a variety of personal injury cases. Its expertise in navigating cross-jurisdictional complexities is particularly beneficial to foreigners facing legal challenges far from home.

Community Engagement & Client Advocacy

Beyond the courtroom, Teo & Associates is deeply embedded in community outreach and education. The firm is regularly involved in pro bono works aimed at demystifying personal injury law for the public as well as enhancing the community’s understanding of legal rights and the complexities of insurance claims.

Professional Development

Teo & Associates is actively engaged in nurturing the next generation of legal professionals through comprehensive training programmes that emphasise ethical practice and specialised knowledge.

Conclusion

Standing at the vanguard of personal injury advocacy in Malaysia, Teo & Associates is more than a law firm – it is a vital force for legal reform. Led by the distinguished Mr Teo, the firm is poised to continue its legacy of excellence, advocacy and compassion, setting benchmarks in the legal field as well as advocating for the rights and recovery of the injured.



LABOUR LAW FIRM OF THE YEAR IN THE PHILIPPINES



Castillo Laman Tan Pantaleon & San Jose

Ancheta K Tan
Name Partner

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Castillo Laman Tan Pantaleon & San Jose counsels both local and international clients in all aspects of Philippine law. The firm excels in both advisory and implementation work, provides efficient, value-added legal service, and assists multi-sectoral clients in understanding Philippine law as well as implementing their objectives.

Throughout the years, the firm has structured itself to meet the complex needs of clients in the rapidly evolving Philippine environment by carefully ensuring a high level of client involvement and professional legal expertise, encompassing a broad range of capabilities in practically every business area.

The firm was founded in 1981 by a group of lawyers with the vision of establishing a highly professional, dynamic and full-service legal practice. Originally named Castillo Laman Tan & Pantaleon, the firm was formed with 17 lawyers. Gregorio R Castillo (Founding Partner 1981–1992, deceased), Noel A Laman, Ancheta K Tan and Polo S Pantaleon – the Name & Founding Partners – were former partners of a major Philippine law firm.

Today, the firm represents a broad range of local and foreign clients from various businesses and other sectors. These include power and energy, telecoms, mass transportation, water distribution, capital markets, banking, pharmaceuticals and healthcare, real estate, construction, manufacturing, IT, mining and retail trade, to name a few. From a modest size and mix initially, its client base has grown considerably, attaining its present level in a relatively short time.

For our clients, we strive to deliver the best quality legal service while maintaining the highest ethical standards. We are committed to the sustained development and improvement of our services via constant innovation, our common vision, and our renewed faith in one another. These factors enable us to remain competitive and meet the challenges of an ever-changing

market for legal services – also allowing us to manage the firm as an enduring and flourishing institution for future generations.

The firm's labour department is composed of consummate and experienced lawyers who represent local and international clients in all employment-related matters. These include labour disputes, compliance with statutory and regulatory standards, as well as employee benefits. Meanwhile, the department's expertise encompasses counselling services – resolving personnel problems and managing pre-litigation issues – undertaking labour audits of company policies, reviewing employment-based contracts and agreements, as well as handling labour cases in all stages before the regulatory agencies up to the Supreme Court.

The labour department also boasts a robust success record in employment litigation, which includes a cross section of illegal dismissal cases, suits for damages, unfair labour practices claims, union grievances, strikes, collective bargaining negotiations, certification elections and social welfare benefits issues, in addition to wage distortions. Equally as important, its employment lawyers have successfully guided clients in amicably resolving pre-litigation disputes bearing significant social and financial impact. They have also been adept at addressing contentious, union-related and job security issues arising from mergers, consolidations, as well as the restructuring of operations in multi-union and multi-bargaining enterprises.

The firm's employment law practitioners have been tapped as resource speakers in national conventions and multi-disciplinary seminars, while their expertise has been further acknowledged by numerous leading publications and legal guides.

Moreover, the firm offers a diverse range of immigration services, including those related to labour practice as it concerns the employment of foreign workers in the Philippines. In this area, we offer prompt and able assistance in the securing of work permits and pertinent visa types

– such as those for temporary visitors, pre-arranged employees and their families, treaty traders, retirees, immigrants, students and other special classes of visitors. Our immigration lawyers also handle deportation and citizenship cases.

Ancheta K Tan

Practice Areas:

- Labour
- Litigation
- Special Projects

Education:

- 11th Program of Instruction for Lawyers, Harvard Law School, 1979
- Bachelor of Laws, University of the Philippines, 1966
- Bachelor of Arts (English), magna cum laude, Silliman University, 1962

Awards & Citations:

- Titular Member, Governing Body, International Labour Organization, Geneva, Switzerland (1996–1999)
- Cited in "Guide to the World's Leading Labour and Employment Lawyers", Euromoney Publications PLC, 1998
- Cited as Top Lawyer in Asia Business Law Journal – The A List: The Philippines' Top 100 Lawyers
- Cited as a Recognized Practitioner (Senior Statespeople) in Chambers and Partners Legal Guide (2018)
- Cited as an Expert in Labour, Employment and Benefits in Who's Who Legal (2018)

Professional Associations & Memberships:

- ASEAN Confederation of Employers, President (1995–1997)
- Employers Confederation of the Philippines, President (1992–1995)
- Philippine Chamber of Commerce & Industry, Vice President (1990)
- Philippine Chamber of Commerce & Industry, General Counsel (1990)
- Confederation of Asia Pacific Employers, Vice Chairman



PATENTS LAW FIRM OF THE YEAR IN THE PHILIPPINES



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Our mission is to pursue at all times the path of excellence, to develop our capabilities to the fullest, and to extend ourselves to the limit.

Our vision is to faithfully adhere to the principles of dedicated service in the finest traditions and highest ideals of a learned and noble profession.

From a modest commercial law practice in downtown Manila at the turn of the 20th century, today we are one of the largest and most highly regarded law firms in the Philippines with a full offering of legal services, including advice and representation in banking and finance, capital market and securities, energy and infrastructure, immigration, intellectual property, labor and employment, litigation and arbitration, real estate and natural resources, taxation, and technology, media, and telecoms.

We are composed of more than 90 lawyers – all of whom speak English fluently and a good number of whom have received training and graduate degrees from universities abroad. Our lawyers are also active officers and members of business and civic associations in the Philippines and around the globe.

We are the sole Philippine member of Lex Mundi, a global network of around 160 independent law firms, with a combined total of more than 21,000 lawyers in all commercially significant jurisdictions throughout the world. We are also the TRACE partner firm in the Philippines and join other TRACE firms in providing practical and cost-effective anti-bribery compliance to global businesses.

We deal with the full spectrum of IP practice, which includes filing, enforcement, litigation, and prosecution of patents, trademarks and copyrights, domain names, licensing, electronic commerce, cyberspace, and software issues.

Rogelio Nicandro

Rogelio Nicandro is a member of the Executive Board. His practice focuses on IP, litigation, and arbitration.

Rogelio has acted as panel chairman and arbitrator in significant cases and has been elected since 1996 as trustee of the Philippine Dispute Resolution Center, the country's foremost arbitration center. In 1999, he became the Head of the Intellectual

Property department of the firm. He regularly attends international IP congresses, where he often contributes country reports and position papers. He is currently Vice President of the Intellectual Property Lawyers' Association of the Philippines and is past President of the Licensing Executives Society International, Philippine Group.

From 1987 to 2011, Rogelio was a legal consultant of the Asian Development Bank. He also taught Election Law in Ateneo Law School for eight years. He was lead counsel of the National Movement for Free Elections (NAMFREL), particularly for its successful accreditation as the citizen's arm for the snap presidential elections of 1986 before the Marcos-controlled Commission on Elections. He likewise handled human rights cases and became Counsel General of the Brotherhood of Nationalistic, Involved & Free Attorneys to Combat Injustice & Oppression (BONIFACIO), a human rights lawyers' group. He is past President of the Legal Management Association of the Philippines.

Rogelio received his A.B. Philosophy degree from San Beda College, and is a graduate of the Ateneo de Manila School of Law.

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



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Haridass Ho & Partners

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ADMIRALTY LAWYER OF THE YEAR IN SINGAPORE



Incisive Law LLC

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Consultant & Head of Admiralty

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Incisive Law LLC

Augustine is the Head of Admiralty at Incisive Law LLC. He is also a Senior Accredited Specialist in Maritime Law, a select group of experts with fewer than 40 individuals. Moreover, he is an Advocate/Solicitor at the Singapore Bar, and is further qualified as a Barrister-at-Law (England & Wales) Inner Temple with a high degree of proficiency. Highly experienced in shipping/admiralty, Augustine has successfully represented nearly all major P&I Clubs, some marine insurance brokers, leading shipowners in Asia and Europe, as well as marine insurers of all classes. He has worked on all aspects of dry and wet shipping matters, including advisory work, court action, mediation and arbitration.

To date, Augustine has been involved in such matters as ship collisions, tug and tow incidents, oil pollution, ship sinkings, ship total losses, groundings, overboard containers, shipboard fires, cargo losses, general average incidents, salvage operations, charterparty issues, ship sale and purchase disputes, bunker claims, shipyard works, ship management issues, oil shortage and contamination claims, mortgage enforcements, crew injury and fatal accident claims, limitation actions and ship arrests.

His 38 years of experience and his commitment to clients are the hallmarks of his success as an expert in all things marine. He is often noted to possess an impressive level of commercial

acumen, in addition to providing straightforward, precise, practical and innovative solutions.

Highlights of Complex Landmark Cases Handled

- **“Maersk Honam”** – Ship fire
- **Neptank III** – Oil pollution
- **Calpyso (of Jacques Cousteau)** – Ship sinking
- **MT Song San** – Oil Pollution
- **MV Patraikos II [2002] SGHC 103** – Ship grounding
- **Re An Arbitration in Singapore** – Containers lost overboard in boisterous weather
- **Marina Iris [2007] 1 Lloyds Rep. 66** – Ship sinking and loss of entire crew
- **Scandinavian Bunkering Pte Ltd v Misc** – Breach of long-term fixed price contract for sale of bunkers
- **MV “Hansa Brandenburg”** – Ship fire
- **Re An LMAA Arbitration in London** – breach of contract for sale and purchase of newbuild vessel (post Lehmann Brothers)
- **Re An Arbitration in London** – Disputes in shipbuilding contract
- **“X-Press Pearl”** – Fire and pollution with re-insurer’s interests under “Follow the Leader” clause

Past/Present Academic Positions

- Examiner (both setting and marking the examination questions) and Lecturer for the Singapore Academy of Law’s Maritime & Shipping Specialist Accreditation Course;
- Tutor for Admiralty subjects in the Singapore Institute of Legal Education’s Course;
- Guest lecturer in the Nanyang Technological University’s postgraduate admiralty courses;
- Trainer for WaveLink (NTUC) Academy;
- Lecturer, Tutor, Examiner and one of the Founders for Admiralty subject in Temasek Polytechnic’s paralegal course;
- Regular speaker at the Thai Shipowners Association.

Academic Contributions

- Contributor to Halsbury’s Laws of Singapore (Carriers) Reissue (2016 – Present);
- Authored the chapter on the subject of “Arrest of Ships in Singapore” in the IBA Maritime Law Handbook;
- Authored the chapter on the subject of limitation of liability under Singapore laws in the book “Limitation of Liability for Maritime Claims” by Patrick Griggs, Richard Williams and Jeremy Farr (LLP, 4th Edition 2005);
- Contributor to the practitioners’ publication, “Singapore Precedents of Pleadings” (Sweet & Maxwell).

SHIPPING & TRADE LAW FIRM OF THE YEAR IN SINGAPORE

Incisive Law LLC



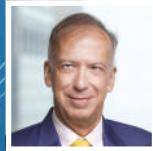
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Incisive Law LLC

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Incisive Law LLC is a boutique Singapore law practice and views itself first and foremost as a proactive business services partner to its clients. The firm represents clients in the Singapore Courts as well as in domestic and international arbitrations, and its transactional practice covers major projects in Southeast Asia and beyond. Incisive Law is reputed for its commercial acumen, precision, practicality and innovative approach – all while providing optimal value for clients through bespoke yet competitive fee structures.

The firm offers a full spectrum of legal services to individuals as well as local and multinational corporations across multiple sectors, including: shipping, trade and commodities, energy and infrastructure, financial services, technology, media and telecoms, among many others. Its core practice areas are shipping, maritime, international trade and insurance.

Since 2023, Incisive Law has been in association with the leading international legal business of DAC Beachcroft, through which it has access to a greater breadth and depth of resources and expertise.

The firm has comprehensive experience representing companies in the shipping and trade sectors on a global scale, and clients include shipowners, charterers, ship managers, operators, traders, cargo owners, shipbuilders and insurers, regardless of the type of vessel involved. It handles all aspects of shipping dispute resolution, from small-value claims to high-profile, complex multi-jurisdictional disputes, whether in court proceedings, arbitration or other ADR forums (such as those of mediation or early intervention).

The firm's transactional practice encompasses a range of non-contentious maritime matters, including matters

concerning electronic bills of lading, charterparty review and amendment, ship finance, rig and vessel construction contracts – as well as ship sale and purchase transactions, in which it acts as, inter alia, escrow agent and sellers' or buyers' representatives.

In addition, the Incisive Law team is home to lawyers who are fluent in a range of languages spoken in the Asian region, including English, Mandarin, Bahasa Indonesia, Malay and the Taiwanese (Southern Fujian) dialect.

Loh Wai Yue

Wai Yue is Joint Managing Director of Incisive Law, a Senior Accredited Specialist (Maritime & Shipping Law), Singapore Academy of Law, and is qualified to practise law in Singapore, Hong Kong as well as England and Wales. He specialises in shipping, trade, commodities and insurance law. Wai Yue has extensive experience in institutional and ad hoc international arbitrations in Singapore, London and Hong Kong, and as an advocate in the Supreme Court of Singapore. He is counsel of choice for many international commodities traders, shipowners and their insurers, and is ranked in various legal directories, where he is noted for being "brilliant in the way he deals with complexities" and a "strategist who can come up with detailed solutions".

John Seow

John is a Director in Incisive Law, its Head of Litigation, and a Senior Accredited Specialist (Maritime & Shipping Law), Singapore Academy of Law. John has a particular interest and expertise in wet shipping work, and his technical prowess as a former marine engineer is especially valued in this area. He has extensive experience in advisory and advocacy work in commercial litigation and arbitration, advising on and appearing as counsel in sale-of-goods disputes across international borders, covering a wide

range of commodities and trade finance matters. He is a Fellow of the Chartered Institute of Arbitrators, and has been appointed as arbitrator across a range of institutional as well as ad hoc arbitration cases. A veteran with almost 30 years' experience, John has been recognised by Best Lawyers 2022, 2023 and 2024 in the area of Shipping and Maritime Law.

Augustine Liew

Augustine is a Consultant with Incisive Law, its Head of Admiralty, and a Senior Accredited Specialist (Maritime & Shipping Law), Singapore Academy of Law. For the last 38 years of his legal practice, he has specialised in maritime matters. Today, Augustine's work is predominantly focused on all aspects of dry shipping and wet admiralty matters. The nature of work he is engaged in includes advisory, court action, mediation and arbitration. Augustine possesses a pragmatic approach towards litigation and case handling, as well as a decorated academic CV. He has contributed to numerous legal publications and has held academic positions as examiner/lecturer or trainer with reputable tertiary and professional institutions in the area of Maritime Law.

Bill Ricquier

Bill is Joint Managing Director of Incisive Law, and Head of the Corporate Practice. He possesses extensive Asia market experience, having practised as a lawyer in Singapore since 1994. He advises clients on a range of non-contentious maritime matters, in particular ship finance, ship sale and purchase as well as rig and vessel construction contracts. He advises on banking issues, such as secured lending, syndicated loans, guarantees and trade finance documentation – as well as regulatory issues, including insurance. He has taught law at universities in England and Singapore, and regularly lectures to various professional bodies.

INTERNATIONAL TRADE DISPUTES LAW FIRM OF THE YEAR IN SOUTH KOREA



Choi & Kim

C. J. Kim
Partner

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Law Offices
CHOI & KIM

Founded in 1997, Choi & Kim was the first boutique firm in South Korea to specialise in shipping and insurance law. Since its establishment, the firm has been recognised by law magazines as a top-tier firm in shipping for more than 25 years, as well as a highly recommended firm in matters involving trade disputes, insurance and commercial litigation.

C. J. Kim, Partner, is especially known for his forté in litigation as well as providing professional and commercial solutions to clients in disputes involving shipping and insurance law. As such, he served as the Chairman of the Korean Insurance Law Association, which is the sole academic institute in Korea that specialises in insurance law, and as Vice Chairman of the Korean Maritime Law Association. He also regularly speaks at industry events and conferences, and has published myriad writings on shipping and insurance law based on his litigation experiences.

A noteworthy achievement is his successful defence on behalf of the

International Oil Pollution Compensation Fund, a quasi-insurance institution established in accordance with the International Fund Conventions, against the claims brought by more than 120,000 claimants following the Hebei Spirit oil spill in 2007, the largest oil spill incident in Korean history.

Mr Kim noted: "For overseas clients, Choi & Kim is especially attractive for being conflict-free – as opposed to major law firms that tend to represent Korean conglomerates, such as the major shipyards, POSCO, KEPCO and KOGAS. Furthermore, our firm is comprised primarily of partners, whose expertise and insight enable us to provide unparalleled legal advisory services at the pace of demand at competitive rates."

Choi & Kim has had an illustrious history. Following the insolvency of Hanjin Shipping in 2016, the then-largest shipping company in Korea, the firm was called upon to provide tailored legal solutions on every possible – complex and sometimes unprecedented – maritime and insolvency issue involving a large shipping company,

such as: termination of slot-charter agreements with other carriers, breach of preferential-user terminal agreement, effect of bills of lading and validity of termination of long-term charterparty in insolvency situation, as well as filing proof of claims with the insolvency court, and London arbitrations.

In terms of the firm's current case work, it is engaged in an ongoing lawsuit against a major Korean shipyard in a product liability action based on a grounding incident in the Suez Canal. The firm is expected to obtain a favourable court judgement, recognising that the shipyard is liable for manufacturing a defective ship and any resulting damages. Meanwhile, the firm has provided competent advisory to its clients in a case concerning complex demurrage-related issues that resulted from an allision by a vessel with port facilities at a port owned by KOEN.

Looking to the future, Choi & Kim has made it an utmost priority to expand the scope of its engagement to also cover general insurance as well as cross-border commercial litigation.

PATENTS LAW FIRM OF THE YEAR IN TAIWAN



Formosan Brothers Attorneys at Law

Li-Pu Lee
CEO / Managing Partner

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 **FORMOSAN BROTHERS**
寰瀛法律事務所

For more than 25 years since Formosan Brothers was founded, with a passion for the law and care for people, we have provided our clients with high-quality legal services based on our belief in honesty, professionalism, responsibility, and teamwork, earning the trust and recognition of our clients.

To us, our clients are also our partners, and we strive to remain vigilant about the most cutting-edge technological issues and global trends. This way, we can combine our perspective and unparalleled legal services to form a tailor-made team to fit our clients' ever-evolving needs.

Aside from our efforts to cultivate and service the domestic legal market, Formosan Brothers has also achieved significant success internationally. Many of our attorneys are licensed to practice both in Taiwan and foreign jurisdictions, contributing to our deep knowledge of international legal matters. What sets Formosan Brothers apart from our competitors, especially other international law firms, is that our team of attorneys and consultants also receive legal training in Taiwan. As such, our team understands

Taiwan's unique cultural and business nuances. Meanwhile, our international clients take comfort in knowing that we will combine both international knowledge and domestic understanding to craft the most suitable solutions to transnational matters. This unique offering remains one of Formosan Brothers' most acclaimed advantages.

Over the years, Formosan Brothers has helped numerous internationally renowned enterprises and transnational corporations handle both litigious and non-litigious legal affairs in Taiwan, gaining high recognition within the international legal community. Our firm and our colleagues have repeatedly won nominations as outstanding law firm and outstanding lawyers in diverse fields by internationally renowned legal organizations and magazines, such as CHAMBERS, ASIALAW, IFLR100 and Corporate INTL. In addition, through years of cooperation with well-known foreign law firms – establishing and maintaining good relationships with them – Formosan Brothers has expanded its cooperation network to 124 countries and regions worldwide. Therefore, in addition to providing legal services in Taiwan, when our clients have any legal needs in other countries,

we can promptly assist them in obtaining the necessary legal services overseas.

Formosan Brothers also believes in social responsibility. Based on the principle of promoting the rule of law, the firm is dedicated to serve and benefit the Taiwanese society. To this end, we actively participate in activities for public welfare – including bar association activities, patent association activities, legal aid, as well as legislative reform.

With the advancement of technology and a close-knit global supply chain, businesses are facing a fiercely competitive environment. To strengthen its competitive edge in the new generation – in addition to developing its own specialties and technologies to differentiate itself from the competition – a business needs to continue to innovate. It must effectively manage and utilize its IP rights, such as patents, copyrights, trademarks, trade secrets, and data.

Formosan Brothers has, therefore, dedicated itself to the field of IP for many years. From the prosecution, maintenance and management to licensing and enforcement of, we offer a complete and comprehensive legal service to our clients.

AUDIT & ASSURANCE SERVICES EXPERT OF THE YEAR IN TURKMENISTAN



PA Maksat Sahedov

Maksat Sahedov
Partner

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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 & 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
- Keeping 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 international networks 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.



COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN AUSTRALIA



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DEFAMATION LAWYER OF THE YEAR IN AUSTRALIA



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PRIVATE EQUITY LAWYER OF THE YEAR IN AUSTRALIA



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AI & BIG DATA LAWYER OF THE YEAR IN CHINA



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COMMERCIAL REAL ESTATE LAWYER OF THE YEAR IN CHINA



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CYBERSECURITY & DATA PROTECTION LAWYER OF THE YEAR IN CHINA



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IP LAW FIRM OF THE YEAR IN CHINA



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INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDIA



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LITIGATION LAW FIRM OF THE YEAR IN INDIA



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KARANJAWALA & COMPANY
Advocates

PATENT PROSECUTION LAW FIRM OF THE YEAR IN INDIA

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BANKRUPTCY LAWYER OF THE YEAR IN INDONESIA



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Intellectual Property • Corporate & Technology • Dispute Resolution

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BANKING AND FINANCE LAWYER OF THE YEAR IN JAPAN



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CROSS BORDER M&A LAW EXPERT OF THE YEAR IN JAPAN



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ECONOMIC SANCTIONS LAW EXPERT OF THE YEAR IN JAPAN



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ECONOMIC SECURITY LAW EXPERT OF THE YEAR IN JAPAN



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EXPORT CONTROLS LAW EXPERT OF THE YEAR IN JAPAN



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TRADEMARK LAW FIRM OF THE YEAR IN JAPAN



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COMPETITION LAW EXPERT OF THE YEAR IN KOREA



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INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN MALAYSIA



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Shearn Delamore & Co.

IP LAW EXPERT OF THE YEAR IN NEW ZEALAND



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AVIATION LAWYER OF THE YEAR IN THE PHILIPPINES



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FULL SERVICE LAWYER OF THE YEAR IN SRI LANKA



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EMPLOYEE BENEFIT CONSULTANCY FIRM OF THE YEAR IN TAIWAN



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INSURANCE BROKERAGE FIRM OF THE YEAR IN TAIWAN



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CORPORATE LAW FIRM OF THE YEAR IN UZBEKISTAN

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AFRICA & THE MIDDLE EAST WINNERS

The African Union Commission (AUC) and the World Bank have marked a significant milestone in their partnership with the signing of a grant agreement to support the implementation of the Africa Think Tank Platform Project – which is aimed to help think tanks across the continent produce policy-relevant research on critical cross-border priority issues.

The \$50 million project will enable the AUC to create and set up the structures and systems necessary to operate a continent-wide platform for effective cooperation and harmonisation on regional policy issues among country-level policymakers, regional associations and think tanks. In addition, it will facilitate resource mobilisation and the creation of facilities to attract funds from various stakeholders to support the platform's operations. This new project brings the total value of World Bank-supported projects, approved by its board of directors, to \$131 million, all aimed at supporting the implementation of AUC's strategic priorities.

"We express profound gratitude to the World Bank for its leadership and unwavering commitment to Africa's development," noted Monique Nsanzabaganwa, AUC Deputy Chairperson. "This generous grant for the Africa Think Tank Platform Project marks a pivotal step in our partnership and reflects our shared vision for the continent's future. The World Bank's support transcends mere contribution; it represents a strategic investment in building the Africa we aspire to, as envisioned in Agenda 2063."

The African Union and World Bank have a longstanding and robust partnership, collaborating on numerous initiatives aimed at fostering regional integration as well as propelling Africa's forward development. Four recent endeavours funded by the Bank support these goals.

The AUC's Food System & Resilience Program Grant, totalling \$13 million, supports the harmonisation of policy frameworks around trade, groundwater management and the creation of regional centres of leadership to drive African approaches to digital technology in agriculture as well as knowledge-sharing mechanisms.

Meanwhile, the East Africa Girls' Empowerment & Resilience programme has provided \$12 million to help the AUC promote a solid and comprehensive policy framework to empower females on the continent, based on the Maputo Protocol, which recognises the need for women's participation in peacebuilding processes and calls for the elimination of all forms of violence against women.

Further, the West Africa Regional Digital Integration Project has granted \$6 million to the AUC to help implement the African Union's strategic vision for creating a continental Digital Single Market by 2030. This will contribute to removing cross-border barriers to trade, boost digital connectivity and services, and increase consumers' access to online content across the continent – multiplying the benefits of digital development through economies of scale and spillovers to create quality jobs.

Lastly, the Building Institutions & Systems to Harness & Realize Agenda, totalling \$50 million, aims to strengthen the capacity of the AUC and the African Continental Free Trade Area's (AfCFTA) Secretariat in supporting member states to negotiate and implement selected commitments to enhance regional integration and intracontinental trade. It will increase the volume of trade among countries benefiting from the AfCFTA's preferential tariff regime, and will help accelerate the implementation of the Single African Air Transport Market and Free Movement of People protocols.

These financings reflect the World Bank's commitment to support regional integration in Africa. "Our commitment is clear: sustainable development in Africa is intrinsically linked to regional cooperation," commented Victoria Kwakwa, World Bank Vice President for Eastern & Southern Africa. "We are committed to enhancing our partnership with the African Union Commission to scale development impact, by bringing together our technical expertise and financial resources and the AUC's political legitimacy to mutual advantage."

The World Bank's regional integration portfolio currently amounts to more than \$23 billion of commitments, with around 90 projects spanning across countries and regional economic communities, enhancing human capital, resilience, connectivity and market integration. 13 of these projects, totalling \$280 million, are implemented by the AUC and its affiliated institutions, including AFRISTAT, Africa CDC and the AfCFTA Secretariat – to help respond to current and future public health threats, harmonise statistical systems, and to create an enabling environment for women's and girls' empowerment.

These operations fully align with the African Union's Agenda 2063, "The Africa We Want", and with the World Bank's regional integration strategy to step up regional integration to help accelerate Africa's economic and social transformation. "The World Bank's Evolution Roadmap clearly emphasises the interlinkages between global and country development outcomes, and cross-border challenges," said Ousmane Diagana, World Bank's Vice President for Western & Central Africa. "Regional economic integration is an important driver for building productive capacities and achieving structural transformation for sustained development, and we will continue to support the AUC, the regional economic communities and African countries to achieve that."

TDB and the World Bank to Accelerate Access to Sustainable and Clean Energy in Africa

The World Bank has extended a facility of close to \$300 million to the Eastern & Southern African Trade & Development Bank (TDB) to support distributed renewable energy (DRE) and clean cooking private sector projects in eligible countries of the World Bank's International Development Association (IDA) that are TDB member states.

This new facility follows TDB's successful financing of innovative, off-grid solar projects in the region it serves, which were financed under a groundbreaking \$415 million World Bank Regional Infrastructure Financing Facility (RIFF) facility that was extended to TDB in 2020.

It is part of a first wave of phases of IDA's \$5 billion Accelerating Sustainable & Clean Energy Access Transformation (ASCENT) programme, which is expected to provide access to electricity to up to 100 million people in Africa over the next seven years and contribute to achieving SDG 7. Other phases under this stage of the programme include the ASCENT COMESA Regional Acceleration Platform to be implemented by the COMESA Secretariat, as well as programmes in four initial countries, which were selected as ASCENT champions representing different energy access stages and contexts found in the region.

The facility is financed through International Development Association (IDA) financing and a grant from the Energy Sector Management Assistance Programme (ESMAP). Under the facility extended to TDB, the ASCENT Regional Energy Access Financing Platform (REAF) will be established and implemented. The ASCENT REAF is estimated to have the potential to facilitate access to electricity for up to five million people, access to clean cooking for up to one million people, and will add up to 35MW in terms of energy capacity to the region.

Through direct lending to the private sector, co-financing or on-lending via financial intermediaries, loans under this facility will be provided to DRE and clean cooking companies – with smaller loans to SMEs to be extended through TDB Group's Trade & Development Fund (TDF).



FULL SERVICE TAX ADVISER OF THE YEAR IN ALGERIA

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KPMG is an international and multidisciplinary player, present in 156 countries, with more than 156,000 professionals.

Meanwhile, with its years of presence in Algeria and the expertise of its collaborators, KPMG Algérie has in-depth knowledge of Algeria, its legislation and its practices. We utilise our experience to serve your local needs via specialists spanning diverse sectors. We have significant experience in the entry strategy of companies acting in such sectors, as well as the establishment of a myriad company types. As a result, we are more than qualified to meet your needs by rendering advice on the various legal, tax and foreign exchange implications of establishing your company in the region.

We support our clients in all sectors and sizes – in their challenges of financial and extra-financial performance, transformation and growth. A multitude of important companies have placed their trust in KPMG Algérie, which has led to our current reputation as the leading consulting firm.

With 120 employees, all from high-level training backgrounds – and well-versed in KPMG's international methods – KPMG

Algérie has developed cutting-edge, sector-specific skills, which enable its clients to be advised by top-tier professionals in their field. These professionals are capable of supporting a company from its creation, through all stages of its evolution, whether they are local, regional or international in their scope.

In addition, we provide our customers with the availability of a global network, which offers the same quality of service and the same methodology, wherever they are based in the world – while taking into account the local specificities of languages and cultures.

Ramzi Ouali (Algeria) is the General Manager of KPMG Algérie in Algeria, a subsidiary of KPMG France and a leader on the Algerian auditing and consulting services market. Lamia Achaibou is the Tax Director, with 14 years of experience. He has worked at KPMG Algérie in various roles, including Tax Manager.

The First Consulting Firm to Set Up in Algeria

Apprised of the liberalisation movement – which is growing in Algeria, and which is generating new requirements for national companies – KPMG decided to be the first “Big Four” firm to set up there. For around

ten years, KPMG Algérie has been involved in numerous high-level projects and cases, and has thus acquired the requisite knowledge of local historical, cultural and political realities that are essential to a comprehensive understanding of Algerian issues.

Our cooperation with Algerian consulting firms has been part of a long-term development perspective for several years – a major asset that was built up over the course of the projects carried out.

Living Our Values

All KPMG employees, in Algeria and around the world, are united by a community of values that guide our actions:

Integrity

We do what is right.

Excellence

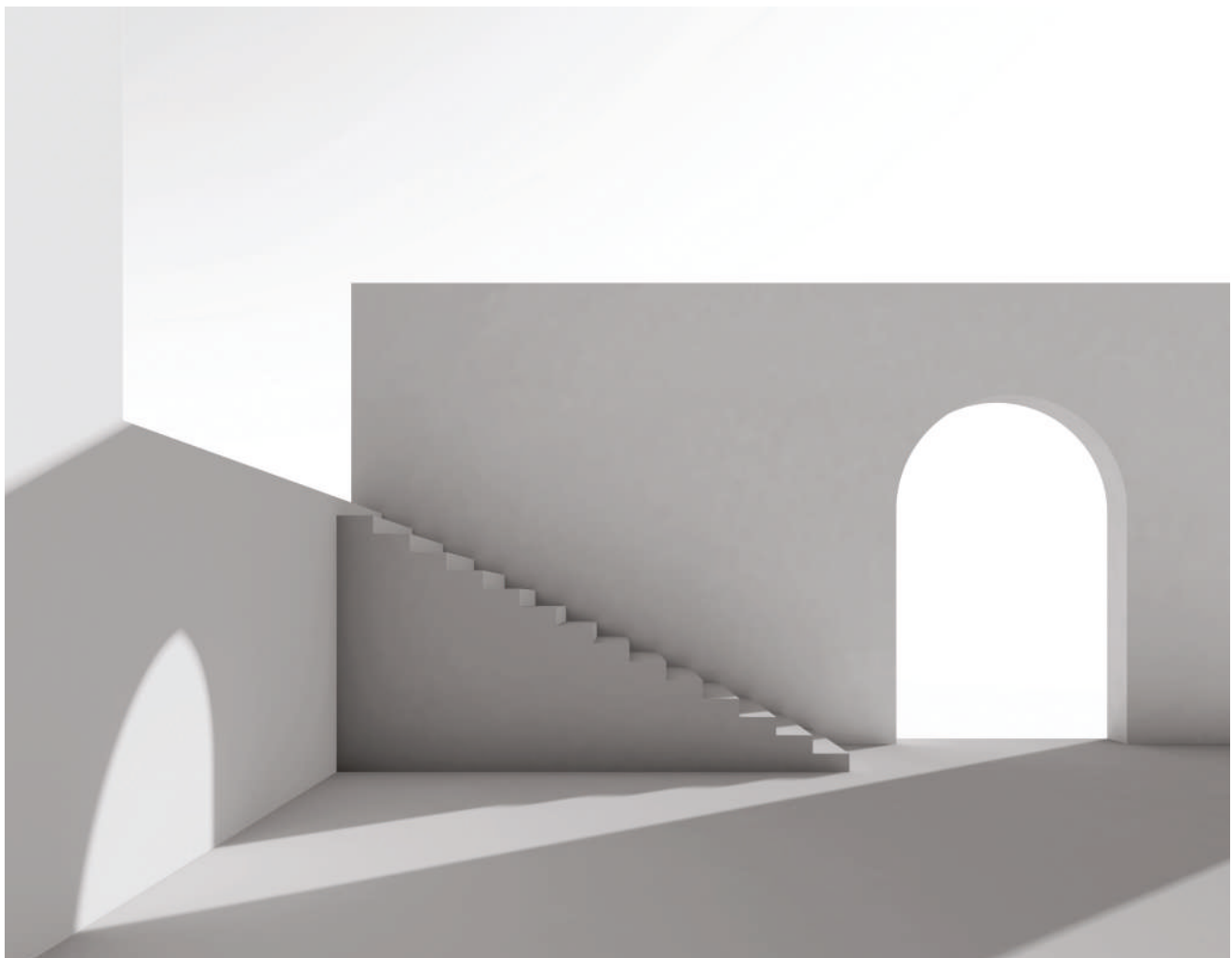
We never stop learning or providing quality service.

Courage

We think and act boldly.

Together

We respect each other and enrich each other through our differences.



CORPORATE FINANCE LAW FIRM OF THE YEAR IN CAMEROON



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JING & PARTNERS
ATTORNEYS AT LAW
INTELLECTUAL PROPERTY ATTORNEYS

JING & Partners is a leading full-service and corporate law firm in Cameroon and Central Africa. Its experienced attorneys are principally based in Douala, serving Cameroon and the Central African sub-region. The firm is reputed to be the law firm of choice in the CEMAC region.

The firm has been consistently ranked Band I in the Chambers Global Rankings for 2004–2024. One of its most valuable assets is its bilingual nature – incorporating French-speaking (Francophone) and English-speaking (Anglophone) solicitors, and it is therefore readily tailored to suit the dual legal system of Cameroon in particular, and the Central/West African region in general. Through a mastery of these two key legal systems, JING & Partners has developed the relevant expertise to address the requirements of its vast array of foreign investor clients.

Managing Partner Paul Jing noted: “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 the largest deals across the territory of the Republic of Cameroon as well as the CEMAC sub-region.”

In recent years, the firm has been at the forefront of revolving, asset-backed and structured financing, the most significant bond issues in the capital markets of Cameroon and the CEMAC region, as well as landmark transactions in the commodities, telecoms, oil & gas and energy sectors. Meanwhile, its attorneys have earned sterling reputations for providing invaluable legal services to the largest local banks and their foreign affiliates for more than a decade.

In particular, JING & Partners has been highly successful in assisting investors during negotiations with government bodies, in addition to authorities on the other side,

in such matters as: Production Sharing Contracts negotiations, concessions and obtaining licences/permits on behalf of oil & gas clients; as well as other sectors of business activity, inclusive, but not limited to, banking, financial services, trade, mining, project and corporate finance, maritime and ports, transport, M&A, aviation and electricity. It is also held in high esteem for its excellent working relations with government departments and regulatory bodies, and is fully compliant with FCPA, UK Bribery and the related anti-corruption laws.

Mr Jing, a Harvard graduate with more than three decades of practice experience, currently oversees the firm’s practice in such sectors as commercial, corporate, corporate finance, energy, FDI and IP. He assists major corporations seeking reorganisations, restructurings, acquisitions and divestitures, and is a Legal Consultant of the World Bank – also holding memberships with the Cameroon Bar Association, the Nigerian Bar Association and the International Bar Association (IBA).

He added: “We are known for our high level of responsiveness – that is, reacting to and meeting clients’ deadlines, as well as being solutions-driven and respectful of professional ethics. We are particularly adept at this cross-jurisdictional approach, as one of the most valuable assets of the firm is its bilingual nature. Consequently, we are readily tailored to suit the dual legal system of Cameroon in particular, and the Central/West African region in general.

“A recent challenge we have faced concerns the availability of legislation in certain innovative areas of law. However, we have overcome this issue by working with regulators to adapt to the changing times. At the same time, the COVID effect is still looming, and this affects productivity as clients resort to reduced budgets on legal services.

Similarly, the increase in taxes over the last year has been a serious demotivation, but we adapt to these challenges by accommodating our clients’ budgetary constraints.

“Furthermore, we have seen an increase in local competition, as more firms are getting involved in our area of practice – yet, JING & Partners continuously works on improving the quality of our work and ensuring that clients are satisfied with their outcome. This trait positions us as the number one law firm in the region.

“Looking to the future, we will continue to build on our performance for our internationally diversified client base by taking on new and challenging cases. Given our experience in assisting foreign clients, our ranking 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.”

Recently, the firm acted as local legal counsel for the sellers in the acquisition of Guinness Cameroon S.A. by Brasseries et Glacières Internationales (BGI) – a groundbreaking event for Cameroon and the CEMAC region. This acquisition stands out as the largest M&A deal in Cameroon and the CEMAC region for over a decade now, and marks a milestone in the brewery industry, while also setting a new benchmark for M&A. JING & Partners played a pivotal role in smoothly navigating the complexities of the deal. Leveraging its substantial expertise in M&A, it ensured a smooth transition, safeguarding the interests of all parties involved.

Today, the firm’s client base is primarily composed of corporate multinationals, spanning the largest banks in the country as well as market-leading corporations in various sectors of the economy.



INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN EGYPT



Maddock & Bright IP Law Office

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Maddock & Bright IP Law Office, established for 74 years, is ranked among the most professional law firms in the region, specialising in the protection of intellectual & industrial property rights in Egypt, the Middle East and North Africa.

The firm has filled a market gap by effectively combining services in the fields of IP law and market entry support. Today, it provides customised and comprehensive advice catered to meet the specific needs of foreign companies, as well as law firms in the MENA zone.

Beyond the conventional and traditional practices of IP firms, Maddock & Bright's extended services encompass, but are not limited to: custom proceedings, white-collar crimes, investigation and undercover operation, trademark use and non-use investigations, online monitoring and takedowns, track-and-trace procedures, IP survey, test purchases, company research, surveillance, factory/warehouse findings, raid support, anti-counterfeiting programme management, police customs cooperation, police customs training, as well as civil and criminal prosecution.

As a Managing Partner at Maddock & Bright, Abdel Wahab Moustafa's legal strategies – which span administrative and court proceedings, undercover investigations and border seizures – have enhanced the firm's credibility over the years. He is responsible for coordinating investigators focused on disrupting the production and distribution of counterfeit goods, in addition to prosecuting counterfeit purveyors, trademark and copyright enforcement, as well as anti-diversion strategies. He collaborated with the Japanese Patent Office on a project entitled "Data Bank for Intellectual Property Information from Emerging Nations", and has authored articles on the topic of IP in Egypt, as well as the wider MENA region.

Mr Moustafa noted: "In a crowded marketplace, our firm stands out through several key factors. Firstly, our unwavering commitment to specialised expertise in IP law gives us a unique edge. This depth of knowledge allows us to offer comprehensive legal solutions tailored to the nuanced needs of our clients. Secondly, our client-centric approach is a defining feature. We prioritise understanding our clients' specific objectives, industry dynamics and competitive landscape

– ensuring that our legal strategies are finely tuned to their business goals. Thirdly, our embrace of innovation is a cornerstone of our practice. By leveraging cutting-edge technology and adopting innovative approaches, we enhance efficiency, streamline processes and deliver results with precision and speed."

The firm recognises the transformative power of IP. Moreover, at the heart of Maddock & Bright's ethos lies a deep-rooted commitment to ethical practices. In an industry where ethics can be challenged, Maddock & Bright places integrity at the forefront – ensuring that every legal solution provided aligns seamlessly with the highest standards of the professional code of conduct, ethics and client privilege. The firm's essential values are guiding principles that shape every facet of its operations. At the core is a profound commitment to integrity, which permeates every interaction, decision and strategy employed and implemented. This commitment to ethical conduct is not just an ideal, but a fundamental pillar that upholds the trust bestowed upon Maddock & Bright by its clients.

REAL ESTATE LAWYER OF THE YEAR IN KENYA



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Dentons Hamilton Harrison & Mathews renders high-level advice on various aspects of real estate transactions, including: sale, lease, purchase, charges, tenancy agreements as well as commercial letting. We have a robust conveyancing practice to deal with all stages of transfer of interests in land, and we guide our clients through the processes involved in real estate financing and borrowing. Our lawyers provide advisory and transactional support in REITS, construction, real estate tax, real estate investment and development, real estate partnerships, fractional ownership and franchising within the hospitality industry.

Within the firm is a team of lawyers with a deep understanding of environmental law, and who consistently update and inform themselves on changes in the law that may impact such activities. Our expertise spans environmental compliance, management and liability – also extending to the environmental aspects of corporate

and commercial transactions. Moreover, we ensure accurate, relevant advice on the legal aspects of energy, environmental due diligence, environmental reporting and land use, in addition to planning and zoning.

Adil Khawaja is the Managing Partner at Dentons Hamilton Harrison & Mathews, and a leading name in the real estate, environmental and planning industry, as well as commercial litigation and dispute resolution circles. He advises investors, high-net-worth clients, companies and the Government of Kenya. His experience includes advising on a multitude of complex commercial and residential land transactions that encompasses: the development of Kenya's first grade "A" logistics and distribution warehouse park; eco-conveyancing for clients in the tourism sector; complicated land-control issues, company restructurings and environmental policy issues for the Government of Kenya.

Adil's vast experience has seen him repeatedly clinch the Band 1 ranking from Chambers and Partners, the world's leading directory of lawyers, where his clients have provided sterling reviews, with one noting that Adil is the "go-to

adviser for all matters and has a presence about him that puts me at ease. He has an unparalleled understanding of the market and always provides practical advice". Another client remarked in the Legal 500 that Adil's "knowledge of the Kenyan and global environment is a great strength of the firm".

Adil regularly advises investors who are keen on investing not only in Africa, but globally – as well as foreign companies conducting business in Kenya, and Kenyan corporations who conduct their activities abroad. He is recognised in Kenyan business circles for his expertise, and holds board positions in numerous companies. He is also active in the wildlife and environmental conservation space, and, to this end, is an executive member of the Nairobi Arboretum Conservancy Community Forest Association – having also served as a Director on the National Environment Council, a Trustee to the Friends of Conservation & Care for Wild Kenya, as well as the Kenya Wildlife Service. He was awarded the Moran of the Order of the Burning Spear (MBS) by the President of the Republic of Kenya in 2022.

IP LITIGATION LAW FIRM OF THE YEAR IN NIGERIA



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www.jee.africa



Jackson, Etti & Edu offers deep knowledge, not just of the law, but of the sectors in which our clients work. This extra dimension to our expertise sets the firm apart and gives us a rare insight into how the law relates to our clients' businesses.

Our IP protection specialists have amassed vast experience over the years in a wide range of trademark issues, and have built a strong team to deal solely with the prosecution of trademarks as well as other issues arising from this area. Our aim is to always provide prompt, excellent trademark services, which address the client's concerns efficiently and expediently.

In addition, we have a deep understanding of patent rights as valuable business assets for both organisations and individuals, both of whom seek to establish lawful barriers to competition. We therefore encourage our clients to seek patent protection for their innovations before they are potentially adopted or exploited by the competition. Obtaining this protection provides them with a legal recourse to recover damages in the event of patent infringement.

Obafemi Agaba

Obafemi Agaba is a consummate commercial lawyer who started in general/commercial litigation, and quickly became renowned for his mastery of the specialist area that is brand protection.

His expertise encompasses IP rights litigation, anti-counterfeiting, commercial IP transactions, as well as IP policy, among other key areas. Related to this expertise is his growing reputation within the field of technology litigation (TechLit), where he has, in the last four years, represented leading global entities in the new/social media space, as well as the FinTech sector, in matters of litigation, advisory, regulatory and policy.

He is included on the Panel of Neutrals of the World Intellectual Property Organization (WIPO), wherein he has been appointed as a Mediator in copyright software/technology mediation. Moreover, he sits on the Panel of Neutrals of the Nigerian Copyright Commission, where he has been instrumental in a copyright dispute resolution as a co-mediator.

As a proficient commercial dispute resolution practitioner, Obafemi represents many local, international and multinational clients in diverse sectors, such as oil & gas, labour and employment disputes, construction, torts, boardroom and corporate restructuring litigation, regulatory compliance, in addition to crisis management. Litigation portfolio management is a further special skill set he can claim as his own. He has managed numerous court cases across multiple regions of Nigeria, encompassing a plethora of subject matter, for several clients. Such clients benefit from economies of scale, institutional knowledge of their businesses and related disputes, multi-city locations as well as local knowledge of the courts' nuances – combined with the project management skills Obafemi brings to bear in such portfolios.

As a champion for everything IP, Obafemi is currently the President of the Intellectual Property Law Association of Nigeria (IPLAN). He is also the Sub-Committee Chair (2022/2023) of the Legislation & Regulation Sub-Committee for the Middle East, Africa & South Asia (MEASA) of the International Trademarks Association (INTA), and has attended and facilitated several local and international conferences and workshops.

These have extended to various aspects of IP law, and have included those organised by Henley Business School, Columbia University, the International Trademark Association (INTA), the Anti-Counterfeiting Collaboration, the International Anti-Counterfeiting Coalition, the Nigerian Copyright Commission and the Nigerian Customs Service.

He was responsible for drafting the legal framework for the actualisation of the recommendations of the Lagos State Governor's Committee for the reforms of the entertainment industry in Lagos State, Nigeria, in 2010. He was also a member of the Technical Working Group that worked on the recent Copyright Act in Nigeria – a subject for which he has authored several publications. He has also taken up several pro bono cases in the criminal justice arena as a contribution to humanity and the decongestion of our Correctional Facilities. As a testament to Obafemi's knowledge and expertise, he has been consistently ranked as a leading lawyer in Chambers and Partners' Global Law Review, and was given a high ranking by Managing IP, IP Stars, World Trademark Review, Who's Who Legal and other reputable organisations.

Obafemi, a Notary Public, is a 1998 graduate of Law from Lagos State University, where he was President of the Law Students Society. He then went on to the Nigerian Law School, and was called to the Nigerian Bar in 2000. He holds an LL.M. IP Master's degree from University College, London, and a postgraduate diploma in International Copyright Law from King's College, London. Obafemi is also an alumnus of various professional and management courses of the Harvard Law School Executive Programs and the Said Business School of Oxford University, and is a Member of the Chartered Institute of Arbitration (UK).



MEDIA & ENTERTAINMENT LAW FIRM OF THE YEAR IN NIGERIA



Jackson, Etti & Edu

Ngozi Aderibigbe
Partner / Head of Department / Sector Head

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Jackson, Etti & Edu has earned a reputation for delivering the kind of resolutely commercial advice that is essential to compete at the highest levels of business. Working with so many ambitious, leading organisations, we are often called in to advise on issues that shape entire sectors – and on which the future of a business might depend.

Whether you are a tech giant, a supplier to, or customer of, the tech industry – or a startup with a great idea – we can help you navigate the legal and regulatory challenges you are likely to encounter.

The technology/fintech, media & entertainment sectors are fast moving; indeed, they move faster than the law. As expert legal advisers in this area, we have the knowledge across prevalent legal disciplines, as well as the understanding of current and emerging commercial models, to ensure we direct our clients in the right direction to achieve their objectives.

The lawyers in our team also possess transactional experience, and are more than capable of providing regulatory advisory services to clients who operate within the fintech industry. We are dedicated to staying abreast of the regulatory updates in fintech, and are qualified to engage with regulators at the highest level.

Today, the team provides advice to clients on matters of: commercial arrangements, IP protection and exploitation, corporate finance transactions, structured debt facilities, data privacy as well as other regulatory matters – in addition to litigation, corporate risk scenarios and tax planning.

Significant Deals

- Fremantle Media (a Simon Cowell-associated company) in relation to a major copyright and trademark infringement action involving the world-reputed X-Factor reality music show;
- A leading multinational marketing and communications agency in relation to the acquisition of a significant minority stake in leading Nigerian integrated advertising, marketing and communications agencies existing in an affiliated group structure;
- Sony Music Entertainment in relation to its re-investment in the Nigerian music and entertainment landscape;
- Africa Capital Alliance in relation to its investment in Filmhouse Cinemas and Film One, for cinema roll-out expansion, film distribution as well as production across Nigeria;

- A leading English firm on the television landscape in Nigeria in relation to government/regulatory requirements for terrestrial over-the-air and cable/satellite broadcasting channels with online/digital elements;
- Piggytech, in relation to a comprehensive data audit of its processes to fulfill regulatory requirements and improve on data protection, both internally and externally.

Ngozi Aderibigbe

Ngozi Aderibigbe is a Partner, Head of the Intellectual Property Practice, and Sector Head for the technology, media & entertainment sector.

With nearly two decades' experience in niche areas of law, Ngozi is highly regarded by clients and contemporaries as a leading expert in commercial IP, IP litigation, privacy & data protection, patent protection, technology licensing as well as brand protection.

Ngozi's diverse skill set and in-depth knowledge of a broad range of industries provides our clients with insightful, industry-specific legal solutions to overcome business challenges. She provides strategic IP advisory for several high-profile commercial transactions, including M&A, equity financing and IP securitisation, and leads teams of experts in high-level IP audits for several regional and international companies – including one of Africa's leading telecoms firms.

Moreover, Ngozi has been involved in some of the most complex IP transactions in Nigeria, having advised Africa's leading stock exchange on its IP in the face of a major corporate restructure. Meanwhile, she has led her team to conduct several IP audit exercises on complex portfolios, including those for one of Africa's leading telecoms companies.

Her expertise is reflected in her track record of advising clients on some of the most convoluted data processing scenarios, ensuring that they can make commercial use of critical data without compromising on data privacy rules. Along with her team members, Ngozi has conducted and supervised more than 120 data audit projects, masterfully drafting privacy documentation for blue-chip companies while, in the process, earning the confidence of foreign as well as local clients. Today, clients rely on her experience to navigate the tricky issues surrounding data breach prevention, as well as notifications – thereby mitigating regulatory and commercial risks.

Passionate about technology, media & entertainment, Ngozi supports technology and entertainment companies in understanding the changing regulatory landscape. To this end, she has acted as Production Counsel on several highly rated film projects, including the first Amazon Original project commissioned in Nigeria. She is particularly driven to help creatives and corporates extract the best commercial and strategic value from their IP rights. She advises a diverse range of tech firms, from startups at the ideation stage, to transnationals, and is a popular speaker in cryptocurrency debates on how the Nigerian legal landscape is impacting the digital currency space.

A highly regarded, truly modern lawyer, Ngozi is a rare attorney with an in-depth comprehension of the challenges and communication barriers that clients face across multiple industry sectors.



PRIVATE EQUITY LAW FIRM OF THE YEAR IN NIGERIA



Duale, Ovia & Alex-Adedipe

Adeniyi Duale
Partner

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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.



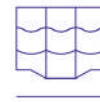
PORTS & TERMINALS LAW FIRM OF THE YEAR IN NIGERIA



FOUNDATION CHAMBERS

L. Chidi Ilogu, SAN, FCIArb
Senior Partner

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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, recent years 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 delved further into energy practice across the spectrum in such areas as power, gas and offshore technology. We are committed to continued professional development as well as 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, in addition to the port regulators in Nigeria. Meanwhile, he has successfully handled intricate litigation matters at both trial and appellate courts, and has proffered erudite legal opinions on admiralty law and jurisprudence.

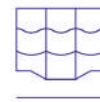
SHIPPING LAW FIRM OF THE YEAR IN NIGERIA



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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 & 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 & 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, logistics companies as well as oil & gas companies, and consults for major maritime parastatals in Nigeria on maritime policies and legislation.

BANKING & FINANCE LAW EXPERT OF THE YEAR IN QATAR



Qatar International Law Firm

Abdelmoniem Abutiffa
Legal Consultant

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Mr. Abdelmoniem Abutiffa received an LL.M. with first-grade honors degree, University of Guba, 2010. The highlights of his career include:

- Lawyer and legal consultant;
- LL.M. with first-grade honors degree, University of Guba, 2010;
- LL.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 most firms with 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

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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 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 temporarily 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 UAE

MAS Advocates



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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 six years, which reflects our visionary business strategy."

Abdelmajeed Zwairi, Partner, added: "Our financial revenues have expanded significantly – by fivefold – within the past six 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.

Reflecting on recent developments, Yazeed Samain, Partner, concluded: "We have expanded 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 has enabled 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 UAE



SFM Corporate Services

Christelle Rouanet
Managing Partner

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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 a comprehensive range of corporate services and corporate finance activities across more than 25 international jurisdictions.

Our extensive 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.

LITIGATION LAW EXPERT OF THE YEAR IN THE UAE



Charles Russell Speechlys LLP

Ghassan El Daye
Dispute Resolution Partner –
Civil Law Team, Middle East

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Charles
Russell
Speechlys

At this time, more than ever, being able to resolve disputes and regulatory issues as efficiently and effectively as possible is paramount.

With our 200+ strong team based in our offices in the UK, Europe, the Middle East and Asia, and an established network of firms we work with worldwide, we can advise on complex cross-border and high-value dispute resolution and regulatory matters. Our dispute resolution lawyers can support you in local legal disputes or international disputes across multiple jurisdictions, no matter where you are based.

We will work quickly to get to the heart of your issue, take the initiative and innovate where it is needed. We know that off-the-shelf is off the table, so we draw on our experience with a range of clients to bring you tailored, strategic and pragmatic advice. We are driven to achieve a successful outcome for every client – every time and whatever it takes.

Working side by side with our clients, extending from governments and regulatory bodies to multinational businesses, as well as some of the world's wealthiest and most complex and dynamic families, our team of experts delivers commercial, pragmatic and strategic advice tailored to your needs and objectives.

Ghassan El Daye

Ghassan heads the Civil Litigation practice in the Middle East and specialises in all areas of litigation and dispute resolution, with a particular emphasis on construction, commercial, civil, banking, real estate and criminal matters. Ghassan's legal career spans more than 28 years, over the course of which he has acted in some of the GCC region's most complex and high-profile litigious cases to date.

Ghassan's extensive in-depth experience in legal domain areas – including local civil law, international litigation, the recognition and enforcement of foreign and regional awards and judgements, extradition matters, Interpol Red Notice challenges, financial crimes and debt recovery matters – has enabled him to represent clients in a range of landmark cross-border disputes. He supports a loyal client base comprising individuals, families / family offices, HNWIs and commercial entities within the UAE, around the wider MENA region and across Europe, Asia and the US.

Ghassan also advises clients in relation to domestic Arabic arbitrations and international arbitrations conducted in the LCIA, ICC, QICCA, ADCCAC AD, DIAC and in the KSA. He has a wealth of experience advising on procedural matters in arbitration and the enforcement of arbitral awards in differing jurisdictions across the GCC and internationally. Within his litigation practice in the UAE, Ghassan provides representation through local lawyers in all levels of local and federal courts (first instance, courts of appeal and cassation).

Experience

- Acting as the lead lawyer in an investigation completed in five Middle East jurisdictions pertaining to anti-bribery and corruption matters for a multinational pharmaceutical and biotechnology company;
- Advising in the first ever cybercrime law case before the Highest State Federal Security Court in Abu Dhabi, which raised many sensitive issues regarding criminal law, cybercrime laws, YouTube privacy and human rights;
- Representing a Kazakhstani client in a complex extradition case between Kazakhstan and the UAE through INTERPOL, in relation to an arrest warrant issued in absentia, resulting in a landmark judgement in favour of the client for non-extradition, due to an omission of the original indictment document;
- Securing a landmark judgement in favour of the victim of a "SIM Swap Fraud" in a complex banking litigation case against a prominent bank, with the bank ultimately held liable for the AED 4.7 million fraud;
- Playing a pivotal role in a landmark Abu Dhabi corruption case against a federal authority, involving a bribery of AED 1.2 billion, marking the first ever case in the Abu Dhabi criminal courts to raise the criminality principle against an employee in a governmental authority;
- Acting for a Kuwaiti Investment Company listed on the Kuwait Stock Exchange in highly complex 2.6 billion AED litigation and arbitration proceedings against a Chinese Construction Company before the local and commercial courts in Abu Dhabi;
- Representing a multinational bank in two separate jurisdictions in the Middle East (Bahrain and KSA), supporting their claims before the Cayman Islands Courts on implicated Arabic documents and Civil Law matters in a USD 9.2 billion case;
- Obtaining an immediate restraint and freeze order, recovering an amount of £2 million for a UK governmental body, which had been transferred to one of the offshore accounts of a Nigerian citizen perpetrated through a criminal organization working between London and Dubai.



BANKING & FINANCE LAW FIRM OF THE YEAR IN BENIN

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CORPORATE LAW EXPERT OF THE YEAR IN CAMEROON



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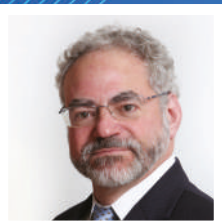
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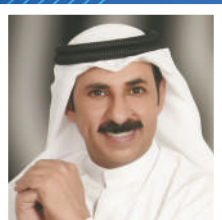
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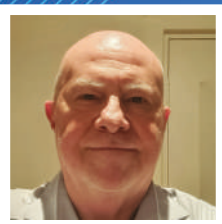
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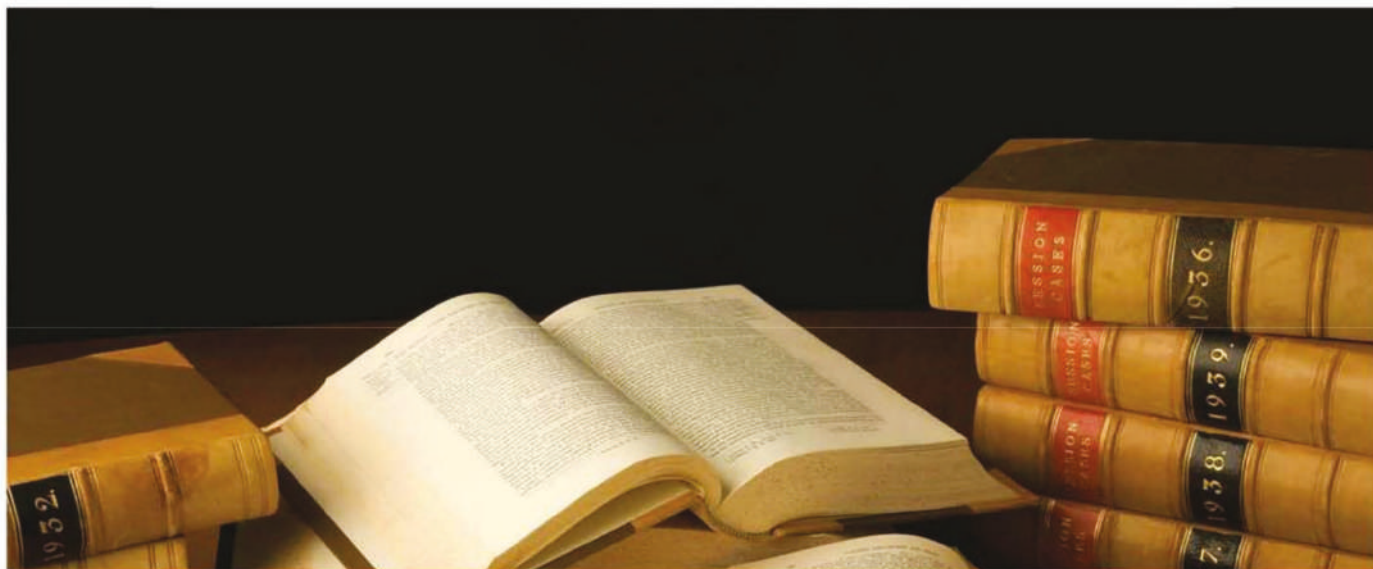
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