

Global Law Experts & Global Advisory Experts Annual Awards



GLOBAL LAW EXPERTS & GLOBAL ADVISORY EXPERTS ANNUAL AWARDS 2021

2021





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 2021

Welcome to the Global Law Experts (GLE) & Global Advisory Experts (GAE) Annual Awards 2021 publication.

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

The winners are determined through a rigorous process, which begins with the opening of the ballot boxes and requests for external nominations from our extensive user base. The votes received are combined with supporting evidence from the in-house research

team to arrive at the final winners list. The shortlisted candidates are judged on client testimonials, key cases, rankings, overall reputation, publication contributions, speaking engagements and the performance and standing of teams and individual lawyers/advisers.

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

Congratulations to all of this year's winners, and all the best for the coming months.

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Europe Winners



The coronavirus pandemic represents a very large shock for the global and EU economies, with severe economic and social consequences. According to The European Commission, economic activity in Europe suffered a severe shock in the first half of 2020 and rebounded strongly in the third quarter as containment measures were gradually lifted. However, the resurgence of the pandemic resulted in disruptions, as national authorities introduce new public health measures to limit its spread. The epidemiological situation means that growth projections over the forecast horizon are subject to an extremely high degree of uncertainty and risks.

The European Commission forecast projects that the euro area economy, having contracted by 7.8% in 2020, could grow 4.2% in 2021 and 3% in 2022. The forecast also projects that the EU economy, having contracted by 7.4% in 2020, may recover with growth of 4.1% in 2021 and 3% in 2022. Output in both the euro area and the EU is not expected to recover its pre-pandemic level in 2022.

The economic impact of the pandemic has differed widely across the EU, and the same is true of recovery prospects. This reflects the spread of the virus, the stringency of public health measures taken to contain it, the sectoral composition of national economies and the strength of national policy responses.

Job losses and the rise in unemployment have put severe strains on the livelihoods of many Europeans. Policy measures taken by Member States, together with initiatives at EU level, have helped to cushion the impact of the pandemic on labour markets. The unprecedented scope of measures taken, particularly through short-time work schemes, have allowed the rise in the unemployment rate to remain muted compared to the drop in economic activity. Unemployment is set to continue rising throughout 2021 as Member States phase out emergency support measures and new people enter the labour market, but should improve in 2022 as the economy continues to recover.

The forecast projects the unemployment rate in the euro area to rise from 8.3% in 2020 to 9.4% in 2021, before declining to 8.9% in 2022. The unemployment rate in the EU is forecast to rise from 7.7% in 2020 to 8.6% in 2021, before declining to 8.0% in 2022.

The increase in government deficits is expected to be highly significant across the EU, as social spending rises and tax revenues fall, both as a result of the exceptional policy actions designed to support the economy and the effect of automatic stabilisers.

The forecast projects the aggregate government deficit of the euro area to go from around 8.8% in 2020 to 6.4% in 2021, and 4.7% in 2022.

Mirroring the spike in deficits, the forecast projects the aggregate euro area debt-to-GDP ratio will increase from 101.7% in 2020 to 102.3% in 2021, and 102.6% in 2022.

A steep fall in energy prices pushed headline inflation into negative territory in August and September of 2020. Core inflation, which includes all items except energy and unprocessed food, also fell substantially over the summer due to lower demand for services, especially tourism-related services and industrial goods. Weak demand, labour market slack and a strong euro exchange rate will exert downward pressure on prices.

Inflation in the euro area, as measured by the Harmonised Index of Consumer Prices (HICP), is forecast to average 1.1% in 2021 and 1.3% in 2022, as oil prices stabilise. For the EU, inflation is forecast at 1.3% in 2021 and 1.5% in 2022.

Valdis Dombrovskis, Executive Vice-President for an Economy that Works for People, said: "EU economic output will not return to pre-pandemic levels by 2022. But through this turbulence, we have shown resolve and solidarity. We have agreed unprecedented measures to help people and companies. We will work together to chart the course to recovery, using every tool at our disposal. We agreed a landmark recovery package, NextGenerationEU – with the Recovery and Resilience Facility at its heart – to provide massive support to the worst-hit regions and sectors. I now call again on the European Parliament and Council to wrap up negotiations quickly for money to start flowing in 2021 so that we can invest, reform and rebuild together."

Paolo Gentiloni, Commissioner for Economy, said: "After the deepest recession in EU history in the first half [of 2020] and a very strong upswing in the summer, Europe's rebound has been interrupted due to the resurgence in COVID-19 cases. Growth will return in 2021, but it will be two years until the European economy comes close to regaining its pre-pandemic level.

In the current context of very high uncertainty, national economic and fiscal policies must remain supportive, while NextGenerationEU must be finalised [...] and effectively rolled out in the first half of 2021."

Uncertainties and risks remain exceptionally large. The principal risk stems from a worsening of the pandemic, requiring more stringent public health measures and leading to a more severe and longer-lasting impact on the economy. This has motivated a scenario analysis for two alternative paths of the pandemic evolution – a more benign one and a downside one – and its economic impact. There is also a risk that the scars left by the pandemic on the economy – such as bankruptcies, long-term unemployment and supply disruptions – could be deeper and further reaching. The European economy could also be impacted negatively if the global economy and world trade improved less than forecast or if trade tensions were to increase. The possibility of financial market stress is another downside risk.

On the upside, NextGenerationEU, the EU's economic recovery programme, including the Recovery and Resilience Facility, is likely to provide a stronger boost to the EU economy than projected. This is because the forecast could only partially incorporate the likely benefits of these initiatives, as the information available at this stage on national plans is still limited. The UK's recently enacted trade deal following Brexit also means that provisional forecasts for the region are still in a state of flux; however, the successful rollout of the vaccines so far suggests significant improvement and recovery in the near future – as far as the pandemic is concerned – as infection rates continue to lower and we get closer to the lifting of lockdown in late June. At the time of going to print, more than 65% of the UK had received their first jab. COVID levels were now near the "bottom", and a third wave could be "much less significant", said Deputy Chief Medical Officer Jonathan Van-Tam, according to Sky News.

Meanwhile, as reported by the BBC, medical researchers in Spain had found no sign of higher infection rates among people who attended a large test concert in Barcelona. Although six revellers had tested positive within 14 days of the concert, the incidence of infection was, nonetheless, lower than seen in the general population. Some 5000 music fans took part in the experiment in March after testing negative for the virus. Attendees were obligated to wear masks, but were not required to socially distance.

CORPORATE LAW FIRM OF THE YEAR IN AUSTRIA / INFRASTRUCTURE LAWYER OF THE YEAR IN AUSTRIA



**Fellner Wratzfeld & Partner
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Fellner, Wratzfeld & Partner Rechtsanwälte GmbH (fwp), founded in 1999, has established itself as one of the leading law firms in Austria with a team of more than 120 employees, including more than 70 lawyers.

fwp consistently scores top marks in national and international rankings, reflecting its status as one of Austria's most successful law firms. Our core areas of practice include corporate / M&A, infrastructure, insolvency law and restructuring, as well as banking and finance.

Owing to its exceptional expertise and highly focused approach to providing hands-on advice, fwp was named Corporate Law Firm of the Year in Austria, and fwp's Michael Hecht was named Infrastructure Lawyer of the Year in Austria.

"We are proud to have been awarded Corporate Law Firm of the Year in Austria and to have Michael Hecht being named Infrastructure Lawyer of the Year in Austria. These rankings are a great recognition of our hard work and demonstrates once again our outstanding expertise across varying key legal areas," notes Markus Fellner, fwp Founding Partner.

In the corporate area, fwp supports clients in their acquisitions, sales and joint ventures, which present an important strategic option for companies, financial institutions and private equity investors. The spectrum of companies fwp regularly advises ranges from start-ups to publicly listed companies.

Against the backdrop of the various options offered by company and contract law, the correct structuring and carrying out of transactions calls for tailor-made and sustainable solutions, regardless of

whether they are taking place in Austria or abroad.

In the infrastructure area, Austria has a strong public sector. It is no surprise that the fields of infrastructure and procurement are also highly relevant to our clients. The complexity and high cost of infrastructure projects require optimised project structures and project time schedules in order to achieve sustainable cost advantages. fwp handles road projects as well as airport, port, power plant and railway projects.

fwp also has developed a plethora of expertise on classic large building projects, such as shopping centres, office and residential buildings and large hydro-engineering projects.

fwp also regularly advises contracting authorities on public procurement procedures, as well as bidders participating in contract award procedures.

FINANCIAL CRIME LITIGATION LAW FIRM OF THE YEAR IN AUSTRIA



Hochleitner Rechtsanwälte GmbH

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Hochleitner
Rechtsanwälte

65 Years of Business Law Expertise in Austria

After 65 years since the founding of our law firm in Upper Austria, we are in a position to offer sound expertise in the entire spectrum of banking, regulatory and capital markets law. Likewise, in the areas of corporate law and M&A, reorganisation and insolvency as well as commercial and financial criminal law. This includes, for example, representation in commercial and financial criminal cases, as well as representation of private parties, dealing with the economic approach in tax matters or with current EU legal requirements, such as those relating to reporting obligations and whistleblowing.

Financial Crime Litigation

Our financial crime team is a leader in white collar crime advisory and litigation services.

Here at Hochleitner Rechtsanwälte GmbH, we have a broad range of clients, including internationally active companies as well as Austrian family-owned businesses and private individuals.

Clients in the area of financial crime litigation are often also cooperating law firms abroad, which rely on our many years of experience. The Hochleitner team of solicitors works in the area of financial crime litigation, with experts from various fields of civil and criminal law offering international and regional expertise. In particular, our law firm attaches great importance to contacts with academic institutions, which is why in complex legal matters we can rely on our good network with leading universities in Austria, but also abroad.

In other legal matters too, our team of advisors, with its extensive experience, offers tailor-made solutions from a single source.

Within this context, Dr. Johannes Hochleitner advises and represents companies in matters of commercial criminal law, criminal and administrative investigations as well as in international legal and administrative assistance proceedings. Dr. Hochleitner also has extensive

experience in the areas of reorganisation and insolvency, corporate law, technology law and probate proceedings.

Hochleitner Rechtsanwälte GmbH is one of the leading law firms in Upper Austria. As one of the bigger law firms, solicitors with a wide range of complementary specialisations are available. This means that even complex and large-volume legal mandates can be handled with the necessary assertiveness. For our clients, we not only strive for out-of-court solutions and future-oriented conflict avoidance, but also fight in all legal instances if necessary. Our law firm has conducted hundreds of cases before the highest courts in Austria (recently also at the European level) – and thus made a significant contribution towards the development of the law.

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IT LAW FIRM OF THE YEAR IN BELGIUM



deJuristen / theJurists / lesJuristes

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Who are deJuristen?

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

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

What do deJuristen do?

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

Our rebellious legal experts advise large companies, SMEs, start-ups, and freelancers. This means, among other things, that we can make readable,

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

deJuristen continuously strives for the same finality: a thorough focus on the 4 core domains, an excellent sharp insight, and a business acumen from which the client benefits. This makes deJuristen what it is today: an exceptional and striking legal niche office.

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

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

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

Innovation

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

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

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

TRANSFER PRICING ADVISORY FIRM OF THE YEAR IN CYPRUS



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Premioserve Limited is a boutique advisory firm providing advice to Multinational Enterprises (MNEs) on their transfer pricing (TP) policies, procedures and compliance issues. The firm also provides professional services in the areas of tax, audit and compliance. Its client base consists of MNEs that have operations in Cyprus, such as R&D activities for their intellectual properties (IP), headquartering and financing activities.

Premioserve's team of experts consists of qualified accountants and tax advisers with extensive experience in the field. The transfer pricing team leader is Lefteris Androkli, who has more than 18 years' professional experience.

Mr Androkli noted: "Our firm's main strengths are the deep theoretical, practical knowledge and expertise we have on transfer pricing connected with international tax issues. We are also an active member of a global network of transfer pricing professionals, where we

can offer advice to our clients in multiple jurisdictions, providing them with a comprehensive solution on transfer pricing and international tax issues."

According to Mr Androkli, some current issues that are of particular concern for MNEs are the continuing impact of COVID-19 on transfer pricing arrangements and their alignment with value creation activities, the DAC 6 implementation, and the OECD Global Tax reform proposals – Pillars 1 and 2. Consequently, Premioserve monitors international and local tax developments on an ongoing basis, and regularly updates and advises clients.

The firm's success stories spanning the past 12 months include advice rendered to clients for addressing the impact of the pandemic on their transfer pricing policies/arrangements and pricing. Furthermore, the firm has consistently provided guidance and support on an array of operational issues to help clients mitigate any risks and to run as smoothly as possible during a difficult time.

Reflecting on the challenges of recent months, Mr Androkli added: "Apart from the socioeconomic and psychological challenges imposed by the effects of coronavirus, there have also been global tax challenges, including the impact on business, increased digitalisation, and international tax cooperation – all of which affects our own business too, as well as the logistics of our advisory offering. Moreover, the key challenge for advisers is to be able to stay on the top of everything so as to advise clients appropriately. For our firm, this has been achieved through continuous education and study of international developments, exchange of ideas and discussions with other professionals, the tax authorities, and with our clients themselves.

"Looking to the coming months, our aim is to continuously evolve the way we work – and to interact with clients using cutting-edge technology that will enable us to meet clients' needs on a timely basis."

Premioserve's team of experts consists of qualified accountants and tax advisers with extensive experience in the field.

COMMERCIAL PROPERTY LAW EXPERT OF THE YEAR IN ENGLAND



Engleharts understands that commercial property is a central part of our clients' business, investment and personal lives. We recognise our clients operate in a highly competitive business environment, which is a minefield of ever-changing policy and legislation. At Engleharts, we believe that commercial property growth in the UK is critical for our clients' businesses to grow, for the overall growth of the economy, and is essential to the UK as a whole.

The current climate is fuelled by political uncertainty, with the possibility of many businesses relocating overseas. There are also looming pressures on the government to provide social housing, as well as the rising costs associated with development and property investment.

It is now important for our clients to be able to depend on their legal partners – and to be able to discuss their proposed business transactions with them.

Please call us on +44 (0)1273 204411 or email us with your enquiry on info@engleharts.co.uk

ENGLEHARTS SOLICITORS

YOUR LEGAL PARTNERS FOR LIFE

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FORENSIC ACCOUNTING EXPERT OF THE YEAR IN ENGLAND



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Working with BDO LLP means working with one of the most successful, experienced and innovative forensic and dispute advisory practices in the UK. We have earned our reputation by delivering value for money and helping clients achieve the best possible outcomes.

The forensic and dispute advisory team includes lead practitioners in dispute resolution, valuations, SPA advisory professional negligence, fraud, investigations, financial crime and anti-corruption, competition, and forensic technology.

We work closely with colleagues across BDO's UK offices and sector teams so that clients benefit from our local and industry knowledge. The team is also a key part of BDO's international network, operating from 1,500 offices in 167 countries.

Our clients range from companies, professional firms and private clients to regulators, enforcement agencies, governments and not-for-profit organisations, both in the UK and overseas.

Our Forensic Accounting and Commercial Dispute Resolution team are specialist

forensic accountants and economists. We help to quantify loss or financial exposure across all industry sectors and jurisdictions. We support our clients and their legal advisers in all stages of the dispute process.

Our Financial Crime and Fraud Investigations team provides a range of investigative, asset-tracing and asset recovery services. We help to establish liability, trace misappropriated assets and mitigate the impact of financial and economic crime. When investigating fraud or suspected wrong-doing, accounting "black holes", regulatory breaches, employee misconduct and other financial crime, we assemble multi-disciplinary teams tailored to successfully complete engagements.

To minimise the chances of a recurrence, our risk specialists develop and implement fraud and corruption prevention measures targeted at protecting businesses against the threat of financial crime.

Our team regularly conducts large-scale, complex financial investigations for the UK's leading law enforcement, prosecution and regulatory agencies, as well as for major law firms, banks, international corporations and foreign governments.

Meanwhile, our highly experienced forensic technology and computing team is at the forefront of forensic investigation and review. They combine a wealth of knowledge and technological expertise to provide technical solutions and support to investigations, globally. The team assists with the capture and recovery of electronic data for investigation and review, and in a manner that ensures it is admissible in both criminal and civil courts of law across different jurisdictions.

Caryn Deeley has specialised in Forensic Accounting and Litigation Support since 2001. She is a Partner in the Forensic Accounting Unit in London and undertakes a variety of work, including expert witness, expert determinations and international arbitration. Prior to this, she trained and worked as an auditor, dealing with companies and organisations in a wide range of industries. Caryn is a Fellow of the Institute of Chartered Accountants (Australia) and a member of the Institute of Chartered Accountants England and Wales. Caryn was recently recognised as one of Who's Who Legal's Future Leaders – Arbitration Expert Witnesses, 2019.

IMMIGRATION LAW FIRM OF THE YEAR IN ENGLAND



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Gulbenkian Andonian was established in 1985 and has gained the reputation of being one of the most respected law firms in the city of London and the UK.

We serve both individual and corporate clients and have developed a successful global network of expertise to meet the demands of modern commerce. Our lawyers are considered by many as some of the best in the UK. We are known and respected for our extensive experience and an unparalleled reputation for delivering top results every time. We do not follow a one-size-fits-all approach, rather tailor all solutions towards our clients' individual needs.

We have been ranked highly by the Legal 500 for decades, and have held a top-tier position for the last five years for our outstanding work on appeals, human rights and overstay.

We have also received countless commendations from both our clients and the judiciary. Our firm has gone from strength to strength as we embark on our journey to internationalise our presence. With more than four decades of qualified experience, we have a reputation for delivering top results for our clients.

We Are One of the Leading Immigration Lawyer Services in London

Gulbenkian Andonian is recognised as one of the leading immigration law firms in London and the UK. It has a team of specialist immigration lawyers and support staff of great ability and experience. The firm has always looked beyond the shores of the UK, serving clients with UK interests worldwide.

Our immigration law firm in London is the only UK member of the European Immigration Lawyers Group, which specialises in various immigration fields, including employees moving from one EU member state to

another, and assisting non-EU nationals requiring immigration assistance. The firm acts for company and commercial clients, and also for investors, innovators, business persons, sole representatives and individual applicants.

Fadi Farhat

Fadi is our Senior Legal Consultant, and has a wealth of experience in handling appeals and public law Litigation.

He completed his Law degree with first-class honours and has also completed a Master of Laws degree and a postgraduate diploma. He is currently studying for a BA (Hons) in Modern Foreign Languages. Fadi was awarded the Middlesex Law Society prize for Excellence in Law and the prestigious Sweet & Maxwell Prize for his academic writing.

Fadi has a wealth of experience, having started legal practice in 2007 at the age of 19, and has since progressed from Legal Clerk, Paralegal and completed his training contract. To date, he has handled major cases from employment disputes to deportations of foreign criminals, whether in private practice or in the voluntary/charity sector, where he has volunteered for several legal charitable organisations over a consistent period of time since October, 2008. His cases often progress to the High Court, and even the Court of Appeal, where he has settled several pleadings.

His current appointment in the voluntary sector is as a Trustee of the Richmond Legal Advice Service (RLAS), which has been providing legal advice to residents of Richmond for the last 50 years.

Fadi is also involved in local government politics and was a candidate for the Conservative Party in the 2014 local elections. In his activity with the Conservative Party, he has met with former immigration minister James Brokenshire and discussed policy on immigration

detention. He has also met with and provided legal advice to the former Mayor of London and current Prime Minister, Boris Johnson.

Awards

- Sweet & Maxwell Law Prize
- Middlesex Law Society Prize for Excellence in Law
- Oxford & BPP National Mooting Competition (rated "Very Good")
- Chancellor's Award, 2008
- Immigration Lawyer of the Year, 2019 – Corporate LiveWire

What Judges Say About Fadi

During his period of training at a previous firm, the quality of Fadi's written pleadings has received several compliments from judges in written judgements/determinations. Below are just a few:

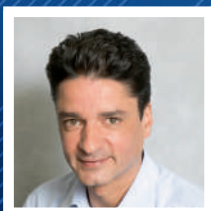
"It is the most learned pleading I have ever seen... it is a very serious document." Immigration Judge Blake in the first-tier tribunal in May, 2011, commenting on grounds of appeal submitted in relation to Articles 8, 6 and 12 of the ECHR.

"The detailed grounds of claim ... display a good knowledge of human rights and immigration law..." Mr Justice Mitting in the Administrative Court – 29/06/2010, commenting on an application for judicial review before the Administrative Court.

"The ingenious arguments which Mr Farhat valiantly advanced on behalf of his clients ..." Designated first-tier tribunal Judge Manuell at a preliminary hearing to determine the first-tier tribunal's jurisdiction – 3rd September, 2014.

"The appellant's solicitors have submitted Grounds of Appeal. It is very detailed ... the relevant parts are indeed very illuminating." Judge of the first-tier tribunal NMK Lawrence – 07/02/2012 (In relation to the policy classification of "graduate level" jobs within Tier 2 of the PBS).

PATENT SOLUTIONS EXPERT OF THE YEAR IN ENGLAND



Minesoft

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Minesoft develops a range of online solutions that can deliver different kinds of patent intelligence. The firm is best known for PatBase, a professional patent search and analytics database.

The Minesoft Directors, with innovation driver Ophir Daniel and CEO Ann Chapman at the helm, mobilise Minesoft's technical and business development. Commercial Director, Rahman Hyatt, Jochen Lennhof (MD, Minesoft) and Tim Campbell (running Minesoft USA) are widely considered experts in the commercial side of IP – advising companies on their business and IP strategies as well as their knowledge workflows. Significantly, the firm's global expansion over the years has enabled rapid growth in innovative strategies, which has helped customers to find the right tools in major industries all around the world.

Mr Hyatt said a little about the firm's role, noting: "Legal operations professionals, who may be paralegals or the like, often require access to clean data for various purposes. As such, in 2018, Minesoft redesigned an innovative product called PatDocs, which provides fully automated

patent family trees, and the ability to instantly create a fully filled-in SB-08 information disclosure document, the ability to download any number of patent PDFs within seconds, as well as the ability to create a sharable work product between colleagues – or between inside and outside counsel.

"Minesoft has continually developed such platforms to enable both professional searchers and business executives to answer business-critical questions in the timeliest manner. We have created a niche in the market by listening to our customers' needs to shape our product development plans. Our customers are experts in the patent information field, and often use Minesoft products on a day-to-day basis, sharing valuable feedback with us."

As a dynamic company, the firm often makes tweaks to products on the same day they receive feedback, ensuring a truly collaborative and reactionary approach. Today, Minesoft's unlimited customer support is a key service that helps the firm stand apart from its competitors. Its dedicated customer support team regularly publishes helpful guides, videos

and other resources for customers to refer to, and hosts weekly training webinars and personalised training-on-demand, online or in-person where possible."

As the number of user types across the IP lifecycle has multiplied over the years, so has the need for flexibility of search and analytics platforms. In the past, only the more specialised databases and access portals enabled users to manipulate input queries in the hope that they could then decipher the vast data available. Nowadays, all manner of users require easy-to-query databases and the ability to seamlessly create everything from board-level presentations to detailed invalidity reports.

Mr Hyatt added: "Minesoft has also developed tools for people in the biotech, chemical and life sciences fields and, despite the global pandemic, the development team has been busier than ever with the launch of PatBase 2.0. This latest iteration is the largest ever update to the platform – for which we have already received great feedback from customers as well as our extended audience."

UK-CYPRUS BUSINESS LAW FIRM OF THE YEAR IN ENGLAND



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Healys LLP is a leading UK law firm with international reach. We don't just support your objectives, but proactively enhance your opportunities. Founded 36 years ago, we combine a seasoned perspective with creative legal solutions. Our partners are at the top of their fields and enjoy innovating to support the success of our clients.

We offer an entrepreneurial, international perspective.

We find innovative solutions to achieve your goals.

We become a trusted part of your team, always available.

Healys' Cyprus desk is ideally placed to help with any UK/Cyprus-related legal issue, and is probably the largest city practice offering expertise of the Cypriot market.

With two of its partners of Cypriot origin, the desk has specialised knowledge and strong connections, together with an expansive network of contacts, which could benefit you.

Our team comprises Marios Pattihis, Senior Partner, who has spearheaded the firm's international team. Specialising in inward

and outward investments in Cyprus, he has a comprehensive understanding of offshore jurisdictions and particular expertise in energy projects and commercial law.

Meanwhile, Kiri Kkoshi is a Partner and Head of Real Estate, specialising in commercial and residential property investment and development.

Cyprus's Corporate Offering

Operating through a company registered in Cyprus can significantly reduce the tax liability of a business and its shareholders. As an established, reputable business and financial centre, Cyprus is supported by an advanced legal accounting and banking system, a highly skilled and multilingual workforce and excellent telecommunication systems. With its strategic position and timezone – enabling comfortable connections between Europe, the Middle East, Africa and Asia – Cyprus is a natural global hub for business and trade.

Marios Pattihis

Since qualifying in 1980, Marios Pattihis has been a key player in the commercial property sector and has fulfilled an important role in the development of Healys.

Marios became a Partner in 1984, before going on to become Senior Partner. He has since grown the firm's real estate offering to become one of the most integral departments across the whole business.

Marios's well-developed understanding of business processes has helped shape Healys into a firm that ensures clients achieve their personal and business objectives, forming relationships that last. He is a keen networker who is passionate about connecting people to opportunities – as well as adding value to his clients that goes beyond legal advice.

As a solution-driven lawyer, Marios has earned himself an excellent reputation for achieving results, and was recommended by the UK Legal 500. He has a comprehensive understanding of offshore jurisdictions, with a specific interest in Cyprus, and works almost exclusively with the firm's high-net-worth clients.

Furthermore, Marios has spearheaded the firm's international department, creating a holistic service that provides creative legal solutions for global businesses. He has transformed Healys into a full-service commercial practice, and now leads Healys' business development team.

VAT LAW FIRM OF THE YEAR IN ENGLAND



Rainer Hughes

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Rainer Hughes are specialists in dealing with VAT, Excise Duties, Customs Duties and HMRC matters. We have a particular emphasis in the alcohol industry, cash and carry trade and the tobacco market, having acted for clients in this industry for the last 10 years.

Our work includes:

- Appeals against Detentions and subsequent Seizures by way of Condemnation Proceedings
- Appealing Duty Drawback Rejected claims
- Successfully reducing Assessments of VAT and Excise Duty and achieving the withdrawal of Assessments altogether
- Judicial Reviews and Injunctive Relief in respect of detention of goods
- We can give advice on Movement and Premises Bond Guarantees and can advise on seeking their reduction where appropriate
- We also provide assistance in cash detentions and forfeiture hearings

Our team are also available to conduct legal compliance reviews, investigations and audits, and where possible we advise clients on how best to take pre-emptive steps to ensure that they comply with the ever-changing UK, EU and international trade laws and regulations.

It goes without saying our aim at Rainer Hughes is to attempt to recover your costs from HM Revenue and Customs, and the Crown Prosecution Service or against the party who brought the proceedings against you. However, costs cannot be recovered in the Tax Tribunals for any new appeals due to recent changes in the law.

We have successfully conducted cases which have identified incorrect procedures being adopted by HMRC.

We also conduct matters for clients in both the civil and criminal courts, County Court and Magistrates Court, Administrative Court, Queens Bench and Chancery Division of the High Court, and the Court of Appeal, both Civil and Criminal Division.

Sanjay Panesar

Sanjay began his career at Manches in Central London and qualified in 2002. He

then joined Gill & Co, and became head of the civil and criminal departments. During his four years at Gill & Co, Sanjay honed his skills in both criminal and civil matters and built up his reputation as a tactician and achiever of excellent results for clients. During his subsequent years at Gill & Co, Sanjay secured clients within the cash and carry sector, and grew this field of expertise.

In 2006, Sanjay set up his own practice, and has steadily built up this practice to the niche practice that it is today – specialising in commercial litigation, particularly in VAT/Excise matters dealing with condemnation proceedings, restoration proceedings, appeals to the tax tribunal as well as judicial reviews.

Today, Sanjay is regarded as one of the leading experts in the country in VAT/Excise matters, and has dealt directly with many of the leading authorities, resulting in successes in the Court of Appeal. He is acclaimed by clients, and has worked closely with some of the finest Queen's Counsel in the country for more than 10 years.

IMMIGRATION LAWYER OF THE YEAR IN FINLAND



Eversheds Sutherland (Finland)

Igor Livchitz
Specialist Counsel
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**EVERSHEDS
SUTHERLAND**

Eversheds Sutherland is a global law firm with 69 offices in 34 countries, and more than 5000 employees.

As a global top 10 law practice, Eversheds Sutherland provides legal advice and solutions to an international client base that includes some of the world's largest multinationals.

Igor Livchitz, Specialist Counsel at the firm, noted: "Our teams of lawyers around the world operate seamlessly to deliver the legal know-how and strategic alignment that clients need from their advisers to help further their business interests.

"Clients describe us as creative and well-versed in cutting-edge legal work. We listen well in order to understand how and where we can be most effective and add the greatest value.

"We shape our advice to the unique circumstances and challenges of

each project, and ensure the right people are in the right places to offer insight and certainty – from the day-to-day, to the most complex multijurisdictional matters."

Today, Eversheds Sutherland Finland is one of the leading full-service law firms in Finland. Its exemplary services cover all areas of corporate and business law, and its expert advisers render legal aid to all companies, whether they are stock-listed companies, start-ups or local businesses.

The firm is both locally committed and globally connected, offering new possibilities to clients in Finland and the Nordic-Baltic region, as well as globally.

Mr Livchitz has been based at Eversheds Sutherland (Finland) for 12 years. He specialises in immigration law, corporate law and M&A transactions, and represents investors

in Finland, Europe, Russia & the CIS.

He has 40 years of legal experience, of which almost 30 years were spent in Finland.

Moreover, Mr Livchitz has participated in major international investment projects in Russia, Finland and Central Europe. During the course of these projects, he has worked in cooperation at government level.

He is able to serve clients in Finnish, English and Russian, and is an active member of the IBA (business law section) since 1994 – also acting as a member of the Finnish Lawyers Union, as well as JuRuss, the international association of Russian-speaking lawyers.

For the past two years, Mr Livchitz has been recognised by Corporate INTL magazine's Global Awards, as "Immigration Lawyer of the Year in Finland"

PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE



EBA Endrös-Baum Associés

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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. 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.

REAL ESTATE DEVELOPMENT LAW FIRM OF THE YEAR IN FRANCE



Cabinet Michel Huet Avocats

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Cabinet
& Michel Huet
Avocats

Founded in 1978, Cabinet Michel Huet Avocats conducts its activities in all aspects of public and private real estate development and construction operations, as well as in French copyright law and public procurement. Architectural law and urban law constitute the heart of the firm's interventions, as well as its specificity.

Cabinet Michel Huet Avocats' two lawyers have extensive professional experience and a high level of legal expertise.

Baptiste Gibert, Partner at the firm, noted: "In our day-to-day matters, we counsel and assist all our clients in drafting contracts, as well as litigation proceedings. Essentially, we work for projects in development, which can involve renovations or new buildings. For example, we worked for a research centre in a renovation; we also worked a lot on the renovation of head office buildings in Paris, and provided counsel for new buildings in the South of France.

"Finally, and more for our individual clients, we work on urban planning and construction in France, whether it be an individual house,

condominium or property investment."

Today, the firm is widely recognised for its expertise by publications such as *Le Monde du Droit* and *LeadersLeague*. The high levels of skill possessed by its lawyers have logically led them to offer numerous training courses for professionals in the private sector (including architects and design offices), as well as agents of the State, local communities and their public establishments in the field of urban development. In this regard, the firm is mainly requested by municipalities and public planning establishments.

Recently, Cabinet Michel Huet Avocats worked for a large-scale American investment fund and a very well-known French luxury industry, regarding construction and real estate development. Its current roster of clients also includes insurance companies based in France.

Mr Gibert added: "50% of our clients are well-known architects, such as Jean Nouvel. In fact, our client base spans French architects as well as international architects, working all around the world or within our national borders.

"As previously mentioned, we also work for insurance companies and investment funds, especially in France, in urban planning and construction. Moreover, we work for companies in fashion or in the luxury industry, again regarding real estate. And last, but not least, a portion of our client base consists of individuals.

"In the past year, we – like many others – adapted our practice to become more flexible with our clients, and to become more available in the context of online demands. But this has not slowed us down because, looking to the future, we wish to recruit a new associate – because we have more work to do."

In addition to the aforementioned advice offered to public and private persons, the firm assists with litigations and pre-litigations, such as contractual and pre-contractual disputes, as well as recourse by third parties against town planning authorisations and neighbourhood disturbances. In the firm's experience, intervention during public or private construction operations may also lead to environmental consultation requests.

CONSTRUCTION LAW EXPERT OF THE YEAR IN GERMANY



**TOPJUS Rechtsanwälte Kupferschmid
& Partner mbB**

Prof. Dr. Bastian Fuchs, LL. M.
Partner, Managing Partner
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TOPJUS is a mid-size commercial law firm in Germany with 25 lawyers. The firm advises SMEs and major corporations throughout Germany and its neighbouring countries on all aspects of national and international commercial law, especially focusing on Construction and Procurement law. Its strong team of experienced specialists from a wide range of legal fields establish the firm as a solid partner its clients can rely upon. TOPJUS is also quick in responding to the opportunities of global business as well as global dispute adjudication, and is prepared – with its network partners – to service all clients' needs.

Today, TOPJUS is highly recommended for its Construction and Procurement expertise in Germany and other German-speaking countries. It is also proficient in cross-border collaboration in international teams with its partner firms and colleagues, who have distinct international expertise also in countries where TOPJUS does not have a presence. Across Germany, TOPJUS has longstanding connections and roots – maintaining close relationships with other major law firms.

Professor Bastian Fuchs, Managing Partner at the firm, noted: "Construction law is our absolute strength. In this area, we are particularly deeply involved in issues of contract drafting, project-related advice, dispute resolution and financing issues.

"In addition, our involvement in research and teaching at numerous colleges and universities in Germany – in areas of construction and public procurement law – distinguishes us."

More than 500 relevant publications by TOPJUS lawyers have had a decisive influence on the development of German building law. The firm's clients benefit from this proven expertise – beyond the metropolitan region of Munich-Ingolstadt-Augsburg, in the whole of Germany and the EU.

In other foreign countries, the firm represents clients out of court, or, when required, will hire a competent and trustworthy partner lawyer on site. In real estate law, its specialist lawyers will support clients, from drafting contracts, to advice, right through to representation in residential property law matters and rental matters.

In summary, the firm's offering extends to:

- Contract drafting, conception of contract models and financing issues;
- Monitoring and implementation of contract award models;
- Execution of contract awards for public clients;
- Drafting of contract documents;
- Conducting contract negotiations for clients (public and investors) and contractors (joint ventures and construction companies);
- Project-related consulting for construction and infrastructure measures (road construction, tunnel construction, waterways, airport, locks, etc);
- Accompanying PPP projects in Germany and abroad.

It is notable that Dr. Fuchs has many years of comprehensive expertise in all areas of construction and public procurement law. In his current role managing TOPJUS in Munich, he works predominantly as a specialist lawyer in the spheres of construction and architectural law, as well as rendering international

business law and public procurement law advice.

Moreover, he has acted as a university lecturer since 2006 and an honorary professor since 2015 at the Universities of the Federal Armed Forces (Munich), LEUPHANA (Lüneburg), and at the Technical University of Munich, on issues of German and international construction and public procurement law.

Dr. Fuchs is, in addition, in demand nationally and internationally – as an arbitrator, adjudicator and mediator in dispute resolution proceedings.

His Publications Include:

Dr. Fuchs is the editor and author of various textbooks, such as the Handbook of Civil Engineering Law, the Handbook of International Construction Law, as well as numerous other publications, books and essays.

His Tasks Include:

- Professor of German and International Construction and Public Procurement Law at the University of the Federal Armed Forces Munich, at the LEUPHANA University Lüneburg and at the Technical University Munich;
- Attorney at Law (New York, USA);
- Chairman of the Board of the European Society for Construction Law (ESCL);
- Chairman of the Expert Committee on International Commercial Law at the Munich Bar Association;
- Member of the DIN standardisation committee DIN EN 1997-2;
- Member of the DIN Standards Committee DIN 18302;
- Member of the VDI Guidelines Committee VDI 6202;
- Member of various international associations and working groups on construction law.



LABORIUS – Labour Law is our passion

Laborius specialises in labour law and has decades of experience in this field. We are not generalists, but specialists and know all the intricacies – both in court proceedings and out-of-court settlements. With our four long-standing partners and five associates, we are one of the largest specialised boutiques for employment law in Northern Germany.

2020 was a special year for many companies with major challenges around labour law issues such as short-time work, restructuring, employment contracts and much more. All the more important to be able to confidently place these complex tasks in competent hands!

Laborius has its core competence in representing employers, but also represents executives and works councils. We are highly experienced in assisting large companies with their restructuring plans from the outset throughout the entire process. We support our clients in the area of mergers and acquisitions and regularly draft employment and service contracts for clients of all sizes. Our handbook of employment law forms is one of the standard works in the industry. Our partners Prof. Dr. Peter Schrader and Dr. Rhea-Christina Klages regularly represent our clients in negotiations with trade unions and collective bargaining talks.

On the employee side, our core strengths are the representation of executives in all sectors in Germany and the highly complex works constitution law. Our partner Jens Siebert and our cooperation partner Prof. Dr. Matthias Pletke are proven experts in this field.

Laborius is not only active nationally: our partner Tina Thoms also represents our clients very successfully on the international stage.

If litigation cannot be avoided, we represent our clients before all German labour courts, including the Federal Labour Court. In doing so, they benefit from our decades of experience: we prepare our cases meticulously and lead them to success with a great deal of tactical awareness and tact. For us, litigation also means asserting our clients' claims as quickly as possible and in the best possible quality.

Laborius' great strength is effective teamwork. We bundle our competence and experience for each client in the best possible way. This means that we are always available to our clients and can represent them particularly successfully. This is also demonstrated by the many awards we have received in recent years, including from Legal 500 and JUVE.

Thanks to our concentrated expertise in the labour law-heavy requirements of the crisis year 2020, Laborius was able to successfully continue on its chosen path and consequently achieved the most successful year in the firm's history. Thus we were able to significantly increase our share of permanent mandates and further expand our special expertise in the automotive, industry, real estate and food sectors. We represent all company sizes from DAX groups to SMBs.

Just as we always pursue the optimum for our clients, Laborius is also consistently developing itself. We think in modern, networking and digital terms – and our clients benefit from this. Fast, uncomplicated communication, regular publications on employment law topics and a series of events for clients and the legal profession are standard at Laborius.

With us, you gain a reliable partner who speaks your language and represents you with the highest level of competence – with character and finesse.

Laborius

DIE FACHANWÄLTE
FÜR ARBEITSRECHT

Laborius

Die Fachanwälte für Arbeitsrecht

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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 enterprises in challenging situations, where an utmost degree of excellence in the fields of Strategic Management, Corporate Finance/M&A and/or Restructuring is required.

The four partners of Wintergerst are experienced entrepreneurs with backgrounds in consulting, auditing and producing industries. They are backed by a team of highly motivated and experienced business advisers with expertise in the areas of management and finance, in addition to a broad network of industry experts, utilised by the firm to offer tailor-made solutions to clients. Today, its primary areas of specialism are Strategic Management, Corporate Finance/M&A and Restructuring. In addition, Wintergerst is a member of the International Corporate Finance Group (ICFG), a global network in sell- and buy-side corporate transactions with 24 offices worldwide.

Volker Wintergerst, Managing Partner, noted: "Wintergerst possesses extensive experience regarding the interests and challenges of shareholder families and how to maximise value for them. Our in-depth technical and operational knowledge, combined with a broad skillset in finance and banking, enable us to deliver comprehensive solutions that cover any aspect of a client's business. In doing so, Wintergerst creates a high level of trust, as well as long-lasting client relationships."

When asked about some of the challenges that Wintergerst has faced in the past 12 months, Mr Wintergerst explained that the major issue for the practice has been the ramifications of COVID-19 on both the economy and the firm's

clientele, which consists mainly of family business owners. "The demands are very different from client to client," he said. "Therefore, each situation needs to be evaluated diligently. In solving the current individual problems of our clients, we benefit from the general approach of Wintergerst to deliver customised solutions at all times."

The firm has, however, seen notable successes in the past year, including the acquisition of MBO by Komori. The MBO Group develops, produces and sells machines for the further processing of digital and offset print media, as well as for mailings, pharmaceuticals and special applications. In the first quarter of 2020, the Japanese Komori Corporation took over the traditional German MBO Group, and Wintergerst supported the shareholder family and MBO exclusively and comprehensively in the internationally orientated bidding process. Subsequently, Wintergerst provided intensive support throughout the demanding post-merger integration, which took place at the height of the coronavirus pandemic.

The firm also advised on the merger of STOLL – a family-owned, global manufacturer of flat-knitting machinery for more than 145 years – and Karl Mayer. The merger of these two world market leaders was completed in July, 2020, enabling STOLL to become an independent division within the Karl Mayer Group. In preparation for this transaction, Wintergerst advised STOLL on various issues relating to a possible future realignment, particularly the preparation of a restructuring concept in accordance with German IDW S 6, and thus, helped to secure the planned transaction.

Last, but not least, Wintergerst consulted on the acquisition of Gehring – the world market leader in fine machining, and a

developer of tech for conventional and electrified powertrains – by NAGEL. NAGEL, Wintergerst's client, was only able to enter the transaction process relatively late – at the end of September – and was therefore faced with an extremely ambitious time schedule of five weeks. Nonetheless, with the support of Wintergerst's specialised M&A team, NAGEL expeditiously managed to submit a qualified offer for Gehring, and won the bid.

Mr Wintergerst added: "For us – like many, many others – the global pandemic was certainly the most significant challenge that we faced in the past year. As a result, it was important for us to create a work environment that ensured the health of our employees and clients and that, at the same time, enabled us to render our services to the very best of our ability. In addition to this, our clients were all affected differently by the crisis, and so we needed to devise unique solutions that addressed their concerns and challenges.

"Throughout this, we have continued to provide a leading service to our core clientele, which still encompasses family-owned businesses and entrepreneurs from the Engineering, Automotive, Software/IT and Consumer Goods/ Wholesale and Retail sectors. Moreover, our cross-border endeavours have benefitted greatly from our membership within ICFG. Being part of such a leading global network has been invaluable in our sell- and buy-side corporate transactions, as this affiliation allows our company to optimise the process and outcome for clients – operating in unison with experienced partners based all around the globe, with 24 offices worldwide."

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

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN GERMANY



LexDellmeier Intellectual Property Law Firm

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LexDellmeier
 intellectual property law firm

Experienced – Innovative – Client-oriented – LexDellmeier Intellectual Property Law Firm in Munich offers innovative and creative in-depth IP counselling in Germany, throughout Europe and with support of a network of international associates on a worldwide basis. The attorneys at law at LexDellmeier IP Law Firm offer first-class expertise in the fields of **trademark, design, and copyright law**, as well as **licensing and IP-related unfair competition law**. Individuals, start-ups, universities, SMEs and large corporations need expert counselling in order to produce strong, successful and enforceable IP rights. LexDellmeier offers experienced, effective and proactive IP counseling, including evaluation, clearing and prosecution of trademarks and designs on a cost-effective basis. In addition, LexDellmeier is known for litigating complex cases also before the European General Court (EGC) and the European Court of Justice (ECJ) in Luxembourg.

Besides offering legal advice, we offer counseling through one or more of our experts online via Teams, Zoom, Cisco etc. or on-site at our headquarters in Munich, Germany. We also advise on how to set up

an IP department, implement necessary IP processes and respective IP software. In addition, we offer to review IP portfolios, give strategic advice on how to broaden and strengthen IP rights and point out possible cost savings without losing protection. Through collaboration and sharing of know-how, we train our clients to be successful.

Our Vision

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

Our Values

PASSION: We love what we do.

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

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

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

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

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

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

Our Mission

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

About Alexandra Dellmeier

Prior to starting LexDellmeier in 2009, Alexandra Dellmeier was an equity partner at another renowned German IP firm with 100 people. There, she was responsible for the prosecution and litigation of large trademark and design portfolios for a number of well-known brands. During those years, she also had the opportunity to work on incredibly interesting and prestigious patent and utility model litigation cases. That is where she made the link between non-technical and technical protection and became a “true” IP attorney.

INTERNATIONAL ARBITRATION EXPERT OF THE YEAR IN GERMANY / INTERNATIONAL ARBITRATION LAWYER OF THE YEAR IN GERMANY / INTERNATIONAL LITIGATION LAWYER OF THE YEAR IN GERMANY



Anton Maurer International Legal Services Rechtsanwaltsgesellschaft mbH

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Dr. Anton G. Maurer acts as an independent arbitrator, primarily in the area of international commercial disputes under DIS, ICC, ICDR, and KCAB Rules, but he also represents clients in international arbitration, and international litigation. Since 1987, he gained broad international experience in negotiating commercial and transactional agreements as well as in dispute resolution representing clients in or with respect to more than 65 countries.

Anton Maurer International Legal Services Rechtsanwaltsgesellschaft mbH has its seat in Stuttgart, Germany. Until 2016, he was for 30 years a partner with CMS Hasche Sigle. He graduated with a Doctorate in Public International Law from the University of Tuebingen, Germany in 1985, and with a Master of Laws in U.S. and Global Business Law from Suffolk University, Boston, MA in 2009.

International Arbitration

Dr. Maurer is a Fellow of the Chartered Institute of Arbitrators (FCI Arb); he was appointed as sole arbitrator, chair of the tribunal or co-arbitrator in international and domestic disputes under DIS, ICC, ICDR, KCAB, and UNCITRAL Rules of

Arbitration. The proceedings decided, among others, commercial disputes, post-M&A disputes, disputes on franchise agreements, and disputes about agency and distributorship agreements. Commencing in 1988, Dr. Maurer represented clients as counsel in domestic and international arbitration proceedings under CIETAC, DIS, ICC, and Swiss Rules, and in ad hoc arbitration proceedings in China, France, Germany, India, Italy, Malaysia, Switzerland and the U.S.A.; most of the disputes were related to breaches of commercial agreements, M&A agreements, and corporate matters. He is listed on the panel of arbitrators of the German Institution of Arbitration (DIS); International Chamber of Commerce (ICC); International Centre for Dispute Resolution (ICDR); Korean Commercial Arbitration Board (KCAB); Vienna International Arbitration Centre (VIAC); Asian International Arbitration Centre (AIAC); Philippine Dispute Resolution Center (PDRCI); Chinese International Economic and Trade Arbitration Commission (CIETAC); Shanghai International Arbitration Center (SHIAC); Chinese European Arbitration Centre (CEAC), and the European Latin American Arbitration Association (ELArb).

International Litigation

Dr. Maurer also represents clients in domestic

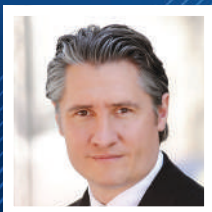
and international litigation proceedings in Germany; and he organized the defense of clients in France, Italy, Liechtenstein, Monaco, the Netherlands, Portugal, Switzerland, and the U.S.A. These disputes related to commercial agreements, corporate disputes, M&A agreements, dissolution of companies, financial agreements, intellectual property, inheritance law, product liability, and the ownership of fine arts, including art lost or allegedly lost between 1933 and 1945.

Professional Ratings

International Who's Who Legal praised Dr. Maurer, among others, as a “seasoned litigator and arbitrator”, and for his “wide-ranging business knowledge”, his “brilliant commercial acumen”, his “commercial approach”, his “thoroughness”, “creative solutions”, and that “no detail escapes his notice”. He is described as “world class”, “phenomenal”, having “unparalleled talent”, as well as being “diligent”.

Arbitration-Related Publications, Speeches and Presentations

Since 2002, Dr. Maurer has also given numerous speeches and presentations worldwide, and has published articles and books.



BOEHMERT & BOEHMERT

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BOEHMERT & BOEHMERT (B&B) is one of the law firms with the widest and most exclusive network in Germany and Europe, especially in the area of patent law. We can draw on several decades of expertise and contacts in the areas of patent law, design law, trademark law and intellectual property on the whole, as well as the gratitude of many satisfied individual inventors and small, medium and large entities in the German-speaking countries who are globally active and successful.

With 20 years' experience in counselling and litigation on all issues in the field of Intellectual Property in Munich and Paris, before the European Patent Office and the German Patent and Trademark Office, my counselling covers all services with a special technical focus on machine engineering and classical machine engineering, as well as the interface to all aspects of digitalization and industry 4.0.

These technical areas have been of interest for patent lawyers, inventors and industries from the very beginning of patenting in the 19th century and throughout the 20th century with all its technical revolution. Indeed, they are still the core of today's technical revolutions and all sorts of "future labs," be it in automotive, smart living, climate change, entertainment or defense and public health! My clients and their technical developments are the best proof that mechanical engineering is everything but dead. It involves the technical fields of micro- and macro-construction, medical engineering, transport and logistics engineering, textile engineering, retail marketing and material processing, as well as consumer goods, packaging

technology, automotive, construction technology and 3D construction.

Within these fields, I have always made an effort to offer uniquely tailor-made advice to Germany's small and medium entities, as well as representations of internally active global players who are active and keep producing technical innovations in Germany, Austria, Switzerland and Europe. Together with my clients – who tend to have very intelligent IP departments of their own – I elaborate counsel and advice for successful strategies in the special field of patent law and all its adjacent areas of law, such as German and European employee invention law, design law, utility model law, trademark law and licensing.

Together with my clients and my team, I have won various court cases for my clients' intellectual property portfolios. Recent examples of successful representation of my clients before court have included: an infringement suit for a world-leading producer of packaging material (successful enforcement of a nullity action), and the successful defense of the intellectual property and patent right owners against a nullity action for a world-leading company in the production of glass fiber-optic cables.

For the University of Strasbourg in France and the European Patent Office in Munich, as well as for several generations of B&B staff, I have also taught patent law, patent management and patent strategy planning to future patent attorneys and examiners of the European Patent Office, as well as senior managers of international companies.

As chief of personnel and Senior Partner of a law firm with 500 seats within Europe, I am a great fan of openness, fairness and maximum transparency in communication,

as well as diligent management and action. I have especially learnt to value these skills in the recent year of rapid change throughout the pandemic, when measures had to be strategically planned, streamlined with regional and national public health regulations, communicated and put into action for our staff – in order to avoid infections in the buildings of our law firm, at all seats of B&B and for our clients and colleagues, often at extremely short notice.

Great personal reward for my hard work comes from the fact that I can observe, almost on a daily basis, a steady growth of demand for my expertise, which comes in as requests, recommendations and new acquisitions as more and more clients from around the world approach B&B for advice, counsel and representation. In particular, we see requests from more and more international companies with R&D units in Germany, who are in need of tailor-made solutions in keeping with all specifications of German law with regard to the interdependence and interaction of German and European patent law (and their specific impact on internationally operating businesses). Currently, we are broadening our counselling capacities for the technical fields of digitalization, industry 4.0 and adjacent areas of R&D.

I love what I do. I feel motivated to contribute to the successful protection of technical innovations, and I am grateful that I am able to do so. I love what I do when I look into the happy faces of my clients, when my son asks me to help him prepare a school presentation on future technologies, when our offices function well – and when my team thinks of B&B as a decent employer.

MECHANICAL ENGINEERING PATENT LAW FIRM OF THE YEAR IN GERMANY



Prüfer & Partner mbB

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prüfer
INTELLECTUAL PROPERTY LAW FIRM

Prüfer & Partner mbB is one of Germany's most renowned IP law firms, specializing in IP rights. Prüfer & Partner protects clients' ideas, inventions and product developments around the world and enforces their claims in court – regardless of whether it is technical inventions or other IP rights.

Prüfer & Partner was founded in 1972 by patent attorney, physicist and master optician, Lutz H. Prüfer, as a pure patent attorneys' office, which quickly developed into an internationally focused medium-sized law firm specializing in IP law. A successful generation change took place between 1998 and 2002, when Prüfer & Partner was taken over by patent attorneys Dr. Dorothea Hofer, Jürgen Feldmeier and Dr. Andreas Oser. Since then, Prüfer & Partner has grown into a highly respected medium-sized law firm with a stable global network of partners, which advises clients registering IP rights, supports clients in all issues relating to IP rights protection, and defends and enforces clients' IP rights in court. A further milestone was achieved in

2015 with the addition of attorney at law Andreas Jacob as an equity partner, and the firm has since entrenched his legal know-how, ensuring future continuity of the patent and legal service.

With Prüfer & Partner, you can expect a strong and carefully selected community of patent attorneys, lawyers and technical specialists. The firm represents its clients' interests at the highest level. Prüfer & Partner is familiar with the support of complex and demanding mandates and works with great commitment.

Diligence and expertise play an important role in industrial property law protection. Therefore, Prüfer & Partner patent attorneys and lawyers work strictly to German quality standards: thorough, punctual and cost-efficient.

Over the past 10 years, Prüfer & Partner has continuously expanded its expertise in patent and trademark litigation. Dr. Hofer and Mr. Feldmeier have been advising their client, Brother Industries, for years in a complex patent dispute concerning

ink cartridges. Dr. Oser supports the pharmaceutical industry, including assisting Novartis in building up its patent portfolio. Mr. Jacob is not only active in both patent and trademark litigation before German courts, but also assists his clients in international disputes, particularly in China-related cases. Other Prüfer & Partner attorneys, including Dr. Christian Einsel, also regularly litigate both active and passive patent lawsuits. In addition, Marion Ziliox works for French and Asian clients, among others, in customs actions at EU borders. As a result, Prüfer & Partner has well-founded expertise in the entire IP field.

Looking to the future, Prüfer & Partner continues to strengthen its long-lasting, close business relationship with Japan and at the same time enlarge its China desk by setting up a Chinese hotline for its Chinese-speaking clients and potential clients.

Located in Munich, the German heart of intellectual property, Prüfer & Partner is dedicated to serving its clients as a one-stop-shop IP boutique.

PATENT LITIGATION EXPERT OF THE YEAR IN GERMANY / TECHNICAL IP RIGHTS LAW FIRM OF THE YEAR IN GERMANY



Braun-Dullaues Pannen Emmerling

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BRAUN-DULLAEUS PANNEN EMMERLING
PATENT- & RECHTSANWÄLTE | MÜNCHEN · DÜSSELDORF

Friedrich Emmerling is a patent attorney and equity partner at Braun-Dullaues Pannen Emmerling in Munich and garners a truly remarkable amount of praise for his infringement and nullity proceedings in the electronics and telecommunications fields.

He has extensive experience in conducting patent litigation and prosecution, enforcing patents and utility models, offering strategic advice on patent portfolios and representing clients in numerous nullity proceedings and oppositions before the German patent courts and EPO. He also cooperates with law firms in parallel infringement proceedings before the German Regional/Higher Regional Courts. Many of these patent disputes are based on SEPs and concern complex technical questions in the mobile communications, video and photovoltaic technology fields. He possesses extensive knowledge and experience in the fields of laser physics, LED technology, mobile communications, semiconductor technology, software, telecoms and video/audio encoding.

Braun-Dullaues Pannen Emmerling is a genuine service boutique dedicated to serving clients with the explicit promise to guarantee exclusive, personal advice in the long term. Especially when it comes to IP litigation, BDPE ensures to keep the risk of a conflict of interest as low as possible.

The lawyers of Braun-Dullaues Pannen Emmerling specialise in litigation and prosecution in the field of intellectual property and combine branch-specific and technical expertise with legal competence. The firm's partners have been well-known contacts in their fields for more than 20 years and are among the few established experts in the clients' industries.

The firm's expertise is focused on patent and utility model law, in trademark, design and copyright law, as well as in competition, domain and employee invention law. BDPE works for clients in Germany and abroad and has an international network of contacts with other law firms and patent attorneys.

The firm's competence lies in legal representation in patent, trademark and design litigation, as well as in copyright

and competition proceedings, protecting innovations, new technologies and products, brands and new designs, and handles the corresponding grant, appeal and opposition proceedings. BDPE specializes in the following technical areas: automotive, computer technology, electrical engineering, electronics, food and beverage production, LED technology, mechanical engineering, medical technology, optical technology, photovoltaic technology, physics, semiconductor technology, software, telecommunications and video/audio encoding.

BDPE further specializes in the following industries and sectors: consumer goods, energy suppliers and providers, fashion, furniture and household retailers and media and communication agencies.

Our team is currently composed of nine Patent Attorneys and three Attorneys at Law, with offices in Düsseldorf and Munich, Germany. Our attorneys and office staff represent a multitude of nationalities from Europe, Asia and the Americas, and speak as many as ten different languages.

CORPORATE RESTRUCTURING LAW FIRM OF THE YEAR IN GREECE



Serafim Sotiriadis & Associates – Law Firm

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Serafim Sotiriadis & Associates is a market leader in Bankruptcy and Business Restructuring law.

The firm's expert team of legal and business advisors provide sound integrated solutions to legal and business issues that require an all-round knowledge of the law, encompassing the above areas as well as Commercial, Civil, Corporate and Criminal Law.

The firm's founder and inspiration, Serafim Sotiriadis, is widely acknowledged as one of Greece's leading experts in the fields of Bankruptcy and Business Restructuring Law. Moreover, the firm's legal triumphs have served to shape the Law itself, with the court's judgements in favor of its clients serving as precedents, which help pave the way for new approaches to legal issues.

Serafim Sotiriadis & Associates was the first law firm in Greece to successfully submit and ratify a "rehabilitation agreement" – a document that has served as a reference point for all those that followed. Rehabilitation Mechanisms (106b and 106d of the Greek Bankruptcy Code) are the primary collective pre-insolvency procedures; their aim is to restructure a company's debts without overlooking the collective satisfaction of its creditors. The firm's lawyers' in-depth knowledge and extensive experience in this field has allowed them to take a realistic and unique approach to each new case, and has led to successful outcomes in several important cases.

The firm also has considerable experience over many years in cases relating to M&A transactions and

provides legal advice on every phase in the process, from pre-signing to execution, and in the specific fields of law that are involved in a particular M&A deal (contract law, property law, company law, employment law, etc.). M&A transactions are highly complex in practice and require significant strategic business planning as well as extensive legal due diligence.

In addition, the firm's commercial lawyers are well versed in handling bankruptcy and insolvency applications, and they can support clients in every aspect of both contentious and non-contentious insolvencies, providing an integrated service that encompasses advice on everything from the obligations and liabilities of insolvent companies to debt restructuring, voluntary arrangements, bankruptcies, providing support from the first signs of trouble through to the completion of the insolvency, restructuring or bankruptcy process.

Serafim Sotiriadis & Associates has also developed a strong reputation for negotiating successfully with the banking sector, especially in restructuring agreements where the firm achieves results that ensure the viability of its clients' companies into the future. The firm's experienced legal team helps clients deal with creditors' obstacles and the inherent complexities of a financing transaction. Meanwhile, they provide clients with thorough legal due diligence for potential transactions. Tracking down any impediments, they offer their informed opinion on potential strategies and propose the best approach to structuring and drafting the transaction in the light of their findings.

The firm's criminal law team can efficiently defend company directors against charges relating to the great majority of white-collar crimes, from

issuing bounced cheques and tax evasion, to major corporate fraud and money laundering. Experienced lawyers have taken an active role in many such cases and can provide early consultation and effective representation in court, achieving the best possible results.

Serafim Sotiriadis & Associates operates as an organic whole, with each section and department collaborating harmoniously with every other. Its extremely well-qualified and experienced lawyers, finance experts and business consultants boast an impressive breadth and depth of expertise in their respective fields, coupled with an excellent working knowledge of English, French, Italian and Spanish.

Furthermore, the firm's clients include major banks, leading construction and commercial concerns, energy companies, clothing and furniture manufacturers, shipbuilders, investment groups, craft businesses and a number of investors and funds with a Greek presence. Due to the unique nature of its expertise, a number of lawyers and legal firms entrust their clients to Serafim Sotiriadis & Associates in cases relating to the areas in which it specialises.

The firm is currently contributing to the immense restructuring of private debt that is taking place in the country. Ultimately, it is helping to facilitate the financial changes that are being implemented in the country – by providing world-class legal advice on the complex issues that arise in Greece's legal regime.

Serafim Sotiriadis & Associates was the first law firm in Greece to successfully submit and ratify a "rehabilitation agreement" – a document that has served as a reference point for all those that followed.



Katerina Marini and Associates Law Firm

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Katerina Marini and Associates Law Firm (KMD Law Firm) is committed to the highest efficiency of cases, led by attorneys and corporate advisers with perennial experience and expertise in securing clients' interests.

The firm's philosophy is to always follow the most advanced, up-to-date approach in dealing with cases, striving for bold solutions to any challenge, developed in collaboration with its clients. It is dynamic and fast-growing, counting more than 5,000 successful cases during its 15-year history. During these years of operation, it has expanded substantially to provide high-quality, one-stop-shop legal services to meet all business needs.

Moreover, following this steady upward trend, KMD Law Firm has developed a strong anthropocentric philosophy that is governed by its fundamental operating principles.

Staffed by high-level lawyers with many years of experience – who stand out for both their scientific training and their professional conscience – ensures the optimal efficiency of all the firm's cases. Its approach is targeted and customer-centric, cultivating trusted contacts and maintaining the highest standards.

Today, the firm provides comprehensive legal prevention and coverage, directly, effectively and qualitatively, in a wide range of areas.

Katerina Marini

Ms Marina is KMD Law Firm's Founder, Managing Partner, Managing Director, Attorney-at-Law and Accredited Ombudsman. She has been a lawyer in Athens since 2004, and has handled family disputes as well as disputes of a large financial nature. Among other areas, she has experience and specialisation in real estate, expropriation, corporate law and immigration for investors. She is fluent in English and French.

Investment Law

In the field of Investment Law, KMD Law Firm safeguards clients' interests

via a tailor-made approach. Its skilled attorneys and cooperating colleagues are committed to efficiency and high standards for all cases undertaken within the full spectrum of their activities.

The specialisation of KMD Law Firm's lawyers in the field of immigration law and, in particular, the programme for granting residence permits to foreign real estate investors, is evidenced by the issuance of more than 200 residence permits for property owners since the implementation of the relevant legislative framework. Since its implementation in 2013, the permanent residence programme for foreign investors – and owners of immovable property – offers the possibility of obtaining a permanent residence permit in Europe by investing in real estate with the lowest commercial value (compared to the corresponding programmes of other countries).

With an investment of €250,000 in real estate, the Greek programme is the most attractive and affordable throughout Europe. Investors holding this permanent residence permit acquire the right to live in an idyllic country with a high level of security and standard of living. Although Greece has been challenged by a widespread and severe economic crisis in recent decades, it has managed to keep real estate purchases alive. With a fast and simple procedure before the competent authorities, KMD Law Firm's lawyers ensure that real estate investors and their families will quickly issue the permanent residence permit – which gives them the right to move freely in all countries of the Schengen area.

Benefits of the programme include:

- Permanent residency in Greece, a safe country without political turmoil and with a high standard of living. Greece is already recovering from the financial crisis, which has affected the EU in general.
- The permanent residency provides access to the Greek educational system, which is exceptional. Both public and private schools offer first-class studies, which lead to

both Greek and foreign universities. State universities, such as the School of Law of the National and Kapodistrian University of Athens, as well as the Technical National University of Athens (NTUA), have achieved international distinction in various academic fields and are included in the list of the best 500 universities worldwide as stated in the latest world academic assessment (ARWU). Further, there are international schools teaching in English, as well as many private colleges that collaborate with foreign universities and offer top-quality studies.

- Investors who obtain permanent residency in Greece have the same rights and access to welfare programmes as Greek citizens.
- The Greek Permanent residency programme offers free entrance to the rest of the Schengen countries (Austria, Belgium, the Czech Republic, Denmark, Estonia, Finland, France, Germany, Hungary, Iceland, Italy, Latvia, Lithuania, Luxembourg, Malta, the Netherlands, Norway, Poland, Portugal, Slovakia, Slovenia, Spain, Sweden, Switzerland and Liechtenstein).
- The application process is particularly fast, as it is completed in one step. The permanent residency is granted in approximately one month after the purchase of the property.
- The application process is notably simple: no body check, no proof of the source of the investment funds, no requirement of minimum days of stay.
- The cost of the investment is the lowest in the EU.
- Not only the main applicant, but also his/her family members (spouse, children under 21 years old, parents and parents-in-law of the main applicant), obtain permanent residency in Greece. Children older than 21 years can renew the PR (permanent residence) until the age of 24 and get access to the Greek work market.

IP LITIGATION LAW FIRM OF THE YEAR IN GREECE

DR. HELEN G. PAPACONSTANTINO AND PARTNERS

Eva Yazitzoglou, Managing Partner
Miranda Theodoridou, Partner
Maria Athanassiadou, Partner
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**DR HELEN G.
PAPACONSTANTINO
& PARTNERS
LAW FIRM**

Dr. Helen G. Papaconstantinou and Partners (HP&P) is a leading full-service IP law firm, with a history that spans over a century. HP&P combines a deep knowledge of all aspects of the IP field with a thorough understanding of its clients' needs within the ever-evolving and challenging innovation environment of international markets. Its litigation team provides tailored advice to a broad range of disputes by devising fully-integrated solutions and coherent strategies.

The firm's partners are Eva Yazitzoglou (managing partner), Miranda Theodoridou, Maria Athanassiadou and Fotini Kardiopoulis.

HP&P is registered with the Athens Bar Association and is a member of the Greek Association of Law Firms.

11 fully qualified lawyers and 21 paralegals and support staff provide legal and administrative services of excellent quality. All lawyers are members of the Athens Bar Association and almost all are admitted to practice before the Supreme Court and the Council of State. Two of them are European patent attorneys. They are all active members of key international associations, including the European Patent Institute, the International Federation of Intellectual Property Attorneys,

the International Association for the Protection of Intellectual Property, the International Trademark Association (INTA), the European Communities Trademark Association, the Pharmaceutical Trademarks Group, MARQUES and the International Community of Breeders of Asexually Reproduced Ornamental and Fruit Varieties, and regularly contribute to important and internationally recognised IP resources such as the World Trademark Review, IAM, Wolters Kluwer Manual IP, Katzarov's Manual on Industrial Property and several INTA resources.

The HP&P client base covers a broad spectrum of businesses in all industries and sectors. Its clients range from large international companies and market leaders to small local businesses and start-ups, represented either directly by the firm or indirectly through trademark and patent agents and practices all over the world.

HP&P serves its foreign clients in English, French, German, Spanish and Italian.

The firm's services cover the following:

- national, EU and international trademarks;
- national, European and Patent Cooperation Treaty patents;
- European patent validations;
- utility models;
- supplementary protection certificates;

- plant variety rights;
- national, Community and international designs;
- geographical indications and designations of origin;
- copyright and protection of artistic works;
- exploitation of IP rights;
- licensing and franchising;
- due diligence searches and related consultancy and monitoring;
- litigation involving all aspects of IP law;
- IP consultancy;
- anti-piracy, anti-counterfeiting, customs monitoring and border measures;
- trade secrets;
- domain names;
- alternative dispute resolution and mediation;
- internet law, electronic forms of payment, online contracts and services;
- competition, advertising and consumer protection law.

HP&P is consistently ranked among the top IP law firms in Greece by international legal directories and associations, e.g. Corporate INTL, GLE, IAM Patent 1000, IPSTARS, Legal 500, WTR 1000.

HP&P holds an ISO 9001:2015 certification.

HIGH NET WORTH INDIVIDUAL TAX ADVISORY EXPERT OF THE YEAR IN IRELAND



KPMG

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As Ireland's largest tax practice, KPMG has significant expertise in all areas of tax, including the specialist services we provide to our High Net Worth (HNW) clients. With offices in Dublin and Belfast, the firm is uniquely positioned as one 'All Ireland' firm with a presence in two tax jurisdictions.

Olivia is a Tax Partner, who works closely with indigenous businesses owners. She also leads KPMG's Family Business division and is a member of KPMG's EMEA Regional Family Business Council, which strives to deliver exceptional service to our global HNW community.

Olivia recognises the importance of cross-jurisdictional advice and works very closely with her international colleagues to access the best of global opportunities for clients. Thought leadership is an area that Olivia and the firm prides itself on, particularly in the areas of philanthropy, the ESG agenda, digitisation and innovation, all of which continue to take

on more significance for HNWs in their personal and business portfolios.

Deep sectoral and tax specialisms combine to set KPMG's HNW tax practice apart, as we support our clients in driving and scaling their business interests and balancing their interaction with their personal wealth and family involvement. Trust has always been a core value of KPMG, and in the past year Olivia has seen its importance and the role of the 'trusted advisor' becoming more significant as clients come to terms with 'what's next'?

Like our clients, we have seen the importance of prioritising our people and being agile in responding to these challenging times. In turn, we support clients in pivoting their business, protecting their assets, finding fresh opportunities and re-establishing a path to growth through investment and diversification. What is clear to Olivia is that the commitment, resilience and expertise of her team has and continues to be exceptional, and there is no doubt that their dedication and focus

on excellent client service has significantly contributed to this award.

Olivia strongly believes in the power of communication in supporting clients. The pandemic has brought us much closer to our clients with regular communications as they reassess their own priorities as families, business owners and the contribution they want to make to society and on key matters such as the ESG agenda. Relevant, timely and practical specialist tax advice is critical to our HNW clients as they juggle these changing priorities.

In the year ahead, Olivia and her team will continue to stay close to clients. There is a shared optimism that we are beginning to transition from the pandemic, and that a period of opportunity is ahead for HNWs as they seek to protect and maximise their personal, family and business interests. Succession, the impact of the financial markets, the geopolitical landscape and climate agenda will continue to be important aspects of Olivia's HNW client engagement.

LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN IRELAND



Anne O'Connell Solicitors

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Principal
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Employment law is a complicated arena of relationships and contracts, so it is important for anyone entering that arena to have the backing of a trusted and intelligent legal mind. At AOC Solicitors, the clients get just that.

The Firm offers a full suite of employment law services including advices and representation in respect of all contentious and non-contentious employment-related issues. The Team advises large multi-national companies, semi-state companies, small and start-up businesses together with high-level employees facing employment law disputes. We provide a strategic approach focusing on advising clients on the best solution to achieve their objectives while meeting their commercial needs and business requirements. The Team is fully focused on what its clients want to achieve.

The team believes in being an accessible and a dependable resource for our clients. AOC Solicitors places a high value on being available 24/7 to avoid claims and

therefore offers employer clients an Employment Law Hotline to encourage such clients to contact us with issues as they arise. AOC Solicitors prides itself on keeping its clients abreast of all Employment Law updates, producing a monthly e-Newsletter with the latest legislative amendments, superior court and relevant WRC/Labour Court decisions.

Principal, Anne O'Connell, acquired in-depth experience in employment law through the firms in which she has practiced, which has given her a high-caliber, strategic and practical approach to employment law issues. Anne 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 on employment law issues.

Anne has built up a well-earned reputation as being a stand-out leader in the field of employment law in Ireland. In 2021, Anne has been named as a Leading Individual

in Employment Law by Legal 500 and a ranked Employment Law Lawyer by Chambers Europe.

Drawing on years of dedicated experience in the employment law sphere, the team is well placed and known for representing clients with high levels of quality and passion, proving to be a truly invaluable asset to any client. Ultimately, the success of Anne and the team is down to our stand-out ability to offer clear, up-to-date advice and concise guidance in employment law issues together with our amazing work ethic with results in unrivalled quick turnaround times.

The difference between AOC Solicitors and other employment law firms is that the entire team love what they do, becoming invested in clients' employment law issues, which results in an excellent service provided to all our clients.

The team is well placed and known for representing clients with high levels of quality and passion.

PERSONAL INJURY LAW FIRM OF THE YEAR IN IRELAND



Browne & Murphy Solicitors

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At Browne & Murphy Solicitors, we believe in putting our clients first. We care about our clients and look to ensure that they receive the best possible service, efficiently and effectively.

When dealing with us you can expect:

- Assured competent advice and support delivered at an affordable cost
- Personal and prompt attention at your convenience
- Friendly and welcoming offices with staff sensitive to your issues and dealing with your queries in a courteous, polite and confidential manner
- Practical no-nonsense solutions to problems set out in plain language
- Experienced solicitors advising you in their particular areas of expertise
- A safe pair of hands

Browne & Murphy Solicitors is a specialist personal injury law firm.

We have considerable experience and expertise in all aspects of personal

injury law, including fatal injury and medical malpractice claims. We adopt a no-nonsense and pragmatic approach with the sole aim of achieving the best possible outcome for our clients, quickly and effectively.

Our aim is to take the stress out of what is often a traumatic time, guiding you through the claims process and dealing with third parties and insurance companies on your behalf. At the initial consultation we will discuss your potential injury claim with you in detail, offering an immediate and practical assessment, and advise you on the best course of action relevant to your individual circumstances. At all times, your claim will be handled by a senior solicitor with particular expertise in personal injury law.

Anthony Murphy is a solicitor and a Founding Partner of the firm.

He is an experienced litigator with particular expertise in personal injuries law, motor accident claims, commercial

disputes and litigation, and debt recovery. He advises clients on applications to the Personal Injuries Assessment Board (PIAB), road traffic accidents, work accidents, sports injury claims and public liability claims. He also provides advice on medical negligence claims and fatal injury claims. He has successfully acted for clients in cases brought before the District Court, Circuit Court and High Court.

Mr Murphy is a member of the Association of Personal Injury Lawyers (APIL) and the Medical Injuries Alliance (MIA). He has presented talks on motor accident law, including the process for dealing with accidents caused by uninsured and untraced drivers.

Qualifications:

- Bachelor of Laws (Hons) – University of Limerick
- Master of Laws (Hons) – University of Limerick
- Admitted to Law Society of Ireland

We Love Intellectual Property

Davide Luigi Petraz started working in the IP field after his university degree and after having attended a Master program in Intellectual Property in Washington DC. Mr. Petraz began his career in an IP firm in Washington DC (United States), and in 1996 he joined GLP.

Apart from being the Head of the firm's legal department, his daily business comprises consultancy related to patents, trademarks and designs for clients with large IP portfolios.

Mr. Petraz assists his national and international clients in proceedings in the main jurisdictions regarding all aspects of Intellectual Property, from IP infringement to unfair competition, from the disclosure of trade secrets to employee inventions.

His academic preparation is completed by a remarkable experience in analysing and managing Intellectual Property.

Furthermore, he has gained a considerable experience in representing various companies before the European Patent Office, mainly in opposition proceedings.

After being a visiting professor at the University of Udine for several years, he is now teaching Intellectual Property Law as a contract professor at the University of Trieste. Mr. Petraz is the author of several publications and regularly attends IP-related conferences and seminars as speaker.

He is a member of the Executive Committee of AIPPI Italy, a member of EPI, and of PEC (the Professional Educational Committee).

He is also a member of AIDB, ECTA, INTA, INDICAM, MARQUES, LES Italia and of the Italian Association of Industrial Property Consultants (Collegio Italiano dei Consulenti in Proprietà Industriale).

Moreover, he is a EURid panelist for domain names .EU and a member of the technical committee of the Italian-Brazilian Chamber of Commerce.



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We Love Intellectual Property

Daniele Giovanni Petraz joined GLP in 1997 after working as a patent engineer in one of Vienna's main IP firms (Austria). In 1999, he took charge of the opening of the GLP office in Milan and subsequently played an important role in the development of the firm. He graduated in Industrial Engineering at the University Politecnico of Milan.



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Co-managing Partner GLP
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On a daily basis, Mr. Petraz helps clients with strategic consultancy on IP matters related to the development of new products and on prosecution strategies.

His international outlook and combination of business skills and IP knowledge have allowed him to be appreciated for the competence and the effectiveness of his role.

As Head of the International Department of the firm, he regularly attends conferences and seminars all over the world. He also has strong skills in analysis and evaluation of intangible IP assets.

Since 2004, Mr. Petraz is a Partner of the firm and is in charge of the financial management of GLP.

Further, Mr. Petraz acts as Director in various companies in Italy and abroad. He is the author of various publications related to Intellectual Property and is a lecturer on IP-related topics.

Apart from being member of the board and technical committee of the Italian-Brazilian Chamber of Commerce, he is also member of AIPPI, INTA and AIDB.



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IP Partner

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INSURANCE LAWYER OF THE YEAR IN ITALY



Novastudia

Nicola Tilli
Partner
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NOVASTUDIA
 PROFESSIONAL ALLIANCE

Nicola Tilli has worked as a legal professional since 1992, with almost 30 years of practice and experience in legal services.

In 1996, Nicola Tilli opened his personal Law Firm in Milan, now called SLT & Partners.

In 2004, he founded Novastudia Professional Alliance, a legal network with its main offices in Milan (SLT & Partners) and Rome (QCS), with further developments in Switzerland and Luxembourg.

Today, Novastudia provides legal, tax and accounting assistance to businesses and individuals in Italy and abroad. Novastudia Milan is specialized in insurance, financial and commercial law as well as in compliance matters (AML and Data Protection, Governance Protocols).

In the insurance law market, SLT & Partners (Novastudia Milan) has signed important steps pertaining to domestic and foreign legal services.

In addition to his legal practice, Mr. Tilli has more than 22 years' experience as a lecturer and collaborator with universities and public institutions, originally in comparative law (University of Milan 1992–2001), and then in Insurance Law, Bocconi University in Milan (1997–2000), and finally in other ITA

universities, such as Urbino and Parma University in Compliance and Privacy Law.

He has authored a number of publications, appearing in important academic reviews and publishing houses on legal matters.

In the last five years he has written for 10 publications, spanning more than 4000 pages, consisting of important monograph law works on Insurance matters as well as Data Protection items, presented also to the Italian Senate House (in 2017).

Since the end of the 1990s, Nicola Tilli has been charged to represent UE trainers in the TACIS program of CEA (Committee Europeene d'Assurance) in the Russian market, teaching insurance law in Moscow and St. Petersburg Universities.

Moreover, in the early years of the 2000s, Novastudia Milan has particularly concentrated on the financial sector, especially in the Luxembourg Funds' market, with the settlement and assistance to some SICAV SIF (Specialized Investment Funds) in the Real Estate Compart.

In the last 10 years, Mr. Tilli's practice has gained substantial experience through representation of commercial clients, medium-sized businesses, companies listed on the Italian and US stock

exchanges, European banks and financial service providers.

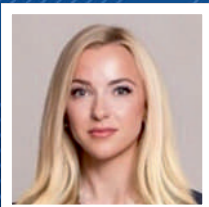
He is currently a member of several boards of directors of important Companies, and a Data Protection Officer (DPO) of some top clients in Italy and Europe, also acting as a consultant to Primary Institutions in Insurance Law and Pension Funds Law and Regulation.

In recent years, Novastudia Milan has assisted Insurance Companies and Intermediaries in negotiations, contractual drafting and litigation in ITA Courts.

The process of innovation has been taken seriously in accordance with the Data Protection market, developing processes and solutions of legal compliance integration between topics such as AML, Privacy, Crime Prevention and Internal Governance of Companies, with the construction of legal protocols in digital form (software) through the mutual collaboration between legal professionals, auditors, accountants and IT specialists.

Novastudia provides legal, tax and accounting assistance to businesses and individuals in Italy and abroad.

COMMERCIAL LAWYER OF THE YEAR IN LITHUANIA



UAB Teisės riba

Kristina Cipkuvienė
Founder
Tel: +370 60545421
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Teisės Riba
 LAW EXPERTS

Commercial law is the core business of UAB Teisės riba, a Lithuanian firm providing a comprehensive range of advice to clients in all sectors of the economy, both domestic and abroad.

Kristina Cipkuvienė is the Founder and leading lawyer of UAB Teisės riba. Ms Cipkuvienė has long-standing experience of more than 10 years in the professional legal and B2B sphere, preparing various types of business contract, establishing and reorganising companies, and helping to manage key business risks. She actively participates in various groups of amendments to the laws of the Government of the Republic of Lithuania, defending business interests. Moreover, she has acted as the initiator and practitioner of international complaints against foreign institutions – in order to protect the interests of Lithuanian entrepreneurs. She is also the author of many articles on business law.

Ms Cipkuvienė commented: "Notably, our firm has a network of lawyers from more than 30 European and CIS

countries, which means we can provide competent services – according to the law of that respective country – to our clients and defend their rights outside Lithuania. For the provision of legal services, we use innovative platforms that expedite work. We are focused on business risk management at all times, and so our focus is on prevention, which is instrumental in avoiding losses and disputes for businesses in the future."

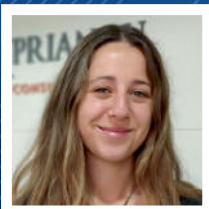
In recent years, UAB Teisės riba has advised on a wide range of issues, from setting up subsidiaries and drafting simple supply contracts, to negotiating and structuring complex multi-million, multi-jurisdictional and cross-legal projects. The firm has helped defend the interests of more than 30 businesses in the misapplication of road tax law in Germany. More than 10 cases were won in defence of the interests of entrepreneurs in fines imposed abroad. In cooperation with various non-business organisations, the firm has provided a number of free consultations to help disadvantaged people and businesses.

The firm differs from others in its field because it is a business law firm that builds a true personal relationship with the client, ensuring full involvement for all, while devising legal solutions that consider the context of the whole business, as well as the human element.

Ms Cipkuvienė added: "During the past year, the pandemic has led us to adjust our casework organisation and investment planning. We are no exception, as we needed to refocus on issues relevant to business during the pandemic, such as telework, intellectual protection and carefully managing targeted business investments.

"Our position, however, remains the same: the most important thing in business is people. With this in mind, we have grown to become a very strong team, able to take on the biggest legal challenges our clients may face – the people who make business decisions every day. We work not with company names, not positions, but with real people whose decisions affect the future of the whole business."

CRYPTOCURRENCY LAW FIRM OF THE YEAR IN MALTA



Michael Kyprianou Fintech Partners Ltd (Malta)

Dr Justine Scerri Herrera

Partner

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www.kyprianou.com/en/locations/malta/ppp-401/5



MK Fintech Partners is a Maltese entity forming part of the Michael Kyprianou group. Incidentally, MK is top ranked in The Legal 500 and, according to Gold Magazine, is the third largest in Cyprus. The firm is a Maltese-registered entity, specialising in financial services, investment services and cryptocurrencies as well as blockchain. The company is also licensed as a Virtual Financial Assets (VFA) agent service provider with the Malta Financial Services Authority (MFSA).

The firm's services include advising and licensing for issuers and service providers falling under the Maltese Virtual Financial Assets Regulations (crypto exchange, crypto fund, custodian/wallet licence, broker licence and token issuer); Investment Services Act (capital market players, going public, raising capital, FX licence and broke licence); as well as funds (PIFs, AIFs) and the Fintech / Financial Institutions Act (EMI, PIs, etc).

MK Fintech Partners is also the exclusive contributor for Malta in blockchain and crypto for the Legal 500 and Mondaq Ltd, a member of the Malta Blockchain Association and a Member of the Malta Chamber of Commerce. Dr Justine Scerri Herrera was selected to serve as an advisory member to the Government of Malta's Digital Economy Think Tank in June, 2020.

According to Dr Herrera, besides having a highly trained and dedicated team that covers many sectors, crypto and fintech are areas that the company is most passionate about. Its core values include seeking new ways to contribute value to the future of digitisation and cryptocurrency adoption. What sets MK Fintech apart from many other firms is that it offers long-term personal relationships and adopts open communication channels – offering world-class knowledge and high-level governmental insight at all times. Furthermore, the firm is part of an international group of companies, thereby making it easy to cater for highly specific corporate needs, such as setting up a holding company in Cyprus or appointing accountants in Dubai.

In recent years, MK Fintech has helped clients set up funds, launch tokens and EMI licences. Dr Herrera noted: "Our holistic, cross-disciplinary knowledge in overlapping fields allows us to come up with solutions with ease and sophistication. A recent case in point: we advised a reputable international company to digitise and create a corporate management platform for their public company, which included features such as shareholder wallets to hold their digital shares and receive e-money dividends via open-banking APIs."

MK Fintech's clients range from start-ups to hedge funds and global high-net-worth individuals. The firm was also instrumental in obtaining an EMI licence for the seventh largest online gambling service provider. Dr Herrera added: "In 2020, we leveraged the fact that the markets had slowed down, and so we built new partnerships and participated in knowledge-sharing activities including webinars and e-learning. Looking ahead, we will continue to render the same award-winning service that our clients commend us for, as the projected demand for business increases due to improvements of the pandemic conditions."

COMMERCIAL LAWYER OF THE YEAR IN POLAND



Kubas, Kos, Gałkowski – Adwokaci sp. p. sp. j.

Andrzej Kubas

Dr. Hab. Prof. UJ, Partner

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www.kkg.pl



KKG (Kubas, Kos, Gałkowski – Adwokaci) is a medium-sized law firm with its offices in Krakow and Warsaw. It is recognised as a leading firm in the field of disputes in civil cases in the state courts, and also renders arbitration advice.

Partner Andrzej Kubas's personal specialisation resides in the legalities surrounding contracts and property matters. The list of his publications comprises around a hundred examples pertaining to differing areas of civil and commercial law.

As well as acting as an attorney at law, he is a professor at the Jagiellonian University, involved in teaching and research. He conducts workshops on civil procedure, sharing his professional experience with students in their final years of law.

Dr. Kubas has appeared many times before common courts of all instances, the Supreme Court, the Supreme Administrative Court, as well as arbitration courts. He has conducted many proceedings to recognise foreign judgements of the common and arbitration courts in Poland, and successfully represented the victims of the so-called

matters beyond the Bug River. He was one of the first lawyers in Poland to undertake group proceedings.

He is also an expert of the Parliamentary Committee on Justice and Human Rights in the scope of the bill on collective redress, and for years he has been recommended by Chambers and Partners in the field of dispute resolution.

Dr. Kubas noted: "Our law firm is renowned in Poland and comes specially recommended for juridical proceedings and arbitrations. I am also the recommended arbiter of Poland's main Arbitration Court, Krajowa Izba Gospodarcza, in Warsaw.

"Our firm, with my active participations, has led and continues to lead many disputes. It is not possible to win in every case, but in every case we show professional knowledge, experience and – last, but not least – integrity towards the court, our clients, and advisories as well. Despite the onset of the pandemic in 2020 – which meant a lack of personal contact with the college, and an online system of court hearings – we have won in several meaningful cases for our client base, which

is composed of several large firms and, for the most part, medium-sized businesses."

Awards and Honors

- Recommended lawyer in Chambers Global 2021 and Chambers Europe 2021 rankings in the Dispute Resolution (Poland) category;
- Recommended lawyer in the Chambers Global 2020 ranking in the Dispute Resolution (Poland) category;
- Recommended lawyer in Chambers Global 2019 and Chambers Europe 2019 rankings for Dispute Resolution (Poland);
- Recommended lawyer in Chambers Global 2018 and Chambers Europe 2018 rankings for Dispute Resolution in Poland;
- Recommended lawyer in Chambers Global 2017 and Chambers Europe 2017 rankings;
- Recommended lawyer in Chambers Global 2016 ranking;
- Recommendation in the ranking of the Rzeczpospolita daily in 2016;
- Decorated twice by the Supreme Bar Council with the badge "Meritorious for the Bar."

M&A LAW FIRM OF THE YEAR IN PORTUGAL



next
LAWYERS GALI MACEDO
& ASSOCIADOS

A LEADING IMMIGRATION
LAW FIRM IN PORTUGAL



NEXT - GMA is a Law Firm with over 20 years of experience, specialized in foreign investment, immigration and M&A.

The Department of Immigration and Nationality stands a solid, dynamic, multidisciplinary, multilingual and innovative team, with recognized experience in providing advice and legal services related to obtaining Residence Permits in National Territory, as well as Portuguese Nationality (EU).

All this technical knowledge makes **Next - GMA** one of the most awarded leading law firms in Portugal in the field of immigration, proud to maintain 100% approval ratio for visas, residence permits and nationality processes.

Thus, it provides solid support (both in Portugal and abroad) to its clients and their families, ranging from the preparation of all documentation and legal procedures related to visas, residence permits, subsequent renewals and nationality processes - including the treatment and monitoring of the entire procedures relating to the implementation of the necessary investment and its due legal steps, as well as any required integration assistance in Portugal.

Next-GMA is also proud to be a real estate leading law firm in Portugal, providing assistance and legal support to numerous clients operating from individual investors, Real estate developers to hospitality agents. **NEXT-GMA** has an extensive and internationally awarded team specialized in foreign investment and M&A, granting its clients one of the best services in Portugal.

NEXT LAWYERS also has recognized expertise in supporting clients of all sectors, in M&A, in and out-of-court corporate restructuring, and corporate governance, keeping focus and being aware of the sectors and markets where they operate. We advise on matters of corporate law, commercial law, and contracts, and we also provide support in the negotiation of partnerships and joint ventures.

From the very beginning, Next - GMA's team has had a strong connection to universities in Portugal and abroad, where most of its members teach.

Next - GMA, a top Law Firm leading the legal immigration services in Portugal!

Annual awards winner | Next - Lawyers, Tiago Gali Macedo

Next Lawyers, award recipient of **Global Law Experts**. Heading the Portugal-based law firm **Next Lawyers**, he represents global clients in the myriad of legal cases, including residency and citizenship applications in Portugal.

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PORTO
LISBON
BRUSSELS
ANGOLA

BUSINESS CRIME LAW FIRM OF THE YEAR IN ROMANIA



Bradu, Neagu & Associates

Roman Bradu
Founding Partner
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BRADU NEAGU
& ASSOCIATES

Bradu, Neagu & Associates is one of the most prominent law firms in Bucharest, Romania, performing at the top level of criminal law practice, primarily white-collar crime.

Its exponential rise in the national and international legal landscape has nothing to do with overnight success. On the contrary, it is the well-deserved result of a decade of hard work and a carefully calibrated and demonstrated vigour.

Founded in 2011, the company is today home to a very skilled team of lawyers who share the same vision: total dedication for each and every case, round-the-clock availability, meticulousness and versatility.

For the Founder and Leader, Roman Bradu, overcoming the transactional barrier and cultivating partnerships with clients is central.

"Our clients are, in the main, multinational companies with a capital of tens of millions of dollars, top management representatives, but also officials, public figures and other active members of society.

"Before discussing results, we are keen on building trusting relationships, uninterrupted communication and flexibility to their schedule and needs. We aim to be selective when choosing our cases, precisely because we endorse quality over quantity.

"We invest our expertise in complex cases only, so our attention is undivided when we show up in the arena. That is the reason why innovators and renowned leaders have chosen us as allies, motivating us to stay true to our chosen path."

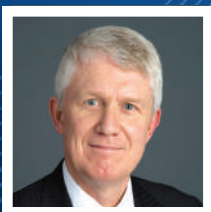
Determination and strategic approach are the building blocks of all long-term collaborations at Bradu, Neagu & Associates. This kind of work philosophy and ethic is the one that drew towards their services some of the best-valued companies worldwide. Corporations from key-sectors such as energy, mining, engineering, construction, retail, pharmaceutical industry, with more than 100,000 employees, are among their top-rated clients.

Firm's activity encompasses the full spectrum of prevention advisory, counselling, assistance and legal court representation. Their credentials are strong: an impressive record of high-stakes cases of company act offences, tax evasion, money laundering, abuse of office, organized criminal group, misuse of inside information, and public procurement fraud.

In the past year, Bradu, Neagu & Associates has been working on a criminal case connected to influence peddling and money laundering, with a stake of more than 1.7 billion euros, unprecedented in Romania.

Even though Bradu, Neagu & Associates advocates for in-person interaction, they acknowledge that the new online conferencing age, fueled by the pandemic, is an opportunity for real-time feedback and professional closeness.

As the law is strongly tied to the economic environment, unpredictable par excellence, projections are volatile. However, they are confident and unwavering about their investment in people, planning to grow their team and establish an alliance with a prodigious multinational law firm.



Harvest Advokatbyrå

Björn Wendleby
Founding Partner
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www.harvestadvokat.se



Based in Stockholm, Harvest Advokatbyrå offers comprehensive legal advice for anyone engaged in licensable activities. The firm helps, among others, banks, investment fund companies, securities companies and other financial institutions in Sweden and abroad with matters such as compliance, internal audits, application procedures, financing and other types of legal issues.

Founded in 2016, Harvest is a small firm by size – but a leading adviser in its primary focus areas. During the first five years of the firm's operations, it has received instructions from more than 500 different clients. The firm believes this is testament to its clients' confidence in its ability to handle assignments in an optimal manner.

Today, Harvest assists all types of financial companies in maintaining an independent compliance function by way of an outsourcing agreement. The firm regularly advises clients with their implementation of GDPR (the General Data Protection Regulation), providing ongoing advice in matters of data protection and privacy. It also advises on adapting and reviewing company processes.

Founding Partner Björn Wendleby noted: "Several of our team members have significant in-house experience from executive positions, legal positions and/or compliance positions at various regulated entities. The breadth and depth of our team's experience ensures that the firm is able to provide swift, clear, succinct and goal-orientated advice and assistance in all types of financial regulatory matters.

"We always look at the bigger picture, both within and outside the financial sector. We can see how we all affect, and are dependent on, one another. Doing the right thing is never a question of chance, but of a well-established system. We call it a dependable financial system. There are no insincere smiles or fixed expressions here. We like you as a client and we show it. We are proud to be part of the financial industry, and we strive for it to be accepted and appreciated for its vital role in society. In order to achieve this, business has to be done in the right way."

All of Harvest's lawyers are members in the Swedish Bar Association, and the firm is an associate member of SweFinTech (the Swedish FinTech Association), the Swedish Investment Fund Association (Fondbolagens Förening) as well as Swesif (the Swedish Sustainable Investment Forum).

When asked how the firm is distinguished from the competition, Mr Wendleby explained: "We maintain a continual and close contact with the Swedish Financial Supervisory Authority (Finansinspektionen), and a number of our employees have experience working at the authority. We are constantly kept up to date with new rule interpretations, and the handling of different types of cases due to our significant number of cases involving the authority."

In spite of all the challenges that 2020 entailed, Harvest had its best year on record in terms of results. The firm is continuously growing, and currently has 19 employees. According to Mr Wendleby, however, even if a firm wishes to grow with a few new employees

every year, the goal is not to become a large firm – "the plan is for Harvest to continue to have its niche in financial regulation". The Fintech sector is crucial, and so Harvest also aims to act as a panel law firm with large operators, including banks – because inevitably, new exciting areas will come to the fore.

He added: "One such area wherein we see real potential is sustainability. For some years now, substantial efforts have been focused on sustainability regulation, and we are now noticing that there has been an influx of cases in that respect.

"We already assist a large number of key players with implementation projects, and it is inspiring to receive that level of trust, now and for the future, regarding the comprehensive regulation changes in this area.

"It is also notable that we have our particular niche in financial regulation, while also being the largest firm in Scandinavia within this area. This gives us a marked advantage when working on an international level – since we receive mandates from law firms based in other countries on a regular basis, as well as mandates directly from foreign-based financial institutions. Moving forward, we will continue to place our core focus on advising financial institutions – such as banks, payment institutions, insurance companies, securities firms and asset management companies – with a strong focus on regulatory matters and compliance services."

In spite of all the challenges that 2020 entailed, Harvest had its best year on record in terms of results. The firm is continuously growing, and currently has 19 employees.

BOUTIQUE INTERNATIONAL TAX AND ESTATE PLANNING LAW FIRM OF THE YEAR IN SWITZERLAND

THERE IS A SOLUTION

COMPETENCE AND EXPERIENCE

The Law firm was founded in 1991 by Olivier BRUNISHOLZ. Having worked for several years in law firms, banks and international legal and tax advisory firms, Olivier BRUNISHOLZ and Robert BRINER combined their expertise in 1997 to create a law firm that strives to stay close to its clients and offers a personalized service, as well as remaining a size that ensures the necessary development of legal know-how.

LOCAL AND INTERNATIONAL

Our professionals provide their services in French, English, German and Italian. The Associates in the Law Office are specialized in international business and tax law, administration and civil litigation, sports and sponsoring law, commercial contracts, judicial procedures, arbitration, bankruptcy and debt collection.

NETWORK AND EFFICIENCY

The firm has a network of reliable correspondents and contacts active in the legal, tax and accounting fields in several countries. The quality and trustworthiness of our correspondents allow our clients to benefit from an efficient and rapid execution.

Founder of the Law firm, **Olivier BRUNISHOLZ**, specializes in Swiss and international taxation, business and estate planning. As a board member in many Swiss and foreign companies and foundations, he has a very broad international client basis. He has had – and still has – several Fortune 100 individuals among his clients, coming mainly from Japan, and from Western and Eastern Europe.



B&B
— Law Firm —

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FAMILY LAW FIRM OF THE YEAR IN SWITZERLAND



Anne Reiser Law Firm

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Partner
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REVIEWS

- Ranked in Bilanz & Le Temps annual best law firms list for Family Law in Switzerland for four consecutive years.
- Ranked in Chambers and Partners for Family/Matrimonial: High Net Worth – Switzerland (Band 1).

PROFESSIONAL AFFILIATIONS

- Member of the Geneva Bar Association, member of the Swiss Bar Association, the International Bar Association, the International Association of Lawyers, the American Bar Association and the Ichoba Association for the Regulation of Family Disputes;
- Former member of the Board of the Geneva Bar Association (1996–2002), former Chairman of the Geneva Bar Association Consultation Service (1996–2003), former member of the Commission of Experts for the Federal Accounting Certificate Examination set by the Swiss Association of Commercial Employees (1985–1998).

Anne Reiser is the founder of the 'Association Ichoba', the only multidisciplinary ADR association for Swiss and International Matrimonial and Children disputes in Geneva.

ACADEMIC POSITIONS

Current

- Lecturer in Matrimonial Law at the University of Geneva;
- Member of the Examination Board for Admission to the Geneva Bar;
- Lecturer in Matrimonial Law on the Geneva Bar Association's Annual Seminar on Continuing Education ('Law Marathon Programme');
- Lecturer in Matrimonial Law on the Swiss Bar Association's Specialist Matrimonial Law Certification Course for practising Swiss attorneys.

Previous

- 2008–2017: Speaker at the yearly Colloquium on Cross-Border Law bringing together the Bars of Thonon-les-Bains, Geneva, Vaud, Valais and the Chamber of Notaries of Geneva and Savoy;
- 2006–2016: Lecturer in Marital Law for AZEK/CIWM (Swiss Training Center for Investment Professionals);
- 2005–2010: Lecturer in Estate and Matrimonial Planning upon retirement in Switzerland and abroad at the United

Nations and the International Labour Organisation;

- 1985–2000: Lecturer in Commercial Law at the Geneva School of Management and Communications, and at the IFAGE School.

JUDICIAL POSITIONS

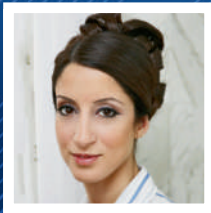
- 2007–2010: Associate Judge of the Geneva Cantonal Social Security Tribunal.

ADR/MEDIATION

Anne Reiser is the founder of the 'Association Ichoba', the only multidisciplinary ADR association for Swiss and International Matrimonial and Children disputes in Geneva. The centre was founded in November 2014 with the collaboration of tax lawyers, notaries, mediators, legal experts, social workers, children psychologists, psychiatrists and family psychotherapists. The centre provides speedy, cost-effective, tailor-made services for all types of families. The unique ADR process it offers has been specifically designed to cater for international/multi-cultural families, and to promote harmonious family ties after separation.

Anne Reiser is regularly invited to speak at various events about her work in promoting ADR and Mediation in Switzerland.

ARAB WEALTH & BUSINESS ADVISORY EXPERTS OF THE YEAR IN THE UNITED KINGDOM



Gazelle Advisory Group

Dr. Najat Benchiba-Savenius
Director
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Gazelle Advisory Group is an award-winning unique and independent advisory firm providing objective advice to UHNW and royal Arab families, family offices and select institutions.

Our Founder Dr. Najat Benchiba-Savenius is a multiple award-winning speaker on Arab Family Offices, where her experience over decades has put her at the forefront of strategic approaches to leveraging and maximising wealth management. Capitalising on her unique Arab cultural heritage and sheer financial strength, Gazelle Advisory Group is able to complete complex and rewarding investment strategies, fitting their risk appetite and portfolio ambitions for our family offices. These strategies are becoming more prevalent in family offices.

Our objective is to help clients create, manage and preserve wealth across generations.

We integrate smart and innovative programs with traditional family office services to provide solutions that withstand the test of time.

We work with Royal family offices and offer wealth and asset management, investment management and global family office services.

We look after wealthy families, charities and endowments, who entrust us to oversee, grow and secure their financial interests.

Our global alliance oversees many clients with a combined net worth of more than \$10 billion.

A trained linguist by trade, being a graduate from the University of Oxford with Distinction as well

as the University of Durham and the School of Oriental and African Studies, Najat is also a well-known speaker and global advocate of championing women's equal rights, gender equal pay as well as nudging governments and key policy makers with her pioneering Global Women Index in focusing on Board diversity.

Gazelle Advisory Group is a signatory of the Women's Empowerment Principles in offering practical guidance to business and the private sector on how to promote women in the workplace, marketplace and community. Developed through a partnership between UN Women and the United Nations Global Compact, the Principles are designed to support companies in reviewing existing policies and practices – or establishing new ones – to realise women's betterment in the corporate world.

ARBITRATION EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



Dr Min Shi, CFA
Partner

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Dr Min Shi has submitted more than 50 expert reports and testified in over a dozen court cases regarding the quantum of damages in commercial litigation and international arbitration – for instance, in the High Court of Justice in London; the Royal Court in Jersey; and before ICC-, LCIA-, SCAI- and UNCITRAL-administered arbitrations virtually and in London, Paris and Zurich.

Min is also an Associate Fellow at the Saïd Business School at the University of Oxford, and has taught various University of Oxford finance and economics classes.

Min is listed as an Expert Witness in *Who's Who Legal – Arbitration*, and received the *2020 Client Choice award for Arbitration Expert Witness*. Her clients remark that Min is 'rigorous and perceptive in her analysis' and 'highly responsive and hard-working'; that in court she is 'calm and collected' and 'puts the tribunal at ease'; and that 'her work product is of an excellent quality'.

Inspiring Better Decisions Through Economics and Finance



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ARBITRATION LAW FIRM OF THE YEAR IN THE UNITED KINGDOM

FENWICK ELLIOTT

The construction &
energy law specialists

Arbitration Law Firm of the Year in the United Kingdom

Leaders in International Arbitration

At Fenwick Elliott, we have a number of specialist partners dedicated to international arbitration who regularly deal with cases involving major construction, infrastructure and energy projects all over the world, often with significant sums of money and tight deadlines at stake.

Our expertise and day-to-day dealings on these major international projects

means that we are familiar with the major international contract forms or bespoke contracts derived from those forms. Whatever the size of the dispute, we have the experience to judge the right approach and the resources to back up that approach. When it is appropriate, we regularly work together with local lawyers and experts across different jurisdictions from both civil and common law systems.



www.fenwickelliott.com

Contact us

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COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



Thistle Initiatives

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Thistle Initiatives is an award-winning, UK-based compliance consultancy, providing expert advice across the financial services sector. Clients range from niche start-ups to long-established global market leaders. The firm's expertise is split into specialist practice areas, covering Investments, Payment Services, Credit and Financial Crime. They also offer an Appointed Representative solution via their sister company Resolution Compliance and a compliance monitoring platform, Compliance Star. It is also a member of the Association of Professional Compliance Consultants (APCC).

Sophie Long, Group Managing Director, noted: "We evolve alongside financial services sectors to ensure that any firm, at any stage of development, can get the support it needs. We provide clients with not just a consultancy service, but one that is tailored to them. In that respect, the service is very dynamic, and can be adapted to any size business at any stage in its journey."

Acquisition due diligence services has been a key area for Thistle Initiatives in 2021.

They were approached by a large IFA firm to undertake compliance due diligence on a smaller IFA business it was looking to acquire. Then, based on positive outcomes, proceeded with a full compliance due diligence review. The outcome being the buyer recognised areas where the target firm's compliance standards required attention, but was reassured by what Thistle's expertise provided, and moved ahead with the acquisition.

A focus and high priority for Thistle in 2021 is on Financial Crime – because, as the regulatory spotlight intensifies, as does the burden on financial services firms. Sophie added: "Firms are increasingly relying on third-party e-verification providers, often with little understanding of how these systems work. Consequently, we have drawn our focus towards industry collaborations – to provide a bridge between in-house compliance professionals and the regulatory technology industry, as this will ensure these sophisticated systems are being used effectively."

The Credit market is another core area in 2021 for Thistle. "The UK is potentially on the cusp of what could be a steep rise in unemployment rates following the end of

government support schemes and financing following the start of the coronavirus pandemic. As with any increases in unemployment, the need for loan facilities is going to become increasingly important for individuals, businesses and organisations, very likely leading to an increase in financial vulnerabilities across the UK.

"Lenders must not only act responsibly when it comes to managing their loan books, but most importantly, utilise fintech tools which are available to them to identify these vulnerabilities as soon as possible. Lenders will also need to reconsider their lending and debt management policies and procedures, with any changes made being discussed at management / board level and then committed to writing."

Embracing challenges is something Thistle Initiatives has become accustomed to since launching in 2012. "We're a resilient and adaptable firm, as well as being a profitable business alongside the current global economic uncertainty of the past year. Looking to the future, we are committed to being at the forefront of new and exciting regulatory and legislation development."

CHARTERED INSURANCE PRACTITIONER OF THE YEAR IN THE UNITED KINGDOM



Flaxmans

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FLAXMANS

"There is so much more to a contract of insurance than the policy wording explains. It is in that rich vein of insurance practice that so often lies the solution to a dispute."

Flaxmans' Chairman is Roger Flaxman, whose career in the industry goes back to 1969 as a broker of fire and property insurance for brokers at Lloyd's of London, where he cut his teeth on a wide variety of international property insurances in the USA, Northern Europe and Scandinavia.

In the mid-1970s, he migrated to the then relatively new class of liability insurance, professional indemnity, the demand for which was fuelled by the rapid development of case law in the 1980s, which created a new source of remedy against the professions and service providers of sundry types and sizes.

In 1979, at Lloyd's broker C T Bowring, he became involved in the mandatory insurances of Lawyers, Accountants and Chartered Surveyors, and advisers to the professional bodies on the developing demands and needs of protection for both the practitioners and their clients. This was followed by the development of Directors and Officers insurances and other high-risk liability programmes, both at home and overseas, which led Roger to be exposed to a rich vein of developing law and insurance needs for professionals and construction industries in particular.

A period of time in Australasia in dealing with Mutuels and Defence Unions led to a new angle to tackling the development of insurance contracts to meet financial service

industry needs and, later, the evolving computer and Bio Science industries, which were in need of more flexible insurance than the traditional lines.

In the mid-1990s, Roger became involved with the PI insurance of insurance brokers at Lloyd's of London, and soon thereafter with the British Insurance Brokers Association, who engaged him to advise its members on broker duties, obligations and liabilities, as well as the management of the risks in an increasingly high-speed, high-tech sales environment.

In January 2000, after a thirty-year career as a national and international broker, Roger set up a business advising professional bodies and trade associations, and this led to a claims advocacy service for policyholders and increasing demand for his services as an expert to the courts – primarily in matters of insurance industry practice and broker/agent negligence claims.

Moreover, since 2000, as a member of the Academy of Experts, Roger has served in almost 200 cases as an expert to the courts.

Working with Government and Industry

Roger and his team at Flaxmans recently published a paper setting out the problems that have caused the PI insurance market to collapse in the construction-related insurance sectors. He also liaised with the Financial Conduct Authority – submitting papers in support of clarifying the meaning of Business Interruption policies and supporting the case put forward to courts – and was mentioned in the submission and proceedings.

He currently liaises, on an ongoing basis, with MPs and Ministers concerning the wrongful deductions from payments of grants, loans and furlough monies.

Company Profile – Straight to the Heart of the Matter

Flaxmans are insurance advocates specialising in commercial and business insurance advice on complex disputed or rejected insurance claims.

We don't sell insurance, and neither are we loss adjusters or assessors; and importantly, we are entirely independent of any insurance company, intermediary or broker.

Flaxmans is highly regarded and recognised throughout the industry, and our level of service and expertise is reflected in the considerable success rate for our clients. As professionals, we charge fees for our services, which are invariably covered through the successful claims outcome.

Our skills include insurance law and practice, insurance claims advocacy, claim negotiation, litigation support, mediation and management of distressed business risk and loss-adjusting mediation and settlement.

Flaxmans act as expert witnesses to the judiciary and courts on matters of insurance and broker practice.

In addition, the company designs and implements bespoke insurance packages for businesses and organisations where off-the-shelf products are not applicable, and provides advice to board and senior operational levels in the management of insurance and claims risk as well as their individual professional and personal liability.



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SHOOSMITHS

Ian Reid specialises in construction law and deals with both non-contentious and contentious matters. Mr Reid trained as an architect before becoming a lawyer, and has a master's degree in Construction Law and Arbitration. He previously acted as a Partner – again providing legal counsel in the area of Construction Law – at Trowers & Hamlin LLP.

Mr Reid drafts and negotiates all types of construction contracts and handles construction disputes in all forums.

He has worked around the world on a wide variety of construction projects, including major urban regeneration schemes in London's Docklands, city-centre office blocks, luxury residential schemes, rail infrastructure projects, one of the world's largest liquefied natural gas projects, mining projects in the Australian outback, North Sea oil rigs and resort developments in the South Pacific.

Moreover, Mr Reid is an expert counsel in all matters pertaining to construction law, and has organised and chaired numerous conferences on the topic both in the UK and Australia.

During the course of his career, he has worked for leading developers, property companies, energy companies, mining companies, railway operators, local governments, leading retailers and hoteliers, banks and institutional investors, as well as Middle Eastern royal families.

In his new role as a Senior Partner at Shoosmiths LLP, Mr Reid advises upon – and helps to deliver – complex and often ground-breaking construction projects. He renders commercially minded legal advice to a diverse range of clients, including private and public developers, central and local government, landowners, funders and investors, contractors and consultants on all aspects of construction law. His experience of acting for both private and public sector clients allows him to approach problems from a unique perspective and add real value to the services he provides.

Shoosmiths LLP

As construction projects become increasingly complex and market conditions ever more challenging, Shoosmiths' multi-disciplinary team is better placed than ever to deliver strategic and operational advice at all stages of a project life cycle. Over the years, the firm's construction law team has advised on some of the UK's most significant construction projects, including infrastructure projects, commercial/residential schemes, town centre redevelopments, urban regeneration schemes and portfolio acquisition/disposal projects.

Clients can tap into Shoosmiths' commercial and contractual experience to explore ways to de-risk projects. The firm renders strategic advice at scheme inception on procurement and institutional expectations. After works commence, the firm can offer transactional support; meanwhile, its skilled, contentious lawyers can help to avoid claims and resolve any disputes that may arise.

Shoosmiths also has specialists who can advise on the development of brownfield sites, to ensure that necessary remediation can be identified and carried out satisfactorily and suitably validated. The firm can help its clients to put in place appropriate appointments for environmental consultants and remediation engineers.

Its advice factors in the challenges typically faced by clients. These include issues such as skills shortages, material price volatility, and the use of digital tools and offsite construction. Shoosmiths listens to clients' concerns, preferences and ambitions, tries to identify all related risks, and offers ideas for potential solutions. Its understanding of the market and knowledge of proposed legislative change means it is able to apply a long-term perspective to its support.

Shoosmiths has Particular Expertise in:

Building Agreements – The firm acts for a broad range of clients across the industry, including major developers, financial institutions, employers and contractors. It is familiar with the common

commercial requirements of other parties and how these can be implemented in deliverable building agreements. The team has an in-depth knowledge of all the well-known standard form contracts and professional appointments. It also drafts and negotiates bespoke forms of contractual arrangements where appropriate.

Dispute Avoidance & Resolution – Shoosmiths' specialist construction disputes lawyers advise on all time, money and defects disputes. They offer work with clients to prevent problems escalating into formal proceedings, always looking to achieve the earliest possible resolution. They have experience in all forms of dispute resolution.

Construction & Infrastructure – Shoosmiths has wide experience in: energy, transport (including roads, rail and ports), regeneration, hotels & leisure, water & utilities and waste management. It advises on standard form contracts and bespoke forms of contractual arrangements specific to infrastructure projects, and can help with the myriad ancillary documents that are typically required, such as collateral warranties, parent company guarantees, performance bonds, retention bonds and variation agreements.

Engineering, Process & Power – Shoosmiths has acted on a wide variety of engineering, process & power projects, in both non-contentious and contentious matters, including in relation to pharmaceuticals, power plants and the food sector. On the non-contentious side, the team has been involved in the drafting and negotiating of both standard form contracts and bespoke contracts, together with ancillary documentation, such as agreements on harbour usage, joint venture agreements and consortium arrangements. Its experience in this field includes numerous biofuels projects and wind-energy projects (on and offshore), both in the UK and abroad.

ENERGY & NATURAL RESOURCES LAWYER OF THE YEAR IN THE UNITED KINGDOM



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C/M/S
Law . Tax

With more than 450 energy and climate change lawyers, including over 100 partners, the CMS Energy and Climate Change practice is one of the largest of its kind in the world. Led from its centres of excellence, such as London and Aberdeen, the practice works across 75 offices globally. Our early work in designing and implementing modern energy markets and subsequently guiding the sector in the push to decarbonisation means CMS is not only a transactional or project adviser to the sector, but uniquely placed to help shape its present and future.

The modern energy sector requires specialist legal advisers attuned to global geopolitics, economics and regulation. But as the sector has matured, rather than become more standardised and commoditised, the pace of change is accelerating. When the energy sector found itself on the frontline of decarbonisation, CMS guided the sector through this new landscape. CMS teams now work in every corner of the sector across the

globe to help it meet the demands of climate change, technological disruption, urbanisation in developing economies, social concerns and political agendas.

We have supported the success of our clients by recognising the sector is ever more diverse and by working actively against "silo thinking". We are market-leading, global advisers on oil & gas exploration and production, mid-stream activities, traditional or newer electricity generation technologies, energy transition and climate change strategies, energy efficiency, finance, M&A, disputes or regulatory and commercial issues. Thanks to our cross-sectoral knowledge and expertise, we make sure clients receive the advice best suited to their commercial needs and to our collective future.

Munir Hassan

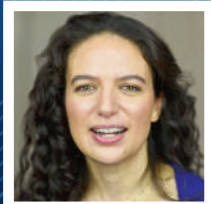
Munir Hassan is the Head of the CMS Energy & Climate Change Group, a partner in the Energy & Utilities Team and is the Head of Clean Energy at CMS in the UK. The Clean Energy practice at CMS is the market leader in the renewables sector in Europe, with a vast portfolio of low

carbon projects and transactions across all technologies, particularly offshore wind, onshore wind and solar, and across legal disciplines from M&A and financings through to commercial and regulatory issues and disputes. The practice is also world renowned for its depth in electricity market reform, restructurings, privatisations and reforms of regulatory frameworks.

Munir advises on all aspects of electricity power generation, particularly in the renewables sector, including the securing of the project opportunity (whether merchant or government procured), permitting, dealing with the challenges of a constantly changing commercial and regulatory environment on a national and international level, the commercial arrangements for projects, the subsidy arrangements, the project contracts and construction arrangements. The team provides the sectoral expertise on M&A transactions, project financings and disputes across the UK, Europe, Asia, Africa and Latin America.

Munir is the editor of "Wind: Projects & Transactions"; and the CMS Renewables Guide covering 37 jurisdictions.

INDEPENDENT MEDIATOR OF THE YEAR IN THE UNITED KINGDOM



Mia Forbes Pirie

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MIA FORBES PIRIE
MEDIATION

An international mediator, facilitator and coach, Mia Forbes Pirie has maintained careers in both law and science. In addition to her corporate clients and former career as a solicitor in a top City of London law firm, she has worked with governments, the G7, religious organisations and Members of Parliament. She has also advised the US Department of Energy on using facilitated negotiation to develop controversial legislation. Today her primary focus is on commercial and workplace mediation, as well as the facilitation of challenging conversations and coaching teams to work better together.

Mia is unafraid to broach the issues that many shy away from, helping people to have the difficult conversations which can bridge the gaps that divide us. Subjects she has dealt with include space, chemicals, oil and gas, sustainability, the refugee situation, gay marriage, religion, competition law and property law.

She has helped resolve complicated disputes where mediation had previously failed. One of her clients noted: "When Mia started mediation within our organisation, we considered it a last-ditch attempt to resolve a complex long-standing dispute in one of our departments. Mia has great empathy with people, and her warmth helps all parties feel at ease quickly."

G7 France representative Sylvain Chevassus said of Mia's support in helping the G7 discuss sustainability that "Mia immediately got a good grasp of our complex topics. She helped us have both political and technical discussions on the circular economy smoothly and with great efficiency whilst maintaining a lively mood."

A Senior Partner in a London law firm has said of Mia's work: "Mia has a special gift of being able to understand people deeply, quickly, coupled with a sense of how then to tailor her responses accordingly. [...] She is a bit like a psychiatrist, neurologist, detective and management consultant all rolled into one."

Mia herself noted: "At the start of the pandemic, the move to mediating online

was a challenge for mediators. I have trained mediators to mediate online and found that it is possible not only to overcome the 'online obstacles', but also to use some of the unexpected and unique advantages that mediating online offers. I was initially unsure about moving to an online world; I was, however, quite adept with Zoom, and so at the beginning of the pandemic I began training mediators on how to use Zoom. I then started working through Zoom and realised that it was possible to create good connections with people virtually.

"During the first lockdown I facilitated a free weekly support meeting on Zoom, attended by, amongst others, NHS workers, lawyers, actors, civil servants and small business owners. Leaning into the uprising of distress following the death of George Floyd, I launched free online events to help people have healthier discussion around race. In addition, recognising the need for improved dialogue in politics, I recently co-founded a new organisation called APROPOS – Advancing Process in Politics – dedicated to the advancement of better dialogue amongst politicians."

INSURANCE & REINSURANCE EXPERT OF THE YEAR IN THE UNITED KINGDOM



L&G Wordley Partnership

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Launched in early 2019, L&G Wordley Partnership is a commercial law firm with particular expertise in all aspects of dispute resolution, commercial problem solving and insurance / reinsurance / coverage.

The partners have many years of experience working on some of the largest and most complex disputes across the globe whilst at an international firm based in the City of London. With proven track records, they have consolidated that expertise into their own firm.

They are often instructed to advise boards and directors of companies on legal liability, asset recovery and preservation as well as advising on strategies to resolve disputes and limit liability, whether that be working in the background or openly in arbitrations and litigation. Their expertise extends to prosecuting claims where required, and they have a strong track record of success.

In addition to disputes, the firm has significant non-contentious experience in both corporate and commercial matters.

The firm offers strong expertise and advice in relation to equity capital markets, M&A, early-stage and late-stage private equity and non-leveraged investments, corporate structures and restructuring, as well as arranging debt and quasi-debt facilities for businesses of all size. Key sectors include technology, mining, agriculture, financial services, energy and renewable energy.

L&G Wordley Partnership works in collaboration with US law firm L&G Law Group LLP to provide transatlantic legal capability. L&G Law Group LLP operates with offices in Illinois, Arizona and New Mexico and represents individuals, businesses and corporate entities in domestic and international transactions and disputes.

About Paul Wordley

Paul is one of the founding partners of L&G Wordley Partnership, having been a partner in a major international law firm where he was a member of the Management and Strategy Boards respectively.

Paul's expertise is geared towards advisory, complex claims, dispute

resolution and coverage issues in the international insurance and reinsurance markets, acting for policyholders, insurers, brokers, intermediaries and reinsurers. His particular areas of expertise are in the oil, gas, mining, marine, construction and TMT sectors.

Paul has been involved in a number of high-profile international insurance and reinsurance claims in recent years and has also advised on a number of recent major oil, gas and mining claims. He also has significant mediation experience, having represented clients in several successful multi-million-dollar mediations.

Paul has also conducted numerous arbitrations before LMAA, ICC, SCC and LCIA. He is recommended by expert legal directories as 'exceptional' and has become a thought leader in the natural resources insurance world.

L&G Wordley Partnership works in collaboration with US law firm L&G Law Group LLP to provide transatlantic legal capability.

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



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Andrew Jacobs is a partner and Head of the Regulatory Consulting team in DWF, a global professional services and legal firm. Andrew has been a regulatory professional for over 20 years, working across a number of different areas of financial services and international jurisdictions.

Andrew is a strong regulatory generalist, having worked with a range of firms on a variety of complex regulatory issues. Andrew is also an FCA Skilled Person (s166s), has undertaken due diligence reviews and 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 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, we assess the potential risks of prevailing regulatory issues and help our clients to negotiate the regulatory hurdles ahead
- **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 Brexit analysis and support for firms providing services from Europe into the UK, looking at the implications of the withdrawal agreement, the 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 4 continents and over 4,000 people delivering innovative services and solutions. DWF's regulatory consultants bring a breadth and depth of expertise and are also able to leverage the skills and expertise from our global legal practice, so that we can collectively apply extensive experience to advise clients on complex regulatory issues. This gives us a leading position in the market, enabling us to deploy a blended project team and support clients from inception of their business and beyond. The benefit to our clients is that they can receive all of the expert advice needed through partnering with just one firm.

DISPUTE RESOLUTION LAWYER OF THE YEAR IN AUSTRIA



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Vavrovsky Heine Marth

INSURANCE LITIGATION LAWYER OF THE YEAR IN AUSTRIA



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Vavrovsky Heine Marth

PATENT ATTORNEY OF THE YEAR IN AUSTRIA

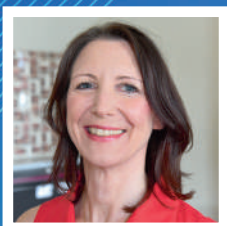


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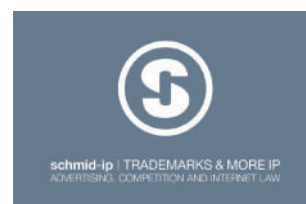


TRADEMARK LAW FIRM OF THE YEAR IN AUSTRIA



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ADMINISTRATIVE LAWYER OF THE YEAR IN BELGIUM



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SEEDS of LAW
Legal Consultancy and Advocacy

HEALTH CARE LAW FIRM OF THE YEAR IN BELGIUM

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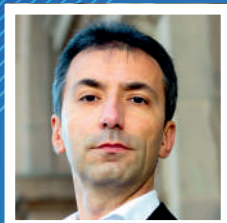


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DEWALLENS & PARTNERS
LAW FIRM

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN BULGARIA

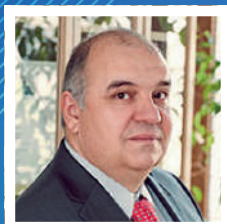


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PAVLOV & CO
INTELLECTUAL PROPERTY AND LAW OFFICE

PATENT ADVISORY FIRM OF THE YEAR IN BULGARIA



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CONSULTING®
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REAL ESTATE LAWYER OF THE YEAR IN BULGARIA



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BANKING LAWYER OF THE YEAR IN CYPRUS



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BOUTIQUE CORPORATE RESTRUCTURING LAW FIRM OF THE YEAR IN CYPRUS



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COMPANY LAWYER OF THE YEAR IN CYPRUS

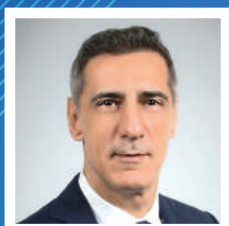


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FINANCIAL REGULATION LAWYER OF THE YEAR IN CYPRUS



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INVESTMENT SERVICES LAWYER OF THE YEAR IN CYPRUS



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PRIVATE CLIENT LAW FIRM OF THE YEAR IN CYPRUS



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α | SOFOKLEOUS
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PROPERTY LAW FIRM OF THE YEAR IN CYPRUS



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**HARIS
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& Co. LLC

COMMUNICATIONS LAW FIRM OF THE YEAR IN ENGLAND



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**PREISKEL
& CO**

CONSUMER LAW FIRM OF THE YEAR IN ENGLAND

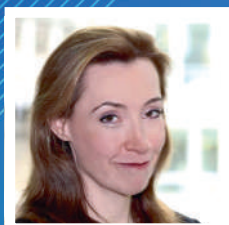


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DEBELLO
law

SATELLITE & COMMUNICATIONS LAW FIRM OF THE YEAR IN ENGLAND



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 **ALDEN**

VALUATION ADVISORY FIRM OF THE YEAR IN ENGLAND



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St James Valuation

BUSINESS LITIGATION & REGULATORY LAWYER OF THE YEAR IN FRANCE



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CORPORATE TAX LAW FIRM OF THE YEAR IN FRANCE



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BOURGEOIS REZAC MIGNON



Avocats à la Cour

DATA PRIVACY LAW FIRM OF THE YEAR IN FRANCE

EY Société d'Avocats - Paris



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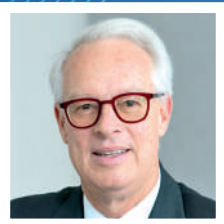
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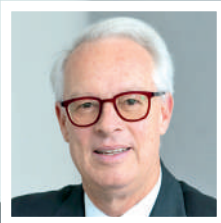
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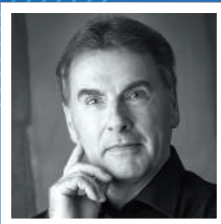


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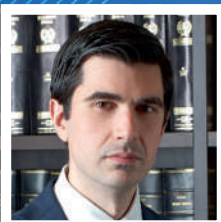


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REAL ESTATE LITIGATION LAW FIRM OF THE YEAR IN GREECE



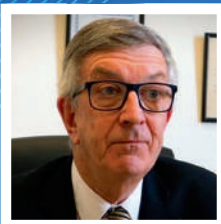
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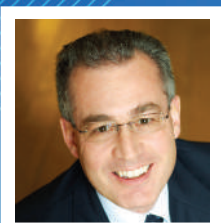


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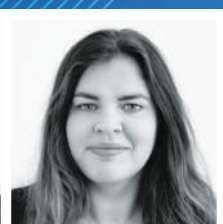


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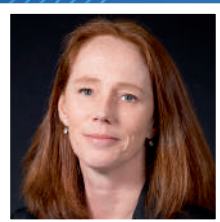


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IP LAW FIRM OF THE YEAR IN POLAND

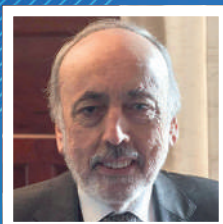


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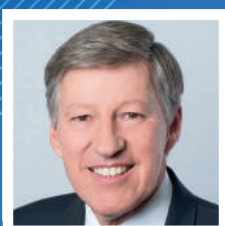


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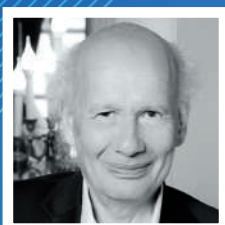


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The Americas Winners

The US economic outlook has shifted dramatically with the rapid spread of COVID-19, according to the IMF. Many Americans have tragically lost their lives, and many more have become seriously ill. The sudden stop in activity, arising from the shutdown, caused an abrupt contraction in activity and a surge in unemployment.

15 million Americans lost their jobs. These job losses have disproportionately affected lower-income households, those without a college education, women, African Americans and the Hispanic community, many of whom have insufficient buffers to cope with the unprecedented size of the economic shock. The economy contracted by around 6.5% in 2020, but is expected to expand by approximately 4% in 2021's final data.

There has been a strong and proactive response to this unprecedented shock to the economy. Congress moved swiftly to provide substantial assistance to households, businesses and state and local governments. These important fiscal efforts have, however, come at a substantial cost. The federal government primary deficit rose from around 3% of GDP in FY2019 to 16% of GDP in FY2020, and the federal debt approached 100% of GDP in 2020's conclusive figures. State and local government deficits are also expected to more-than-double in size.

The Federal Reserve also reacted quickly as the scale of the burgeoning pandemic became clear. The Federal Open Market Committee (FOMC) lowered the federal funds target range to 0 to 0.25% and indicated it would maintain rates at this level until it is confident that the economy has weathered recent events and is on track to achieve the Fed's maximum employment and price stability goals. There was a significant increase in Fed purchases of Treasury and agency mortgage-backed securities; new credit facilities were launched to backstop institutions and ensure the smooth functioning of a range of financial markets; and the Fed expanded bilateral swaps with a range of central banks to normalise conditions in dollar-funding markets.

The IMF commended the authorities for their swift, extraordinary policy response to protect livelihoods and vulnerable sectors of the economy, while noting that the recovery will likely be gradual and subject to significant risks and uncertainty. Amid the resurgence in COVID-19 cases, a deep economic recession and surging unemployment, the IMF underscored the need to deepen public health efforts

while continuing to use all policy tools to support the recovery and mitigate the deleterious effects of the pandemic on the US economy and society.

The IMF welcomed the range of fiscal measures to provide essential lifelines to households, businesses, the healthcare sector and sub-national governments. They agreed that an additional sizeable fiscal package would be needed to strengthen health preparedness and sufficiently boost demand, such as through increased federal transfers to state and local governments. Once the pandemic is fully contained, medium-term fiscal adjustment will be necessary to put debt on a downward path. The IMF welcomed the authorities' commitment to high levels of transparency and accountability in the use of public resources.

The pandemic has affected low-income households disproportionately, further exacerbating poverty and inequality. The IMF recommended gearing fiscal policy towards strengthening the social safety net, incentivising work, expanding healthcare coverage and broadening access to quality education.

It remains to be seen what upswings may arrive in the United States during the remainder of 2021, following the arrival of several viable vaccines, and the inauguration of President Biden, who officially succeeded Donald Trump shortly after a political protest escalated into a civilian insurrection inside the Capitol Building at the beginning of the year. At the time of going to print, fully immunised Americans were permitted to stop wearing masks outdoors, except in large venues, and were also granted permission to meet up with other vaccinated persons indoors, without restriction.

Elsewhere, Latin America and the Caribbean was hit hard by the COVID-19 pandemic, casting a spotlight on the need to protect the population while putting economies back on track. This will require a combination of public health measures and economic management, according to the World Bank.

The economies of the region are suffering from lower foreign demand, increased economic uncertainty, a collapse of tourism and the consequences of months under lockdown to try to contain the spread of the disease. With the pandemic expected to continue for an extended period, healthcare systems should consider reforms to improve effectiveness and reduce the costs borne by governments and individuals, according to The Cost of Staying Healthy. In addition, governments will need to find paths back to fiscal

consolidation after this necessary period of high spending on economic stimulus and emergency social transfers, the report stated.

"Our region is suffering the worst economic and health impacts of COVID-19 of anywhere in the world, which calls for clarity on how to combat the pandemic and put the economies back on track for a swift recovery," noted Carlos Felipe Jaramillo, World Bank Vice President for the Latin America and the Caribbean Region. "We need to rethink the future to build back better."

Due to the pandemic, Gross Domestic Product (GDP) in the Latin America and Caribbean region (excluding Venezuela) declined by some 7.9% in 2020. A return to growth of 4.0% is expected in 2021.

The crisis follows several years of disappointing economic growth and limited progress on social indicators, and comes right after a wave of social unrest in many countries in the region. In addition, the impact of lockdown measures fell disproportionately on households with informal jobs. This reinforces the need for policies to encourage formalisation, but without penalising much-needed job creation. In the meantime, comprehensive social registries would help social transfers reach more of those who live from hand to mouth.

Importantly, the stimulus packages set up by several governments in the region were often strong, despite the fiscal constraints, and much of the additional resources went to social transfers. The multiplier effect of these transfers on economic activity is significant.

The death toll from the pandemic remains high in many countries in the region, but support for stringent lockdowns is eroding, and the fiscal space to support households and firms is increasingly thin. In this context, successful experiences from similar countries that did not suffer disproportionately from COVID-19 should be analysed and adapted. In parallel, the coverage and quality of healthcare systems should be improved, and out-of-pocket health expenditures contained.

"Governments should protect the most vulnerable while adjusting health and safety standards across all sectors and activities, particularly schooling, so that the probability of contagion remains low while life goes on," noted Martin Rama, World Bank Chief Economist for the Latin America and the Caribbean region. "Ensuring broad and affordable access to healthcare is fundamental to facing this challenge."

BOUTIQUE LABOR LAW FIRM OF THE YEAR IN BRAZIL



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We act on behalf of a wide range of high-net-worth individuals and business small and large, investors and developers. Recently, our firm has worked with several challenging issues, being well succeeded in difficult legal cases involving sport spheres in some of the most famous soccer teams in Brazil, Vasco da Gama.

Our lawyers are at the disposal of our customers to make trips to any place in the country and the world, in order to defend the interests inherent to the

activity of each one of them. Besides that, it is important to say that they have expertise and experience in several areas of law, in addition to several business partners, including dispatchers, architects and accountants, who are at our clients' disposal.

Chrisóstomo Telésforo is an experienced barrister who practiced at the Bar for over 15 years, being an innovative professional and founding Telésforo Advogados in 2013, always with excellent strategy view to solve clients' demands and necessities.

Recently, Mr. Telésforo received the award "Best Businessman of the Year 2021", and the office, the prize "Brazilian Company of the Year 2021" from the Latin American Quality Institute (LAQI), for its prominence in quality of the services provided by the firm.

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David Rechulski is the founding partner of David Rechulski, Advogados, a renowned and award-winning Brazilian criminal law firm specialized in Corporate Criminal Law and Criminal Compliance.

Through a respected and successful trajectory of over 30 years in corporate criminal law, Rechulski is considered by executives of national and multinational companies as one of the most admired criminal lawyers in Brazil, and has been appointed so for 15 years by Brazil's most important legal publication, ranked first for the last eight consecutive years.

Besides rigid ethics, Rechulski is known for developing tailor-made, creative and strategic solutions to his clients' demands and for his personal involvement in every case. These strong characteristics have led him to deal with the most complex and relevant criminal cases in the Brazilian legal scenario with significant success.

His practice encompasses not only defending high-ranking executives under criminal investigation or those criminally charged, but also assisting companies that have been victims of internal frauds to investigate and to pursue liability of those involved on them.

Rechulski is also engaged in strategic corporate crisis management, assisting the firm's clients in managing crises from the very start of relevant events. In addition, based on his broad experience in the corporate criminal area, David Rechulski has been developing criminal compliance programs aimed at preventing internal frauds and also reviewing, from a criminal-consequence perspective, companies' normative documents and policies, aimed at mitigating possible criminal liabilities for company managers.

David Rechulski, Advogados has extensive experience in legal matters involving Corporate Fraud (prevention and investigation); Crimes against Consumer

Markets (market abuses); Crimes against Public Administration (corruption, bid-rigging and public contract frauds); Digital Fraud and Electronic Crimes; Economic Crimes (cartels); Environmental Crimes; Fraud and Financial Crimes (tax evasion, insider trading and money laundering); Intellectual Property Crimes; and Labor Crimes (workplace accidents and fatalities).

Rechulski's firm has 20 other criminal lawyers, graduated from high-end Brazilian universities and with broad experience in criminal law. Recently, the firm has announced two new partners that came to strengthen its team: one a former legal assistant of a Brazilian Supreme Court Justice, highly experienced in criminal law; and the second a former associate of another prestigious criminal law firm specialized in criminal compliance.

David Rechulski, Advogados also provides consultancy in Brazilian criminal law to foreign clients, assisting in mapping potential criminal liabilities.

CLASS ACTIONS LAWYER OF THE YEAR IN CANADA



Murphy Battista LLP

Angela Bessflug
Associate Counsel
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www.murphybattista.com



MurphyBattista
LLP

Murphy Battista LLP acts for plaintiffs in class actions involving sexual misconduct, veterans' rights, pension benefits, Indigenous rights, privacy breaches, and commercial wrongs. The firm's focus is on doing excellent work for clients and class members, obtaining financial compensation for individuals who have been wronged, and creating broader cultural shifts within Canadian society. Murphy Battista enjoys a high rate of class action referrals from both individuals and other lawyers.

Angela Bessflug is a class action lawyer with extensive experience representing the interests of class members. She has been class counsel in a number of high-profile national class actions, with combined settlement values totaling over \$800 million, and has been recognized by the Federal Court of Canada as "a leading practitioner in this field." She was named a 2021 Litigation Star by Benchmark Litigation Canada and named one of the Top 25 Most Influential Lawyers of 2020 by Canadian Lawyer magazine.

Class actions operate as a vehicle for positive change within society and offer critical access to justice for survivors who do not have the resources to pursue individual litigation. These class actions ultimately hold defendants accountable for their behaviour and deter future misconduct.

Ms Bessflug was class counsel in the first gender discrimination class action brought against the Royal Canadian Mounted Police (RCMP) on behalf of female members. This case was complex and unprecedented. She was then lead counsel on a second class action against the RCMP, on behalf of women who suffered sexual assault, harassment or discrimination while working or volunteering with the RCMP in non-member roles. Despite the legal and logistical challenges associated with this action, she successfully negotiated a settlement with an estimated value of \$100 million.

Ms Bessflug has been class counsel in several class actions focused on Indigenous rights, including the Sixties Scoop class action. Moreover, she was

counsel on motion for Gowling WLG at their fee approval hearing in the Indigenous Day Schools class action litigation, where they were awarded a \$55 million fee.

Ms Bessflug also acts for class members in class actions involving pension benefits, veterans' rights, and privacy breaches. And she has acted as class counsel on several commercial and anti-trust class actions where settlements were obtained. Ms Bessflug has appeared as counsel in proceedings before the Federal Court, the Federal Court of Appeal, the BC Supreme Court, the BC Court of Appeal, the Ontario Superior Court of Justice, the Court of Queen's Bench of Alberta, the Court of Queen's Bench for Saskatchewan, and the Court of Queen's Bench of Manitoba.

Ms Bessflug was class counsel in the first gender discrimination class action brought against the Royal Canadian Mounted Police (RCMP) on behalf of female members. This case was complex and unprecedented.

AUDIT & ASSURANCE EXPERTS OF THE YEAR IN CHILE

We Understand Your Business...

We have operated in Chile since 2003, with a staff of professionals that count more than 30 years' experience in the market. Guiñazú & Asociados SpA has reached wide recognition for its services in the accounting, auditing, consulting and tax areas, doing this with persons such as companies.

We are the only Chilean member of UHY, an international network of leading independent firms in professional auditing, accounting, tax and consulting services, which allows us to count more than 330 offices in the largest financial and business centers in more than 100 countries, with more than 8,500 professionals organizing multidisciplinary teams.

The organization is trained through its professionals to assist the company in an integral way in the detection and resolution of its administration problems, which consigns a target of permanent and global assistance that Guiñazú & Asociados grants to its clients.



An Independent Member Firm of UHY

Antonio Acevedo R.
Partner



Ximena Guiñazú E.
Partner

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PATENTS LAW FIRM OF THE YEAR IN CHILE



attorneys / intellectual property

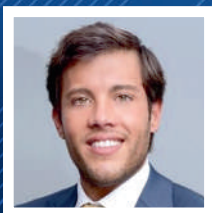
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Add: Europa 2035, Providencia, Santiago, Chile / Ph: +(56) 2 2599 6500 / Email: bbp@bbp.cl / www.bbp.cl

TAX LAW FIRM OF THE YEAR IN CHILE



Juan Carlos Cerda – Abogados Tributarios

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JUAN CARLOS CERDA
ABOGADOS TRIBUTARIOS

Juan Carlos Cerda – Abogados Tributarios is a law firm located in Santiago, Chile. We specialize in tax law, giving our clients personalized attention through the implementation of carefully studied and designed strategies for those we serve, both Chilean and foreigners.

Our firm, within the tax area and without overlooking other aspects, has privileged clients who are mostly company owners. Our target is the planning and development of strategies which enable our clients to start, advance and obtain benefits in their businesses, increasing and protecting their patrimony, thus building for them ordered and efficient structures in terms of tax issues.

We have built a favorable atmosphere and work environment, where loyalty and trust take priority among the abilities of the team members. In this context, along with a permanent and constant update and study, we have been able to deliver our clients convenient solutions in compliance with the governing law.

In the last three years there have been three tax reforms, although euphemistically they are referred to as modernization or adaptation of the Tax Law. The administrative authority, for its part, carries out their interpretation by means of general application instructions, thus generating a large jurisprudence on special cases, which requires constant study. On the other hand, we have a peculiar income tax system, in which taxes paid by companies are credits against the final taxes paid by company owners. This special formula has been reflected in international agreements signed by our country to avoid double taxation, thus including what is known as "Cláusula Chile" ('Chile clause') – which turns out to be very productive when designing tax strategies for our clients' businesses.

As a counterpart, the Internal Revenue Service (SII), as mentioned above, makes its own interpretation

of the tax law by means of a large variety of instructions and jurisprudence, and is also in charge of supervising tax compliance. The SII relies on qualified staff, open to dialogue. Likewise, the SII is technologically innovative, which makes our work easier but, at the same time, supplies it with tools that make it very diligent in its revisions and inspections.

Tax Concerns

Very few jurisdictions share Chile's tax regime. There is a general application system, which consists of a first category tax on companies with a rate of 27% over earned or perceived profits. 65% of this tax is a credit against the final taxes levied on company owners: Complementary Global Tax in the case of Chilean residents, with a maximum progressive rate of a 40%, and the Additional Tax, with a fixed 35% rate, for non-residents.

At the same time, there is a regime, applying to small and medium-size industry/companies, in which case the First Category Tax is applied with a rate of a 25% – and in this case the full amount can be allocated as a credit against final taxes.

Chile is a good place for foreign investors. From a tax point of view, if the investor comes from a country that has a Treaty to avoid Double Taxation, the structure will pay a maximum of 35%, which is lower than the maximum that a Chilean resident may end up paying (49.45%). While there might not be – at present – any other special benefits for foreign investors, we can state that rules are clear and precise like nowhere else in South America. Chile has signed agreements with a large number of countries to avoid double taxation, and it is also a member of the OECD.

Non-residents in Chile exclusively pay taxes for the income obtained in the country and, being of the utmost importance, profit and capital repatriation is legally guaranteed.

In our country there have always been regulations severely punishing evasion; and even, depending on its seriousness, such an act might constitute a criminal offense punished with imprisonment. Just recently the concept of elusion has been coined, and regulations aimed at avoiding it have been incorporated to the legislation. Mostly, they have not been applied, but we could state that they have had a preventive effect in the presence of aggressive planning in terms of taxes, very common in the past. For our firm, the new regulations have implied developing our work with greater diligence so as to avoid risks for our clients.

Wider Considerations

At the beginning of the COVID-19 pandemic, we thought that the situation was going to make our work enormously difficult, but as time passed, we could perceive that our clients easily adapted to new ways of communication. We believe that our firm has successfully managed the situation and has been able to continue working satisfactorily.

Effects of Globalization

A few years ago, due to the economic growth of our country, businesspeople and local investors began to invest overseas, and so our firm increased the permanent study of foreign legislations through the diverse means that were available. However, together with counselling our clients on international taxation, we consult overseas lawyers who are worthy of our trust – so as to ensure our clients receive the best service and most efficient solutions. Tax legislation in all jurisdictions is complex in itself, and affords opportunities that only local lawyers know best – which is why we are active members of the Euro-American Lawyers Group (www.EALG.com).

We have built a favorable atmosphere and work environment, where loyalty and trust take priority among the abilities of the team members.

IP LAW FIRM OF THE YEAR IN CUBA

CLAIM S.A

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Fax: (+53) 78011746
comercial@claim.com.cu
www.claim-sa.com



We are a specialized consultancy in Intellectual Property whose aim is the representation and advice to third parties on issues related to the acquisition, maintenance, counseling, protection and defense of their rights in industrial property and copyright.

Mission

Meet the need of legal or natural persons who are nationals or foreign, related to consulting, acquisition, maintenance and protection of intellectual property rights in Cuba and abroad.

Vision

To be a world-class organization, particularly in the US market, by

strengthening the competitive position obtained by the quality and speed of response to our clients.

We have a multidisciplinary team of highly competent and qualified specialists, from different technical fields with emphasis in the areas of Biotechnology and Pharmacy, among others, and lawyers specialized in IP, who offer the best technical and legal expertise related to all matters concerning the protection of Intellectual Property.

Our Services

We offer between our major services the representation, searching, registration requests, renewal and records, licensing, of all the modalities related with Intellectual Property.

Major Modalities

- Trademarks
- Inventions
- Industrial Models
- Utility Models
- Copyright

We guarantee our clients a quality service, working with efficient staff and resources and effective technologies to respond immediately to each of their requests for services related with the Intellectual Property aspects.

In addition to their professional qualifications, in particular, our specialists hold a recognized ethic, giving our clients security, confidentiality, effectiveness and reliability.

FOREIGN DIRECT INVESTMENT EXPERT OF THE YEAR IN MEXICO



Legem Attorneys at Law, S.C.

Oscar Conde Medina
Managing Partner
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Legem Attorneys at Law, S.C. is a law firm focused on supporting the growth of foreign investment in Mexico by implementing business expansion strategies, maintaining offices in the North, Bajío and Central areas of Mexico.

As a law firm that has been active for more than 20 years, Legem excels at providing advice to companies throughout the process of expanding their business in Mexico – from their initial establishment to their daily operations. Services rendered include counselling on foreign investment, migratory regulation, corporate, transactional and labour law, foreign trade, litigation as well as compliance. Throughout the firm's years of experience, it has formed invaluable networks with other law, accountancy and consulting firms, both within Mexico and abroad.

When asked how the firm is distinguished from its competition, Managing Partner Oscar Conde Medina commented: "In our relationship with clients, we assume a role similar to the one of a partnership, in the sense

that – as more than just a legal services provider – we offer consultations with immediacy at all times. In addition, we provide our services with the highest standards of professional ethics, quality and excellence."

Legem has recently received various accolades. It was recognised as the Foreign Direct Investment Law Firm of the Year, 2020, by ACQ5 and the Legal 100. Mr Conde Medina was also personally recognised as Foreign Direct Investment Expert of the Year in Mexico by Leaders in Law.

In January, 2020, Legem was the headline sponsor at the "IR On the Road Conference", which took place in Miami, wherein the firm had the opportunity to promote foreign investment in Mexico and share its experiences with other legal, accountancy and financial services providers in 155 jurisdictions worldwide.

Mr Conde Medina explained: "As a consequence of our participation in these forums – as well as of our recognition in the foreign direct investment area – our position within the market has improved,

and we have been able to attract more clients and enlarge our network."

Reflecting on recent events, he added: "Due to the global pandemic, many companies were forced to rethink and, in some cases, restructure their business operations, both internally and externally. As a law firm who acknowledges the importance of our staff, we implemented a home-office modality as a preventative measure to ensure the well-being of our team before it was enforced by the Federal Government. Due to that, we were able to find solutions in technological tools that allowed us to better manage throughout the pandemic.

"Our team has also closely monitored the changing requirements related to the pandemic – from the restrictions, essential operation requirements and legal reforms, to the forecast in the short- and medium-term. Based on that, we have made sure to inform our clients, in a timely manner, of such changes via newsletters – answering all questions and concerns whenever they arise, as well as providing specialised legal counsel upon request."

BANKING LAW FIRM OF THE YEAR IN PANAMA



Dudley & Asociados

Antonio Dudley Armstrong (Partner)
Jacqueline González Giner (Partner)
Tel: +(507) 263-5400
jginer@dudleyasociados.com
www.dudleyasociados.com



Dudley & Asociados is a law firm with a vast trajectory and great recognition, operating in the Republic of Panama since 1980, offering banking advisory in diverse fields, such as:

- External bank advisers and consultants;
- Representation before the Superintendency of Banks of Panama;
- Banking licensing procedures;
- Structuring of manuals in compliance with legal requirements;
- Regulatory and administrative advice.

With more than 40 years attending cases in the Panamanian territory, the firm has been in real contact with the evolution of the regulations, governmental entities and law cases in the region. Consequently, due to its continuous professional development, it has become a renowned law firm for banking advisory in the Republic of Panama. It also excels in other sectors, including: patrimonial advice; immigration, labour, criminal and family law; litigation before the various Panamanian courts, and registration of trademarks.

Moreover, the firm is the representative member of Panama for EURESEAU, the network of international law firms with offices all around the world, based in Europe.

When asked what distinguishes Dudley & Asociados from its peers, Jacqueline González Giner, Partner at the firm, noted: "What makes us stronger and distinguished from our market competitors is our vast experience and knowledge of the banking law. The core strength of our offering resides in this deep knowledge of the Panamanian banking field, and, as professionals who have focused in this area since 1980, we have contributed to the strengthening of the supervisory institutions."

Working alongside fellow Partner Antonio Dudley Armstrong, Ms González Giner advises on matters regarding corporate, labour, immigration, property and wealth management law. The firm's client portfolio encompasses private clients and companies in the US, Jamaica, Puerto Rico, Costa Rica, London and Israel, among whom are construction companies and submerged timber extraction

companies in the Panama Canal. She has 20 years' experience in civil, labour and family processes, and has worked as a university teacher in various areas.

Today, the Dudley & Asociados' client base is primarily composed of international companies with a strong sense of compromise and professionalism in their chosen fields, who are conscientious about complying with the law at all times. This is the fundamental reason why they seek to work with Dudley & Asociados – a law firm with the same spirit and attitude as its esteemed clients.

The firm's mission is to always offer comprehensive, quality legal services that effectively represent and defend clients' interests. This advice is rendered expeditiously and clearly by specialised professionals.

Meanwhile, Dudley & Asociados' vision is to be the leading entity that offers comprehensive legal advice with the best professional and ethical quality standards – to offer its clients a personalised service at the national and international level in the provision of legal advice.

FELA & RAILROAD INJURY LAW FIRM OF THE YEAR IN THE US

HOLLAND LAW

Holland Law Firm is proud to accept the 2021
National FELA and Railroad Injury Law Firm of the Year Award



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of combined railroad experience to our cases, leading
to **record- setting results** year after year.

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BUSINESS FRAUD LAW FIRM OF THE YEAR IN CALIFORNIA, US /
COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN CALIFORNIA, US

The Firm for High Stakes Business Trials



BRING US YOUR TOUGHEST CASE

Keller/Anderle LLP is among the premier boutique trial firms in California. Our attorneys have over 400 jury trials among them, with an unparalleled record of success. We win and win big, squaring off against some of the nation's largest firms. We've won nearly \$1 billion in verdicts and judgments for our plaintiff clients, and successfully defended numerous other high-stakes cases.

A REPUTATION FOR EXCELLENCE, AND THE AWARDS TO PROVE IT

Our lawyers are recognized by our peers as the best of the best, statewide and nationally including: *Chambers USA* and *Chambers Global* in commercial litigation and trials; two members American College of Trial Lawyers; five Litigation Counsel of America members; ranked the #1 attorney in Southern California by *Southern California Super Lawyers* for two consecutive years; three CLAY Awards (*California Lawyer Attorneys of the Year*); and *Benchmark Litigation* "Top 100 Trial Attorneys in America."

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Class Actions | Entertainment/Sports | Legal Malpractice | Insurance Recovery

TRADE & CUSTOMS LAW FIRM OF THE YEAR IN THE US

ABOUT TORRES LAW

Torres Law is an international trade and national security law firm that assists clients with the import and export of goods, technology, and services. We have extensive experience with the various regimes and agencies governing national security and trade such as U.S. Customs and Border Protection, the Department of Commerce Bureau of Industry and Security, the Department of State Directorate of Defense Trade Controls, the Department of Treasury Office of Foreign Assets Control, the Committee on Foreign Investment in the United States, the Defense Security Service and others. Our group provides clients with full support for all trade and national security law issues, including U.S. export control and economic sanctions laws, industrial security, and trade strategy and policy.



PRACTICE AREAS



CUSTOMS

U.S. Customs and Border Protection, Border Compliance and EU Customs



EXPORTS

International Traffic in Arms Regulations, Export Administration Regulations, Foreign Trade Regulations Census, and EU Export Controls



ECONOMIC SANCTIONS

Office of Foreign Assets Control (OFAC) and EU Embargoes



FCPA

US and foreign country anti-corruption laws



INDUSTRIAL SECURITY

Committee on foreign investment in the US (CFIUS) and Foreign Ownership, Control, or Influence (FOCI)

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TORRES LAW
INTERNATIONAL TRADE & NATIONAL SECURITY

HEALTHCARE LITIGATION EXPERT OF THE YEAR IN FLORIDA, US



Pillsbury Law

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Jennifer Altman has handled approximately 20 trials in state and federal courts and in arbitration forums across the United States and internationally, including the American Arbitration Association, JAMS, the ICC and the American Health Lawyers Association.

Jennifer co-leads our Product Liability practice, and has handled several high-profile product liability matters, including work for a major manufacturer and an automotive company.

In addition to first chairing complex commercial cases of all types, a portion of Jennifer's practice is dedicated to sophisticated healthcare-related litigation. Her experience includes all aspects of trial and appellate work.

She is equally adept at providing strategic advice to assist clients in evaluating their operational risk, and aids them in finding business solutions that drive value.

Jennifer serves as office Managing Partner for Pillsbury's Miami office.

Representative Experience

- Represented a major manufacturer in defending multiple matters arising from property damage in various product liability litigations and arbitrations.

- Part of the trial team for the second bellwether trial in *In Re General Motors LLC Ignition Switch Litigation*, MDL case in the Southern District of New York.
- Served as lead trial counsel for group of plaintiffs in significant business theft case, including theft of the venture's trade secrets and other proprietary information, which was affirmed twice on appeal and resulted in a judgment of over \$370 million for her clients. *Bailey, et. al. v. Laser Spine Institute, LLC, et. al.*
- Directly involved in various internal corporate investigations including those for Adelphia and Enron, including leading the investigation for a financial institution.
- Involved in *Bush v. Gore*, the case that decided the 2000 presidential election.
- Served as lead counsel in arbitration for a healthcare payer relating to the theft of business opportunities and other tortious conduct that resulted in significant arbitration award in favor of the client.
- Represented major magazine publisher in significant copyright action that helped change the landscape for collective work reproduction of copyrightable materials.

Professional Highlights

- Member of the Fellowship of the Litigation Counsel of America, the Trial Lawyers Honorary Society.
- Since 2002, has been named one of the *Top Lawyers* and one of the *Legal Elite* in commercial litigation.
- Frequently asked to participate in programs, including *Super Star Mock Trial* and *Legal Legends*.
- Recognized by *Best Lawyers* (published by BL Rankings LLC), Commercial Litigation (2020-2021).
- Named 2021 Healthcare Litigation Expert of the Year in Florida by Global Law Experts.
- Named 2020 Attorney of the Year by the Top 100 Registry.
- Financial Times 2019 Innovative Lawyers award, Litigation & Disputes.
- Named to *National Law Journal's* 2019 list of Winning Litigators.

Associations

- American Bar Association (litigation and business sections).
- Florida Bar Association.
- Dade County Bar Association.
- Academy of Florida Trial Lawyers.

TRUST LAW FIRM OF THE YEAR IN OKLAHOMA, US



Donna J. Jackson & Associates, PLLC

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Donna J. Jackson & Associates, PLLC comprises a team of qualified individuals who work together to create the best estate plan for you and your family. At Donna J. Jackson & Associates our team uses their different strengths and backgrounds to collaborate with you and get the results you seek. We draw from over 30 years of experience helping clients with individualized, innovative estate planning.

While it has a reputation for benefiting only the wealthy or the elderly, estate planning is really for everyone. If you are single, have children, own pets or simply want to protect the financial future of your loved ones, you simply cannot afford to delay planning your estate. The right attorney can create a tailored approach using a variety of estate planning techniques to ensure your assets go exactly where you want them to after you pass away.

While it can seem a bit unnecessary or even unpleasant to plan so far ahead,

failing to do so can leave your loved ones, and your estate, in a difficult place. Avoid the probate process by working with an estate attorney to make sure your investments, real estate property, valued possessions and financial assets end up in the right hands.

There are many different types of trusts, including: revocable trusts, irrevocable trusts, Medicaid asset protection trusts, veterans' asset protection trusts, trusts for those with special needs, (d)(4)(A) trusts, third-party supplemental needs trusts, charitable trusts, settlement protection trusts, and pet trusts.

You do not need a million dollars in assets to establish a trust for your property and assets. Protecting your legacy and helping you clearly communicate your wishes to your family is our primary purpose. If a trust is not right for you, we can discuss whether a transfer-on-death deed for your real property is best. We will also help you draft legal documents to specify who can write checks on your behalf, who can doctors talk to and ask medical questions about you, and who can get access to

your medical records. We will draft and explain different types of documents, such as: durable power of attorney, financial power of attorney, health care power of attorney, advance directives, and OkPOLST form.

Before crisis takes over, you can take control. Establish a sound plan for distributing your assets, providing for your family or nominating guardianship responsibility for your children. Let our experienced team help you protect all that you have worked hard for during your life.

Donna J. Jackson

Donna J. Jackson is a nationally recognized attorney, authority, speaker and educator in estate planning. She is a CPA and holds a master's degree (LL.M.) in elder law. With over three decades of legal experience, attorney Jackson mostly practices in estate planning with an emphasis on Medicaid, VA Benefits and special needs planning, including revocable trusts, irrevocable trusts, special needs trusts, pet trusts, wills, durable power of attorneys, living wills and probate.

RENEWABLE ENERGY ADVISOR OF THE YEAR IN OREGON, US



Michael W. Grainey, Consulting LLC

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Michael W. Grainey Consulting LLC

Michael W. Grainey Consulting LLC is a sole proprietorship in Salem, Oregon, helping organizations address energy issues and energy policies, especially renewable energy and energy efficiency. Consulting services have included assistance on capital fundraising, development of strategic and business plans for project development, review of utility least cost plans and review of other federal and state regulatory requirements. Consulting services have focused on renewable energy technologies, including solar, geothermal, biomass, energy storage, offshore wind and hydroelectric projects. The firm has also researched investment opportunities in renewable energy projects for potential investors.

Experience and Background

Michael Grainey, the Principal of the firm, has more than thirty years of experience in senior management positions on energy policy with federal and state agencies. Mr. Grainey was Director of the Oregon Department of Energy, a Cabinet agency

with a budget of over \$250 million per biennium, from 2002 to 2009, and Deputy Director the prior twenty years. He directly advised four Governors on energy policy. He was Renewable Energy Advisor at the Oregon Business Development from 2009 to 2014, where he led Oregon's recruitment of renewable energy manufacturing companies. He retired from the State in 2014 and founded his consulting firm. He has a JD Degree from New York University Law School and an undergraduate degree in English from Gonzaga University in Spokane, Washington.

Mr. Grainey is also a Council Member for the Gerson Lehrman Group (GLG). He provides advice to clients of GLG on potential energy investments, including energy efficiency, renewable energy and other forms of energy. He is also a member of the Federation of Integrated Conflict Management (FICM), accredited by FICM as a Representative Neutral to serve as a Mediator, Arbitrator, Negotiator and Ombudsman.

Mr. Grainey has spoken at many conferences on energy policy throughout his career.

Recently, he spoke on meeting Oregon's greenhouse gas reduction goals at the Oregon State Bar's Conference on Law & Sustainability in April 2020, on hydrogen and fuel cell electric vehicles at the Green Transportation Summit & Expo in Tacoma, Washington in May 2019, and on federal energy policies at Hydro Vision 2019 in Portland, Oregon in July 2019. He also spoke at the Call to the Bar Conference of Lawyers Committed to Addressing the Climate Emergency in April 2018 in Washington, DC on the State of Oregon's actions to address Climate Change and at the Call to the Bar's online conference in July 2019.

Mr. Grainey has published numerous law review articles and papers in energy conference proceedings. Papers at geothermal and hydro annual conferences in 2018 and 2019 addressed the disparity in federal budget support for fossil and nuclear energy and the diminishing support for renewable energy and energy efficiency. An updated paper was accepted for the 44th Geothermal Resources Council Annual Meeting in October 2020.

AVIATION LAW FIRM OF THE YEAR IN WASHINGTON DC, US



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Jetlaw, LLC is both a national and international comprehensive business aviation law firm located in Washington, DC. Jetlaw handles all aspects of business aviation, from aircraft purchasing, leasing and financing to an extensive variety of airport and other complex aviation regulatory compliance issues. The firm's Washington, DC location provides unique access to government regulators and elected officials, allowing the firm's attorneys to solve problems quietly and succinctly. Clients also benefit from full-service US federal and state tax advice.

In 2019, Kent Jackson, Managing Partner, was appointed as Industry Co-Chair to the Part 135 Pilot Rest and Duty Aviation Rule Making Committee. Mr. Jackson is responsible for leading the committee to reviewing current regulations, developing new rules and accommodations for both large and small businesses while evaluating scientific safety data to ensure an improvement for the aviation industry.

In December 2020, Jetlaw celebrated its 27th anniversary, along with the 27th anniversary of the first publication of the *Federal Aviation Regulations Explained*, which is now *Jetlaw's FAR/AIM Explained* book series, the only treatises to annotate and explain FAA regulations and case law. These books are critical to correctly interpreting the FAA regulations. Because many of the FAA's legal interpretations are not available online or in printed publications, the book serves as a miniature library housing decades of administrative interpretations. The reference book is used by government regulators, corporate flight departments, charter operators and pilots across the US.

Jetlaw's attorneys and advisers began their careers in the aviation industry and use the knowledge they acquired to help their clients. "There's a limit to your understanding of aviation if your contact with the industry is from behind a desk," said Mr. Jackson, who is a former chief pilot for an air carrier. Kali Hague, Partner, who worked for a charter operator and airport authority before joining Jetlaw, added: "I spot issues that other attorneys didn't even know existed because I've actually lived in my clients' shoes."

The firm's depth of experience continues to impress clients. Attorneys and advisers bring decades of experience in civil and military aviation to their practice, including experience as government regulators. Mike Kolich, another attorney, 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 a 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.

Sarah Rawlings joined the firm as a Law Clerk and is now an Attorney with Jetlaw after receiving her J.D. from Mercer University School of Law. Sarah enjoys working on the many different aspects associated with aviation transactional law, including both domestic and internationally registered aircraft.

Mr. Jackson's experience includes representing clients not only on the current FAA aviation rulemaking committee, but also on previous FAA aviation rulemaking committees, including the rulemaking committee that developed and drafted the fractional aircraft rules in 14 C.F.R. Part 91, Subpart K. The rules revolutionized the industry and allowed programs such as NetJets to flourish. The firm closely tracks

aviation legislation and works with clients and members of Congress to introduce provisions into FAA Reauthorisation Bills. "Sometimes regulations don't adequately address a situation, and we can help clients fix that," commented Mr. Jackson. "It's not always a fast solution, but it provides iron-clad certainty, which many of our clients need."

Mr. Jackson also is an active speaker throughout the aviation industry as well as an author, type-rated airline transport pilot, flight instructor and repairman.

The firm has a long history of supporting the business aviation industry through work with the National Business Aviation Association. Kent Jackson was the Founding Chairman of the NBAA Tax Committee and the Founding Chairman of the NBAA Regulatory Issues Advisory Group. He also served on the NBAA Advisory Council and has long been a proponent of NBAA's Political Action Committee. Jetlaw is a member of NBAA's Leadership Council, and NBAA awarded Kali Hague with its inaugural 40 Under 40 Award in 2018.

Another major practice area for the firm is airport development and compliance. The firm represents airport authorities and tenants in multi-million-dollar infrastructure development projects, Part 16 formal complaint proceedings and other airport matters.

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

COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN THE BAHAMAS



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INVESTMENT FUNDS & ASSET MANAGEMENT LAW FIRM OF THE YEAR IN BRAZIL



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IP LAW FIRM OF THE YEAR IN COSTA RICA

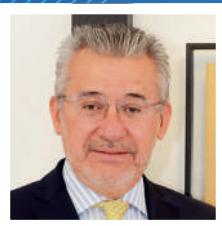


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CORPORATE LAW FIRM OF THE YEAR IN ECUADOR



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BUSINESS CRIME LAW FIRM OF THE YEAR IN MEXICO



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DISPUTE RESOLUTION LAWYER OF THE YEAR IN MEXICO



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PRIVACY LAWYER OF THE YEAR IN MEXICO

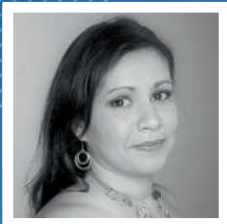


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BOUTIQUE TRADEMARK LAW FIRM OF THE YEAR IN SURINAME

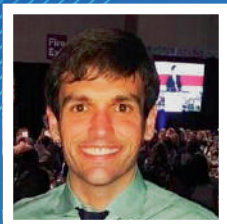


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FULL SERVICE LAW FIRM OF THE YEAR IN ALABAMA, US



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EMPLOYEE RIGHTS LITIGATION LAWYER OF THE YEAR IN CALIFORNIA, US

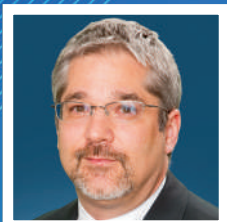


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WEALTH MANAGEMENT LAWYER OF THE YEAR IN CALIFORNIA, US



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EMINENT DOMAIN LAW FIRM OF THE YEAR IN FLORIDA, US



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SCHOOL SECTOR AUDIT CPA FIRM OF THE YEAR IN FLORIDA, US



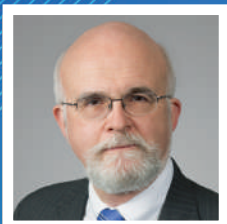
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LAW OFFICE OF KRAdamo

FAMILY LAW LITIGATION LAW FIRM OF THE YEAR IN NEVADA, US



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



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INTERNAL INVESTIGATIONS EXPERT OF THE YEAR IN TEXAS, US



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Katten

EMPLOYMENT LAW FIRM OF THE YEAR IN VIRGINIA, US

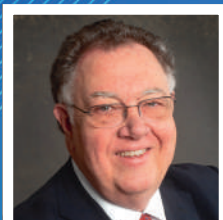


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WHITE COLLAR CRIME AND INVESTIGATIONS LAWYER OF THE YEAR IN VIRGINIA, US



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OUR EXPERIENCE.
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BANKRUPTCY LAW FIRM OF THE YEAR IN WASHINGTON, US



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FEDERAL EMPLOYMENT LAWYER OF THE YEAR IN WASHINGTON DC, US



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Asia & Oceania Winners



COVID-19 has delivered a triple shock to the developing East Asia and Pacific (EAP) region: the pandemic itself, the economic impact of containment measures, and reverberations from the global recession brought on by the crisis. Swift action will be needed to ensure that the pandemic does not hamper growth and increase poverty for years to come, according to From Containment to Recovery by the World Bank.

Domestic economic activity is reviving in some countries that have so far contained the spread of the virus. But the region's economy is heavily dependent on the rest of the world, and global demand remains subdued.

Prospects for the region are brighter for 2021's final data, with growth expected to be 7.9% in China and 5.1% in the rest of the region, based on the assumption of continued recovery and normalisation of activity in major economies, linked to the vaccines. However, output is projected to remain well below pre-pandemic projections for the next two years. The outlook is particularly dire for some highly exposed Pacific Island Countries where output is projected to remain about 10% below pre-crisis levels through 2021.

Poverty in the region is projected to increase for the first time in 20 years: as many as 38 million people are expected to remain in, or be pushed back into, poverty as a result of the pandemic (based on the upper-middle income poverty line of \$5.50 a day).

In the wake of COVID-19, EAP governments have, on average, committed nearly 5% of their GDP to strengthen public health systems, support households, and help firms to avoid bankruptcy. However, several countries have found it hard to scale up their limited social protection programmes, on which they previously spent less than 1% of GDP, and continued support will put pressure on government revenue bases.

"COVID-19 is not only hitting the poor the hardest, it is creating 'new poor'. The region is confronted with an unprecedented set of challenges, and governments are facing tough choices," said Victoria Kwakwa, Vice President for East Asia and the Pacific at the World Bank. "But there are smart policy options available that can soften these tradeoffs – such as investing in

testing and tracing capacity and durably expanding social protection to cover the poor and the informal sector."

The report warns that without action on multiple fronts, the pandemic could reduce regional growth over the next decade by one percentage point per year, with the greatest impacts being felt by poor households, because of lower levels of access to healthcare, education, jobs and finance.

South Asia is set to plunge into its worst-ever recession as the devastating impacts of COVID-19 on the region's economies linger on, taking a disproportionate toll on informal workers and pushing millions of South Asians into extreme poverty, according to the World Bank's South Asia Economic Focus.

Regional growth is projected to rebound to 4.5% in 2021. Factoring in population growth, however, income-per-capita in the region will remain 6% below 2019 estimates, indicating that the expected rebound will not offset the lasting economic damage caused by the pandemic.

In previous recessions, falling investment and exports led the downturn. This time is different, as private consumption, traditionally the backbone of demand in South Asia and a core indicator of economic welfare, will decline by more than 10%, further spiking poverty rates. A decline in remittances is also expected to accelerate loss of livelihoods for the poorest in some countries.

"The collapse of South Asian economies during COVID-19 has been more brutal than anticipated, worst of all for small businesses and informal workers who suffer sudden job losses and vanishing wages," said Hartwig Schafer, World Bank Vice President for the South Asia Region. "Immediate relief has dulled the impacts of the pandemic, but governments need to address the deep-seated vulnerabilities of their informal sectors through smart policies, and allocate their scarce resources wisely."

Three-quarters of all workers in South Asia depend on informal employment, especially in hospitality, retail trade and transport – sectors most affected by containment measures. The report warns that informal workers and firms have little room to cope with unexpected shocks of the magnitude of COVID-19. While the poor have faced

rising food prices and suffered severely, the COVID-19 crisis has dealt a further blow to many informal workers in the middle of the income distribution, who experienced sharp drops in earnings.

Few informal workers are covered by social insurance, have savings or access to finance. The report urges governments to design universal social protection as well as policies that support greater productivity, skills development and human capital. In that effort, securing international and domestic financing will help governments fund crucial programmes to speed up recovery. In the long-term, digital technologies can play an essential role in creating new opportunities for informal workers, making South Asia more competitive and better integrated into markets – if countries improve digital access and support workers continue to take advantage of online platforms.

"COVID-19 will profoundly transform South Asia for years to come and leave lasting scars in its economies. But there is a silver lining towards resilient recovery: the pandemic could spur innovations that improve South Asia's future participation in global value chains, as its comparative advantage in tech services and niche tourism will likely be in higher demand as the global economy becomes more digital," said Hans Timmer, World Bank Chief Economist for the South Asia Region.

Furthermore, at the time of going to print, India was facing an escalating COVID crisis, with cases going up to 400,000 a day – due to what had been described in the media as an underfunded healthcare system, a stall in the vaccine programme, overcrowded hospitals and an oxygen shortage, prompted by a second wave led by a new, more lethal variant of the virus. According to the British Red Cross, India's hospitals were full, the streets were lined with ambulance queues, and the crematoriums were running out of space; meanwhile, Nepal was also facing a similarly deadly wave.

"In order not to jeopardise our vaccination campaign, travel to India must be significantly restricted," tweeted the Health Minister for Germany, Jens Spahn, as consignments of ventilators and other emergency medical equipment were sent to India from the UK, the US and other countries.

BANKING & FINANCE LAWYER OF THE YEAR IN AUSTRALIA



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Established in 1942, Bartier Perry is a commercial law firm based in Sydney with affiliations in other Australian centres and internationally. We provide high-quality legal services to clients in a number of industries, including financial services, technology, private wealth, education, insurance, health, not-for-profit, property and government.

Our lawyers have earned market respect from clients and competitors acting in small, medium and large transactions. We have earned this by assisting our clients to maximise opportunities and achieve their commercial and community objectives efficiently and with minimal exposure to risk.

Partner, Norman Donato, is an expert in banking and finance law and leads our financial services team. Acting for lenders and borrowers since 1988, he has advised national and international clients as well as government bodies, financial institutions, private lenders, private equity and publicly listed companies. Clients value his sharp

commercial focus, which was strengthened during seven years as in-house counsel for a major Australian bank.

As President of the Commercial Law Association of Australia since 2014, Norman has gained substantial industry knowledge and leverages his strong network to benefit his clients. Additionally, he is an Affiliate of Financial Services Institute of Australasia and a Member of the Australian Private Equity and Venture Capital Association.

Clients are loyal to Norman, and this is reciprocated. This loyalty comes from longstanding client relationships that have developed over many years, and from the many complex issues he has resolved for these clients. Norman is known for his client centricity and his ability to deliver high-quality outcomes. Never shying away from a challenge, Norman views complex client problems through a focused and strategic lens, achieving solutions in often difficult circumstances.

His broad experience allows him to understand all forms of commercial transactions. When advising clients,

whether on finance transactions, mergers and acquisitions or general corporate matters, Norman brings real-world expertise and solutions to the table. Leading clients through all types of complex negotiations, he seeks out the most commercial way forward. Although not a litigator, many clients seek his assistance to resolve disputes before they get to court.

Norman and his team act for both borrowers and lenders on many different financing and security arrangements, including senior and mezzanine debt arrangements, project financing and equity financing, such as rights and preference share issues. They also deal with asset finance arrangements including equipment leases and factoring arrangements. They act across related securities arrangements and have expertise in advising on Personal Property Securities Register (PPSR) matters, chattel, share and real property mortgages as well as advising on legal and equitable security rights.

If you have any questions, please don't hesitate to contact us.

BOUTIQUE WORKPLACE LAW SPECIALISTS OF THE YEAR IN AUSTRALIA



Employensure Law

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Employensure Law stands apart, as a workplace law practice helping SMEs build a better business through professional, low-cost and primarily fixed-fee legal representation by experienced lawyers. This encompasses unfair dismissals, general protections, underpayments, bullying, discrimination, workplace disputes, post-employment restraints and confidential information.

Troy Plummer, Head of Legal at the firm, is a highly experienced lawyer with extensive business experience, enabling him to bring a business-focused approach to his role. This business-focused approach allows him to engage strongly with various stakeholders to ascertain a clear understanding of the pathway to the desired outcomes for each stakeholder, and thus advise the business on the likely outcomes and various risks associated with the possible scenarios.

Having worked across various Australian and international jurisdictions, Mr Plummer has a demonstrated capacity to quickly adapt to different legislative frameworks, and incorporate this information into targeted, specific advice to serve the business's needs. He previously acted for regulators in the food safety, mining and

workplace safety sectors and, therefore, brings a strong understanding of regulatory culture and what regulators are looking for when dealing with a business. He is able to leverage this knowledge to ensure regulatory compliance – and to advise on methods to proactively reduce overall business risk.

Mr Plummer noted: "We listen to SMEs and understand their need for affordable legal representation. Employensure enables SMEs to focus on what is important to them: their business. At the core of our model is efficient, transparent and affordable legal representation, together with quick turnaround times and high success rates."

In 2020, Employensure represented 1000+ SMEs across Australia in workplace law matters, including unfair dismissals, general protections, underpayments, bullying, discrimination and workplace disputes. The firm managed 1367 matters, and attended 900+ conciliations, mediations and hearings across Australia.

The firm also recently won numerous awards, including: Corporate INTL – Boutique Workplace Law Specialists of the Year in Australia, 2020; ACQ5 – Employment Law Firm of the Year, Australia; Innovation and

Excellence – Boutique Workplace Law Specialists of the Year, Australia; Global Excellence – Best Employment Relations Services Provider, 2020; AI – Leading Specialist Workplace and Employment Law Firm of the Year, 2020; and Corporate INTL – Boutique Workplace Law Specialists of the Year in Australia, 2021.

Employensure envisions a different future for the legal profession. It recognises that the long and unwieldy hours expected in most law firms does not promote quality work, or a happy, healthy workforce and work-life balance.

Mr Plummer added: "We believe that in order to effectively run a legal practice, we must ensure ongoing training and development for all team members. To this end, we have implemented a full Practice Development Program, providing training in all areas of employment law and developing the team personally. Because of this, our volume of work continues at a high pace, despite the challenges of the past year.

"Happy people make great things happen for our business and, most importantly, our clients. For this reason, Employensure invests in education and wellness as a top priority – placing great importance on work-life balance."

CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



Sydney Criminal Lawyers

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SYDNEY CRIMINAL
LAWYERS



Sydney Criminal Lawyers (SCL) is a Sydney-based specialist criminal defence firm providing court advocacy services for people charged by the police.

The firm has been in operation for more than 20 years, specialising in criminal defence for a range of offences such as drug-related offence, assault, traffic, murder, bail applications and trials.

Ugur Nedim, Principal at the firm, has a distinguished career as an exceptional criminal defence lawyer and has been recognised by the Law Society of NSW as an Accredited Criminal Law Specialist since 2005.

He noted: "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. We are committed to thoroughly explaining all steps involved in the criminal law process, providing regular updates throughout the proceedings, and making ourselves accessible and responsive. We are passionate about providing an exceptional level of service to our clients, and we fight hard to achieve optimal results in the shortest period of time."

Reflecting on events of the past 12 months, Mr Nedim added: "A lot of our matters in court were postponed, and so we began focusing on our more serious criminal matters so that we could use that time to do more customised legal work and put priority on those cases – which better prepared them for when the court matters become listed. We are currently building our own practice management software, which is unique to our firm. This will make the administration more efficient, and will also reduce costs by not outsourcing. This also means that we own all of our data, and so it is more secure. "We also have a very strong online presence. We publish several newsworthy articles daily on contentious topics that are currently relevant. Our core strength lies in our expertise in defending clients – in order to provide the best possible outcome for their court cases."

The firm's recent success stories include:

- Our Client Found Not Guilty of Affray, after All Co-Accused Plead Guilty
- Section 32 Application Successful: Client Avoids Criminal Record for 6 Drug Possession Charges
- Wounding with Intent Charges Withdrawn

- Not Guilty of Manslaughter
- Not Guilty of Affray and Assault Occasioning Actual Bodily Harm in Company
- No Criminal Record for Mid-range Drink Driving
- Assault Occasioning Actual Bodily Harm Charge and AVO Dropped
- Assault Occasioning Actual Bodily Harm Charge and AVO Thrown Out of Court
- All Allegations of Assault (Domestic Violence) Withdrawn and Dismissed
- Client Granted Bail for Commercial Drug Supply, while All Co-accused Refused
- Negligent Driving Appeal Upheld
- Not Guilty of All 22 Fraud Charges and Participation in Criminal Group
- Not Guilty of Drug Supply and Proceeds of Crime
- Large Commercial Drug Supply Charges Dropped
- Bail granted for 300kg Drug Importation

For more information on Sydney Criminal Lawyers' recent case work, please see:
www.sydneycriminallawyers.com.au/recent-cases/criminal

LITIGATION LAW FIRM OF THE YEAR IN AUSTRALIA



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M MANNING
LAWYERS

At Manning Lawyers, the team is committed to providing pathways to your resolution. We are mindful that legal costs are an important element in your decision to engage a lawyer. We are approachable and transparent when it comes to money conversations. Having an experienced lawyer who can do the work in less time can ultimately cost less.

We express our overarching value of excellence in every area of legal practice through: professionalism in our conduct and our performance; honesty in our conduct with clients, other professionals, and service providers; openness in our communications and conduct; and genuine interest by really listening to clients and giving their matter personalised attention.

As a result, we are committed to providing: accessibility to clients; clear communication in our letters and attendances; turnaround in service output that is timely and of high quality; options for clients to consider wherever possible in their matter; and expert advice that can be counted on.

Knowing where you stand in a dispute concerning the provision of goods and services between individuals and companies

can be difficult. Not only is there usually a contract between the parties which needs to be interpreted and understood, but there are several pieces of legislation that govern these contracts, such as the Australian Consumer Law and the Contracts Review Act. Getting professional advice at the right time can make all the difference.

Andrew Manning

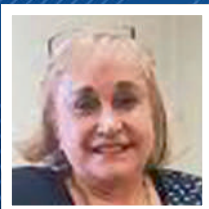
Andrew is a Director of Manning Lawyers and a fully qualified Australian lawyer. He practices across a broad range of areas, including general litigation, equity, commercial disputes, property, migration law, insolvency and wills and estates. He also has experience in alternate dispute resolution, such as mediation, and is developing his interest in arbitration.

Andrew has completed a guide to the enforcement of foreign judgments in Australia, available via www.mondaq.com. He expects to continue to develop his interest in this area.

Andrew also has a Masters of Law from the University of Sydney, and has developed a strong interest in international law, including its interaction with domestic law via the doctrines of state immunity and act of state.

His practice is based on three principles: advocacy, engagement and change. Advocacy is the essence of being a lawyer, which is to argue and defend your client's position to the fullest extent of the law. This requires effective communication, availability and professional wisdom, especially when working within a team of other specialists. Engagement is interfacing between your client, other parties and the relevant adjudicating authority such as a court or tribunal. This requires a thorough understanding of their goals, perspectives and mentalities to enable swift identification of the actual issues in dispute. Change in the client's circumstances is a powerful measurement of a lawyer's value. This is achieved through timely advice – having the correct mix of skills in the team, and the determination to see a matter through to the end.

Knowing where you stand in a dispute concerning the provision of goods and services between individuals and companies can be difficult. Not only is there usually a contract between the parties which needs to be interpreted and understood, but there are several pieces of legislation that govern these contracts.



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www.arch-sap.com.au

ARCHER & SAPOUNTZIS LAWYERS

At Archer & Sapountzis, my staff and I are very enthusiastic in delivering the best services in almost all areas of law. We pride ourselves on producing client satisfaction and, after 20 years of practice, our sense of commitment and dedication still goes a long way and is stronger than ever. We are proud to say we are a busy, small office.

It is very important to our office to assist clients even in the smallest tasks possible. Our clients are encouraged to call our office with whatever queries they have. Sometimes in fact, my clients even call me to discuss issues not related to the legal arena. Our clients know we go out of our way to please them, and that we care for them. In return they become loyal clients. Our clients know we have great respect for them. Although there is no magic formula in running a busy office, the

main key is that once your clients know you will go an extra mile for them, they will appreciate it and will reciprocate with their loyalty.

Archer & Sapountzis continues to improve its personalised legal services and the reinforcement of client relationships. Yes, it is an old-fashioned law practice, but we would not have it any other way. We have created a culture that prides itself on a friendly and professional approach towards cases, and our firm has demonstrated a dedication and persistence towards our clients' needs.

We at Archer & Sapountzis have an especially diverse clientele. There are the very young ones who are experiencing difficulty in purchasing their first home and need to be re-assured that everything will go smoothly and without problems; and of course, there are the elderly ones, who require the proper advice in leaving their estate to their

loved ones to inherit. There are also businesspersons who have supplied their products but have not been paid. In fact, there are many types of matters that we deal with, and we thrive on this variety. No matter who they are or what their age, we make them feel comfortable and give them a sense of security when coming to our office.

Even though property law and conveyancing matters have increased substantially, our firm also practices in the following areas of law:

- *Wills and Powers of Attorney*
- *Probate and Estates Administration and Testators Family Maintenance Claims*
- *Commercial Law and Commercial Litigation*
- *Leases and Business Sales and Acquisitions*
- *Debt Collection*

IP LAW FIRM OF THE YEAR IN CHINA



Beshining

Shanghai · Wuhan · Changsha · Qingdao · Xi'an · Hangzhou · Houston

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上海弼兴律师事务所 Beshining



Beshining's team has been formed for **21** years, with both patent and trademark qualifications. We currently house over **200** personnel including **14** trademark attorneys, **30** lawyers and paralegals, over **100** patent attorneys and patent engineers, and other support staff. We have provided over one hundred domestic celebrated companies, universities and research institutions with comprehensive intellectual property and domestic and overseas legal services, including patent, trademark, copyright, layout-design of integrated circuits, anti-fair competition and trade secret. Moreover, our quantity of patent and trademark applications, and litigation cases ranks among the top in China. Our team is chosen as "IP Law Firm of the Year in China - 2021" by Global Law Experts. Our team was highly ranked as a Notable Firm of Intellectual Property Practice Area in *asialaw profiles* 2021; our team won two awards in "Intellectual Property (Patent)" and "Industrial & Manufacturing" at China Business Law Awards 2020; our team was awarded National Intellectual Property Analysis and Appraisal Service Leader by National Intellectual Property Administration; our team was selected as The 4th Batch of National Intellectual Property Services Developing Branded Agency by National Intellectual Property Administration; our team was awarded Outstanding Intellectual Property Service Team in China for six consecutive years (2015-2020) by China Intellectual Property Magazine; our team was awarded Excellent Trademark Agency by China Trademark Association our team was awarded Outstanding Contribution Award & The Gold Award for Special Talents by Shanghai Intellectual Property Service Association in 2019.

Representative clients



Representative cases

1. Our firm represented the patentee Zhongyu Electronic (Shanghai) Co., Ltd. and won in the end, experiencing three lawsuits, four rounds of patent invalidation, four rounds of judicial appraisal during three years. It was listed in the top 11 patent infringement cases of The Supreme People's Court in 2012.
2. In a patent invalidation case against a well-known Japanese pharmaceutical company limited, our firm represented the patent invalidation requestor Zhejiang Yongning Pharmaceutical Co., Ltd., and eventually won the trial (held by Supreme People's Court) after 6 years' battle. In the meantime, our firm also helped Zhejiang Yongning Pharmaceutical Co., Ltd. win the lawsuit of patent infringement litigation raised by the above-mentioned Japanese company.
3. Our firm, on behalf of the defendant Shanghai Yinjia International Trade Co., Ltd., successfully fought against a series of lawsuits filed by an American high-tech company which involved 3 patents for invention and 6 products and we helped the client come to a settlement with a favorable amount of settlement money.
4. In a patent infringement litigation filed by a Fortune 500 company, in which the plaintiff had claimed 1 million Euros for damages, our firm represented the defendant-a Shanghai materials technology company limited, and helped our client win the patent infringement case and invalidate all the patents involved.
5. Our firm had established a professional team of 18 people to help a medical device company to carry out intellectual property due diligence prior to the investment. We comprehensively analyzed patent protection status of the products launched by the said company and went on an FTO investigation on the products within the scope of listing area in a month. Finally, our client successfully completed the investment due to our assistance.
6. Our firm has developed intellectual property strategies for the virtual singer "Luo Tianyi" operated by our client, an information technology company. In 2018, after finding a trademark "洛天依 LUOTIANYI" was applied in class 32 with bad intentions, our firm immediately put forward the risk warning, monitored the said trademark and filed an opposition against it. In the opposition, we had forcefully elaborated that based on the Chinese Trademark Law according to the originality, popularity and rights and interests of "Luo Tianyi", the trademark was registered in bad faith, and successfully had it cancelled.

为了您 保护您 成就您

专业 负责 简单 阳光 奋进

For you Protect you Help you succeed

Professionalism Responsibility Simplicity Sunshine Endeavor

IP LITIGATION LAW FIRM 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.

- 2021 – "Recommended Firm" by WTR 1000
- 2021 – WTR 1000 Ranked Individuals, Mr. Eric Su, Mr. Xu Zhang, Ms. Nikita Xue
- 2020 – Asia IP TOP 100 IP Experts in China, Mr. Xu Zhang
- 2021 – "Notable Firm" by Benchmark Litigation 2021

HONGFANGLAW^{LEGAL & IP}



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M&A LAWYER OF THE YEAR IN CHINA



HuiYe Law Firm

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Senior Partner, Vice Director and
Member of the National Managing Committee
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匯業律師事務所
HUI YE LAW FIRM

HuiYe is a leading comprehensive law firm with a strong reputation in commercial legal services.

The firm has won many awards, including: ALB Asia Pacific Top 50 Law Firms, ALB China Top 30 Law Firms, Asialaw Profiles' Notable Firm and The American Lawyer Top Law Firm. HuiYe's headquarters are in Shanghai, although it has also set up 30 offices globally – in locations such as Beijing, Guangzhou, Shenzhen, Chengdu, Hangzhou, Wuhan, Chongqing, Xi'an, Hong Kong and Los Angeles.

Dong Wu, Senior Partner, graduated from the Northwestern University School of Law, obtaining an LLM degree. Having provided legal services in the area of corporate and M&A for 25 years, he is today considered a leading expert in his field.

MrWu has an extraordinary influence within the industry. He is a member of the Corporate Law Committee of the All China Lawyers Association, and was selected as the Vice Chairman of the Company Law Research Committee of the Shanghai

Bar Association for 12 consecutive years. He is also an adjunct professor at East China University of Political Science and Law, a member of the China Academy of Arbitration Law, an arbitrator of the Shanghai Arbitration Commission, the Guangzhou Arbitration Commission and the Nanjing Arbitration Commission, a mediator of the China Council for Promotion of International Trade and ICC China, as well as Independent Director of TianYu Eco-Environment Co., Ltd and Urban Architecture.

Over the years, he has rendered legal services for many multinational companies, including: Pepsi, American Standard, Tetra Pak, Lafarge, White Cat, Founder, Unified Enterprise, the Paper, China Eastern Airlines, China Great Wall Assets, People's Insurance Company of China and China Hi-Tech. They have all highly praised MrWu's professionalism and devotion for clients.

Mr Wu has handled many significant transactions, for major clients such as: China Eastern Airlines, China Mobile, Bank of China, China UnionPay and China Construction Bank. These cases

included: setting up a joint venture in the BVI, Hong Kong and Shanghai; transferring Shanghai WhiteCat's equities to Shutchison Whampoa and establishing a joint venture company with 1 billion yuan; the acquisition of Shanghai Huiyuan by Uni-President China; a case wherein Guangming Food (Group) sold 30% of the stocks of Gillette (Shanghai) to P&G for CNY 1.8 billion; the Eastern Airlines acquisition of the Shanghai International Airport Hotel from a Japanese company; as well as The Paper and ByteDance's joint investment of CNY 40 million to establish a joint venture, thepaipai.cn project.

Moreover, Mr Wu was selected in the 2018 Talent Pool of Foreign-Related Lawyers in Shanghai.

In 2020, he was inducted into "The A-List" legal elite in the Chinese market by China Business Law Journal.

Finally, in 2021, he led HuiYe's corporate law and cross-border investment team to be selected into Asialaw Profiles and Chambers' Asia Pacific list of "Corporate and M&A".

ALTERNATIVE DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN INDIA



Karanjawala & Co.

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Karanjawala & Co. is an exclusive full-service dispute resolution firm that engages in litigation and arbitration on behalf of its clients. Founded by Mrs. Manik Karanjawala and Mr. Raian Karanjawala in 1983, the firm operates out of three offices in New Delhi. The firm began its legal service with a predominant focus on cases in the Supreme Court and High Court, but over the years has expanded its legal vision, ensuring that it has a presence in all the subordinate courts and tribunals of the National Capital Region (NCR).

Karanjawala & Co. is known as one of the very few firms with a dominant Supreme Court practice. Recognised as one of India's top litigation providers, with close to 250 awards, the firm has featured in more than 625 reported judgements in the Supreme Court. To date, it has filed and dealt with approximately 25,000 matters, and remains at the disposal of litigants who come to the firm with myriad issues and complex legal problems.

It has also been recognised by many reputable publishing houses. Chambers & Partners Asia Pacific 2021 ranked Karanjawala & Co. as a Band 1 Firm for Dispute Resolution Practice; meanwhile, the Legal 100 awarded the firm as 'Alternative Dispute Resolution Law Firm of the Year – India' for 2021, and Asialaw Profiles, 2021, bestowed the firm with the accolade: 'Outstanding Firm of the Year for Dispute Resolution'.

Mr. Karanjawala noted: "We believe in offering sober and thought-through legal advice for our clients in an expeditious and cost-effective manner. The client is always that of the firm and never of an individual, thereby ensuring the most optimum, client-friendly utilisation of the powerhouse of talent at our disposal.

"The onset of the pandemic posed a different set of challenges for all litigators. A large part of our partners' time was invested in disseminating awareness to the clients and helping them fathom the perks of virtual

hearings, one being that they can actually save costs."

Over the years, Karanjawala & Co. has come to dominate the litigation landscape of India and has serviced a wide variety of clients, from Prime Ministers to captains of industries, as well as from the largest corporate and media houses, to royal families.

Notwithstanding its elite client list, the firm is equally at ease handling the day-to-day cases of ordinary litigants. Its current clientele includes the Tata Group, DLF, Arcelor Mittal, the Adani Group, PWC, GVK, Hindustan Times and MSD Pharmaceuticals, alongside other individuals who turned to the firm when in need of legal representation. Notably, these include Mr. Jyotiraditya Scindia; former Minister of State (Independent Charge) for power, Mr. M.J. Akbar; Mr. Jack Dorsey, CEO of Twitter; Mr. Ratan N. Tata, former Chairman of TATA Group, as well as many other key figures.

ARBITRATION LAWYER OF THE YEAR IN INDIA



Karanjawala & Co.

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Karanjawala & Co. is an exclusive full-service dispute resolution firm that engages in litigation and arbitration on behalf of its clients. Founded by Mrs. Manik Karanjawala and Mr. Raian Karanjawala in 1983, the firm operates out of three offices in New Delhi. The firm began its legal service with a predominant focus on cases in the Supreme Court and High Court, but over the years has expanded its legal vision, ensuring that it has a presence in all the subordinate courts and tribunals of the National Capital Region (NCR).

Many big names have consistently recognised Mr. Karanjawala's work, such as Leaders in Law, who, in their 2020 Global Awards, named him 'Arbitration Lawyer of the Year in India'. Moreover, Corporate INTL magazine's Global Awards named Mr. Karanjawala as the 'Arbitration Lawyer of the Year in India' for 2021, and, also in 2021, Chambers & Partners Asia Pacific named him as

their 'Eminent Practitioner for Dispute Resolution Practice'.

Mr. Karanjawala noted: "We believe in offering sober and thought-through legal advice for our clients in an expeditious and cost-effective manner. The client is always that of the firm and never of an individual, thereby ensuring the most optimum, client-friendly utilisation of the powerhouse of talent at our disposal."

Reflecting on recent events, he added: "The onset of the pandemic posed a different set of challenges for all litigators. A large part of our partners' time was invested in disseminating awareness to the clients and helping them fathom the perks of virtual hearings, one being that they can actually save costs. On the other side of the coin, the lawyers and staff at the firm were not initially well equipped with the IT system to travel the path of the virtual judicial system, and so, the firm procured laptops to bolster its services towards the clients. A technical workshop subsequently took place within

the firm; therefore, we have taken this as an opportunity to upskill clerical staff and expand their capabilities."

Over the years, Karanjawala & Co. has come to dominate the litigation landscape of India and has serviced a wide variety of clients, from Prime Ministers to captains of industries, as well as from the largest corporate and media houses, to royal families.

Notwithstanding its elite client list, the firm is equally at ease handling the day-to-day cases of ordinary litigants. Its current clientele includes the Tata Group, DLF, Arcelor Mittal, the Adani Group, PWC, GVK, Hindustan Times and MSD Pharmaceuticals, alongside other individuals who turned to the firm when in need of legal representation. Notably, these include Mr. Jyotiraditya Scindia; former Minister of State (Independent Charge) for power, Mr. M.J. Akbar; Mr. Jack Dorsey, CEO of Twitter; Mr. Ratan N. Tata, former Chairman of TATA Group, as well as many other key figures.



AZB & PARTNERS
ADVOCATES & SOLICITORS



AZB & PARTNERS NAMED AS
LAW FIRM OF THE YEAR
AT THE GLE AWARDS(2021)

FOR THE FOLLOWING PRACTICE AREAS:



AVIATION FINANCE & LEASING



CORPORATE



IT & TELECOMMUNICATIONS



PROJECT & INFRASTRUCTURE



RESTRUCTURING

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BANKING & FINANCE LAW FIRM OF THE YEAR IN INDIA



Mulla & Mulla & Craigie Blunt & Caroe

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Mulla & Mulla
& Craigie Blunt & Caroe
Advocates, Solicitors and Notaries

Mulla & Mulla & Craigie Blunt & Caroe is a top-tier leading law firm with a diversified client base and a broad-based practice, spanning admiralty law, banking & finance, competition, construction, data protection, energy (oil & gas), environmental, alternative dispute resolution, offshore construction, infrastructure projects, marine insurance, IP, media & entertainment and real estate.

The firm's key type of work in the banking & finance arena encompasses project finance, asset finance (including ship finance for new builds and secondhand purchase), trade credits, advisory, documentation and enforcement.

Shardul Thacker heads the firm's Ship Finance and Oil & Gas practice groups, and also co-heads the Banking practice group. He advises MNC and Indian corporates across sectors such as: banking, shipping, steel, subsea engineering and marine services, as well as offshore construction, infrastructure (LNG ports and oil & gas), marine insurance, transport, trade and logistics.

Over the past 15 years, the firm has accomplished more than 450 ship finance deals of new builds, secondhand vessels, rigs, LNG carriers, FSRUs and FPSOs.

The firm's USP in banking & finance is that its well-experienced team of lawyers possess industry knowledge, both in the banking industry and the industries in which the targets reside – thus enabling its expert advisers to secure their banking clients on structuring finance deals by ringfencing their risks.

According to Mr Thacker, due to the cyclical nature of the shipping industry, shipping companies often find it difficult to service the loan due to the vessel being employed, a reduction in charter rates, or the vessel becoming partially or totally lost due to cyclones or collision (for example). Therefore, in order to safeguard the interests of the lender, it is necessary to ensure that the facility is adequately secured by charge over the asset – as also over the insurance and earnings. In the case of ship finance transactions involving multiple vessels, 'cross collateralisation' of security and acceleration – in the event of default – are crucial for the lender.

Despite the market challenges of the recent months – brought on by the pandemic – Mulla & Mulla & Craigie Blunt & Caroe's successes have included a US\$41,456,567 loan advanced by Standard Chartered Bank to Shipping Corporation of India Limited for refinancing existing loans. This loan was secured by mortgages over six bulk carriers and assignment of its insurance and requisition compensation. The firm also assisted in a supplier's credit arrangement in the sale of a cutter section dredger by Beavers BV, Netherlands, to Pelagia Marine Services Private Limited, India – also advising on the creation and registration of security.

Mr Thacker noted: "Despite the disruptions caused by COVID-19, client expectations have not changed, and – even during such testing times – our firm has continued to meet client pressures without any dip in productivity, despite operating in a remote, virtual environment. Our firm's emphasis has always been on client satisfaction and responding to their problems with an approach tailored to their individual needs, and this has not changed."

INSURANCE BROKERAGE FIRM OF THE YEAR IN INDIA



Prudent Insurance Brokers Pvt. Ltd.

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Passionate client advocates, custodians of our clients' assets, brokers with integrity and capability – this is Prudent Insurance Brokers. We help you protect your business and control insurance costs. Knowledge of the Indian insurance market, a pan-India presence coupled with global placement capability, placement capability across all lines of insurance, and experience advising clients in diverse industry sectors has positioned Prudent as a trusted and reliable partner for all your insurance needs. These are some of the reasons why Prudent is considered a market leader by many.

The Prudent team is the key driving force of the company. We are driven by intense professional pride to excel and deliver. Our team comprises more than 750+ professionals from diverse backgrounds, bringing with them rich experience to better understand our clients' businesses and risks. It is the combination of the deep understanding of our clients' businesses, our insurance capabilities, and every team member's credibility, flexibility and integrity that has led to Prudent's success.

Some of our team highlights include: specialists in diverse areas of corporate insurance assure you of competent and reliable advice; a flat, empowering organizational structure that is focused on ownership for finding solutions rather than delegating responsibility; ongoing training to our teams to deepen and widen their technical skills; encouraging client feedback to constantly improve our consultative approach.

Prudent Insurance Brokers – Making Insurance Understandable, Manageable, and Responsive

Let's face it – insurance buyers don't find the sector very transparent. It's our job to make insurance understandable and manageable for your organization. The evolving Indian insurance industry without tariffs, with new policy forms, and with changing regulations can be confusing

without the insights of an expert like Prudent to guide you. Let Prudent help you obtain the best coverage and premiums from an increasingly complex market.

- We get you the cover YOU need, not what is convenient for the insurer.
- We provide guidance you need in a de-tariff, open-market scenario.
- We help you avoid the minefields in insurance contracts.
- We ensure your claims are paid promptly and fairly.
- We invest in service. We have the highest Servicing-to-Sales ratio in the industry.
- As the Indian partner of the leading global insurance broking networks, we have the unique advantage to provide global insurance solutions across more than 100 countries and impeccable service to Indian multinationals with trusted partners who are industry leaders in their markets. We have a dedicated team specializing in international insurance program management, backed by our outstanding team of technical experts across all lines – insuring you best-in-class communication, coordination, technical expertise, and market access.
- Prudent can help you design, implement and manage an international insurance program that provides your Risk Management Department with control, ensures compliance with local laws and regulations, provides the broadest coverage possible, and controls cost over the long term.

Value 1: Client Advocacy is at the heart of everything we do.

Value 2: We innovate to find unique solutions for each client.

Value 3: While we are willing to take risks in order to innovate, we have the discipline and quality systems to eliminate risks for our clients.

Value 4: We lead by example.

Value 5: We strive to work professionally with carriers to provide them with accurate information, and to enjoy their trust, support and respect.

Value 6: We are committed to being the best employer in the insurance industry.

Value 7: We are detail- and results-oriented.

Value 8: We are honest to our clients, fair to carriers, and true to our profession.

We are in a people-oriented, service-driven industry. Prudent will create the most productive and rewarding work environment in the Indian insurance broking industry. Our team members will possess technical competence, zeal and vigor for delivering world-class service to our clients, and mutual respect and team work that will be second to none.

Our clients will be assured of consistency and quality in our solution delivery, which will be evaluated and monitored to ensure that every client receives our very best efforts. We will participate in the shaping of the Indian insurance industry to ensure that it develops effectively, with special emphasis on the rights of the insured.

Prudent is committed to being a leading player in shaping the future of the insurance industry in India. We wish to be recognized as the standard to which other intermediaries aspire.

Insurance Broking Services

Your insurance portfolio derives from your Risk Management practices. Prudent's total insurance broking solutions begin and end with risk management solutions.

Policy Placement

Policy Placement is a rigorous process of risk profiling, policy analysis, portfolio rationalization, request for quotations, negotiation for the most value-based coverage, evaluation and recommendation of the quotations, placement of the policy and finally, policy scrutiny.

Portfolio Management

It begins as soon as we have scrutinized and passed your policy. We assist you in claim settlements, administer all your endorsements and amendments, track your renewals and undertake the renewal process with equal rigor as that of the first placement.

SHIPPING LAW FIRM OF THE YEAR IN INDIA



Mulla & Mulla & Craigie Blunt & Caroe

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**Mulla & Mulla
& Craigie Blunt & Caroe**
Advocates, Solicitors and Notaries

Mulla & Mulla & Craigie Blunt & Caroe has more than 350 years' combined experience in the area of maritime law and maritime insurance. The firm's services include advice on the arrest of ships, dispute resolution and contentious litigation, and its expert advisers are constantly adding knowledge, talent and skill to adapt to the dynamic global environment. Its USP lies in always being accessible – providing quality service with a quick turnaround time, at costs that are commensurate to the services rendered.

Shardul Thacker, Partner, commented: "We handle every case referred to us with meticulous attention, do extensive research, interact with non-legal industry professionals, practitioners and techno-legal interlocutors who have domain knowledge in various facets of shipping and marine insurance. It often takes courage to inform the client that they not have a good case, but we do so when the situation calls for it. We believe that

professional honesty pays in the long run, and adds to our reputation."

Despite the challenges of working from home due to COVID-19, the firm has adapted its technological capability so as to respond to clients expeditiously. In this time, it has held video conferences among team members and also with clients. Moreover, the courts have enabled online hearings for urgent matters. Aside from rendering legal advice directly related to the impact of the pandemic – such as charter-party agreements on ships underway to a port that has declared Force Majeure – the firm has also obtained numerous orders on video hearings, including instituting online proceedings in the Calcutta Admiralty Court, and obtaining an urgent arrest order in the Calcutta Court. Meanwhile, the firm successfully negotiated security with a London-based P&I club for a substantial amount in US dollars for releasing an arrested vessel.

Mr Thacker concluded by noting: "Having extensively practiced shipping transport law and offshore construction – both on the disputes and transactional sides – I have found that legal work relating to the LNG gas

sector is the spinoff of these two practices. Offshore construction contracts are part of project work, and marine transportation experience, combined with my experience in offshore construction and supply chain contracts, has attracted me to work on the legal side of the LNG gas sector.

"This area particularly interests me, since LNG is the future of energy – being clean gas as opposed to the traditional coal and crude, which are being imported into India to meet our country's energy requirements. Both of these extensively pollute the air as well as the marine environment. The risk exposure in marine transportation of coal and crude is huge, since a marine casualty would usually involve harm to life, damage to property and destruction of the marine environment.

"As LNG is the energy of the future, over the last 15 years my practice has also extended to finance and project work pertaining to LNG transactions. Having the ability to advise on the impact of decisions of a technical, commercial and contractual nature from a legal perspective is essential."

TAX LITIGATION EXPERT OF THE YEAR IN INDONESIA



Mul & Co

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MUL & Co
INDONESIA TAX LAW FIRM

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 & restructuring, as well as tax compliance. The team is comprised of dedicated professionals with a deep understanding of taxation law regulations and business culture. The firm is also independent, meaning that it is free from time-consuming conflict check processes.

The Mul & Co team believe that their success depends upon clients' satisfaction; therefore, they always strive to provide clients with the best possible solution to their tax matters. To this end, the firm brings a rich understanding of Indonesia's unique business and legal culture.

Mulyono has accounting, finance and legal backgrounds. He has triple masters in finance (University of Indonesia), law (University of Padjajaran) and notary (Pelita Harapan University), as well as several professional

certifications, including: Certified Public Accountant, Chartered Accountant, Certified Financial Planner, Certified Management Accountant and Affiliate Wealth Manager. He is also a licensed legal counsel in the tax court, licensed advocate and member of the Indonesian Advocate Association (PERADI) and a registered tax consultant. He is currently pursuing a doctorate degree in law.

Before setting up Mul & Co, Mulyono had extensive experience in tax and legal environments. His experience in taxation extends to tax disputes, tax due diligence, tax advisory, tax compliance, as well as company restructuring. Some of the well-respected companies in which he gained his experience include McKinsey & Company, PB Taxand (formerly known as PB & Co.) and Baker McKenzie (Hadiputranto Hadinoto & Partners). He serves a variety of multi-national clients from many industries, such as e-commerce, manufacturing, trading, real estate, mining & oil and gas, telecommunications, hospitality and services. He has also been invited to be the speaker and facilitator in several national tax seminars and trainings.

Mulyono's unique combination of technical knowledge in tax, accounting, finance

and law, as well as his expertise of the Indonesian taxation system, enable him to become a trusted advisor to clients. He is able to deliver holistic and practical taxation services to clients and to accomplish complex and challenging tax-related projects. Many international and local economic groups have required his special skills in tax planning and tax disputes services, with successful results.

He can assist taxpayers in handling their audits. Moreover, in an overpayment position (Income Tax & VAT), the taxpayer can file for a restitution to the Tax Office. On this matter, Mul & Co can represent, advise and assist the taxpayer to prepare the necessary documentation. Corporate taxpayers may also need to undertake corporate restructuring to comply with tax and legal regulations.

In addition, Mulyono has also assisted and represented many multi-national companies for various high-profile tax litigation cases in the Tax Court and Supreme Court in Indonesia. Several tax cases that he has handled are related to tax treaty implementation, mergers and acquisitions, royalty payment on intangibles assets, transfer pricing adjustments, Value Added Tax, as well as regional taxes.

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Law Offices **CHOI & KIM**

ARBITRATION CLAUSE AND ANTI-SUIT INJUNCTION IN KOREA

Relevance of Anti-Suit Injunction to Arbitration

Where a dispute arises under a construction contract or a shipbuilding contract, the principal will typically attempt to exercise a performance bond in the form of demand guarantee provided by a contractor. In the past, in the event that the principal were to exercise its right and demand a performance bond, the contractor was able to fend off the principal's exercise of the performance bond by obtaining from the court of the contractor's home country an **anti-payment injunction** against the issuing bank of the country. Once the injunction is rendered, the issuing bank becomes lawfully prohibited from making the payment to the principal with the performance bond (Korean Supreme Court Case No. 93Da43873). That does not appear to be the prevailing practice anymore. Now, if the contractor applies for an anti-payment injunction from the court of its home country, the principal can commence arbitration against the contractor and obtain an **anti-suit injunction** from the tribunal in order to compel the contractor to withdraw the anti-payment injunction. Even if the tribunal have not yet been constituted, it is still possible to obtain an anti-suit injunction from an emergency arbitrator. The contractor would be forced to drop the anti-payment injunction under the pressure from the anti-suit injunction, and the principal would then be able to secure the payment by performance bond.

Basis of Anti-Suit Injunction

In order for the principal to obtain an anti-suit injunction from the tribunal, the contract between the principal and the contractor should include an arbitration clause in which an interim/conservatory measure is permissible. As of now, ICC, AAA, SIAC, HKIAC, ICSID all allow interim/conservatory measure. The same measure was also adopted under the Korean Arbitration Act 2016. In cross-border disputes, the defendant is often tempted to resort to court proceeding of its home country in defiance of an arbitration clause in the underlying contract in order to secure more bargaining power in negotiation. In such a case, the other party in the dispute would be forced to incur unnecessary legal costs whilst the outcome of the dispute becomes more unpredictable. The reason the anti-suit injunctions are permissible under arbitration rules is grounded on a notion that if there are parallel proceedings in two or more jurisdictions as exemplified above could hinder the enforceability of the arbitration ruling and possibly worsen the underlying dispute. In other words, the view is that it would be theoretically fair and reasonable to all parties concerned to recognize the arbitration tribunal's jurisdiction to impose a sanction on a party that breached the arbitration clause.

Validity of Anti-Suit Injunction in Korean court

When an anti-suit injunction is rendered by an arbitral tribunal, a typical way of operation of the injunction is not to directly order **a court** of another jurisdiction to suspend its proceedings. Rather,

the injunction orders **a party** to withdraw its action in another jurisdiction. If the party defies the anti-suit injunction and proceeds to commence legal proceedings in another jurisdiction, the party could be put in an unfavorable light from the tribunal that rendered the anti-suit injunction and may also put itself in an unfavorable business or financial position. Thus the anti-suit injunctions are obeyed mostly by parties to a cross-border dispute.

That said, what would happen in Korea to a party in an arbitration proceeding if the party defies an anti-suit injunction issued by the arbitral tribunal? A contempt of court is not recognized in Korean law; further, Korean courts cannot recognize cannot recognize anti-suit injunctions per se issued by a foreign arbitral tribunal. Foreign arbitral awards are recognized and enforceable in Korea pursuant to the New York Convention (1958), but Korean courts maintain that the New York Convention cannot be the basis on which an anti-suit injunction is recognized and enforced. However, a party wishing to enforce an anti-suit injunction against another party in Korea is not entirely out of luck. If the party can obtain an order from an arbitral tribunal under which the other party would be subject to daily payment in damages for the other party's defiance of the anti-suit injunction, such a payment order would likely be recognized and enforced by Korean courts as the payment order would be deemed final and conclusive with regard to that particular issue as a matter of Korean law.

Where a dispute arises under a construction contract or a shipbuilding contract, the principal will typically attempt to exercise a performance bond in the form of demand guarantee provided by a contractor.

MARITIME LAW FIRM OF THE YEAR IN KOREA



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Law Offices CHOI & KIM

Choi & Kim is a Korean boutique law firm specialized in the areas of maritime, insurance and international trade law. With a vision to provide top-quality legal service at a reasonable cost to clients, Choi & Kim has been a leading boutique in Korea for over 24 years.

Disputes in maritime, insurance, and international trade matters require specialized legal advice due to their unique nature, which is why Choi & Kim has long been the first and foremost choice to go to when advice in disputes in maritime, insurance, and international trade matters is needed. With a wide range of clients, both domestic and foreign, Choi & Kim is highly regarded by clients for expertise in law and dedicated service to clients.

From top to bottom, all members of the firm are committed to providing quality and cost-efficient service to clients. In particular, J. H. Choi and C. J. Kim, who are the founding partners of the firm, each with over 30 years of PQE, are still actively involved in all aspects of the firm's practice,

including but not limited to maritime, marine insurance, and international litigation and arbitration.

J. H. Choi is also the author of a Korean maritime law textbook, which is frequently cited by practitioners and scholars in the area as leading authorities.

As the firm's primary area of practice is international litigation and arbitration arising from maritime disputes, Choi & Kim has handled hundreds of major marine casualties in Korea since its inception in 1997, whilst representing major P&I Clubs, foreign and domestic shipping and marine insurance companies, and International Oil Pollution Compensation Fund.

Among many maritime matters handled by the firm in 2020, one notable case is an international arbitration at the Korean Commercial Arbitration Board in which Choi & Kim is currently representing the owners of a container carrier, MV KMTC Hong Kong, which exploded in May 2019 at the Laem Chabang Port in Thailand, causing damages of circa USD10 million.

In addition, in October 2020, Choi & Kim, representing owners of a deep-sea fishing vessel, defended a claim brought by bereaved family of a deceased seafarer who were represented by a law firm based in Florida. The arbitration session was held virtually due to the COVID-19 pandemic.

Choi & Kim is also involved in a collision incident between an automotive carrier and a Korean Navy submarine, which occurred southeast of Busan in July 2020. Choi & Kim is acting for the owners of the car carrier in a claim against the Korean Navy.

As illustrated above, although 2020 was unlike any other years in terms of the firm's practice because of the global pandemic, clients still preferred Choi & Kim over other law firms for handling complex international maritime disputes because they require not only the theoretical analysis of the law, but also insight into how to practically resolve the dispute in the best interests of the clients – which only an experienced firm like Choi & Kim can offer to clients.



BUSINESS ADVISORY FIRM OF THE YEAR IN NEW ZEALAND



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PKF Dunedin are Chartered Accountants and trusted business advisers specialising in innovative and client-focused business solutions for small to medium businesses. CEO Jono Bredin leads a team of 11 specialist accountants and business advisers, along with four business management and support staff, who help clients to thrive nationally by providing proactive and tailored professional business advice.

Jono noted: "As PKF Dunedin is part of the PKF International network, we have a huge reach across the globe and, therefore, have access to a comprehensive set of resources. We are also members of Chartered Accountants Australia and New Zealand, and are a foundation member of The Gap, who provide a wide range of systemised specialist Business Advisory and Development services, which we leverage across our client base."

As a Xero Platinum Partner – a cloud-based accounting system, which provides a dashboard of real-time, up-to-date

financial information – PKF Dunedin is also committed to using technology to work with clients in real time, to focus more on "what the numbers reveal, than what the numbers are," according to Jono. PKF is also the reigning Xero NZ National Partner of the Year.

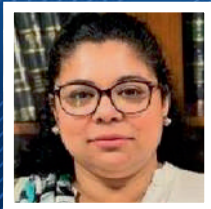
The firm was founded 96 years ago, and over that time, the firm has built a strong international reputation for advising clients on a complete spectrum of matters, including tax-effective structuring, tax planning, land transactions, international tax, tax residence and overseas investment rules, as well as arrangements for historic tax arrears. The firm's clients value its experts' innovative thinking and proactive business advice in helping them develop, improve and grow their business by offering cost-effective, customised development solutions, which create long-term value.

Jono added: "These days, a common trend we see among SMEs is the absence of a plan. A well-thought-out business plan gives you the best chance of being successful in all that you do. The planning process can elicit things you may not

know about your business and uncover unforeseen issues or opportunities you are likely to face. Learning to identify these threats and opportunities through business planning allows you to make meaningful changes to your business to increase its value.

"Furthermore, COVID-19 has provided the firm with some challenges as well as opportunities. It has given us an opportunity to show flexibility and resilience during difficult times, as well as reassuring our clients and community that we are very much open for business, even when the team were working remotely. Our business advisers were able to support clients with advice specific to the pandemic and the resultant lockdown – as well as offering Business Recovery Planning and Cashflow Management advice. The firm was also able to deliver a series of webinars in an extremely timely manner to support hundreds of clients across the country, with proactive advice on Business Continuity and Recovery Planning, Government Support Updates and Cashflow Management."

CORPORATE LAW FIRM OF THE YEAR IN PAKISTAN



Kabraji & Talibuddin (K&T)

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Kabraji & Talibuddin (K&T) is a leading law firm in Pakistan's corporate sector, acting on pioneer, domestic and cross-border projects and transactions. The firm advises on contentious and non-contentious matters and represents clients in project finance, structured finance, capital markets, aviation, joint ventures, foreign investment, M&A, securities and private equity matters. K&T is acclaimed by internationally recognised publications, such as IFLR1000, Chambers & Partners, AsiaLaw and the Legal 500.

Maheen Faruqui, Partner at the firm, has 12 years' experience as a corporate practitioner and has worked primarily on project financing in the private power sector, including landmark wind, hydroelectric and thermal projects, as well as M&As in pharma, media, banking and oil. She was named as one of IFLR1000's women leaders, and is enrolled as an advocate of the High Court of Sindh. In addition, she acts as a member of the Sindh Bar Council, and the Karachi and High Court Bar Associations.

Ms Faruqui is highly experienced in drafting, negotiating and advising on transaction

documents and the regulatory framework applicable to power projects. She has co-authored numerous publications, including a Legal Environment Report of the 'Belt and Road' Countries, published by the All China Lawyers Association; the Pakistan Chapter on the 'Remedies for International Seller of Goods', published by the Center for International Legal Studies; an International Comparative Legal Guide to: Lending & Secured Finance, 2018, (Pakistan); and IBOR Transition: An Asia Pacific Perspective on Structuring RFR-Based Syndicated Loans, June 2020, published by the Asia Pacific Loan Market Association.

Ms Faruqui noted: "Today, K&T is a frontrunner in Pakistan's corporate sector and provides unparalleled expertise in project finance. We comprehensively advise clients in the most efficient and cost-effective manner, while analysing market trends. K&T maintains relations with stakeholders, including government regulators, and has assisted in developing legislation in the power sector."

Moreover, the firm has worked expeditiously in achieving simultaneous financial closure for the 'Super Six' wind projects. These projects are under development to provide cleaner, cheaper

power, and to reduce Pakistan's dependence on imported fossil fuels. Successful closures on these large-scale transactions has maintained the firm's position as a top-tier firm.

When asked about some of the professional challenges of the past year, Ms Faruqui added: "We have seen a notably decreased willingness to invest in Pakistan, 'force majeure' clauses in contracts being enforced, delays in carrying out contractual obligations, or breaches. Practically, the firm adapted to a 'work from home (WFH)' model, which required efficient and minute internal coordination among the team for meeting deadlines and resolving imminent challenges.

"Despite the events of the past year, K&T's client portfolio remains varied, due to its extensive expertise, and includes local and foreign banks/financial institutions, multinational companies and 'start-ups' operating in the energy, infrastructure, finance, technology, aviation and pharmaceutical sectors. Looking to the months ahead, we plan to expand our client portfolio and gain a deeper understanding of operations and regulation in different sectors – to strengthen our 'WFH' culture for combatting the uncertainty caused by the pandemic."

ADMIRALTY 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



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BOUTIQUE FAMILY LAW FIRM OF THE YEAR IN SINGAPORE



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I.R.B. Law LLP is Singapore's fastest-growing law firm, with 11 branch offices in Singapore alone. The firm was founded with a vision to deliver effective, efficient and affordable legal services to everyone, from the man on the street to large corporations. With more than 15 out of 36 lawyers practising family law, this practice area makes up a substantial part of the firm's work.

Specifically, the firm's lawyers are able to handle Muslim/Syariah divorces, muslim estate planning and muslim inheritance. It has the highest number of Syariah lawyers practising within a firm. I.R.B. Law is also potentially the firm with the largest Family Law practice in the region, as the firm handles, on average, between 900 to 1,200 of family cases per annum. Moreover, the firm is recognised by The Straits Times as one of the best law firms in Singapore for family law, and was recently named as Expat Living's silver winner for Best Legal Advice.

Managing Partner Mohamed Baiross noted: "The practice of law has been a beneficial endeavour for me and the other practitioners. We are able to uplift the lives of clients and our own lives. We enjoy practising this area of law and wish to provide as much information as possible to the public through our website."

Reflecting on current challenges faced by the firm, Mr Baiross added: "The primary issue in our practice is the time taken to resolve family disputes or family matters. We have to be on call 24/7, and we have to handle the emotions of clients at all times. We have to balance our roles as officers of the court and serve our client's interest at the same time. At other times, we need to put at the forefront the interest of vulnerable persons, such as children. Navigating these various interests with short timelines, and arriving at a reasonable decision that is palatable for everyone, is complex."

"In a recent case, a mother was upset that she had to follow a court order to allow her ex-spouse unsupervised access

to a child of the marriage. Further, the ex-spouse had remarried and had insisted on coming to pick the child up for the access sessions with his new spouse. The access sessions were on weekends, which meant that the lawyers had to be on standby during the weekends. The client did not qualify for legal aid and did not have sufficient funds to litigate this issue in court either. Given the various constraints, the lawyers managed the emotions of the client, the issues at access by correspondence with the ex-spouse and his solicitors, and arrived at a settlement on access issues to make the client, the child and the ex-spouse reasonably satisfied."

Today, I.R.B. Law receives widespread recognition for being the law firm with a heart – for its consistent charity engagements, low bono arrangements with some family service centres and NGOs, and also its financial plan arrangements for clients who are facing financial strains.

INTERNATIONAL ARBITRATION EXPERT OF THE YEAR IN SINGAPORE



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Joseph Lopez LLP is a full-service law firm with expertise in litigation and international arbitration. The firm is regularly instructed by global clients from the international trading and commodities, maritime and shipping and energy sectors to act for them in complex, high-value and cross-border litigation/ international arbitration and advisory matters.

Joseph Lopez is a highly experienced practitioner with more than 30 years' experience in litigation and international commercial arbitration with specialty in the natural resources, energy, commodities disputes, commercial and corporate disputes, cross-border disputes and transactions, trade and investments, fraud and asset recovery disputes, Third Party Funding cases, negotiation and risk management sectors.

He is called to the Bar in Singapore, the UK and Australia, and is a Fellow of the Singapore Institute of Arbitrators (SI Arb) and Chartered Institute of Arbitrators (CIArb) (UK).

He has also been invited to speak at various conferences related to mining – as well as energy-related arbitration forums – and regularly appears in the Singapore Courts and the Singapore International Commercial Court. He is instructed as lead counsel for arbitration under the auspices of the Singapore International Arbitration Centre (SIAC), the International Chamber of Commerce (ICC), the London Court of International Arbitration (LCIA), the Singapore Chamber of Maritime Arbitration (SCMA) and the London Maritime Arbitrators Association (LMAA), as well as ad hoc arbitrations under UNCITRAL Rules.

Mr Lopez commented: "At Joseph Lopez LLP, we take pride in understanding our clients' businesses, its nuances and the market to deliver sound, practical and commercial advice. We strive to achieve the best results, be it an enforceable award or judgement in favour of our clients, or a mutually beneficial commercial settlement. Our legal solutions are customised and tailor-made for each client.

"Despite the challenges of the past year, our client base still encompasses both local and global clients from a broad spectrum of industries – including, but not limited to, energy producers, multinational corporations, government-linked companies, blue-chip corporations as well as high net-worth individuals."

Some of Joseph Lopez LLP's notable and recent reported cases, involving issues arising from international arbitrations, include: Coal & Oil Co LLC v GHCL Ltd [2015] SGHC 65, which examined a novel issue of the interpretation of Rule 27.1 of the 2007 SIAC Rules; and Gokul Patnaik v Nine Rivers Capital Ltd [2020] SGHC(I) 23, wherein the firm successfully resisted an attempt to set aside an SIAC arbitration award on the grounds of – inter alia – that the award contravened Indian law in the Singapore International Commercial Court.

Moreover, for 2021, the firm has been recognised as a "Notable Firm 2021" in Singapore by Benchmark Litigation Asia-Pacific.

ENVIRONMENT LAW FIRM OF THE YEAR IN AUSTRALIA



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GUTHRIE LEGAL
ENVIRONMENT & PLANNING LAW

IPOS LAW FIRM OF THE YEAR IN AUSTRALIA – QUEENSLAND



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GRT LAWYERS ●●●

CROSS BORDER DISPUTE RESOLUTION LAWYER OF THE YEAR IN CHINA



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DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN CHINA



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LITIGATION LAW FIRM OF THE YEAR IN CHINA



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LOGISTICS LAW FIRM OF THE YEAR IN CHINA



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INTERNATIONAL TRADE LAW FIRM OF THE YEAR IN HONG KONG



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MEDIATION LAW FIRM OF THE YEAR IN HONG KONG

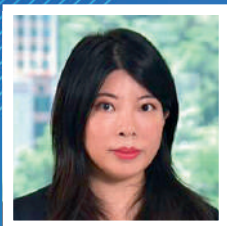


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PRIVATE CLIENT LAWYER OF THE YEAR IN HONG KONG / TAX LAWYER OF THE YEAR IN HONG KONG / TRUST LAWYER OF THE YEAR IN HONG KONG



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CIVIL LITIGATION LAW FIRM OF THE YEAR IN INDIA



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COMMERCIAL LAW FIRM OF THE YEAR IN INDIA



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CONSTITUTIONAL LAW FIRM OF THE YEAR IN INDIA



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INFRASTRUCTURE LAW FIRM OF THE YEAR IN INDIA



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IP PATENT PROSECUTION LAW FIRM OF THE YEAR IN INDIA



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PATENT PROSECUTION EXPERT OF THE YEAR IN INDIA

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INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDONESIA



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INVESTMENT FUNDS LAWYER OF THE YEAR IN JAPAN



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PHARMACEUTICALS & LIFE SCIENCES LAWYER OF THE YEAR IN JAPAN



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TRADEMARK LAW FIRM OF THE YEAR IN JAPAN



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ASAMURA PATENT OFFICE, p.c.

BOUTIQUE CORPORATE LAW FIRM OF THE YEAR IN MALAYSIA



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FRANCHISE LAW FIRM OF THE YEAR IN NEW ZEALAND



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COMMERCIAL LAWYERS

PATENTS LAW FIRM OF THE YEAR IN THE PHILIPPINES

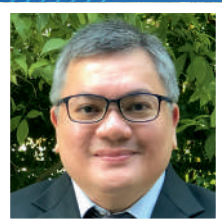


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ALTERNATIVE DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN SINGAPORE

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INTERNATIONAL FAMILY DISPUTES LAWYER OF THE YEAR IN SINGAPORE



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**EMERALD
LAW**

INTERNATIONAL TAX EXPERT OF THE YEAR IN SINGAPORE



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LOYENS & LOEFF

INTERNATIONAL LAW FIRM OF THE YEAR IN TAIWAN



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 **龐波國際法律事務所**
WASHINGTON GROUP & ASSOCIATES

Africa & The Middle East Winners



Trade and integration – within the Middle East and North Africa (MENA) region and with the rest of the world – is critical to lowering poverty, empowering the poor and igniting economic growth in the post-COVID era, according to a World Bank regional economic update.

The report, titled Trading Together: Reviving Middle East and North Africa Regional Integration in the Post-Covid Era, paints a comprehensive picture of MENA's economic situation during the ongoing COVID-19 pandemic. It examines the lasting effects of the dual economic shocks from the spread of the coronavirus and the collapse in oil prices, and it recommends policy changes and reforms to build a new integration framework across the region.

"The MENA region was already lagging behind economically before the COVID-19 pandemic struck. Six months into it, we [could] see – with stark clarity – the severity of the devastation on lives, livelihoods and region-wide prosperity," Ferid Belhaj, World Bank Vice President for the Middle East and North Africa, noted. "We are continuing to help MENA countries stop the spread of the disease and protect and care for their people. We will keep insisting on the need for MENA countries to give the highest priority to transparency, governance, the rule of law and market contestability, and to instil trust, promote the private sector, and build a new framework for the sustained regional economic integration that will make trade a powerful tool to alleviate poverty and expand access to opportunities for all."

The dual economic shocks of the COVID-19 pandemic and decline in oil prices have affected all aspects of MENA's economies. The latest data reflects an increasingly pessimistic outlook for the regional economy, which is expected to only partially recover by the end of 2021.

The outlook for MENA's current account and fiscal balances has also deteriorated. Driven by lower oil export revenue, declines in other fiscal revenues and the high expenditures required to respond to the pandemic, the region's current account and fiscal balances are much lower than the forecasts from October 2019. Public debt is projected to rise significantly, from around 45% of GDP in 2019 to 58% in 2022.

"The pandemic continues to inflict economic losses, and the poor and vulnerable are being disproportionately affected," commented Ha Nguyen, Senior Economist and co-author of the report. "The growth outlook for 2021 suggests that a V-shaped recovery is unlikely, although the forecasts are fluid and subject to great uncertainty."

According to the report, MENA's integration – both within the region and with the rest of the world – was underperforming before the pandemic. This is due to economic reasons, such as poor logistics performance, inefficient customs, high infrastructure costs, the inadequacy of legal frameworks for investments, and disparate regulations that add up to high trade costs and have become non-tariff impediments to trade. Political economy obstacles have also prevented regional cooperation, while the effects of conflicts and violence have hindered trade and deterred economic growth.

Challenges with logistics and the business environment impede MENA's integration in regional and global value chains. Despite improvements in recent years, the MENA region underperforms in access to credit, which is lower than anywhere else in the world. Trading across borders is expensive and time-consuming: It costs, on average, US\$442 and 53 hours to comply with border requirements for exporting, which is three times more expensive and four times longer than averages in high-income economies. MENA is also one of the most restrictive regions regarding trade in services.

"The challenges to overcoming the political and economic obstacles to MENA's integration would be difficult in ordinary times, let alone in the midst of a pandemic and economic crisis," said Blanca Moreno-Dodson, Manager of the Center for Mediterranean Integration and leader of the report. "But the COVID-19 pandemic offers a great opportunity for MENA countries to rethink their social and economic policies and strengthen trade integration while reducing their oil dependency at the same time."

Driven by the economic fallout of the COVID-19 global pandemic, growth in Sub-Saharan Africa has fallen, pushing the region into its first recession in 25 years, according to Africa's Pulse: Charting the Road to Recovery.

Some governments, notably Senegal and Mauritius, have acted rapidly to reduce the spread of infection; however, successful containment measures come with a high economic cost, as has been seen across the globe.

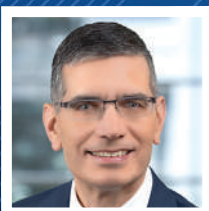
"The road to recovery may be long, and it may be steep, but prioritising policy actions and investments that address the challenge of creating more, better and inclusive jobs will pave the way for a faster, stronger and inclusive recovery for African countries," said Albert Zeufack, World Bank Chief Economist for the Africa regions.

The decline in growth has been stronger among metals exporters. In contrast, for non-resource-intensive countries, the decline in growth has been more moderate. In several non-resource-intensive countries, including Côte d'Ivoire, Ethiopia and Kenya, growth has still slowed substantially, but remains positive, owing to their more diversified economies. Meanwhile, the more tourism-dependent economies, such as Cape Verde, Mauritius and the Seychelles, have experienced a sharp contraction as exceptionally weak international tourism has severely impacted the service sector.

The substantial downturn in economic activity will cost the region at least \$115 billion in output losses. Gross domestic product per capita growth is expected to continue contracting severely too, in part caused by lower domestic consumption and investment brought on by containment measures to slow the spread of the coronavirus.

"Although the pandemic is not over and the persistence and spread of the virus is uncertain, African governments have started putting in place policies and programmes to support an inclusive and sustainable post-pandemic recovery," said Hafez Ghanem, World Bank Vice President for Eastern and Southern Africa. "Countries are putting in place policies and programmes that help create jobs and accelerate economic transformation to reduce the economic impact of the pandemic now – and build the capabilities needed to ensure inclusive economic growth in the future."

IP LAW EXPERT OF THE YEAR IN ISRAEL



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S.HOROWITZ & CO.

"Identified as 'second to none' by his international clients" (The Legal 500), and described as "extremely experienced and smart" (European Legal 500) as well as "a brilliant attorney with vast experience in many areas of law" (IAM 300 Strategy), Avi Ordo is widely recognized for the strength, depth and range of his practice, which is unparalleled for its level of expertise, service and diversity.

Avi's practice focuses on handling, among others, complex and cross-border technology-related matters and conflicts, particularly in the following areas of law: intellectual property (IP), product liability and torts, professional negligence, contracts, insurance coverage, product recall and private international law.

During more than 27 years of practicing law, Avi has successfully appeared before all levels of Israeli courts and tribunals and has represented clients in many precedent-setting and high-profile cases and disputes. Avi has also represented clients in

numerous local and international arbitration and mediation proceedings (including before JAMS, WIPO and ICC). In addition, Avi has developed a stellar reputation for acting and serving as lead counsel in major and multi-jurisdictional disputes involving the litigation of rights in parallel proceedings in different jurisdictions.

Avi's roster of clients includes numerous leading multinational corporations and entities (including S&P 500, Global 500 and other publically listed companies) from an array of industries (including pharmaceuticals, health, insurance, government and defence, entertainment and media, aviation and transportation, telecommunications, medical devices and hi-tech), as well as foreign governmental agencies.

In the IP arena, Avi, who is regarded as "a unique master in IP law" (The Legal 500), provides legal representation and strategic legal counsel and advice with respect to the ownership, use, enforcement, protection, freedom to operate, registration and commercialization of

all areas of IP law, including patents, trademarks, trade secrets, copyrights and designs.

Avi has been consistently ranked by prominent international legal directories – including Chambers, The Legal 500, IAM Strategy 300, IAM Patent 1000, IP Stars, WTR 1000, Who's Who Legal (Patents and Trademarks) and the International Law Office's Client Choice award – as one of Israel's leading lawyers. These publications describe him as: a "top litigator," "extremely bright, thorough, resourceful and commercial ... plus, his cross-examination skills are simply second to none. On a scale of one to five stars, he must get six," "a true standalone lawyer in the Israeli market and an absolute pleasure to work with." They conclude by noting: "If you want to win a case, you better have Avi at your side"; "you won't find a better strategist for winning a patent case and accomplishing your commercial objectives"; and that "quite simply, [Avi is] the first trademark practitioner in the country to spring to mind for many of his peers."

CORPORATE LAW FIRM OF THE YEAR IN KUWAIT



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دار المحاماة
Law Firm

Dar Al Muhama (ALDAR Law Firm) is a prestigious law firm based in Kuwait, founded in 2005. Its founders are law experts who are among the best lawyers in Kuwait.

The firm's typical client is one who respects all parties and deals with ALDAR Law Firm through credibility, while providing the firm with the necessary data and documents that it requires. The firm deals with client matters in the following diverse areas: Direct Negotiation, Banking and Corporate, Intellectual Property, Oil and Gas, Marine Lawsuits, Maritime Arbitration, Air Lawsuits, Air Arbitration, Civil Suits and Compensation, Litigation Lawsuits, Administrative Cases, Family Courts, Labor Lawsuits, Rentals and Real Estate, Arbitration and Intermediation Services, Execution Section, Collection Department, Friendly Collection as well as Judicial Collection.

Attorney and Managing Partner Abdulrahman Alhouti noted: "Our strong standing in the legal field is best illustrated by our memberships, which include the Bar Association, the Arab Lawyers Union,

the Arbitration Center of the Kuwaiti Bar Association, the International Bar Association, the Arbitration Center of the Kuwait Association of Accountant, the GCC Commercial Arbitration Center, the Kuwait Center for Commercial Arbitration – Chamber of Commerce and Industry). We have also taken part in the various publications of Global Law Experts.

"Moreover, our law firm has recently been active in many diverse fields of law, and has seen significant growth at the regional level in various jurisdictions, such as the countries of the Middle East and Asia."

According to Mr Alhouti, some of the challenges faced by ALDAR Law Firm in the past year have been directly related to the COVID-19 pandemic. He said: "Specifically, we have been subjected to time constraints due to the belated public authorities' procedures – as only 30% of public authorities' employees are at work. This has meant that we have seen some companies that require foundation. We have therefore endeavoured to overcome this – and other challenges brought on through belated procedures – via liaising

with our clients more regularly and intensively through all available means."

Mr Alhouti also explained that in 2020, ALDAR Law Firm saw significant successes, such as winning public opinion and money-laundering cases. Furthermore, the firm founded international companies in the State of Kuwait. Successes such as these have been instrumental in boosting ALDAR's reputation on both regional and local levels – which has, consequently, led to a greater influx of clients.

Mr Alhouti added: "Last, but not least, we have improved our capacity by recruiting more employees to work on cases, and to further our work with the public authorities. At a time when law firms lost a lot of their clients due to the pandemic, we consistently did our best to retain our clients and make them feel satisfied on days of curfew or even total lockdown.

"Looking to the future, our main goal is to have more international cases – including arbitrations – so that we will continue to expand on an international level."

CORPORATE LAWYER OF THE YEAR IN MALI



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Juri-Partner is a legal firm created in January 2001, focused on the individualized support of its clientele, made up of both private and institutional members operating in various sectors (commercial companies, construction companies, public works, World Bank projects, banks, financial institutions, foundations, and Non-Governmental Organizations (NGO)).

In addition to the traditional missions of advice, representation and assistance, Juri-Partner includes a training component.

The firm also performs legal audits for the benefit of national and foreign clients in various fields, encompassing: mining, telecommunications, investments in the public and private sector, among other areas.

The firm has a strong reputation nationally and in the sub-region, and has been on Band 2 in Global Chambers for several years.

For Juri-Partner, a case is never just a file, as we are fully aware it always has implications in the life of our client. Because of this, we strive to create a relationship of trust and transparency – in order to establish real communication in real time, honestly and clearly, with complete confidentiality.

We provide advice, information, representation and assistance for all your projects and procedures. From creation to development, Juri-Partner advises and assists company managers in the realization and execution of all legal transactions necessary for the projects of their companies. Such transactions include: completion of formalities for the constitution of companies; follow-up of formalities for obtaining approval (or administrative authorizations, depending on the sector of activity, obtaining entry and work visas for expatriate workers); legal secretariat: convening shareholders' meetings, board of directors, minutes keeping; restructuring (capital increase, merger, subsidiary); insolvency proceedings: recovery, liquidation; negotiation and drafting of commercial contracts; as well as business management.

Maître Mamadou Gaoussou Diarra has been registered with the Malian Bar Association since 1995. As a holder of a master's degree in Legal Sciences from the National School of Administration of Mali, he followed several cycles of professional training, in particular at the International Institute of Development Law in Rome, on the law of the company and of investment. He has a good working knowledge

of mining law, telecommunications rights and new technologies, as well as public-private partnerships.

In addition, he has a good command of OHADA law, having taught it in class as part of consultations, and also having practiced it both in Mali and internationally. He also has a good knowledge of arbitration, being an arbitrator at the CECAM level and intervening in various cases at the level of the CCJA in Abidjan, the International Chamber of Commerce (ICC) in Paris, and the Permanent Court of Arbitration (CPA) at The Hayes.

Maître Diarra has a good knowledge of the legal and institutional business environment in Mali, in the sub-region but also internationally. Between 2013 and 2016, he held ministerial positions in the Malian government, the last of which was ministers of investment and the private sector. As the Former Deputy Secretary General of the Malian Bar Association and former President of the Association of Young Lawyers of Mali, he is deeply imbued with issues related to associative movements and organized civil society. Moreover, he is a decorated Commander of the French National Order of Merit.



CONSTRUCTION LAW FIRM OF THE YEAR IN THE MENA REGION



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EKP Legal Counsel's team of experienced lawyers can provide the support you need at all levels of the contracting chain, and can assist you with all your construction needs on both the front-end and back-end. The team regularly represents developers, funders, owners, operators, contractors, subcontractors, facility managers, consultants and suppliers.

Its lawyers are equipped to deal with both project development and dispute resolution. They are experts in arbitration (domestic and international) as well as local court litigation. They also work regularly with litigation funders and understand the dynamics of the funding model.

The firm's Construction practice comprises the following:

- Development
- Dispute Resolution
- Procurement
- Real estate

Scott Hutton leads the construction practice and has over 12 years' experience in the Middle East region. Scott focuses his practice on construction and development

matters, acting on both contentious and non-contentious matters. He also deals with all property-related matters, including sales, purchases, landlord and tenant and investment issues. Scott has a wide-ranging practice with a broad mix of clients, both locally and internationally. He has considerable experience in acting for contractors, employers, consultants and funders. Moreover, he is well-acquainted with all standard forms of construction contract, with an emphasis on the FIDIC-based contract – the most common form of contract in the Middle East. He also drafts and reviews bespoke contract documentation as required.

Scott has extensive experience with all means of Dispute Resolution in the UAE, including litigation before the local courts and arbitration proceedings (both national and international). He has acted in arbitration under the rules of DIAC (Dubai International Arbitration Centre), DIFC-LCIA (Dubai International Financial Centre – the London Court of International Arbitration), ADCCAC (Abu Dhabi Commercial Conciliation and Arbitration Centre), AIAC (Ajman International Arbitration Centre) and the Saudi Center for Commercial Arbitration (SCCA).

In addition to this, Scott has wide experience of the commercial property and construction markets in the Middle East and has

represented major developers and investors in residential, leisure, commercial and mixed-use developments. He also has considerable experience in commercial leasing and asset management, having acted for institutional landlords and investors together with major retail chains.

He was a lecturer on property matters at the Dubai Real Estate Institute, and is a member of the Law Society of England and Wales. Furthermore, he is on the role of the Law Societies of Scotland and Ireland. He is registered with the Dubai Legal Affairs Department and sits on the Independent Governance Committee of the DMCC Responsible Sourcing of Gold and Precious Metals Programme, as well as serving as a founding member of the UK charity, Finding Your Feet.

Despite the challenges of the past year – which, for many, have included finance, logistics and healthcare – EKP's objective in the construction space is to consolidate its position with existing clients – who typically comprise developers, contractors, consultants and lenders – and to expand its client base in general, by increasing brand recognition across the MENA Region.

CORPORATE LAW FIRM OF THE YEAR IN THE MENA REGION



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EKP Legal Counsel's experienced team of corporate lawyers understand the intricacies of doing business under local legal regimes and can easily identify potential risks, recommend ways to address and enforce them, and close transactions accordingly. EKP offers a one-stop-shop for all your corporate work. The firm's experience includes advising local and international clients on joint venture transactions, corporate structuring and business setup (cross jurisdictional), as well as corporate and other regulatory compliance.

Joint Ventures

In today's markets more than ever, joint ventures can accelerate a company's ability to embark on significant projects, mainly those involving multiple jurisdictions. Equally, in challenging economic times, joint ventures present opportunities for organisations facing critical and uncertain circumstances. While it can be very difficult to structure and negotiate, working with experienced legal advisers is a key first step in ensuring the potential for success. EKP's lawyers have deep experience in forging joint venture arrangements. With many successful projects to the firm's credit, its clients have come to rely on EKP as trusted advisers in the

structuring and success of these ventures, from inception to exit. Its contractual joint venture clients cover a broad spectrum of sectors and include real estate developers, construction companies, healthcare providers and private equity investors. The firm engages lawyers with industry experience as required for any joint venture.

Corporate Compliance and Investigation

In today's complex regulatory environment, managing risk is a top priority for global businesses. EKP's team is there to advise clients on how best to mitigate risk and conduct business properly without sacrificing profitability. Its services include both reviewing and structuring risk management programmes for market-leading companies, and representing clients in large-scale internal or regulator-driven investigations.

EKP counsels corporations, partnerships and sole proprietorships on developing internal compliance programmes to ensure that a business is operating at peak performance and in conformance with all applicable laws and regulations.

Patrick has more than 20 years' experience in the Middle East, 16 of which were spent in the UAE. He specialises in corporate and

commercial law with a focus on mergers and acquisitions, joint ventures, corporate governance, compliance and foreign investment. He is an expert in structured finance, funds and corporate finance.

Despite the global pandemic's negative effect on all businesses, including the legal sector, the team worked from home very efficiently and adapted very quickly, thanks to an existing contingency plan, an excellent IT support and EKP's "All The Way" culture. The firm was able to maintain client service with minimal impact. EKP's partners in its three offices – in Dubai, Riyadh and Beirut – continued to meet weekly through video calls to achieve business as usual.

Today, EKP's clients range from state-owned entities and large multinational corporations, public entities and governmental bodies, financial intermediaries and institutional investors, to high-net-worth individuals and family offices, high-growth ventures, Fortune 500 companies and SMEs. The firm is currently adding lateral partners to grow its Corporate Practice, in addition to hiring fee earners due to an increase in new investments in Dubai ahead of the Expo 2020 event, which is due in October, 2021.

HEALTHCARE LAW FIRM OF THE YEAR IN THE MENA REGION



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EKP Legal Counsel has unparalleled experience in healthcare work. Its experienced team of lawyers has been involved in large healthcare projects and transactions in the region over the last 15 years, giving them exceptional expertise within the sector, and working knowledge of its major players.

The firm's healthcare practice focuses on both general policy concerns and specific legal subjects that have an impact on healthcare clients. It can support clients on all facets of the healthcare business, including administrative compliance and accreditation, regulatory matters, commercial and corporate work, mergers and acquisitions, joint ventures, tax and restructuring, equity capital raising and dispute resolution.

Its client portfolio encompasses government healthcare authorities, insurance providers, pharmaceutical companies, private equity firms specialising in healthcare investment, and other healthcare commissioners.

Ziad is described by market sources as "highly rated for his healthcare knowledge and takes a leading role in the firm's spectrum of corporate and commercial mandates".

Selection of EKP's Landmark Matters

- Assisting a group of Lebanese and foreign investors in a BOT project with private landlords for the construction/ rehabilitation, equipment and operation of a specialised hospital in Lebanon with foreign government subventions that included the incorporation of special-purpose vehicles for financing and operating the project;
- Assisting a leading Saudi Arabia-based telecoms service provider to draft a US\$1 billion contract for the provision of infrastructure, equipment, connectivity and managed services for medical and healthcare institutions;
- Assisting in connection with the setting up of a group purchasing organisation in Abu Dhabi, intended to purchase medicine and medical consumables for governmental healthcare institutions in a first stage, and for the private sector in a subsequent stage;
- Advising a UAE-based pharmaceuticals company with regional coverage on the acquisition of two pharmacy chains in Saudi Arabia;
- Advising on the establishment of a factory for pharmaceutical products in Saudi Arabia;
- Advising a financial investment company on its investment and restructuring of a group of healthcare services in Saudi Arabia;
- Advising on the restructuring of a well-known healthcare company regrouping seven subsidiaries located in various countries in the Gulf region. The work included business segregation as well as tax optimisation in preparing for an initial public offering;
- Advising Saudi and foreign project sponsors in connection with the regulatory requirements and licences for the financing and development of a hospital in Saudi Arabia;
- Assisting an Australian-Lebanese Joint Venture hospitals design company, acting as sub-contractor to the main contractor on the construction of the Security Forces Medical Complex project owned by the Ministry of Interior in Saudi Arabia, with US\$110 million arbitration proceedings against the main contractor in Saudi Arabia and related arbitration proceedings against another sub-contractor in DIFC Dubai.

The firm's healthcare practice focuses on both general policy concerns and specific legal subjects that have an impact on healthcare clients.

M&A LAW FIRM OF THE YEAR IN THE MENA REGION



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M&A transactions are among the most significant and complex deals in the life of a company; the consequence of which reverberate both internally and externally. M&A is at the core of what EKP Legal Counsel does, and its expert advisers work to ensure that clients are prepared before, during and after an M&A transaction.

EKP guides clients through every stage of a deal, from due diligence and structuring, to negotiation and preparation of deal documents, to post-transaction transition and post-merger integration.

Its M&A transaction experience involves formulating, negotiating and implementing a wide range of acquisition transactions for buyers and sellers across a variety of business sectors.

EKP's clients range from state-owned entities and large multinational corporations, public entities and governmental bodies, financial intermediaries and institutional investors, to high-net-worth individuals and family offices, high-growth ventures, Fortune

500 companies and SMEs. Clients benefit from a leading M&A practice that has acted on several M&A transactions. Selected matters include:

- Representing Arabian Shield cooperative Insurance Company in its intended merger with Al-Ahli Takaful Insurance Company through a swap of shares in accordance with the laws and regulations of the Capital Market Authority;
- Representing and assisting Wala Cooperative Insurance Company with its merger with MetLife AIG ANB through a swap of shares in accordance with the laws and regulations of the Capital Market Authority. This was the first merger between two listed insurance companies in the history of the Kingdom of Saudi Arabia;
- Advising Middle East Financial Investment Company on the acquisition of an equity stake in eight medical centres and their subsequent restructuring into a new company;
- Assisting a leading Saudi private hospital operator in the acquisition of an equity stake in a major Saudi medical company;
- Representing a regional group of companies serving a range of segments within the healthcare sector in its acquisition of a Saudi chain of pharmacies;
- Representing a major regional mobile service provider in the acquisition of a majority interest in another mobile service provider with operations in nine different jurisdictions in the Middle East;
- Assisting and advising a global communications company with the acquisition of a company in the Seychelles and the UAE;
- Representing a UK entity in its acquisition of a Dubai-based SPV.

Wissam has 20 years' experience in the Middle East. He specialises in corporate and commercial law (including foreign investment), with particular emphasis on insurance transactional work as well as capital markets. He has been the leading lawyer in relation to several M&A transactions in the Middle East Region.

Wissam has 20 years' experience in the Middle East.

MENA REGION LAW FIRM OF THE YEAR



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EKP Legal Counsel is a regional law firm of leading legal experts who bring together international expertise with deeply rooted knowledge of the Middle Eastern markets. The firm's offices in Beirut, Dubai and Riyadh are its local hubs and support the firm in serving the entire Middle East Region.

EKP's track record in the region is unparalleled, with partners grounded in the region and serving it together for more than 15 years. Its professionals come from a diverse range of backgrounds, cultures and skills.

It is a uniquely structured firm, with a robust infrastructure. The firm's advisers pride themselves on the consistency and quality of their service, offered at competitive and flexible rates and fee structures.

The team is structured around specific practices and sectors, ensuring that clients receive practical, in-depth advice. EKP's core practice groups are (i) corporate, commercial and M&A, (ii) projects, (iii) construction and (iv) dispute resolution. EKP is active in more than 40 sectors, including insurance, capital markets, healthcare, labour and employment,

TMT, real estate, aviation, banking and finance, private-public partnerships and regulatory. Its driven and passionate lawyers are constantly working to better their practice and keep up with industry standards and trends.

As trusted legal advisers, EKP's professionals believe in developing long-term relationships, and are committed to providing clients with commercially focused legal solutions to shape the future of their business. Using technology to drive efficiency and help to reduce cost, clients benefit from a cost-effective, solution-driven service.

Ziad El-Khoury is the Co-Founder and the Managing Partner of EKP and runs its operations in the MENA region. He has more than 20 years' experience in the Middle East region and has formerly served as a global partner at two leading international law firms in Riyadh and Beirut.

Throughout these years, Ziad has developed a wide range of experience in corporate, financial, regulatory and civil law matters, with particular emphasis on telecommunications, banking and financial, corporate, business and commercial matters.

He has also handled matters involving bankruptcy, real estate and construction, litigation and alternative dispute resolution. In addition, Ziad has a good handle on standalone projects.

Moreover, Ziad has represented major corporations and business interests in Saudi Arabia, Lebanon and the Middle East, covering a wide range of activities and on behalf of numerous European, American and Middle Eastern clients. He has assisted several governments in the region on a wide range of projects. Clients range from state-owned entities and large multinational corporations, public entities and governmental bodies, financial intermediaries and institutional investors, to high-net-worth individuals and family offices, high-growth ventures, Fortune 500 companies and SMEs.

Last, but not least, Ziad has been a leading lawyer in numerous structuring and restructuring transactions, advising corporations, investor groups and high-net-worth individuals in the structuring and negotiation of multimillion-dollar transactions.

PROJECTS AND REGULATORY LAW FIRM OF THE YEAR IN THE MENA REGION



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EKP Legal Counsel is one of the rare regional firms with hands-on experience in Public Private Partnership (PPP) projects in the Middle East, advising government procuring entities and project sponsors on limited or non-recourse financing projects.

The firm's advisers are locals in their culture and language, and international in terms of their expertise and quality of service. Its advisers have expertise in supporting clients throughout a project's entire lifecycle, spanning inception, procurement, award, financing, construction, operation and handover. The firm further advises government procuring entities and project sponsors on limited or non-recourse financing projects, and its expertise in implemented projects spreads across diverse sectors, including healthcare, city development, social infrastructure, water and power, transportation, waste-to-energy, ports, labour housing and Information and Communication Technology. In addition, EKP regularly contributes to the development and drafting of laws and regulations.

Selection of EKP's Landmark Matters

- Advising a GCC PPP Unit on the implementation of its PPP programme, including assistance with drafting EOI, RFQ and RFP; legal due diligence and feasibility as part of the projects feasibility study; drafting of and reviewing project documents; assistance with the procurement process; final negotiations and closing in a wide range of sectors, including power, water, waste, transportation and social infrastructure;
- Advising a municipality on the procurement of a US\$300 million Waste-to-Energy plant based on a DBFOT PPP model, including legal due diligence and feasibility, design of the contractual and commercial structure and drafting the RFP and Project Documents in accordance with European technical and environmental standards;
- Advising a GCC government entity on the most appropriate institutional framework to establish, govern and implement a City in the capital. Work included a comparative analysis of several options available based on international benchmarks and the local regulatory and legal regime, with an

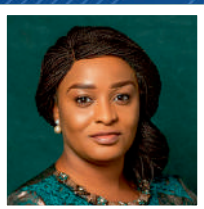
analysis of pros and cons for each option and a recommendation as to the optimal and most appropriate option given the particulars of the project;

- Advising various GCC ministries in connection with the establishment of real estate investment businesses to develop State-owned and Municipality-owned real property, including analysis of the legal and regulatory status of the real property, reallocation and rezoning requirements, funding and revenue retention as well as legislative and/or regulatory enablers.

Hadi Melki is a Partner at EKP Legal Counsel and leads its Projects practice. He has more than 20 years' experience serving governments and private sector clients across the Middle East region. Hadi has built a reputation on successfully helping Government entities in projects covering diverse sectors, as well as hands-on experience in PPP and privatisation in the GCC, and substantial knowledge across all segments of the ICT industry.

Hadi Melki is a Partner at EKP Legal Counsel and leads its Projects practice.

CORPORATE LAW FIRM OF THE YEAR IN NIGERIA



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PINHEIRO LP

Pinheiro LP (PLP), is a full-service law firm that has been in active legal practice for around three decades, providing practical solutions to complex legal problems of diverse clients, including corporate bodies, governments, multinationals, commercial banks, individuals (Nigerian and Foreigners) and startups, among other entities.

Over the years, PLP has distinguished itself from its competitors by offering pragmatic, business-minded and results-orientated legal advice and solutions to its clients' challenges. Moreover, PLP has the distinct advantage of maintaining offices in Lagos, FCT Abuja and Port-Harcourt, better enabling it to cover a wide spectrum of industries. These encompass: Oil & Gas, Banking and Finance, Telecommunications, Construction and Manufacturing. The firm's expert advisers will liaise, where necessary, directly with the regulators in their clients' industries – and can help bridge the gap in achieving the objectives of the client. These may include: obtaining the relevant permits and licences, as well as ensuring comprehensive compliance with guidelines and regulations.

Today, PLP's core service areas include: Legal Consultancy, General Litigation and Commercial Litigation, Arbitration, Project Finance, Public Private Partnerships, Energy, Construction & Infrastructure projects, Intellectual Property, M&A and Corporate Restructuring, Banking, Finance & Insolvency, Legislative and Government Matters, as well as Capital Markets.

Ajoke Ojikutu currently heads the Corporate and Commercial Practice at PLP, where she has overseen transactions in Corporate Finance, Public Private Partnership, M&A, Corporate Restructuring and other key practice areas. She is a member of many national and international bodies, including: the Nigerian Bar Association – Section of Business Law (SBL); the International Bar Association (IBA); the Chartered Institute of Arbitrators; as well as the Society for Corporate Governance Nigeria.

Her experience in the legal profession has been a diverse journey of knowledge. Having experienced general practice, she eventually settled on corporate and commercial law, where she has excelled over her accumulated 10 years in legal practice.

Ms Ojikutu noted: "In the past year, despite the tumult of the coronavirus pandemic and the EndSars protests in Nigeria, we were able to achieve some significant successes. These included: convening a first-of-its-kind webinar on 'COVID-19: The Justice System in Nigeria and the Need for Innovation and Technology', which set the tone for subsequent discourse in that area and introduction of new legislation. Down the line, the firm also convened another webinar, with the topic – 'M&A: A Panacea to Economic Recovery?' This was a topic motivated by the need to find solutions on the heels of the economic hardship occasioned by the pandemic.

"The firm also advised on a groundbreaking transaction in the transportation industry in Nigeria. Meanwhile, since hosting the aforementioned webinars, PLP has been contacted by several institutions, individuals and companies – to offer our legal opinion on certain schemes of arrangement in relation to repositioning their companies and institutions within the Justice System of Nigeria."

LITIGATION LAW FIRM OF THE YEAR IN NIGERIA



Pinheiro LP

Adebawale Kamoru
Partner, Head of Chambers
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PINHEIRO LP

Pinheiro LP (PLP), is a full-service law firm that has been in active legal practice for around three decades, providing practical solutions to complex legal problems of diverse clients, including corporate bodies, governments, multinationals, commercial banks, individuals (Nigerian and Foreigners) and startups, among other entities – particularly in the area of litigation.

Hard work, dedication and commitment to the needs of clients has made the firm grow exponentially, thereby broadening its reach to provide more detailed legal solutions to a burgeoning client base. In particular, PLP has, over the years, distinguished itself primarily in the area of litigation and arbitration, and the corporate practice of the firm has now been in full flight for the last five years.

The firm offers the following dispute resolution services:

- Delivering legal opinions;
- Assessing the strength and weakness of cases;

- Evaluation and presentation of court processes;
- Management of all the phases of litigation, encompassing pre-trial, trial, settlement and appeal processes;
- Control of Courtroom proceedings.

Adebawale Kamoru is presently the Head of the Litigation Group of Pinheiro LP. In his more than 25 years in litigation, he has been involved in diverse areas of law, but with bias for commercial and insolvency litigation as well as arbitration.

He is also a member of such associations as: the International Bar Association, the Nigerian Bar Association, and the Business Recovery and Insolvency Practitioners Association of Nigeria.

One of his most recent articles – Award of Pre-Judgement Interest: Time is now for a Legislation – is due to be published in a forthcoming edition of the Nigerian Journal on Commercial Law.

Regarding the events of the last 12 months, Mr Kamoru noted: "The COVID-19 outbreak affected every sector of the world, and the legal profession was no exception. The pandemic, as well as the reaction of

the governments of Nigeria, had a strong impact on legal practice in Nigeria."

Some of the professional challenges Mr Kamoru had to confront and adapt to following the onset of the pandemic included: the closure of court and the effect of this on clients; the closure of PLP's physical office, necessitating working more remotely and virtually; as well as the backlog of cases in the aftermath of the opening of court.

He added: "Crucially, we have been able to exploit the weaknesses of the pandemic and turn them into strengths for the firm – by adopting technology to carry out our tasks remotely, and trying as best as possible to meet the objectives of our clients. Keeping with the times, I immediately acquainted myself more with technology. This has reduced cost and time for turnover of clients' work.

"My firm also adopted a virtual system of running the office, using virtual platforms such as Zoom, Microsoft Teams and others.

"Lastly, we have now tilted towards advising on alternative dispute resolution methods, rather than litigation."

REAL ESTATE LAW FIRM OF THE YEAR IN NIGERIA



Jackson, Etti & Edu

Taiwo Adeshina
Partner

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

We are a sector-focused full-service law firm focused on Energy & Infrastructure, Fast Moving Consumer Goods (FMCGs), Financial Services, Health & Pharmaceuticals, Public Sector, Technology, Media & Entertainment.

We have 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 advising on issues that shape entire sectors and on which the future of a business might depend.

With more than 17 million housing deficit valued at over N59.50 trillion to fix, it cannot be overemphasized that there are huge opportunities and investments in the Nigerian real estate sector. These investment potentials are further evidenced by the projected exponential growth in future in view of the existing high property rates and rapid rate of urbanization in cities like Lagos.

We represent various real estate players, ranging from investors, financiers, purchasers, vendors and property development companies, including an international property development company and the oldest state property development company. Our geographical reach and creative real estate lawyers enable us to support any real estate project across the country. We routinely advise on development and planning; project and construction; large loans and loan restructuring.

Services

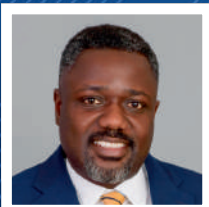
- Sale & Acquisition
- Development & Redevelopment
- Title Documentation
- Finance & Refinancing
- Claims, Litigation & Dispute Resolution
- Private Equity & Investment
- Securitization
- Real Estate Investments, Structuring, Partnerships and Joint Ventures
- Real Estate Tax
- Real Estate Investments Trust Scheme
- Real Estate Construction

- Real Estate Public Private Partnerships
- Residential and Condominium Development

Relevant Experience

- Advised on the sale by public bid of Strabag Life Camp, Gwarinpa in the Federal Capital Territory, Abuja;
- Acted for the French Embassy in Nigeria in respect of the sale of its property in Lagos by public bid;
- Acted for the Australian High Commission on the property sale and re-location of the Commission from Lagos to the Federal Capital Territory;
- Acted for the Bridge Clinic Limited on the purchase of its head office in Ikeja GRA, Lagos, valued at N280,000,000;
- Acted for PathCare Nigeria Limited on the purchase of its head office in Ilupeju, Lagos, valued at N170,000,000;
- Advising a Dubai-based international real estate development company on the development of a 264 luxury-serviced residential apartment/hotel in the Federal Capital Territory, Abuja, valued at approximately \$150,000,000.

TMT LAW FIRM OF THE YEAR IN NIGERIA



Duale, Ovia & Alex-Adedipe

Adeleke Alex-Adedipe
Managing Partner

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Understanding the convolutions that may be involved in doing business in Nigeria, we remain committed to proffering top-shelf and broad spectrum legal services to our clients, to ensure that they have a better business experience. In rendering 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 our clients' needs. We stay abreast of industry developments by attending conferences and seminars, wherein some of our people are key resources.

Our clients pride us on 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.

We boast of the quality of our services, and by our competence, we avail our clients with qualitative legal representation.

On our journey to excellence and optimum client satisfaction, we are always guided by our core values.

Adeleke Alex-Adedipe

Adeleke Alex-Adedipe is the Managing Partner of the firm. He leads the Banking and Finance and Telecommunications, Media & Technology (TMT) practices at the firm. He specializes with a depth of experience in Telecommunication, Media and Technology; Banking and Finance; Capital Markets; Real Estate; Business Advisory; and other corporate commercial practice areas.

Adeleke has advised on several landmark and award-winning transactions, both locally and internationally, pertaining to the aforementioned areas of TMT, Banking and Finance and Capital Markets transactions.

Moreover, he is a member of the Nigerian Bar Association and the International Bar Association. He is also an associate member of the African Philanthropic Forum and was appointed a member

of Lagos State Science Research and Innovation Council – as well as being a member of the NBA Section on Business Law Council.

Adeleke has been a delegate and guest speaker at various seminars, workshops and conferences – both at the national and international levels – which include TMT Finance Africa, 2017, held in London, where he chaired a panel on enterprise cloud services and data centre growth in Africa. He was a panelist at TMT Finance Indaba, 2018, held in Cape Town, South Africa, as well as acting as a panelist at the 2nd and 3rd Annual Africa Tech Summit, 2019 and 2020, held in Kigali.

He was recognized with the 40 under 40 award for outstanding achievements in the legal industry at the ESQ Nigerian Legal Awards, 2018, and was shortlisted as Partner of the Year by the African Legal Awards in 2020.

He has been recognized by Global Law Experts as our recommended TMT Attorney in Nigeria – in 2020 as well as 2021.

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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www.interlawonline.net



Qatar International Law Firm was established in 1996 by His Excellency Sheikh Ahmed Bin M. AL-Thani, formerly a judge in the Qatari Civil Justice Courts. The firm consists of multinational and multijurisdictional lawyers, partners and consultants with diverse educational, legal and business backgrounds. Our goal is to combine experience and expertise to achieve client objectives efficiently, promptly, economically and with continuity.

Our expertise focuses on the commercial area and extends across all the major practice areas of law, with ample experience in banking law and regulation, Islamic compliance transaction, corporate and partnership, commercial transactions and international trade contract, oil & gas commercial agencies, real property and construction, intellectual property, insurance, maritime, aviation and labor law.

Dedicated to the highest level of legal expertise and service, we advise a wide range of international and local clients on all legal aspects of their business and activities in Qatar and abroad.

We work closely with each client and provide our expertise in transactional matters, as well as in dispute resolution. Through our membership and active participation in many local and international professional and trade organizations, we are well positioned and committed to keeping up with new developments in the legal and economic environment.

Throughout the years we have developed an excellent working relationship with many government and non-government organizations. This, coupled with our experience in banking, finance, insurance, corporate, investment, real property and labor law, makes Qatar International Law Firm one of the top leading Qatari law firms in all the MENA region.

We consider ourselves as partners of our clients: we think and act as if we were the clients ourselves so that we work harder, we think deeper, and we act faster. Moreover, we pride ourselves on teamwork and a positive can-do attitude – so that if your primary contact is 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 LAW FIRM OF THE YEAR IN QATAR



Qatar International Law Firm

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

- Lawyer and legal Consultant;
- L.M. with first-grade honors degree, University of Guba, 2010;
- B. with distinction, Al-Rabat University, Morocco, Faculty of Law, 1984;
- Bar examination certificate passed in 1985;
- Advocate roll registration certificate in 1986;
- Sudanese bar registration in 1986;
- Lawyer, Sudan, 1985–1998;
- Senior legal advisor with Hassan Sati law office – Doha, Qatar, 1998–2001;
- Languages: Excellent in Arabic and English, Manageable French;
- Joined Qatar International Law Firm 2001;
- President of the Sudanese Community in Qatar, 2006–2008.

Qatar International Law Firm is a full-service legal firm with extensive experience, providing legal services and advice to the local and international business community. The firm currently includes 17 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 relationships 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.

INTERNATIONAL ARBITRATION LAW FIRM OF THE YEAR IN SIERRA LEONE



GPKLegal

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GPKLegal specializes in Alternative Dispute Resolution and represents clients in international arbitral proceedings.

Our lawyers have a wealth of experience and expertise in advising on the laws, practices and regulatory environment of Sierra Leone. As such, we are often the first port of call for international clients operating in or with business interests in Sierra Leone.

We regularly negotiate and draft complex commercial agreements and have worked with international banks and Bretton Woods' organizations in areas of security and finance agreements for international companies operating within Sierra Leone. We are able to facilitate the incorporation, structuring and licensing of private companies and

NGOs in Sierra Leone, as well as offering ongoing support.

Clients include individuals, government agencies and domestic and international companies operating in various sectors, including banking and finance, mining, timber and agriculture, shipping, transport and logistics, accounting and auditing.

The firm places a strong emphasis on good governance, transparency and sustainability.

Gelaga King is the Managing Partner at GPKLegal and heads the firm's Dispute Resolution Team. He is dual qualified and maintains a practice in England, where he also sits part time as a fee-paid judge.

His clients include international solicitors, financial institution, mining companies and NGOs.

Mr King has been an accredited civil and commercial mediator since 2011, and is a member of the London Court of international Arbitration. Mr King regularly appears as lead counsel at first instance and appellate level.

He is an accredited International Advocacy Trainer of Trainers.

Mr King's local knowledge of the investment environment, as well as the regulatory and legislative framework, enables him to advise clients on private sector investment, capital raising and funding.

In addition, Mr King is a Vice Chair of the SL/UK Pro Bono Network, working on legal development and the Rule of Law in Sierra Leone.

The firm places a strong emphasis on good governance, transparency and sustainability.

BANKING & FINANCE LAW FIRM OF THE YEAR IN UGANDA



OSH ADVOCATES

Nathan Osinde Ondesi
Managing Partner; Head, Banking, Finance and Conveyancing Practice Group
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OSH ADVOCATES is a full-service law firm that has provided legal services in Uganda for over a decade. We represent a wide variety of clients, including local companies, large multinationals, government entities at national and local government level, as well as commercial banks and construction companies in various assignments.

OSH advises clients on diverse areas, including but not limited to: energy and extractive industries, telecommunication, information communication technology, intellectual property, regulatory compliance and licensing, banking and securities, private equity, venture capital, investment, debt restructuring, privatisation, healthcare, infrastructure development, education, public private partnerships (PPPs), project finance, public procurement, corporate and commercial law, corporate set-ups and restructuring, capital markets, M&A, labour law, immigration, tax, real estate matters, commercial litigation and arbitration.

Awards & Recognition

OSH is rated among the best law firms in Uganda, and is ranked by some of the

leading legal directories, such as IFLR1000 (International Financial Law Review).

In 2016, OSH was recognised by IFLR1000 as a notable firm. The firm is perceived by many to have a "dynamic and growing" offering, a "quality personalised service", and a "quick turnaround time".

In addition, the firm was one of the contributors to IFLR1000's annual business publication, entitled "Cross-Border Financing Report", which has been instrumental in the initiation of cross-border transactions in many countries worldwide.

Why OSH?

OSH is confident that its legal team can provide all the legal support required by our clients. We pride ourselves in providing unrivalled services. Our services are fully integrated, so your organisation shall benefit from a team that suitably understands the subject matter and the relevant legal framework in Uganda. The firm maintains strong relationships with like-minded firms in Africa, Europe and North America – thus providing it with the ability to serve those of its clients who have multijurisdictional issues.

Banking & Finance

Our banking and financial services practice

is not limited to lending and compliance matters, but also extends to fiduciary activities, data security and risk management, corporate reorganisation, emerging electronic banking, as well as emerging electronic products for banks. We also cover ownership issues by bank holding companies and other financial entities.

We advise on: borrower due diligence; borrower legal standing and transaction opinions prior to financial disbursement; late-stage and early-exit financiers; security sharing and inter-creditor agreement; regulator investigations; as well as audits and enforcement actions.

Nathan Osinde Ondesi

Nathan Osinde is the Managing Partner at the firm and a member of its banking and financial institutions practices. His work involves advising lenders and borrowers in regard to a variety of debt-financing transactions, including asset-based loans, commercial lending transactions, debtor in possession, exit financing, acquisition finance, as well as secured and unsecured loan transactions. He is a member of the Uganda Law Society and the East African Law Society.



Horizons & Co

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Horizons & Co is widely known for being a disputes-focused practice, specialising in local and international litigation, arbitration and mediation in the UAE and the wider Middle East region. The firm's lawyers have advised both local and international clients in the region for two decades, on a range of contentious and non-contentious matters, and as such, they offer an exceptional working knowledge of the laws, courts and various government authorities in the UAE.

Today, Horizons & Co offers clients experienced local Emirati practitioners with full rights of audience before all levels of courts and tribunals in the UAE, as well as lawyers who are licensed to appear before police stations and public prosecutions. Its DIFC-registered practitioners are extremely competent in common law matters, and knowledgeable in the rules and regulations of the DIFC courts.

Its litigation team is renowned for having a mix of civil and common law backgrounds, as well as an excellent track record regarding real estate and construction matters. The team, including its experienced local Emirati practitioners, has handled various matters before the DIFC courts for a multitude of clients from a diverse array of industries, including international law firms, insurers, financial institutions, developers, contractors, oil & gas companies and government organisations. Team members from Horizons & Co have also frequently served as co-counsel to international firms on multifaceted civil and commercial disputes.

Moreover, the firm as a whole is ranked in prestigious directories, including Chambers & Partners – Band 2, Domestic Dispute Resolution.

Areen Jayousi, Partner at the firm, noted: "We have the expertise to manage all types of litigation, including civil and commercial, banking and finance, criminal, employment, maritime, and most notably, real estate and construction. We have strong expertise in local law litigation – which is the reason we are often the first port of call for many multinational organisations and international law firms. Our litigation lawyers are specialists in interim measures, and our legal consultants are held in high regard for their drafting skills."

Today, one of the core strengths of Horizons & Co is its people and the diversity of their experience and knowledge. Senior partners and lawyers from within the firm lead its interactive seminars and workshops, which provide comprehensive and high-quality training and development, covering the full range of practice areas and industries. These events focus on such prevalent matters as legal updates, global market trends and developments, landmark judgements, transactions and cases. All of this gives Horizons & Co's lawyers a unique position in the commercial market within the Middle East. In addition, the firm's dedicated training calendar is supported by regular presentations from clients, industry experts and barristers.

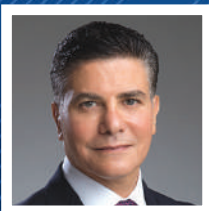
Regarding the difficult events of the past 12 months, Mr Jayousi added: "The challenges imposed by the COVID-19 pandemic were unprecedented, both for the economy and for aspects of the legal industry. We have been instructed on a range of disputes related to the virus, for both businesses and individuals, and often these issues can escalate into substantial disputes leading to litigation, wherein we are able to provide urgent advice, support and representation."

The ever-changing pandemic restrictions, both within the UAE and globally, have forced businesses to adapt. Speaking on this topic, Mr Jayousi commented: "Thanks to technological advancements, the legal industry was able to adopt virtual hearings as an effective alternative approach to physical hearings. This helped avoid delays and ensured that disruption to legal proceedings was kept to a minimum. Furthermore, it is true that digital adoption has taken a quantum leap – and so having an effective ERP and case management system is vital. We use high-tech equipment and data storage to ensure that our clients are provided with the best and most superior quality of services, and that all data with respect to our clients is well protected at all times."

Internally, all cases and matters referred by the firm's clients are monitored through an in-house electronic Case Management System, which provides details and phases of all court proceedings that the firm represents on behalf of its esteemed clients.

"All details with respect to submissions, occurrences during the hearing, dockets, opponents' pleading and dockets – for example – are available on the system and stored electronically," said Mr Jayousi. "Such systems are monitored by highly trained professionals, responsible for timely updates, and are key in ensuring we provide up-to-date reports of every case or matter handled by us. All matters related to the case – including submissions, dockets, evidence and opponents' submissions – are all stored electronically in the system database, making the same available for reference purposes at any point during the proceedings."

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN THE UAE



Motei & Associates

Ashraf El Motei
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MOTEI ASSOCIATES
 ATTORNEYS AT LAW

Motei & Associates, a Dubai-based law firm established in 2002, prides itself on adapting to ever-changing industry practices. In its role as a legal services provider, the firm has adopted a unique approach – from how it manages workflow with clients virtually, to the way its lawyers provide bespoke services as compared to the practices that the industry has traditionally favoured.

Heading the Dispute Resolution Practice, Motei & Associates' Founder & Principal, Ashraf El Motei, specialises in civil and commercial contentious matters. His practice encompasses a broad spectrum of corporate/commercial areas, with specific focus on all types of real estate disputes.

He noted: "In addition to my civil litigation practice, I have represented clients in numerous arbitration cases under the rules of the International Chamber of Commerce (ICC), DIFC-LCIA and the Dubai International Arbitration Centre (DIAC). I advise on all aspects of the arbitral process, from the amicable negotiations prior to the commencement of

proceedings, throughout the enforcement of final awards – either in the country of issue, or worldwide, pursuant to the New York Convention."

When asked how his firm is distinguished from its market competitors, he explained: "Observing the galloping progress of AI and how it can revolutionise the legal sector, we believe that law practitioners must be prepared and willing to take a new approach. Inspired by our belief, we consider the use of technology crucial for our success among various other factors, such as flexible work hours, a mix of fixed-fee and hourly rates, administration of workflow and maintenance of data virtually – bespoke packages with a lawyer that has the right skillset.

"We are fully aware that litigation is a time-consuming proceeding that comes with inherent risk, and that our client's future often hinges on a case's outcome. That is why we focus on resolving the dispute to the client's benefit through direct negotiation and mediation."

The firm acted as lead counsel in securing a landmark ruling in the UAE against a

property developer that failed to construct a residential complex over one of the most beautiful beaches in the UAE – despite collecting more than £150m from at least 800 investors worldwide. Having had the opportunity to handle one of the most controversial real estate cases in the UAE has opened doors for Motei & Associates in the international market, establishing the firm as a household name.

Reflecting on current events, Mr El Motei added: "Considering the pandemic – as well as the global economic crises – our firm has adapted to these challenges by restructuring our fee arrangements at a discounted rate, as well as adopting a wholly customised application to manage the workflow of the firm seamlessly. Looking to the months ahead, our firm will endeavour to recruit more talent at the right level; to provide legal certainty and excellent client service in this changing world by embracing innovation; to focus on developing our cyber security risk management practice; and finally, to be one of the most trustworthy and reliable legal services providers in the UAE."

CROSS-BORDER M&A EXPERT OF THE YEAR IN THE UNITED ARAB EMIRATES



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HUNTON
 ANDREWS KURTH

Hunton Andrews Kurth's experienced M&A Team has handled 800 transactions worth approximately \$250 billion in the past five years. With proven experience managing transactions ranging from acquisitions of private equity-backed companies, to leading a \$30 billion merger-of-equals to create the nation's largest regulated utility, our team has the knowledge to handle all of your M&A needs.

From our 19 offices in leading financial and business centers across the US, Europe, Asia and the Middle East, we advise clients on virtually every form of corporate transaction, including negotiated acquisitions, takeover defenses and contested situations, leveraged buyouts, spinoffs, holding company formations, corporate auctions, mergers-of-equals, go-private transactions and strategic acquisition and divestiture programs. In addition, we represent clients in virtually every sector of the economy, including key focus areas on energy, financial services, manufacturing, real estate, retail/consumer products and technology.

Our record of success has led to our recognition as a leading M&A practice by

Chambers USA, The Legal 500 and SNL Financial, among others. We are ranked among the top 25 law firms worldwide in deals announced in Refinitiv's full-year 2020 league tables, including ranking #9 for US Target Completed Deals.

Hunton Andrews Kurth prides itself on client service and strategic relationships. Our commitment to client service is evidenced by the fact that 90 percent of our top clients date back more than 10 years, with 50 percent dating back 25 years.

David Pang, Partner, is an experienced corporate lawyer advising clients on complex, high-value and cross-border M&A transactions, business and commercial matters, corporate structuring and governance issues.

David is a qualified Solicitor (England & Wales) and Practitioner of Law (UAE) and, with over a decade of experience, he advises on M&A transactions, private equity and venture capital investments, share and/or asset acquisitions/disposals, joint ventures, legal due diligence, commercial contracts, corporate restructuring and corporate governance throughout MENA, the United States, Europe and Asia.

He has represented a wide range of clients, including private and listed companies, ultra-high net-worth individuals and family offices, sovereign wealth funds, private equity funds, banking and financial institutions involving transactions across all industry sectors.

In addition, David has developed a specific interest in the energy sector. In oil and gas, he advises clients on oil and gas transactions across the upstream, midstream and downstream value chain and the related legal documentation, including PSAs, JOAs, JV/shareholders agreements, and oil and gas sales and transportation agreements. In renewables, David's power project experience includes advising on EPC and O&M contracts, PPAs, and various project and corporate structuring documentation for solar PV and wind farm projects.

David also brings a clear understanding of the synergies between commercial acumen, risk mitigation and practical solutions as demanded by in-house general counsel and legal teams, having been seconded to a national oil company, an upstream oil company, a renewable energy private equity fund and an ultra-high net-worth family office.

PRIVATE EQUITY LAWYER OF THE YEAR IN THE UNITED ARAB EMIRATES



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**WHITE
& CASE**

White & Case is an M&A powerhouse with one of the most active Private Equity / M&A practices in the world. The firm is consistently ranked among the top five globally by deal value, and number one in the Middle East and Africa by volume and deal value, having advised on deals worth more than US\$171 billion. Most recently, White & Case was selected MENA M&A Legal Adviser of the Year by Mergermarket League Tables 2020, and Middle East International Law Firm of the Year by IFLR Middle East Awards 2020.

The firm's Private Equity / M&A lawyers have extensive experience in advising clients on both the buy-side and sell-side for the structuring and execution of domestic and cross-border M&A transactions (both public and private), leveraged buy-outs, distressed sales, carve-outs, joint ventures, equity investments, corporate reorganisations and restructuring advice, regulatory

advice, initial public offerings and private placements across all industry sectors. It is a truly global law firm – with 44 offices in 30 countries across the Americas, EMEA and Asia-Pacific.

Recognised as an 'Emerging Leader' in M&A by The M&A Advisor, Marcus Booth leads the firm's private equity and financial sponsor practice in the Middle East and North Africa, advising clients such as GSO/Blackstone, Goldman Sachs, GIC, York Capital, Abraaj, ASMA Capital, and Strategic Value Partners. He is the Lead Relationship Partner for GIC and Lead Relationship Partner for Goldman Sachs, also leading White & Case's regional sovereign wealth fund, private equity and alternative capital provider (ACPs) practice out of Dubai.

Since Mr Booth arrived in the Middle East in 2018, his goal was to ensure 'best in class' regional execution to both UAE and local clients, led from the UAE. He noted: "Our team has experienced rapid growth both in terms of client base, type of work and in the team itself. As a team we have

sought to create the UAE as a hub, not just for regional but international cross-border work, and we have positioned the team to act on outbound work. Growth brings its challenges and complexities – not least, on international work, navigating time zones and a different working week."

Reflecting on the challenges of the past 12 months, he added: "Keeping the team in spirits in one of the most unusual periods in my professional career has been a challenge. We have had to adapt to a new way of working, and timing demands have actually increased during the pandemic, but the barrier between home and work life isn't what it was. When COVID-19 first struck, there was a degree of uncertainty as to how the workflow would adjust. As it transpired, we have had one of our busiest years ever.

"Looking to the future, we will continue and complete 'international' hub strategy, focus on key clients and excellence of service delivery, and of course – continue to enhance diversity within the team."

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Mushoriwa Pasi Corporate Attorneys is a Zimbabwean corporate law practice based in Harare, which provides highly specialised and tailored legal services to its respective clients.

The firm has specific specialty in investment law, project finance, transactional advisory, banking law, energy, mining and infrastructure law, conveyancing and notarial practice, civil law practice, commercial agreements, employment law, debt collection, general corporate and commercial advisory, among other areas of expertise.

The firm has taken its place on the global stage by ensuring membership of its partners in such reputed organisations as the International Bar Association, The World Initiative of Mining Lawyers, and has been recognised by Global Law Experts as the recommended firm for litigation in Zimbabwe. We have also participated in international publications through which

our lawyers have received valuable global experience and expertise, which all comes together in the quest to provide a well-rounded legal service which is of international standard.

Litigation, Banking & Financial Services Law Department

This department is headed by Mr. Farai Mushoriwa. Under this department, we offer the following services:

- Banking and Corporate advisory services
- Financial structuring and negotiation
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- Legal opinions
- Civil litigation
- Debt management and recoveries

Farai Ronald Mushoriwa – Head of Mining, Energy & Infrastructure Law

EXPERIENCE

Farai began his legal career in 2009.

QUALIFICATIONS

He is the holder of a Bachelor of Laws with Honours Degree from the University of Zimbabwe, which he earned in 2008. He is a registered legal practitioner, conveyancer and notary public. He is a holder of a Master of Laws degree in Oil, Gas and Mining Law with Nottingham Trent University and has specialty in international transactional law surrounding the infrastructural and extractive sector.

He is a member of the International Bar Association and the World Initiative of Mining Lawyers, and is the sole recommended litigation lawyer in Zimbabwe by Global Law Experts.

EXPERTISE

His areas of expertise encompass corporate advisory, financial law, mining energy and infrastructure law as well as civil litigation.

He is also a conveyancer and notary public.

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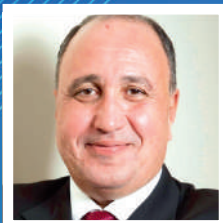


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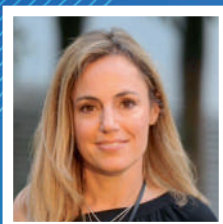


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