

# Global Law Experts & Global Advisory Experts Annual Awards

Global Law Experts & Global Advisory Experts Annual Awards 2022



2022



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



Adrienne Braumiller



Adrienne Braumiller

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



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

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

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

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

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

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# Global Law Experts & Global Advisory Experts Annual Awards 2022

## Welcome to the Global Law Experts (GLE) & Global Advisory Experts (GAE) Annual Awards 2022 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/advisors.

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

**Congratulations to all of this year's winners.**

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# Europe Winners

**As covered by a recent press release from the European Commission, in April, the Conference on the Future of Europe Plenary session met and agreed to a set of 49 detailed proposals covering a wide range of subjects from climate change to health, migration and the role of the EU. This follows a year-long journey of discussions, deliberations and collaboration by citizens from across Europe on the kind of Europe they would like to live in.**

The representatives of the European Parliament, the Council, the Commission and representatives from national Parliaments expressed consensus on the proposals. The citizens participating in the Plenary also expressed their positions on these proposals.

Vice-President for Democracy and Demography, Dubravka Šuica, as a Co-Chair of the Conference, led the Commission's contribution in implementing this major deliverable of the current mandate. She noted: "Our Conference is in its final chapter. I am proud to say that by working together during this innovative process in deliberative democracy, we are collectively delivering concrete results. Our engaged and inspiring citizens have shown us the direction they wish Europe to take. Now it is our task, of the EU Institutions, to make it happen. In the wake of the pandemic and with the reality of a brutal war of aggression on European soil, it has been more important than ever to witness democracy at work and citizens in action."

Vice-President Maroš Šefčovič, chairing the working group on health, said: "We can never be certain of the future. Recent events – a worldwide pandemic, an illegal war on our doorstep, a race to stop climate change before it is too late – show just how uncertain it can be. Europe's strength in the face of any challenge lies in our ability to discuss and exchange, to unite over our core values, which in turn strengthens our democracy and democratic institutions."

Vice-President Věra Jourová, chairing the working group on values, rule of law, fundamental rights and security, commented: "The citizens showed the direction they want the EU to travel. They want a more ambitious, decisive and assertive EU – more focused on people's problems and less on its processes. The people want democracy and its values to be actively protected and upheld. Now, we have to ensure that we can make these demands a reality. All EU institutions and the Member States have to take these seriously."

## **Commission Announces 100 Cities Participating in EU Mission for Climate-Neutral and Smart Cities by 2030**

In addition, the Commission announced the 100 EU cities that will participate in the EU Mission for 100 climate-neutral and smart cities by 2030 – the so-called Cities Mission. The 100 cities come from all 27 Member States, with 12 additional cities from countries associated or with the potential of being associated to Horizon Europe, the EU's research and innovation programme (2021–2027).

Our urban areas are home to 75% of EU citizens. Globally, urban areas consume more than 65% of the world's energy, accounting for more than 70% of CO2 emissions. It is therefore important that cities act as experimentation and innovation ecosystems to help all others in their transition to become climate-neutral by 2050.

Ursula von der Leyen, President of the Commission, stated: "The green transition is making its way all over Europe right now. But there's always a need for trailblazers, who set themselves even higher goals. These cities are showing us the way to a healthier future. We will support them on this! Let's begin the work today."

To this end, the Cities Mission will receive €360 million of Horizon Europe funding, covering the period 2022–23. This will begin the innovation paths towards climate neutrality by 2030. The research and innovation actions will address clean mobility, energy efficiency and green urban planning, and offer the possibility to build joint initiatives and ramp up collaborations in synergies with other EU programmes.

Benefits for cities include tailor-made advice and assistance from a dedicated Mission Platform run by NetZeroCities, additional funding and financing opportunities and the possibility to join large innovation actions and pilot projects. The Mission also provides networking opportunities, exchange of best practices between cities and support to engage citizens in the mission.

The Commission will invite the 100 selected cities to develop Climate City Contracts, which will include an overall plan for climate neutrality across sectors such as energy, buildings, waste management and transport, together with related investment plans. This process will involve citizens, research organisations and the private sector. The clear and visible commitments made by the cities in the Climate City Contracts will enable them to engage with the EU, national and regional authorities – and most importantly, with their own citizens to deliver on this ambitious objective.

Moreover, in light of the overwhelming interest from 377 cities to join the mission, the Commission is also putting in place support for cities that were not selected, including support through the Mission Platform and funding opportunities under the Cities Mission Work Programme of Horizon Europe.

Executive Vice-President Frans Timmermans, for the European Green Deal, noted: "Cities are at the forefront of the fight against the climate crisis. Whether it's greening urban spaces, tackling air pollution, reducing energy consumption in buildings, or advancing clean mobility solutions: cities are often the hub of the changes Europe needs to succeed at in our transition to climate neutrality."

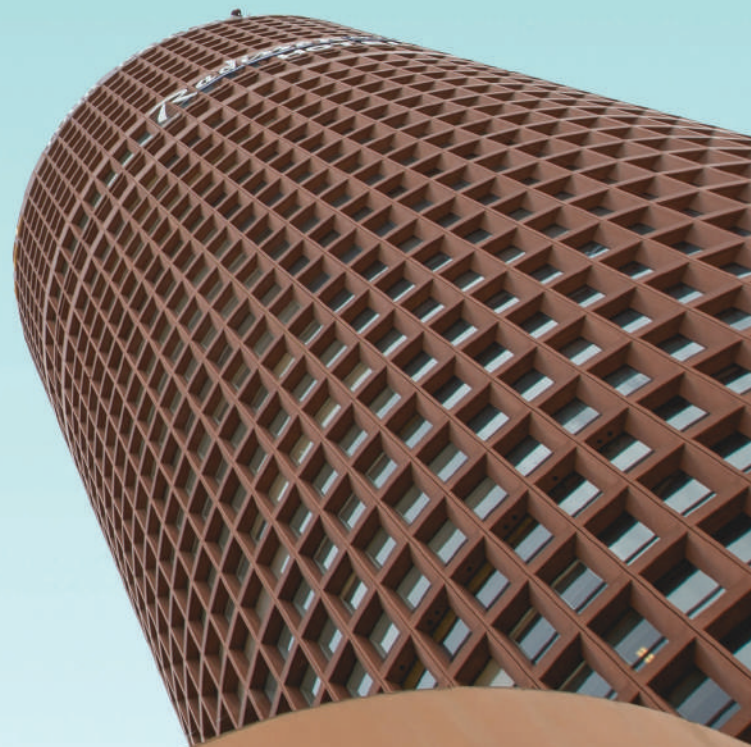
Executive Vice-President Margrethe Vestager, for A Europe Fit for the Digital Age, added: "We need to speed up Europe's transition to climate neutrality, to end our reliance on fossil fuels, and to deliver benefits such as cleaner air and lower energy bills for our citizens."



"It is great that so many cities will participate. We can support their ambition with our EU research and innovation budget. The Cities Mission has the potential to make a major contribution to our Green Deal and for Europe to become a climate neutral continent by 2050."

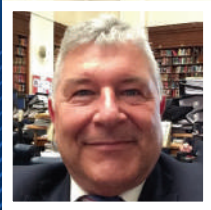
Mariya Gabriel, Commissioner for Innovation, Research, Culture, Education and Youth, said: "Horizon Europe Missions have a great potential to deliver the European Green Deal objectives, including European energy security. The selected cities represent a first step covering a wide geographical footprint."

Virginijus Sinkevičius, Commissioner for Environment, Oceans and Fisheries, concluded: "The Mission for climate-neutral and smart cities will help us deliver our environmental commitments on zero pollution, biodiversity and circular economy."





# ARBITRATION SPECIALIST OF THE YEAR IN IRELAND



**Mr Kenneth C Fogarty SC**  
Managing Director, Dev Centre House Limited  
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**Vice President – International Business Expansion,**  
GYST Technologies Limited  
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**Mr Kenneth C  
Fogarty SC**

## **A United Arab Emirates (UAE) legal practice dealing with the complexities and special requirements of doing business in the UAE, GCC and internationally.**

During the last number of years, I have brought previous experience, both inside the legal practice and career changes over a lifetime, to the arbitration process.

Prior to the enactment of the Arbitration Act 2010, the position of “Model Law” was aspirational only, providing good guidance on standards. Moving forward, within our European practice, having established a precedent under the Arbitration Act 2010, it is ensured that awards are made confidential, binding and can be made subject to a High Court Order, in Dublin, Ireland. It is thus rendered recognisable, and therefore enforceable under the New York Convention and UNCITRAL Rules; moreover, it is internationally the most attractive and effective mode of dispute resolution for parties who enjoy an enduring personal, business relationship and respect – which ensures the survival of such relationships beyond financial differences or disputes.

My recent casework includes providing arbitration facilities to an international standard in the heart of Dublin City, Ireland,

in close proximity to Five Star Hotels and fine dining. The selection of applicable laws being the choice of the parties to the arbitration by consent to the conduct of procedures being under the Arbitration Act 2010, following which the non-appealable binding award can be made subject of The High Court Order in Dublin, Ireland.

## **Global Law Experts Award**

It is rewarding to be recognised for the second year running as Arbitration Specialist of the Year in Ireland, for the contribution for the promotion of ADR, arbitration in particular. I am very grateful to my colleague, Ms Kelly Annamae Richardson BL ([kelly.richardson@lawlibrary.ie](mailto:kelly.richardson@lawlibrary.ie)), for her significant contribution to our international practice, which we are proud to announce is now linked to ICLO ([www.iclo.ae](http://www.iclo.ae)).

## **Practice Areas**

- Construction Disputes
- Public Procurement Contracts
- International Trade Contracts
- Commercial Contracts

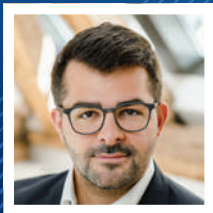
- Corporate Establishment, Examinership & Liquidations
- Shareholders/Partnership Disputes
- Inter-Insurance Companies Indemnity & Policy Disputes
- Probate Disputes
- Marital and Family Estate Planning
- Probate
- Trust Establishment/Disputes
- Media Employment Contracts
- State/Private Compulsory Purchase Orders
- Commercial Landlord/Tenant Disputes

## **Affiliations**

- Member of the Inner Bar (2001)
- Barrister
- Arbitrator & Accredited Mediator
- Member of the New York State Bar Association (NYSBA)
- Member of the Honourable Society of the King's Inns – Dublin
- Member of the Honourable Society of the Middle Temple – London
- Member of the Honourable Society of the Inns of Court of Northern Ireland – Belfast
- Member of the Institute of Engineering Technology – London
- Member of the Institute of Transport & Logistics – Dublin







singer, kessler & partner. rechtsanwälte.

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Partner

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**singer, kessler & partner is a team of experts for precise solutions. Do you have high demands on us? So do we! That's why our clients get what they deserve: precise and comprehensive solutions, even in really tricky cases. Why are we so successful? Because we think quite differently. How? That remains an open secret...**

Legal matters are complex. Therefore, every mandate is a sign of trust in the way a law firm works. It's a good thing that our clients know what we focus on: as modern entrepreneurs, we advise and support them with heart and mind. Holistic and consistently service-orientated. One law firm for all concerns; one personal contact for all areas of law.

#### **We Have Many Open Ears**

Because direct contact with our clients is important to us, our team consists of experts with empathy. Therefore, we meet you in an atmosphere of respect and trust. We also have good coffee and humor. So feel very welcome with us!

#### **Our Know-how Carries a Lot of Weight**

Because when it comes to expertise, we weigh a lot. As lawyers with different specializations, we see ourselves as the central point of contact for all legal questions. We act efficiently and economically and keep your costs low.

#### **We Hold the Rudder Firmly in Our Hands**

Because mandates are like boats in a storm, they need a courageous helmsman. We recognize the situation and possibilities of our clients with the necessary foresight. Even under adverse conditions.

#### **We Cooperate with the Best Minds**

Because we can't do everything. For special knowledge such as tax or insolvency law, we have an experienced network at our side. This is how we solve every problem with professionally experienced partners that we trust.

#### **We are Part of Your Big Picture**

Because we are more than just legal advisers, we also act as your external legal department involved in operational areas or individual projects – and we network with passion. Whether contacts in culture, business, sports, politics or industry: we are happy to tie the threads for you!

#### **Real Estate Law**

We build a reliable foundation for you, because our comprehensive legal consulting services are the best basis for a value-adding future for your property. Whether you are a property developer, project developer, real estate manager, investor, architect, institutional landlord, SME or private individual: we look after and support you right from the start!

#### *Supervision and processing of real estate transactions*

We are at home in the market. Because we know the industry like the back of our hand, we are your contact for real estate transactions, including comprehensive due diligence reviews with a particular focus on the purchase and sale of commercial real estate, apartment buildings and real estate portfolios. We also advise private individuals on the purchase and sale of all real estate and draw up all the necessary contracts. And if you need other specialists such as tax consultants or auditors, you can rely on our network.

#### *Legal implementation of property development projects*

We can also do it on a large scale, because no project is too complex for us. Our advice therefore also includes the handling of property development projects according to the BTVG, the representation of the persons involved in the building project, the assumption of trusteeships as well as the handling of the land register and legal opinions.

#### *Tenancy and inventory law*

We have eagle vision, because we know that in-depth knowledge of the current legal situation is half the battle. We advise our clients on all questions of tenancy and housing law, on the drafting of rental and lease agreements for real estate, residential and commercial space, and on conducting inventory disputes. We also advise and represent both private individuals and property management companies in matters relating to tenancy and residential property law. In addition, we assume representation in judicial and extrajudicial civil and administrative law disputes in all areas of real estate law.

#### **Litigation and Negotiation**

We rely on well thought-out strategies. Precise preparation is often half the success of a negotiation, and so we advise and support our clients in all extrajudicial and judicial matters and guarantee comprehensive support throughout the entire process. Our expertise includes civil, corporate, corporate and real estate disputes with a particular focus on claims for damages, warranties and liability. Our longstanding clients include companies from the areas of industry, banking and finance, insurance and real estate.

- Representation before Austrian and European courts;
- Advice and strategy development in out-of-court negotiations;
- Arbitration disputes;
- Representation before authorities.

*We recognize the situation and possibilities of our clients with the necessary foresight. Even under adverse conditions.*



## CORPORATE LAW FIRM OF THE YEAR IN AUSTRIA



**Fellner Wratzfeld & Partner  
Rechtsanwälte GmbH**

**MMag. Dr. Markus Fellner  
Partner**

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**fellner wratzfeld partner**

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

fwp consistently scores top marks in national and international rankings, being universally considered one of Austria's leading law firms. Our core areas of practice, including banking and finance, corporate / M&A as well as insolvency law and restructuring, have been and continue to be pivotal in winning numerous awards.

Owing to its cutting-edge expertise, fwp was named Banking and Finance Law Firm of the Year in Austria 2022 by the Legal 500. Banks and their clients constantly face major challenges in trying to attain

their objectives in an environment characterized by strict regulations and economic uncertainty.

"We are proud to have been voted Banking and Finance Law Firm of the year in Austria. This ranking is a great recognition of our hard work and demonstrates once again our outstanding expertise in banking law," emphasizes Markus Fellner, fwp founding partner.

fwp's banking and finance practice is broad in scope and ranges from compliance with regulatory issues, structured financing required to protect investments, to complex transactions involving the establishment of special-purpose project companies.

We advise renowned credit institutions and financial services providers on

financing projects. fwp is also heavily engaged in company reorganizations, both on the banking and the borrower side. We are able to draw upon substantial experience gained in the financing of complex consortia.

This year, fwp has been involved in the most significant banking and finance deals in Austria, advising Austria's major banks as well as national corporations and other financial institutions on bank restructuring, refinancing and the sale of non-performing loans (NPLs).

Markus Fellner notes: "fwp provides advice on all fields of banking, financing and regulatory law, drawing not only on longstanding experience, but also exploring innovative approaches to generate value-added benefits for our clients."

## DATA PROTECTION LAW EXPERT OF THE YEAR IN AUSTRIA



**STADLER VÖLKELE Attorneys at Law**

**Dr. Arthur Stadler  
Co-founder, Partner and Attorney at Law**

**Tel: +43 1 997 10 25  
office@sv.law  
www.sv.law**

**STADLER VÖLKELE**  
RECHTSANWÄLTE • ATTORNEYS AT LAW

**STADLER VÖLKELE Attorneys at Law ("SV.LAW") is an agile, mid-sized law firm located in the heart of Vienna, Austria, that specializes in the field of data protection as well as other highly relevant areas of law such as intellectual property and trademark law, e-commerce and technology law as well as regulations surrounding artificial intelligence. Moreover, SV.LAW has a substantial emphasis on the legal support of cryptocurrency projects and "blockchain" solutions. The law firm was founded in 2016 by Arthur Stadler and Oliver Völkel and has grown to consist of ten lawyers, eight associates, a veteran support staff and a small contingent of research associates.**

SV.LAW has gathered extensive experience in advising national and international clients of all sizes in its various areas of competence. Nevertheless, what really sets us at SV.LAW apart is our practically orientated

and customized approach to the individual client and a devotion to the field of law. SV.LAW develops individual solutions together with our clients, keeping in mind that **data protection** does not need to be an obstacle for entrepreneurs. Our range of services also includes legal representation in **data protection** matters, advice on employee data protection and comprehensive legal support regarding the data protection aspects of diverse projects and platforms.

SV.LAW relies on working groups from different dimensions as well as a small number of key employees with extensive expertise in the field of data protection who take a leading role when it comes to data protection issues. Our flexible and adaptable structure allows for quick response times while always relying on the expertise and skills of our key employees, such as **Dr. Arthur Stadler**, co-founder and partner of SV.LAW. He is admitted as an attorney in Austria and has extensive expertise in data protection law, internet and media law, e-commerce, IP and IT law,

gambling, betting and entertainment laws as well as European law.

From 2004 until 2006, Arthur Stadler worked in the chambers of a judge and an Attorney-General at the Court of Justice of the European Union (CJEU) in Luxembourg. He not only represents clients before national courts and authorities, but also before EU courts and EU authorities, for example in preliminary ruling proceedings at the CJEU or in proceedings under state aid law in front of the EU Commission, and supports his clients in national and EU law issues.

Arthur Stadler is a frequent speaker at relevant conferences, namely in Austria, Germany, Malta, UK, Luxembourg and is a lecturer and an author of numerous publications. He is a "Preferred Partner" of the Austrian Trade Association. Furthermore, Arthur Stadler is a cooperation partner of Trusted Shops GmbH (Germany) for Austria in questions of national e-commerce, media, data protection, competition and IP/IT law.



# INSOLVENCY AND RESTRUCTURING LAWYER OF THE YEAR IN CYPRUS



## Anna Grigorieva & Co. LLC

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Managing Director / Founder

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**AG ADVOCATES is the business name of Anna Grigorieva & Co. LLC, a reputable law firm in Limassol, Cyprus, providing legal and advisory services of outstanding quality, domestically and internationally.**

The firm develops perceptive solutions to the often-complex needs of each individual client, from international corporations to high-net-worth individuals.

The diverse team of devoted lawyers, insolvency practitioners, advisers, Cysec-certified persons and other professionals provide clients with comprehensive legal solutions according to the clients' business needs and objectives.

AG ADVOCATES advises on various areas, such as insolvency and restructuring, tax, corporate and commercial, cross-border transactions (M&A, banking and finance), real estate and immigration, trust (wills and succession) as well as other financial services.

Moreover, the firm is an active member of prestigious professional associations and networks that enable AG ADVOCATES

to provide international perspectives and support towards cross-border transactions. Its affiliate company, Sinirma Limited, a leading fiduciary service provider in Cyprus, offers a full range of corporate services – including incorporation of companies in Cyprus, the annual operation and maintenance of the company, tax planning, accounting, fiduciary and related services.

Anna Grigorieva, Founder and Managing Director, has extensive experience in insolvency and restructuring, corporate and commercial matters, international tax planning, immigration and real estate. Prior to the establishment of AG ADVOCATES in 2012, she acted as a Partner at a reputable law firm in Cyprus for more than 10 years, and has been involved in a wide range of operations of corporate and private clients from all over the world.

Ms Grigorieva noted: "AG ADVOCATES offers integrated solutions and is dedicated to fresh thinking, working on implementing innovative ideas and methods to support our clients from a legal, tax, advisory, digital and business perspective in an efficient manner. Our firm's size and organisation structure allow us to add value to our

clients, and we aim to implement high standards together with integrity and client-focused approaches. Our team of experts, in collaboration with our business associates and affiliates, acts as a single point of contact for our clients and provides assistance with the incorporation of entities in foreign jurisdictions as well as with the provision of management and administration of such entities.

"Our main objective for the coming year is to continue providing clients with high-quality services, and more specifically for matters pertaining to the investment sector, such as the provision of services for Cyprus investment firms and funds, while maintaining our values. Our firm is also looking for ways to expand where necessary, and we are in the process of setting up our office in Dubai, UAE, to continue supporting our clients and to invest in building new business relationships. In the meantime, we are further qualifying our team with knowledge relating to technological innovation – so as to achieve complete synchronisation with market needs."

# PRIVATE CLIENT ADVISORY EXPERT OF THE YEAR IN CYPRUS



## Elena Argyropoulou & Associates LLC

Elena Argyropoulou Sakka LL.B., LL.M.  
Founder & Director

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**Elena Argyropoulou & Associates LLC (Argyropoulou & Associates) is a boutique law firm based in Limassol, Cyprus. The firm is incorporated in accordance with the laws of the Republic of Cyprus, complies with local and European standards and is duly regulated and licensed by the Cyprus Bar Association.**

With its significant international outlook, Argyropoulou & Associates has a diverse client base, ranging in nature and size from large, multinational publicly owned companies to privately held businesses and high-net-worth individuals and entrepreneurs.

Today, the firm's profoundly educated and dedicated team, composed of talented and experienced lawyers within their respective areas of practice, enables the firm to provide streamlined first-class legal services to its a diversified Cypriot and overseas clientele.

Moreover, Argyropoulou & Associates places equal value in its people as it does in its clients, and therefore invests

in providing structured, targeted and cross-border training for its team. Through its growth, close affiliations and membership with internationally recognised and celebrated associations, the firm's ability to rapidly identify and monitor new developments in businesses and regulations worldwide is a key strength to its success.

The firm is not only committed to providing clients with a seamless and superior product of high-quality legal services, rivalling that of much larger firms, it is also committed to building client relationships that endure through business cycles and meet its clients' expectations and goals.

With common commitment to bestow their expertise, know-how and manpower, Argyropoulou & Associates maintains a local and international network of reliable and highly entrusted professional associates, including lawyers, tax consultants, bankers, accountants/auditors and investment advisers – which enables the firm to offer its clients balanced and versatile advice from a multijurisdictional outlook.

## Elena Argyropoulou Sakka

Elena Argyropoulou Sakka – the Founder and Director of Argyropoulou & Associates – while in her previous positions, has been invited as a keynote speaker at STEP Israel and other industry events, both locally and overseas, and has lectured for trusts to the Institute of Certified Public Accountants of Cyprus and to a number of major banking institutions.

She provides private client-specialised services to high-net-worth individuals as well as to families, regarding the management, accumulation and transfer of personal wealth.

She is renowned both domestically and in the global sphere for her high level of experience in the setup and administration – as well as redomiciliation – of trusts to and from the country, and has written on a range of topics within this area.

Her professional history has included working as a corporate and trust lawyer, positioned with two of the leading firms in South East Europe and the Middle East, leading multimillion corporate and financing transactions across a 12-year career.



## TRANSFER PRICING ADVISORY FIRM OF THE YEAR IN CYPRUS

### PREMIO TRANSFER PRICING – PRACTICAL POLICIES

Premioserve transfer pricing team has an in-depth knowledge of transfer pricing issues and can help you to develop and customize transfer pricing solutions that fit with your business structure and strategy. Premioserve participates in an extensive global network of transfer pricing professionals, where we can assist Multinational Enterprises (MNEs) to comply with transfer pricing regulations in various jurisdictions, consistent with their business models.

#### Why Premioserve?

Premioserve is a well-established firm offering a broad range of audit, tax, advisory and consultancy services. We provide innovative solutions for clients to help them achieve their personal and business financial goals. The team's leader is Lefteris Androkli, who holds a postgraduate diploma in transfer pricing.



**Lefteris Androkli**  
Director  
PremioServe

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[www.premioserve.com.cy](http://www.premioserve.com.cy)



## FOOD SECTOR ADVISORY EXPERT OF THE YEAR IN DENMARK



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**Lars Karnøe**  
Partner

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**[www.potterclarkson.com](http://www.potterclarkson.com)**



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

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

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

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

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

Having worked with both food tech and agritech businesses for many years, the patent attorneys, IP solicitors and trademark attorneys in our specialist food and agritech team know exactly what is required to develop, protect and commercialise new foods and new agricultural methods.

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

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

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

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

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

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

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

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

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

*We will ensure your IP strategy continues to map to your business's strategy.*



# INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN DENMARK



Potter Clarkson A/S

Lars Karnøe  
Partner

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

Potter Clarkson understands the intensely competitive environment in which you are operating and the role an effective IP strategy can play in helping you to stay ahead. Regardless of the scale of your in-house IP operation, we have the talent pool and experience to provide support in all areas of IP law, with both high-volume work and strategic matters.

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

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

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

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

## From Innovation to Enterprise

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

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

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

## A Seriously Commercial Approach to Design Rights

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

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

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



Wordley Partnership

Paul Wordley  
Partner

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**Launched in early 2019, Wordley Partnership is a commercial law firm with particular expertise in all aspects of dispute resolution, commercial problem solving, insurance and reinsurance – providing coverage advice for policyholders and cedants as well as advising large corporate insureds, brokers and multinationals.**

The six named partners, who work collegiately and collaboratively, have many years of experience on some of the largest and most complex disputes across the globe. 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.

In addition to disputes, the firm has significant non-contentious experience in both corporate and commercial matters, offering 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. Key sectors include technology, mining, agriculture, financial services, energy and renewable energy.

Mr Wordley is one of the founding partners of Wordley Partnership, having been a partner in a major international law firm, where he was a Global Head of Insurance and Reinsurance and a Member of the Management and Strategy Boards respectively.

He 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 major oil, gas and mining claims. He also has significant mediation experience, having represented clients in several successful multi-million-dollar mediations.

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

Mr Wordley noted: "Wordley Partnership is primarily experienced in large complex international insurance and reinsurance advisory and dispute resolution, which necessarily involve an analysis of the matrix of contracts used to enable risk transfer compliant with local business unit and regulatory requirements – often involving fronting and captives backed by master policy wordings with different in-coverage provisions. Recent examples include: the amalgamation of the insurance programmes of three global mining houses so that none of them were disadvantaged by moving away from their own bespoke manuscript policy wordings; as well as the presentation, negotiation and collection with litigation of a multi-hundred-million-dollar claim for a joint venture partner and operator of an offshore hydrocarbon production platform, where the other joint venture partner litigated against (re) insurers on materially the same policy terms and conditions and lost.

"Most recently, we have been instructed on a number of high-value, high-profile trade credit, political risk, supply-chain disruption and COVID business interruption claims. We had initially set up Wordley as a platform-based, remote/flexible working firm, and thus were suitably prepared to work remotely during the pandemic. We continue to work remotely, but have begun to utilise our offices again with flexibility – and are now planning cautious expansion into complimentary areas of practice."



# INVESTMENT MANAGEMENT EXPERT OF THE YEAR IN ENGLAND



## FIT Legal Solutions

Edyta Kniżewska  
Founder

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

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

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

### Edyta's Industry Experience

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

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

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

### How is FIT Legal Solutions Distinguished from its Market Competitors?

FIT Legal Solutions has a wide range of services and a fair amount of market

competitors, but none of them can offer the key service that it offers, and that's Edyta herself!

**Edyta's unique combination of experience, personality and enthusiasm give her a unique blend of robust skills and tools that she uses to help her clients achieve their business needs.**

Edyta is the one to call if you have any questions about trading documentation or which broker dealer to use and what terms can you expect to negotiate. **Although she is known as a great negotiator, Edyta's superpower lies in her ability to build trust and relationships with her clients and the people on the other side of the negotiating table.** "My philosophy is getting clients over the finish line quicker, with the best possible terms whilst keeping the risks at bay, always bearing in mind their key business objectives."

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

### What are Some of the Primary Issues and Complexities Inherent in Your Award-Winning Practice?

"The financial industry and its complexities are vast," says Edyta, but over the last 15 years when she was building her career, living and breathing through EMIR, Dodd-Frank, Brexit, GDPR, AIFMD, MiFID, etc., the real complexity is "the goalposts moving, with trading regulations constantly evolving". Understanding this and ensuring that her clients are afforded the best terms for their trading vehicles within the applicable regulatory regimes is Edyta's priority. "In the world where new asset classes are being formed and smart contracts could take over, new industry issues emerge that need to be brought into the current derivatives framework."

**Edyta is working closely with the key market participants and contributing to the industry as a thought leader.**

### What are Some of Your Significant Successes and Professional Challenges?

**In 2021, Edyta was announced the winner of the Women in Law awards in the Banking and Finance sector.**

"The global pandemic posed a number of challenges for our business," says Edyta. "However, the inherent nature of FIT Legal Solutions was to provide remote support and services, and so our business was perfectly placed to deliver advice remotely and 'plug into' clients' systems to provide business continuity and seamless service throughout the pandemic."

### What's Next for FIT Legal Solutions?

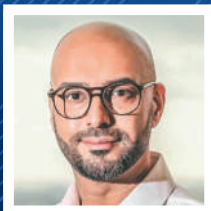
FIT Legal Solutions is currently hiring. "I continue to look for new consultants and fresh talent with an alternative approach to delivering the buy-side advice. We already have within our network operational legal specialists, project managers, regulatory change experts and transformation managers with vast experience in the banking and finance industry. The traditional lawyer approach is no longer keeping up with the complex needs of today's diverse client population. What differentiates us is that we take a holistic view of the entire project and are able to provide tailored solutions and industry insight that go beyond just giving legal advice."

With FIT Legal Solutions becoming such a great success in just under three years, Edyta has recently launched another business venture called Derivatives Lab. This is a new educational platform, the first of its kind, created for all derivatives enthusiasts – those who are either already working in the industry or aspiring to join it. Derivatives Lab offers free access to know-how that cannot be acquired through traditional academic means and will soon be launching its first online course – the ISDA Lab. **"With over a decade of experience in the financial services industry, I've taken everything I've seen and learnt and turned it into the ISDA Lab – your ultimate step-by-step practical guide to understanding and negotiating ISDA Master Agreements."** To find out more about Derivatives Lab and to join the ISDA Lab waitlist, please visit: [www.derivativeslab.co.uk](http://www.derivativeslab.co.uk).





## PLASTIC RECYCLING EXPERTS OF THE YEAR IN ENGLAND



**Enviroo**

**Ahmed Detta**  
CEO

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**Enviroo provides a solution to post-consumer plastic waste. We recycle 100% of Polyethylene Terephthalate (PET) plastic waste and create "food-grade" polymers that are used to recreate food packaging and plastic bottles. We have created a closed-loop recycling method with long-term viability, as it ensures transparency, circularity and sustainability.**

It is our responsibility to engage and unite all stakeholders in the recycling journey, which will provide a solution to single-use plastic. We are working with a plastic stream that impacts everyone, thus enabling us to collaborate with government agencies, FMCG (Fast-Moving Consumer Goods) brands, consumers and charities.

The executive team at Enviroo is adept at identifying opportunities where plastics recycling can be accelerated or improved from current processes, and has developed local-market insights to support the ever-growing plastic waste problem.

We use innovative technology that segments PET plastic from other

supporting components through a highly sophisticated synthesised washing process, coupled with a world-class extrusion process. The end result is the creation of polymers that can be used in direct food contact packaging. Our recycled polymer blends perfectly with virgin PET polymers or can stand alone in the production process.

We build and operate our own PET recycling facilities.

Enviroo's mission is to change behavioural habits of plastics users to ensure plastic does not enter oceans and landfill. We advocate responsible recycling that creates unity among all circular economy stakeholders, thus ensuring 100% of PET plastic waste is recycled.

Enviroo's vision is to provide recycling solutions for PET plastic waste across the UK by creating virtuous recycling protocols that encourage commitment from all stakeholders.

### Technology Implementation

We implement innovative technology to create plastic pellets and mono-sheets

that will be used locally in their respective region, minimising the importation of recycled materials and reducing carbon generated from logistics and transportation.

Enviroo is focused on PET packaging recycling, which is reflective of the consumption habits of the fast pace of modern life we have become accustomed to. This also means throwaway packaging is here to stay. Recent research shows that more than 40% of consumers are snacking while on the move at least once a week. Enviroo's priority is to therefore provide sustainable recycled material for food packaging that can meet society's demands.

### Ahmed Detta

Ahmed's mission is to make plastics recycling habitual in our everyday behaviour and instil the belief that profiteering from this process is good for all involved. This key – yet disruptive – belief was the driving force behind Ahmed setting up Enviroo, creating a visionary recycling business that is both a force for good and profitable.

## TAX ADVISORY FIRM OF THE YEAR IN ENGLAND

### MUSIC & ENTERTAINMENT IS OUR BUSINESS



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

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

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



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## CHEMISTRY & LIFE SCIENCES PATENT ATTORNEYS OF THE YEAR IN FRANCE



**Novagraaf Technologies**  
**Eric Enderlin**  
 Director of the Chemistry  
 & Life Sciences Department  
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 www.novagraaf.com

**Novagraaf**

**Novagraaf Technologies, a QUESTEL company, combines legal, scientific, administrative and commercial capabilities to power your competitive advantage and optimise the business impact of your IP assets.**

The Chemistry & Life Sciences team, headed by Eric Enderlin since 2006, understands the importance of making intelligent, data-driven decisions across all business functions. That's why his team, with the QUESTEL services support, is committed to providing the advice, services and tools that enable clients to have a complete view of their intellectual property portfolios and make informed, sustainable decisions in a highly competitive economic environment.

Novagraaf is a law firm with more than 130 years' experience in providing IP legal advice to companies and organizations of all sizes. From technical prior art searches to drafting and prosecuting complex patents to highly administrative tasks, our team provides the highest level of technical and legal support to ensure that your cosmetic, pharmaceutical and biotech innovations are protected and that your patents are legally sound.

Our presence throughout Europe allows us to file European patent applications, EP national applications, and Supplementary Patent Certificates ("SPC") in strict compliance with the established laws, case law, deadlines and formalities.

### **Achieve Market Potential**

In collaboration with QUESTEL, which provides intellectual property solutions and services throughout the innovation life cycle, Novagraaf Technologies offers excellent quality of work at very competitive rates on all intellectual property services and legal consultations. Novagraaf Technologies has developed a proactive and efficient legal approach, keeping in mind the objectives to be achieved for our clients, within an optimized and constrained budgetary framework.

### **Patent strategy in the field of biotechnology and pharmaceuticals**

Novagraaf Technologies' Chemistry and Life Sciences team has a long-standing methodology and documented mechanisms for identifying, extracting and analyzing inventions, and defining the best IP strategy to secure commercial developments.

Our Chemistry & Life Sciences team is particularly expert in the field of biotechnologies and pharmaceuticals, with a deep expertise on Supplementary Protection Certificates (SPC) in Europe. The expertise of our patent attorneys is so well recognized that we currently provide the leading training in France on drug protection for patent attorneys and lawyers through the European Institute of Enterprise and Intellectual Property (IEEPI). In addition, Eric Enderlin has been teaching for more than 15 years to future lawyers and corporate lawyers in industrial property law on drugs and corporate strategy at the University of Paris-Saclay, ranked 1st in Europe and 13th in the Shanghai ranking of the best universities in the world (Shanghai Jiao Tong University publication, August 2021).

The Chemistry & Life Sciences team also performs numerous freedom-to-operate studies, patent and SPC validity studies and patent portfolio audits. We can help you answer key questions such as: Are my patents and SPC, or those of competitors, strong? What are the avenues for commercialization and for innovation given the publications and IP rights of competitors? Am I making smart, cost-effective patent renewal decisions?

## PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE



**EBA Endrös-Baum Associés**  
**Florian Endrös**  
 Senior Partner / Founder  
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**EBA | Endrös-Baum Associés**  
 Avocats / Rechtsanwälte

**EBA Endrös-Baum Associés, EBA for short, deals with the questions, plans, problems, projects, difficulties and visions of international enterprises and companies with interests in France. We do so promptly, efficiently, purposefully and pragmatically, at a reasonable cost. This enables you to conduct your business transactions and law proceedings free of legal risks or in full knowledge of the risks involved. International companies operating in France often encounter communication difficulties. These may arise from language differences, or from different cultures, or from the sometimes significant differences in substantive and procedural law.**

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

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

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

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

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

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

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

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



## FAMILY BUSINESS CONSULTANCY FIRM OF THE YEAR IN GERMANY



**Wintergerst Societät für  
Unternehmer-Beratung GmbH & Co. KG**

**Christian Kunz  
Partner**

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**WINTERGERST**

SOCIETÄT FÜR UNTERNEHMER-BERATUNG

**Wintergerst provides top management consulting services for small- and medium-sized family-owned businesses in challenging situations, where an utmost degree of excellence in the fields of Strategic Management, Corporate Finance/M&A and/or Restructuring is required.**

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

Today, the firm possesses extensive experience regarding the interests and challenges of shareholder families and how to maximise value for them. In-depth

technical and operational knowledge, combined with a broad skillset in finance and banking, enables Wintergerst to deliver comprehensive solutions that cover any aspect of a client's business.

Speaking of recent casework, Christian Kunz, Partner, commented: "Issues for our practice area are certainly finding adequate answers to the COVID-19 crisis, inflation as well as the war in the Ukraine, with their negative effects on the economy and on the business models of our clients. The demands differ from client to client and, therefore, each situation needs to be evaluated precisely. In solving these current individual challenges, we benefit from the general approach of Wintergerst to deliver solutions to all clients according to their specific needs."

Wintergerst's recent successes include the restructuring of an e-commerce group, wherein the firm was mandated to support the management of a well-known company specialising in online marketing of costume jewelry and watches. Mr Kunz noted: "A pair of siblings founded the fast-growing company several years ago in their teenage

years and had to find out that running an established brand in a competitive market and setting up business processes is the other side of the story. Facing severe losses and high foreign value-added tax liabilities, the new German Act on the Stabilization and Restructuring Framework for Businesses (StaRUG) was chosen to implement appropriate restructuring measures with the involvement of respective creditors, even against the will of individual creditors. This restructuring effort of an imminently illiquid company – outside of regular insolvency proceedings – was possible with minor or no recognition of employees, customers and suppliers. Wintergerst not only set up the detailed restructuring concept, but acted as leading and coordinating head during the whole restructuring phase, coordinating all relevant stakeholders."

He added: "The pandemic has certainly been the biggest recent challenge we have had to face; however, we set up a work environment that ensured the health of our employees and clients and which, at the same time, enabled us to constantly provide all services to our clients on the expected quality level."

## INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN GERMANY



**LexDellmeier Intellectual Property Law Firm**

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

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**LexDellmeier**  
intellectual property law firm

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

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

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

### **Our Vision**

We strive to be the best IP boutique law firm. Our national and international clients value our remarkable competence, flexibility as well as creativity and have confidence and faith in us. Our highly qualified staff supports clients and understands their needs and business. Due to the fact that our attorneys have either overseas degrees or work experience, we can cope with diverse requirements and cultural aspects according to 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 out-of-the box – solving problems with creative, cost-effective solutions;

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

### **Our Mission**

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

### **About Alexandra Dellmeier**

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



## INTERNATIONAL TAX ADVISORY EXPERT OF THE YEAR IN GERMANY



**Jansen Advising**

**Thomas Jansen**  
Partner

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*JansenAdvising*  
Steuerberatung - Tax Advising  
Unternehmensberatung - Business Consulting

### **Managing complexity – creating value. Welcome to JansenAdvising – Law Firm for Tax Advising and Business Consulting in Duesseldorf!**

As Tax Advisor and Business Consultant, we support you closely to shape your company's success. We help you to make the right decisions and grow your business successfully. Your satisfaction is our goal.

Our firm is constantly developing. Regular awards confirm the quality of our services.

#### **Key Facts:**

- Our clients value us as a very reliable and flexible partner;
- Our focus is not only on the taxation, but also largely on business and management consulting;
- We generate 50% of our revenue with individual advisory services;

- We have a well-developed network of specialists and partners;
- We serve clients throughout Germany and also in Scandinavia, Austria, the US and Asia;
- We are constantly building up our client base with an average annual growth of 25%;
- Our main focus is on medium-sized companies and wealthy individuals.

We advise you and handle your tax matters whereby we contribute to generate value in asset building.

We take care in producing your current financial and payroll accounts, as well as the annual financial statements and tax returns.

Our frequent Business Accounting Reports and timely analyses guarantee that you are up to date with the development of your business at any time.

With our Quarterly Tax Update, we keep you updated on important changes in tax law and jurisdiction.

In our way of working, we are planning your taxes well in advance in order to avoid unforeseen scenarios and surprises.

International companies value our advice as an experienced partner for questions regarding international taxation, transfer prices and tax compliance.

For tax individuals, we particularly focus on your long-term tax planning.

*Our firm is constantly developing. Regular awards confirm the quality of our services.*

## TMT LAWYER OF THE YEAR IN GERMANY



**McDermott Will & Emery Rechtsanwälte Steuerberater LLP**

**Dr Wolfgang von Frentz**  
Partner

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 **McDermott Will & Emery**  
RECHTSANWÄLTE STEUERBERATER LLP

**McDermott Will & Emery is an international law firm with over 1,200 lawyers in more than 20 locations in Europe, North America and Asia. In Germany, the firm has offices in Munich, Frankfurt a. M., Düsseldorf and Cologne. The firm stands for legal excellence and first-class service, practising with an innovative culture that enables it to achieve outstanding legal and business success for clients.**

McDermott's TMT practice provides comprehensive counsel to companies with interests in a broad range of TMT-related sectors, including mobile and fixed-line telephony, cable and satellite TV, entertainment, film production and financing, software, hardware, outsourcing and telematics.

Dr Wolfgang von Frentz, Partner, noted: "In this complex arena, there is no substitute for firsthand experience, and our lawyers have worked for years with TMT companies, in private practice and as in-house counsel. We advise on M&A and other major transactions, negotiate and draft licensing, end-user and e-commerce agreements, consult on IT outsourcing projects and provide guidance on regulatory compliance and government lobbying. We have significant

international experience, having represented numerous companies in the process of entering and diversifying into North America, Asia, Europe and other international communications, media and technology markets. Our lawyers have extensive experience representing telecommunications clients in major infrastructure and technology-development transactions, as well as traditional corporate transactions. We help clients structure deals in a manner that takes full advantage of new business models, protects IP assets, maximises returns on investments and minimises legal, commercial and regulatory risks."

Mr von Frentz has been advising in the media and IT sector for more than 20 years. He represents clients in litigation concerning new business models or bet-the-company cases. In addition, he advises clients in the field of digitisation, particularly with regard to digital platform business. He also has extensive experience with cross-border matters in Europe and the US, and has authored 38 articles in the area of TMT.

Today, Mr von Frentz represents large TV groups, collecting societies and other leading companies in the area of digitisation. He added: "We are following a holistic

approach, which means we cover litigation and transactions in the area of media, IT, telecoms and data privacy. We have known the market and its players for decades and understand their business. We are currently advising TV stations regarding the development and implementation of IPTV programme distribution and the enforcement of their rights and claims against cable operators. New tariffs will also relate to whether cable operators are collecting data. Such projects require a deep understanding of copyright law, the regulatory environment, data privacy and litigation.

"Moreover, we have advised ProSiebenSat.1 – one of the largest European Free TV stations – regarding a case before the European Court of Justice. Previously, national TV stations were prohibited to broadcast promotion on a regional level, and this case has been instrumental in changing the market."

*Mr von Frentz has been advising in the media and IT sector for more than 20 years.*



# MID-MARKET AUDIT & ASSURANCE ACCOUNTING FIRM OF THE YEAR IN GREECE



## PKF HELLAS

George N. Starakis, C.P.A., M.Sc.  
President of the B.o.D.

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Audit Tax &  
Business advisory

**PKF HELLAS has provided audit, accounting, tax and consulting services, with reliability and consistency, for more than 25 years in Greece. It has a network of five offices, with more than 80 partners and audit staff in Greece, and represents the International network of "PKF International" in our country.**

PKF HELLAS consists of Certified Public Accountants with extensive experience in audit and consulting services, conducting their duties with full independence, which is the keystone in the provision of our services, and complying with the professional code of ethics.

At PKF HELLAS, we consider every client as a long-term commitment that will lead to a trusted partnership. With more than two decades of successful presence in the Greek market, PKF has been established as a trusted partner in the challenging Greek corporate landscape.

PKF HELLAS can be relied upon for delivering the following services:

- Audit and assurance services
- Consulting services
- Tax services
- Corporate advisory / business solutions

PKF in Greece employs highly qualified professionals with an overall perception of the market, which allows us to provide technical guidance, supervision and consulting services to a wide spectrum of industrial sectors and business activities.

In PKF, what distinguishes us most times from the competition is the way in which we approach each case. Every single customer, every single entity, has its own unique needs and particularities. Our role in every case is to find out, to analyze and to act individually in order to provide the fastest and most appropriate solution. Making your choice with PKF HELLAS, you choose a strong partner that is qualified in:

### 1. Experience

Our human resources, partners and specialists, have extensive experience in many fields, global awareness of business and are able to provide technical guidance, supervision and support to any kind of business.

### 2. Credibility

For more than 25 years, we have provided integrated services in the fields of audit, accounting, tax and advisory, with more than 2,150 satisfied clients.

### 3. International presence

As a member of the international network PKF International, and with a strong presence worldwide in companies that cover all fields and economic sectors, we broaden our customers' opportunities beyond borders.

### 4. Overall approach

At PKF in Greece, we approach all issues in an integrated manner, based on three main principles:

- investing in human resources to ensure quality and integrity
- providing a wide range of services in order to improve and enhance our customers' competitive position
- working with passion and methodologies to do things properly

### 5. Consistency

Accuracy in every act, consistency in adherence to procedures, immediate response to the customer's needs and adaptability to the requirements of each project all combine to make us the ideal partner you can trust in every step you make.

*We consider every client as a long-term commitment.*





# TRADEMARK LAW EXPERT OF THE YEAR IN GREECE

## DR. HELEN G. PAPACONSTANTINOU AND PARTNERS

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

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DR HELEN G.  
PAPACONSTANTINOU  
& 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.

### Practice Areas

- Patents
- Utility Models
- SPCs
- Plant Breeders' Rights
- Trademarks
- Designs
- Copyright
- Anti-Counterfeiting & Anti-Piracy
- Litigation
- Licensing
- Franchising
- Commercial and Corporate Services
- Internet
- E-Commerce and Domain Names
- Competition Law
- Advertising / Consumer Protection
- Foreign Jurisdictions
- Consultancy





## LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN IRELAND



**Anne O'Connell Solicitors**

**Anne O'Connell  
Principal**

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anne@aocsolicitors.ie  
www.aocsolicitors.ie**



**Anne O'Connell  
Solicitors**

**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 scope of services provided includes advising private and public sector companies, international clients and senior management executives on all contentious and non-contentious employment law issues. The Firm represents their clients before employment law statutory bodies, regulatory boards, the Court of Appeal, High Court and Circuit Court and also at Mediation. Working with employers, employees and consultants, the Firm also offers bespoke training, seminars on Employment Law updates and a 24/7 employment law hotline dedicated exclusively for the Firm's employer clients.

Legal 500 ranked AOC Solicitors as a Leading Law Firm for Employment Law in Ireland within its first year and

was elevated in rankings since. The Firm has won many awards, including ACQ Employment & Benefits Law Firm 2018, 2019 & 2020, Leading Specialist in Employment Law 2019 – Ireland, awarded by Corporate Excellence Awards and the Employment Law Firm/Team/Lawyer of the Year at the Irish Law Awards 2019. The Firm also won the Corporate INTL Global Award 2020 and International Advisory Experts Award for 2020, among others.

Qualifying as a New York Attorney and solicitor in 2001, Anne O'Connell, Founder and Principal, practiced employment law with the Chief State Solicitors Office and two top-tier Irish law firms. With over 19 years' employment law experience, Anne formed her own specialist employment law firm in 2017, and thus, AOC Solicitors was born. A member of the Law Society Employment Law Committee and the Employment Law Association of Ireland Committee, Anne also lectures and tutors on employment law for the Law Society of Ireland. In 2020, Anne was also

requested to be a speaker at the annual Employment Law Conference of the International Bar Association.

2019 saw the expansion of the firm with the hiring of Laura Reid as Associate Solicitor. Having qualified in early 2014, Laura has over six years' employment law experience and holds a Post-Graduate Diploma in Employment Law. Laura is a member of the Employment Law Association of Ireland Committee and has commenced lecturing for the Law Society's Diploma on Employment Law.

Chaitra Girish Mallya, a qualified lawyer in India, also joined the firm as Legal Executive and intends to obtain her professional qualification in Ireland. AOC Solicitors hopes to continue to grow its team with such quality individuals.

AOC Solicitors is striving to be more efficient and eco-friendly, increasing its use of innovative technology with the aim of being paper-free and reducing its carbon footprint.

## CORPORATE CONTRACTS LAW FIRM OF THE YEAR IN ITALY



**Cristina Gandolfi  
Founding Partner  
& Lawyer**

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**Mario Fusani  
Founding Partner  
& Lawyer**

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**GF LEGAL**



**GF LEGAL operates with offices in Milan, Rome and London. Founded by Cristina Gandolfi and Mario Fusani, who have worked professionally for more than 30 years (and jointly since 1987), GF LEGAL is characterized by an active and dynamic structure based on the careful selection of its collaborators as well as its use of a large network of correspondents, both nationally and internationally.**

The professional services offered are aimed at carrying out interventions in favor of entities and companies that operate in various economic realities. To this end, the firm assists clients in both litigation and out-of-court relationships, always providing "tailor-made" solutions.

GF LEGAL also deals with civil and administrative positions, dealing with corporate organizational restructuring, which extends to industrial and trade union relations.

Cristina Gandolfi and Mario Fusani form the main reference point, offering services that reflect a careful combination of research and teamwork – prioritizing the firm's core strengths of efficiency, organizational skills and internal coordination.

**Cristina Gandolfi**

Cristina Gandolfi graduated in Law from the University of Milan and enrolled in the Milan Bar Association. She is a lawyer in the Supreme Court as well as in the Higher Courts, and is active as a commercial civil broker, negotiator, family mediator and business mediator.

In addition, she acts as: National Secretary of the Mediation Section of CEAM, European Court of Arbitration and Mediation; Conciliator of the Lazio Regional Chamber of Conciliation – Istituto Jemolo; Founding Member of FLEX IMPRESA; and a collaborator with CMTF (the Milanese Center for Family Therapy). She has also obtained AIMS certification (International Association of Systemic Mediators) and collaborated with the UTET Publishing House in the drafting of the Italian Digest as well as for the magazine "Security and Social Sciences", Franco Angeli Publishing House.

With a high level of experience in the civil and commercial fields, both at a judicial and consultancy level, she offers specialist attention of contracts and corporate issues in the interest of companies, both listed and unlisted, domestically and overseas.

**Mario Fusani**

Mario Fusani graduated in Law from the University of Milan and enrolled in the Rome Bar Association. He is a lawyer in the Supreme Court and at the Higher Courts, as well as acting as an arbitrator in labor union disputes.

He is an active member of ARBITRANDO, the association for arbitration, in his role as coordinator of the "Labor Arbitration Department". He is an AGI member (association of Italian labor lawyers); as well as a member of EELA, the European Employment Lawyers Association; member of CEAM, the European Court of Arbitration and Mediation; a member of ICC Italia (International Chamber of Commerce); and a Founding Partner of FLEX IMPRESA.

He has collaborated with the Cesma company and with the Il sole 24 Ore Training School. He collaborates in training internships for the labor law sector for various employer trade associations, and is an editor of numerous articles for magazines in the sector. He has advised and given talks on national, territorial and corporate collective bargainings, and is the author of "Arbitration in Labor Law", published by Giuffrè Francis Lefebvre (2020 edition).



# EXTRADITION LAW EXPERT OF THE YEAR IN ITALY



**Studio Gentiloni Silveri – Diritto Penale**

**Alessandro Gentiloni Silveri, Ph.D.  
Partner**

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**STUDIO GENTILONI SILVERI**

**DIRITTO PENALE**

**Studio Gentiloni Silveri is a boutique criminal law firm with more than 40 years of experience. Today, the firm represents individuals and corporations in criminal litigation before all Italian courts, having gained an extensive experience in thousands of criminal trials, ranging from more traditional offences to highly specialised white-collar crime issues.**

Studio Gentiloni Silveri often appears in defence of legal entities involved in proceedings under the provisions on criminal liability of corporations (Legislative Decree 231 of 2001). In addition, it assists companies with a wide array of needs related to the criminal legal system, such as providing support to the governing boards in the decision-making process, preparing specific internal audit and control procedures, liaising with public supervisory authorities and regulators, and carrying out criminal due diligence.

The firm has risen to prominence nationally and internationally in the niche field of international criminal law and law of extradition, and has dealt with an unparalleled number of extradition and European arrest warrant proceedings held in Italy and abroad – assisting individuals fighting deportation to or from Italy, and foreign governments alike, in and out of court.

Alessandro Gentiloni Silveri graduated with a distinction in Law in Rome and then began working in London in extradition law before becoming a Partner at Studio Gentiloni Silveri. Throughout his career, he has represented individuals and companies in many criminal proceedings, specialising in the sector of corporate criminal law and international criminal and extradition law. His clients have included members of the Italian government, members of the top management

of global conglomerates, and the highest-ranking officials of the Vatican City. In addition, he has provided ongoing advice and support to domestic and foreign companies on criminal risk avoidance.

Mr Gentiloni Silveri holds a Ph.D. in Criminal Law, with a particular focus on Corporate Criminal Law, and has written a considerable number of publications, both as a scholar and in the general media. He has spoken at numerous conferences in Italy and abroad, lectures in Criminal Law at Rome's 'Luiss Guido Carli' post-graduation Master's programmes, and is a member of such associations as DELF (Defence Extradition Lawyers' Forum), the ECBA (European Criminal Bar Association), VOCAL (Victims of Crimes Association of Lawyers), IR Global and Global Law Experts.

In recent years, Studio Gentiloni Silveri has grown into what Mr Gentiloni Silveri describes as an "internationally connected reality in its field". He said: "Thanks to the networking opportunities provided by several international memberships, our members continuously travel the world. Not only do we appear in criminal court sessions in foreign countries and assist foreigners in Italy – liaising with local legal teams – but we also connect with reputed fellows to foster a global approach to ever-more global legal issues, participating in conferences, lectures and seminars. Moreover, we are capable of arranging cross-border legal teams with superb local counsels and experts at short notice."

Mr Gentiloni Silveri noted that extradition Law is going through unprecedented times. On the one hand, the decision of the UK to leave the EU has dramatically jeopardised the European arrest warrant system insofar as it quickly had to adapt to the unforeseen contingency where one of its members had relinquished its membership. "Luckily," he said,

"the 'Armageddon scenario', where the UK and the EU would be left without any extradition agreement altogether, never occurred. But only time will tell how effectively the new course of relationships between the EU block and the UK will play out when it comes to ensuring smooth cooperation in sensitive cross-border criminal matters.

"On the other hand, we have witnessed a dramatic increase in politically motivated extradition requests put forward by tyrants and oppressive regimes, like Russia, specifically with the 'corporate raiding' phenomenon. Therefore, judges, prosecutors and lawyers are required to be vigilant that fundamental rights remain safeguarded at all times – also in the face of the recent and worrisome backsliding of the rule of law in traditionally democratic countries like Poland. The recent developments of the Ukraine crisis make clear that challenging times lie ahead in the field of international criminal law."

Reflecting on events of the last two years, Mr Gentiloni Silveri added: "The COVID-19 pandemic has not affected our operations significantly, in that criminal proceedings are almost always of an urgent nature, especially when it comes to extradition cases where the concerned individual is in pre-trial custody. Therefore, courts largely kept on dealing with them despite the pandemic. Currently, our firm has largely resumed regular service in all fields of domestic and International practice alike – and in the coming year we plan on increasing our international footprint, possibly by opening a desk in London, where we often take cases. This would be a very welcome addition to our Rome and Paris offices."

*The firm has risen to prominence nationally and internationally.*



## LIFE SCIENCES LAW EXPERT OF THE YEAR IN ITALY



Studio Legale Vaiano – Cataldo

Diego Vaiano  
Partner

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STUDIO LEGALE  
VAIANO CATALDO

**Having graduated from The University of Rome in July 1990 with Honours in Law, Diego Vaiano set about furthering his knowledge and soon became one of the leading lawyers in Italy in regulatory and administrative law. More than seven years later, in December 2001, he was authorized to practice in the nation's highest courts, including the Constitutional Court, the Supreme Court of Cassation and the Council of State.**

He has been full professor in administrative and public law at the Università degli Studi di La Tuscia — Viterbo since 1 October 2002, at the age of 34.

Diego Vaiano is considered unique for his specialization, in-depth knowledge and extensive expertise in pharmaceutical law, healthcare and life sciences matters. He has been awarded as best Life Sciences lawyer in Italy from the foremost Italian and international specialized publications.

Diego Vaiano and his firm (Studio Legale Vaiano – Cataldo) mainly provide assistance to multinational corporations before the Italian Administrative Courts, and have represented the major worldwide pharmaceutical and biomedical companies in the most difficult and important litigations of recent years, among which were those related to the payback charged on pharma companies for exceeding the hospital

and retail expenditure annual cap. He has also been involved in major negotiations with AIFA and EMA.

Today, Studio Legale Vaiano – Cataldo's primary area of practice is administrative law, with a particular focus on pharmaceutical law and public procurements, negotiation of price and reimbursement conditions of medicines, pharmacovigilance and promotional strategies, among other areas.



## NATIONAL AND INTERNATIONAL TAXATION ADVISORY FIRM OF THE YEAR IN ITALY

Accounting – Audit – Tax Firm  
**SHERMAN NIGRETTI**  
Operating in Milan since 1994



Gianmauro  
Sherman Nigretti



Angelo Orilia



We mainly assist international clients investing in Italy and Italian companies investing in the EU and in other countries. We also offer:

- “Multi-family office” professional assistance to HNW individuals and to families, both Italian and internationals;
- “Remote CFO” financial assistance, through the preparation and monthly review of cash-flows, budget, business plans, management of trade receivables and payables;
- Transfer Pricing assistance to the multinational companies, also preparing local and master files, plus all the necessary preparatory analysis;
- HR assistance, analysis of labour agreements, preparation of monthly payslips and related fulfillments;

- Preparation of companies and assets/liabilities valuations and appraisals;
- We can act as companies' liquidators.

We offer tailor-made services to our clients, rendered by our experienced partners, Gianmauro Sherman Nigretti and Angelo Orilia, who previously worked in a Big Four firm and as the CFO of Italian subsidiaries of multinational manufacturing groups, respectively.

We are part of an international professional network of accountants – auditors – lawyers – business advisers, who are present in more than 60 countries in all continents.

We can prepare / keep accounting records, shareholders' and board of directors' minutes, plus all the relevant corporate mandatory records and documents, both in Italian and English.

**SHERMAN NIGRETTI**

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A member firm of IGAL network www.igal-network.com



## PHARMACEUTICAL LAW EXPERT OF THE YEAR IN ITALY



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STUDIO LEGALE  
VAIANO \* CATALDO

**Having graduated from The University of Rome in July 1990 with Honours in Law, Diego Vaiano set about furthering his knowledge and soon became one of the leading lawyers in Italy in regulatory and administrative law. More than seven years later, in December 2001, he was authorized to practice in the nation's highest courts, including the Constitutional Court, the Supreme Court of Cassation and the Council of State.**

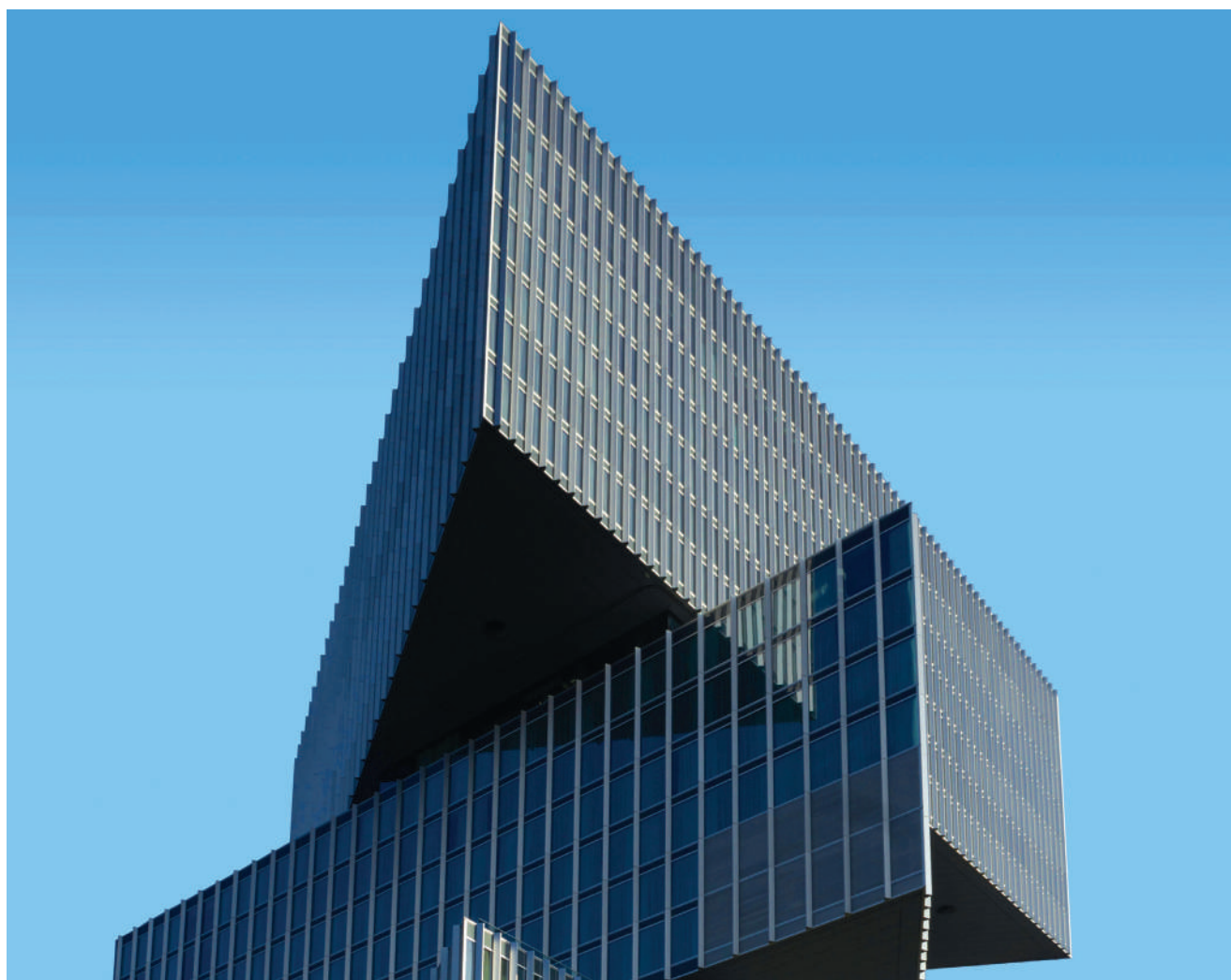
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and retail expenditure annual cap. He has been also involved in major negotiations with AIFA and EMA.

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## The Comsure Group

**Mathew Beale**  
Principal

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www.comsuregroup.com



### **The Comsure Group is a Jersey-based Governance, Risk and Compliance (GRC) advisory business.**

Comsure's primary market is Jersey, but the team has clients in other financial centres, for whom it travels extensively, spearheading the Comsure message of Governance, Risk and Compliance. Recent destinations include Guernsey, London, Seychelles, South Africa, Dubai and Mauritius.

Comsure supports companies (and their management) in meeting their risk obligations. However, the firm offers more than just the fulfilment of regulatory obligations; it positively influences and supports management in dealing with operational, strategic and compliance risks and the respective controls to mitigate the risk exposure.

The Comsure team also works across the 'Three Lines of Defence', ensuring effective implementation of systems and controls to prevent financial damage and personal liabilities, including fines from legal/regulatory violations and potential client / third-party compensation payments.

Post-COVID, Comsure clients realised how disruptive black-swan events such as the pandemic could result in unprecedented risk outcomes. As a result, Comsure is working with them to bring their enterprise-wide risk management processes to a new level and to be more resilient in the future for comparable external triggers and events.

Mathew Beale, Comsure's Principal, is a well-known, industry-leading consultant in regulatory matters, advising SMEs to large companies on all issues regarding all areas of regulatory risk, including AML and business conduct. He also supports client companies in making the right decisions for the future.

Mathew is a Fellow of the Chartered Institute for Securities & Investment (FCSI). To add to his qualifications and

scope of knowledge, in March 2018, he sat the GDPR/APMG- international examination and is now a 'Certified GDPR Practitioner'. After leaving the British Army, Mathew began working within the asset management industry for ten years and has since focused on financial services regulation. Between 1995 and 2002, he worked for the Jersey Financial Services Commission (JFSC) as a senior manager for the day-to-day conduct of the business of regulated entities. Since 2002, he has worked within a private practice in all aspects of regulatory compliance. From 2002 until May 2005, Mathew was a senior lecturer with the International Compliance Association (ICA). During this time, he co-authored the materials used by the ICA in their UK and International Diplomas in Compliance. In April 2005, he founded Comsure, which now consists of Comsure Compliance and Comsure Technology (the Comsure Group of Companies).

Today, Mathew is an experienced speaker, the author of numerous articles in specialist journals and daily newspapers, and the editor of a standard work on compliance management.

He noted: "Having spent 12 years as a practitioner and seven years as a senior manager at the JFSC, I set up Comsure in 2005. The firm quickly distinguished itself from its competitors thanks to its comprehensive and market-differentiated consulting with a single coordinated team of fully dedicated expert staff. We have had the pleasure of working in many International Financial Centres, including Guernsey, the Isle of Man, Mauritius and Seychelles, and being in demand at mainland centres, such as London and Dublin, Dubai and Cape Town."

Mathew explained that clients have recognised that, in addition to fulfilling regulatory requirements, Comsure strives to ensure that a positive approach to governance,

risk and compliance can differentiate themselves in the marketplace, thus contributing to shareholder value and stakeholder satisfaction.

The pandemic has also shaped Comsure positively. When looking at the last 18 months and the impact of the COVID-19 pandemic, Comsure initially found work difficult.

Mathew added: "Our business is usually dominated by being with our clients and working very closely with our counterparts. Although we successfully bridged the home-office period, the business model had to alter to accommodate video conferencing. Once Zoom and other solutions became the norm, Comsure found it was building economies of scale into its offering, particularly for its mutual funds' (CIS) clients. Many CIS have directors based worldwide, and pre-COVID, bringing them all together for briefings and training had been difficult. Suddenly, the pandemic forced everyone to think differently. For example, in February 2022, I participated in an African bank (multi-jurisdiction, x15 African countries) board and senior management briefing that addressed cyber-risk and money laundering risks. Pre-pandemic, this would never have happened.

"The crisis has shown us that our services are more relevant to companies today than ever before, not only because of Comsure's approach to GRC but also because of the increased need for 21st-century solutions and their efficiencies. Therefore, we are determined to extend our service offering to include fintech – iTrack being our ground-breaking AML CRA tool – to defend our position as 'the' preferred Regulatory Advisory provider in Jersey and elsewhere."

*Post-COVID, Comsure clients realised how disruptive black-swan events such as the pandemic could result in unprecedented risk outcomes.*



## COMMERCIAL LAW FIRM OF THE YEAR IN LUXEMBOURG



### TURK & PRUM

**Lionel Spet**  
Partner

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#### **TURK & PRUM is a firm of lawyers serving the defense and support of its clients.**

Specialists in complex legal disputes and strong in the diversity of our expertise, we intervene before the criminal, civil and commercial courts of Luxembourg and also advise our clients in international cases.

We act both for natural and legal persons and count among our usual customers major players in the Luxembourg economy, as well as public players, such as Ministries and Municipalities.

Commercial law and business litigation encompass the core activities of the firm, ranging from business advice for professionals in the financial sector, industrialists or traders – supporting them in their contractual negotiations, the drafting of key contracts, their commercial litigation and other matters of company law.

The firm has a highly specialized team of lawyers, experienced in procedural techniques in the context of cases heard before all of the civil and commercial courts of Luxembourg.

We thus intervene on behalf of national and international clients in complex

commercial disputes as well as in corporate law, particularly in the context of conflict management involving shareholders.

Moreover, the firm has acquired significant experience in the monitoring and resolution of international disputes regarding the coexistence of proceedings brought before national, European or international courts. Our study is a specialist in national and international collections.

We support clients at all stages of the disputes they have to deal with – whether upstream, in the prevention of litigation, in the prior definition of a litigation strategy, the implementation of emergency or protective procedures, as well as the drafting of writings on the merits or before the courts in terms of pleadings.

Finally, our expertise allows our study to advise its international and national clients in the negotiation and drafting of commercial contracts, service provision contracts, as well as in the establishment of their general and special conditions or any legal documents related to specific activities.

Our lawyers active in these fields have extensive experience and in-depth knowledge of business life, in pure

commercial law, as well as in company law, just as they perfectly master the workings of the procedure.

In summary, TURK & PRUM supports its customers by providing a high-end and personalized service. The team, composed of lawyers specializing in diverse areas of expertise, renders a complete legal offer that adapts to the evolution of the procedure. Emphasis is placed on technical rigor, always taking into account the unique complexities of each project.

#### **Values**

TURK & PRUM's dedicated lawyers share common values of independence and ethics. The study works in transparency with its clients by providing them with a humane and effective defense. This personalized support means approaching each case from many different aspects and angles in order to ensure success.

#### **Conviction**

Our team intervenes for clients in a highly judicial context in which we demonstrate rigor and constant adaptation – in order to serve our clients' best interests at each and every juncture.

## INTERNATIONAL ECONOMIC LAW FIRM OF THE YEAR IN POLAND



### **Kancelaria Prawna Rafał Królikowski, Rechtsanwalt**

**Rafał Królikowski**  
Rechtsanwalt,  
Fachanwalt für internationales Wirtschaftsrecht  
Admitted to Bar in Poland as a Foreign Attorney  
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www.ra-krolikowski.eu



**KANCELARIA PRAWNA**  
**RAFAŁ KRÓLIKOWSKI**

#### **Kancelaria Prawna Rafał Królikowski, Rechtsanwalt is a boutique law firm based in Poznań (Poland) specializing in international commercial law, corporate and business law and dispute resolution. We offer full-spectrum legal services, in all branches of Polish and German law, to businesses and wealthy individuals.**

Our goal is to provide our Clients with the highest quality legal services, and to offer competent, comprehensive and effective legal aid. We work based on clear and transparent principles of trust, loyalty and care for our clients' best interests.

We approach each Case individually to provide You with tailored solutions best suited to protect Your interests.

I offer legal advice in three languages (Polish, German and English) in two jurisdictions (Poland and Germany) to multinational stock companies, middle-sized enterprises, family businesses and private individuals. My particular areas of expertise are contracts and commercial law, company law, international trade, competition and anti-trust law, distribution and agency law as well as dispute resolution with particular attention to disputes

in international trade and disputes between shareholders and investors.

I am an active member of multiple professional associations, including among others the German Society for Distribution Law (*Deutsche Gesellschaft für Vertriebsrecht*), the German Society for Eastern European Studies (*Deutsche Gesellschaft für Osteuropakunde*) and the German-Polish Lawyers Association (*DPJV, Deutsch-Polnische Juristenvereinigung*).

In my practice I have pleaded before Polish and German courts of all tiers, including precedent cases before the Polish Supreme Court. For example, due to a cassation appeal prepared by me, it is easier to exclude a partner from a commercial partnership who is in conflict with the other partners, and whose conduct endangers the partnership's business.

I regularly advise on multimillion transactions and investments, including cross-border transactions and foreign investments, but also have extensive experience in civil, corporate and competition cases. In my work I regularly advise businesses in all aspects of Polish and German law relevant to their day-to-day operations.

Our biggest successes in the last year include, among others:

- Successfully representing a manufacturer of after-market parts for trains and light rail in an international trademark and competition dispute;
- Legal advice to the automotive sector in Polish, German and EU anti-trust law, especially with regards to sale models, including dual-role agency and non-genuine agency distribution;
- Successfully representing multiple retail companies in precedent cases regarding reduction of rent for business premises due to ongoing lockdowns;
- Legal advice regarding generational succession in a large, family-owned enterprise group with multiple assets and subsidiaries in Poland and Germany;
- Legal advice for multiple investors on direct investments in Poland and Germany, including legal help with establishing new companies;
- Multiple court cases regarding disputes in international trade.

# 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!**

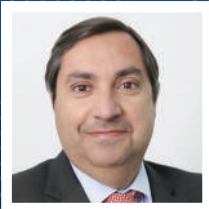
Annual awards winner | Next - Lawyers, Tiago Gali Macedo

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.

[www.nextlawyers.com](http://www.nextlawyers.com)  
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PORTO  
LISBON  
BRUSSELS  
ANGOLA

# PUBLIC LAWYER OF THE YEAR IN PORTUGAL



**Abecasis, Moura Marques & Associados,  
Sociedade de Advogados, SP, RL**

**Paulo de Moura Marques  
Founding Partner**

**Tel: +351 211 940 538**  
**geral@aamm.pt**  
**www.aamm.pt/pt**



**Abecasis, Moura Marques  
& Associados**  
Sociedade de Advogados, SP, RL

**Abecasis, Moura Marques & Associados (AAMM) is recognised for its expertise in the public law and litigation field. One of the core requirements the firm has noticed from its clients in recent years is the need for mobility, both in terms of procedures and in availability, implying changes in the classical structure of a law firm.**

Today, AAMM prides itself on having a multidisciplinary team encompassing specialised lawyers renowned for their high levels of knowledge and experience, which are unparalleled in the area of public law. These lawyers advise on a full range of issues, including: administrative law, constitutional law, administrative litigation and arbitration, public procurement, public-private partnerships, health, public services, public procurement, expropriation, public domain, the environment, territorial planning, urban planning, tourism, energy, water, telecommunications and the public sector.

Paulo de Moura Marques is an AAMM Founding Partner and Head of the public law practice, with around 20 years' experience in

legal practice. He is known for his expertise in all fields of public law and administrative litigation and arbitration. Renowned for his professional merit as well as his leadership and negotiation skills, he is recommended by Chambers and Partners and the Legal 500. He is closely involved in the largest, most complex transactions representing market-leading companies, and is the choice of international entities for advice concerning both the Portuguese and international markets. His clients come from a range of sectors, chiefly tourism, water, concessions, urban planning and construction, public governance and aviation.

Regarding the firm's client base and approach to recruitment, Mr de Moura Marques noted: "We continue to be focused on industry sectors, as we believe that substantial assistance to a client must be based on a significant knowledge of the sector the client is involved in, as otherwise, the advice is likely to be too generic. We believe that this differentiates us from our competitors, since most law firms seek to be in many different industries at any time rather than concentrating on a few. We acquire significant knowledge in these

specialist areas – and then expand our reach to other adjacent industries.

"Furthermore, we believe in recruiting people who are able to share these same attributes, which are the foundations for success. This involves a well-rounded knowledge of the law and the capacity to develop skills under pressure and in a timely fashion. We do not believe in young lawyers with short-term experience in multiple law firms, as that is opposed to the stability required to develop those skills. Stability is a core value for any organisation, because it is a cornerstone to establish and perfect procedures, build internal trust and provide individual confidence to team members."

In the past 10 years, AAMM has become one of the 30 most valued law firms in the country by revenue, and is one of the highest profit-per-equity-partner law firms in the Portuguese market, according to a leading Iberian Lawyer survey.

*AAMM prides itself on having  
a multidisciplinary team.*



# CRIMINAL LAW EXPERT OF THE YEAR IN ROMANIA



## Budusan & Associates

Ovidiu Budusan  
Managing Partner

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**Budusan & Associates was established in 2008 as a private practice intended to mirror the increasingly organised, staffed and sophisticated investigative tools of the prosecution.**

**Today, the core services of the firm consist of the integrated management of business crime cases, whether from a defensive standpoint, or by serving the needs of crime victims when seeking compensation from offenders or other responsible parties.**

Since its setup, the firm has provided legal services in a vast majority of local high-profile business crime and corruption cases. Its professional activity is defined by a combined legal and procedural approach, integrating various branches of law as well as fields of expertise. While staying focused on the needs of the clients, the firm is well known for its coherent, client-tailored procedural strategy, designed to maximise the chances of the best possible outcome.

Led by former high-ranking prosecutor Ovidiu Budusan, Budusan & Associates continues to register successful outcomes in prominent cases. During the COVID pandemic, the firm honoured its professional commitment by providing uninterrupted, efficient legal advice and assistance to clients remotely, while also handling court representation in urgent matters.

In 2021, the firm handled high-profile corruption cases involving a former minister and MP, the shareholders of a major Romanian retailer, in addition to major EU funds fraud cases in infrastructure and food industries, tax evasion cases in the food & beverages industry, and professional offences committed in Romania against global companies.

Mr Budusan is a highly experienced litigator, having acted as prosecutor-in-chief of the Division for the Prosecution of Corruption and Organized Crime – later reorganised into PNA/DNA and DIICOT – within the Prosecutor's Office of the Supreme Court of Justice (now PICCJ). In his day-to-day casework, he manages defence in complex cases dealing with business crime charges,

across industries such as banking and finances, energy, oil & gas, IT, media, capital markets, pharmaceuticals, food industry, infrastructure, as well as charges of tax evasion and corruption offences. He also has a wealth of experience in the field of human rights, especially in the context of criminal and ancillary procedures, and has a notable track record of cases wherein individuals, companies or professional associations challenged unjustified interferences of state authority in the exercise of fundamental rights – before both national courts and the European Court of Human Rights.

Mr Budusan noted: "In addition to our white-collar experience, our lawyers draw upon their prior experience in other core practice areas, including corporate and securities, finance, accounting and tax, pharmaceuticals and energy. Clients have benefitted from the firm's commanding presence on the Romanian market for over a decade, as well as from our depth of experience in counselling clients facing high-profile investigations and enforcement proceedings."

The firm has conducted or assisted in internal investigations for private companies, boards of directors, audit committees and special committees relating to allegations of criminal misconduct. This practice includes counselling clients on the issues that frequently arise during internal investigations, including: the decision of whether to voluntarily disclose information to law enforcement or, as the case may be, regulatory agencies; the strategic considerations arising from parallel government inquiries and/or parallel government inquiries and private litigation; as well as employment law issues and communications with auditors.

It also regularly represents companies and individuals in matters involving the Romanian Corrupt Practices Law, including internal investigations into alleged Romanian Corrupt Practices Law violations, National Anticorruption Directorate (DNA) investigations, asset-freezing procedures and enforcement proceedings.

"Our capabilities in this area are strengthened by a wealth of experience

in the field of EU funds regulatory and prosecution investigations, at both the national level and that of the European Anti-Fraud Office," added Mr Budusan. "Based on this experience, the firm is ready to handle defence in investigations of the European Prosecution Office (EPPO), the independent prosecution body intended to tackle serious crimes against the EU budget – such as fraud, corruption or serious cross-border VAT fraud."

Given the wide interpretation of the notion of organised crime under national law, the firm regularly represents companies and individuals in white-collar investigations handed by the highly specialised Romanian prosecution body, the Directorate for Infringements of Organized Crime and Terrorism (DIICOT), as well as asset-freezing and enforcement procedures. Such matters may include sophisticated tax fraud, embezzlement, fraud and false claims, security offences, corporate and professional offences, committed by an organised crime ring of three or more individuals.

Furthermore, over the last year, Budusan & Associates granted legal assistance and representation to a food & beverages company indicted in a complex case of tax evasion with an estimated damage of approximately EUR 3 million, as well as money laundering of an amount of some EUR 10 million, allegedly intended for corrupt practices. The firm also managed the defence in a significant tax evasion case in the media field, with an estimated damage of EUR 10 million; as well as a major tax evasion case involving a railroad infrastructure company with an estimated damage of EUR 2 million. Another notable case concerned criminal infringements on IP rights, with estimated damages exceeding EUR 100 million. In 2021, the firm managed a criminal court case centred around the bankruptcy of Romanian insurance company ASTRA S.A., dealing with economic and professional offences, as well as estimated damages in the range of EUR 200 million, ending in final acquittal of the firm's client by the High Court of Cassation and Justice.

The firm is listed in the Legal 500 and Which Lawyer Romania.

# INTERNATIONAL FINANCIAL ADVISORY EXPERT OF THE YEAR IN SPAIN



## deVere Group

**Thomas Griffin**  
Area Manager – Executive Wealth Manager

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**deVere Group is the world's largest independent financial consultancy group. International investors and expatriates employ us to find financial services products that suit their medium- to long-term requirements for insurance, investments, savings and pensions. With in excess of US \$9 billion of funds under administration and management, deVere has more than 70,000 clients in over a hundred countries. We offer clients across the globe the powerful combination of personal financial advice and innovative digital solutions.**

Our various fintech apps were designed to offer simplicity, convenience and easy access for clients to monitor and manage their investments. Investing includes: Catalyst, a low-cost investment app; Atom, where you can create a trust online and invest; and the deVere Investment app, where you can invest in structured products. We also offer Core, where you can monitor and track your portfolio, and IdentMe, a verifying app, where your identity and KYC documents are uploaded and verified with less red tape.

### Real-World Problem Solvers

When the people and businesses we serve are successful in achieving their objectives, we are doing our job.

We fulfil our purpose every day through our four core values:

### Dedication

We are relentless in seeking out the optimal financial outcomes for our clients.

### Client-Centric Focus

We are committed to always putting our clients and their financial needs and wants at the centre of everything we do.

### Excellence

We bring uncompromising integrity and industry-leading professionalism by investment in the ongoing training and development of our people.

### Innovation

We continually strive to develop more and better pioneering solutions.

Our leadership team leads by example in order to create and grow an organisation with which clients and all stakeholders want to build successful long-term relationships founded on rapport and trust. Through greater discipline, drive, an experienced Board, highly skilled management and effective governance practices, our people bring a higher standard to everything we do.

*We continually strive to develop more and better pioneering solutions.*

### How I Can Assist You

I help my clients reach, and frequently exceed, their financial goals. Working closely with you, we will devise, implement and manage a bespoke financial strategy and solution to help you create, grow and maximise your assets.

My journey with my clients begins with establishing values to be adhered to, and then, on this foundation, we build a changeable set of intended consequences.

Subsequently, I discuss and implement the most effective way of growing and protecting the client's wealth and assets for the future and to the benefit of their families and beneficiaries.

The deVere Group are the market leaders in QROPS (Qualifying Recognised Overseas Pensions Schemes) allowing expats to confidently and cost-effectively move their UK pension to a more secure, transparent and actively managed HMRC-approved scheme.

Specialties include: UK pension, QROPS, QNUPS, EURBS, Savings Plans, Inheritance Tax Planning, Trusts, Portfolio Management, Pension & Retirement Planning, Education Fee Planning, Lump Sum and Offshore Investment, Life Insurance, Wills, Foreign Exchange, International Mortgages, International Healthcare, Fund Platform, Online Trading and Private Banking.

# 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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## CROSS-BORDER TRUSTS & ESTATES EXPERT OF THE YEAR IN SWITZERLAND



### Erismann Legal

**Erik Erismann**  
Attorney-at-Law / Founding Partner

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

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

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

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

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

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

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

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

### Expertise

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

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

### Professional Affiliations

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

## TAX LAW EXPERT OF THE YEAR IN SWITZERLAND



### Afschrift Law Firm

**Typhanie Afschrift**  
Founding/Managing Partner

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### Switzerland, Still an Attractive Tax Environment

Things have changed in recent years in a world of increasingly aggressive taxation for taxpayers, both corporate and individual.

The tendency in most countries is to believe that the powers of the state must always come before the rights of individuals. This is astonishing at a time when, as in the past, some of these states, although funded by the taxes paid by everyone, commit repeated atrocities on their territory and elsewhere.

The hunt for taxpayers has sometimes become a central preoccupation of many countries, in the form of the "fight against tax evasion," which is a constitutional objective in a country like France.

There are countries, however, where things are different, within the law, and Switzerland is probably the best of them.

Switzerland has been able to maintain, at least at the internal level, for its inhabitants and for its companies,

rules for the protection of privacy and a limitation of the powers of constraint towards individuals. For example, the sacrosanct banking secrecy, which no longer exists in banks for their clients living abroad, is still maintained in Switzerland, and the Swiss tax authorities cannot, as a rule, obtain access to your bank account if you live in Switzerland.

The general attitude of the administrations is also to always try to conciliate and trust honest taxpayers, which is not the case everywhere else.

Switzerland has also maintained, for both companies and individuals, tax regimes which certainly have nothing to do with the idea of a "tax haven," but which remain reasonable, with a share of compulsory levies in GDP that is close to 32%, whereas other countries are increasingly in the region of 50%. This is a significant difference, especially as the public services provided with the funds raised are generally of a much higher quality.

Efforts are also being made in the area of private legislation, for example

with an inheritance reform, which will come into force in 2023, and which makes it possible to reduce the famous "inheritance reserve," which is often understood as an infringement of the freedom to grant legacies.

This is just one example among many, to which will no doubt soon be added the possibility of setting up trusts under Swiss law.

Finally, from a tax point of view, the multiplicity of cantonal tax regimes makes it possible to make judicious and advantageous choices.

Swiss residents quickly realise that they rarely have to deal with a federal administration in Berne, but handle their tax affairs close to home, in their canton. This is a considerable advantage, both in terms of communication and in terms of a certain tax competition, which is always desirable, between the authorities.

The choice of Switzerland remains a must in tax matters as in other areas.

# NATURAL RESOURCES LAWYER OF THE YEAR IN TURKEY



**Bener Law Office**

**Gözde Esen Sakar**  
Senior Partner

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gozde.esen@bener.com  
www.bener.com



**Bener Law Office, established in 2001 in Istanbul, displays a client-orientated approach in all its services.**

Today, as a leading law firm, Bener provides services in all areas of law with the experience and knowledge of its employees.

Our primary goal is to add value to our clients to improve their activities by establishing a relationship of mutual trust. Our most important qualification that distinguishes us from our competitors is to pay close attention to the needs of each of our clients, to understand their goals and help them arrive at the point they want to reach, presently and in the future.

As a firmly rooted in the Turkish market, we offer effective solutions to our clients in light of our experience and knowledge of business culture and procedures in the region. Our law firm, which also operates outside of Turkey, provides global and high-quality legal services to clients via offices that operate in different parts of the world, by way of our international connections.

We operate in the center of the energy sector in Turkey. With our expert teams, we

provide the highest quality services, tailored to our clients' individual requirements. We assist companies, financial institutions and investors in overcoming the difficulties they may encounter in the sector – through a combination of practical and solutions-orientated commercial advice and innovation.

Our lawyers provide a comprehensive service to our energy and resources clients in areas such as: oil & natural gas production; pipelines; LNG; refining and petrochemicals; power distribution; renewable energy (including hydroelectric, wind, solar, geothermal); alternative energy; as well as water & wastewater.

In addition to the above, we have the privilege of being one of a limited number of law firms with a real in-depth understanding of the mining industry in Turkey. We represent various investors, companies, mineral exploration and mining companies operating in the mining and metal sector. In this respect, our lawyers provide full-fledged advice through each stage of a mining project's life cycle – from the tender process to licensing and permits, from operation to equipment procurement and termination.

**Gözde Esen Sakar**

Gözde Esen Sakar is the Head of our Corporate and M&A team. She has around 20 years of law experience, and has been with Bener since 2005.

Gözde is well known in the market for corporate and M&A transactions, including, but not limited to: energy, e-commerce, infrastructure, real estate and other industrial sectors. Her work in the energy sector is particularly noteworthy. She is also involved in many of the significant Turkish transactions in the e-commerce sector, including the highest valued deals to date. Gözde also has extensive experience in IPO transactions and banking as well as general financial transactions. She is a highly regarded and ranked lawyer by reputable worldwide legal institutions.

She has also been recognized as one of the world's leading practitioners in the energy mining field in Turkey in Who's Who Legal: Mining several years in a row, and she has authored and contributed to numerous publications in both the international and domestic legal markets.





# PUBLIC PROCUREMENT LAW EXPERT OF THE YEAR IN TURKEY



## Kiliç Çaylı & Partners

Mrs. Duygu KILIÇ ÇAYLI (LL.M.)  
Managing Partner | Attorney at Law

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KILIÇ & Partners  
ÇAYLI

**Kiliç Çaylı & Partners provides outcome-orientated solution methods for extensive questions that require technical expertise, as well as providing attorney and legal counselling services to our local and international clients.**

We specifically provide services in the public procurement law area and every aspect of public contracts since 2009.

In the area of public procurement, we provide comprehensive legal support to our clients throughout the process of participation in goods, services and works procurement and the finalization of the contracts. Additionally, we pursue frequent amendments in the public procurement area and make sure to inform our clients accordingly.

The main services we provide in the public procurement area are as follows:

### **Procurement Operations and the Process Until the Signing of the Contracts**

- We ensure our clients are fully informed about potential risks in the procurement document, prohibited acts or conducts, disqualification and legal risks for registration of tender securities as revenue;
- We examine the compliance of procurement documents, tender decisions and results of procurement with the related legislation;
- We file complaints and appeal applications to the Public Procurement Authority and conduct follow-up operations;
- We file annulment suits against the decisions of the Public Procurement Authority and represent our clients before courts.

### **Procurement Contracts and Compliance**

- We ensure our clients are fully prepared and informed about potential risks in procurement contracts and the necessary procedures to be followed;
- We ensure our clients are well informed about prohibited acts or conducts, contradictions to the contract, termination of the contract, performance bond cuts and penal sanctions;
- We provide legal counsel by applying preventive law resolutions to disputes arising from contracts, suggesting alternative dispute resolution methods;
- We provide services regarding the termination of the contract, registration of tender securities as revenue, execution of the legal process in case the penal sanctions are applied, execution of suits filed in civil courts and interlocutory injunctions. We represent our clients before courts.

### **Sanctions and Tender Crimes**

- We file annulment suits against prohibitions from participating in tenders and execute the legal process;
- We provide legal services regarding tender crimes within the scope of Turkish Criminal Code and represent our clients before the courts.

Kiliç Çaylı & Partners is highly experienced in dealing with cases related to public procurement law and public procurement contracts law areas. In this context, we mostly provide legal services to local and international corporate firms who adopt preventative law.

With risk notices provided to our clients, we ensure they are well informed and prepared for every single outcome. The risks we determine correspond to actual outcomes. Our main principle is to obtain a transparent and rapid communication with our clients. We deliver integral resolutions with both

our team of expert lawyers and technical advisors who are familiar with the practice.

We have three published books regarding public procurement law. We share our articles and blogs with the public via sectorial magazines and international platforms such as Mondaq.

Public Procurement Law is an area of study that requires special and technical expertise that bears serious risks. In this field of law, case practice is essential. This is one of the main reasons we collaborate with many international firms. Many international corporate in-house lawyers request our support in public procurement law and collaboration. Consequently, our firm's recognition and reputability are ever growing in international platforms.

In the last two years, the COVID-19 pandemic caused much pressure over our clients' businesses, both via temporary regulations of those times and the increased turbulence of the VUCA environment. We were forced to respond to the legal issues quickly, yet accurately, and within the limitations of diminished physical contact with both clients and each other. On the other hand, thanks to the increased awareness and effectiveness of online meetings, these new "muscles" gave us the opportunity to extend our client base globally to record levels.

Our vision for the near future will be shaped by the macroeconomic dynamics of the post-COVID era. With the comparably high growth rate of the Turkish economy, combined with the competitive value of local currency rate and attractively lowered company valuations, we are expecting a tremendous increase in the appetite for doing business in Turkey.

We will be a key business partner for clients who want to gain access or expand into Turkish markets – by focusing on M&A deals, alternative dispute resolutions and arbitration processes, PPP projects and competition regulations.



## BANKING & FINANCE LAW FIRM OF THE YEAR IN THE UK

**"1 Crown Office Row is a first-rate set of chambers and, in my view, the best set in London."**

*Legal 500 2022*



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1 Crown Office Row, the Chambers of Richard Booth QC, is recognised as one of the leading sets in the UK. Our commitment to excellence has led to an equally dedicated and diverse client base, which includes entrepreneurs, small businesses, large corporations, NGOs and local and central Government.



## FINANCIAL SERVICES & REGULATORY LAW FIRM OF THE YEAR IN THE UK

**"They're an outstanding set [...] The breadth and depth of knowledge available within chambers is second to none."**

*Chambers & Partners 2022*



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www.1cor.com



1 Crown Office Row has a stellar reputation for advocacy, court-craft and specialist advisory work. Our barristers are known both for their forensic expertise and the versatility of their talent, which underpins all of their work.





## INTERNET & E-COMMERCE LAW FIRM OF THE YEAR IN THE UK



### Computalaw Ltd

**M-T. Michele Rennie (LLB, NP)**  
**Founder & Head of Intellectual Property/  
Internet Law**

**Tel: +44(0)7785 394026**  
**m.rennie@computalaw.com**  
**www.computalaw.com**



**M-T. Michele Rennie (LLB, NP), is Founder and Head of Intellectual Property and Internet Law at Computalaw Ltd, based in the UK, Europe and internationally. Computalaw provides the most up-to-date IT, Internet and E-commerce legal and business contracts for worldwide use through [www.computalaw.com](http://www.computalaw.com), which was awarded Internet Law Firm of the Year in 2020, Leaders in Law – Internet & E-commerce 2020 and Global Law Experts for Internet & E-Commerce in 2019–2022.**

Michele has specialised in intellectual property and Internet law worldwide for more than 25 years and has acted as international legal adviser to hundreds of IT companies around the world, including many multinationals to startups, serving many varied business sectors. Such sectors range from aerospace and safety critical industries, to software, databases, systems, SaaS, Cloud computing, companies creating Platforms for the “GiG” economy, employment, financial and legal

sectors, mobile phone payment systems and companies developing “Apps” for every type of product and service.

In addition, Michele is legal adviser to numerous smaller pioneering companies in specialist niche areas, such as an exciting technology company harnessing satellite data intelligence for environmental analysis, and statistics required by multinational organisations such as the UN Intergovernmental Panel on Climate Change. Most recently, Michele is legal adviser on AI digital “tools” as well as advising “disrupter” companies offering novel Platform services.

Michele was awarded Women in Law winner in 2019 and voted one of the Global Law Experts for Internet & E-Commerce in 2019–2022. She is a member of the International Bar Association Committee on International Computer & Technology Law, past chairman of the British Computer Society Ecommerce Legal Task Group, and a member of the Intellectual Property and Electronic Commerce working parties of the Digital Alliance.

Michele was also legal adviser to the CTOSE Foundation, established to promote the results of the European Commission-sponsored CTOSE Project on Cybercrime, which is now utilised worldwide.

### **Publications:**

Michele Rennie is a regular conference speaker and is the author of several publications on International Computer and Internet Contracts and Law (published worldwide by ThomsonReuters/Sweet & Maxwell) 1994–2022, which is updated several times a year to keep abreast of the latest developments. This publication contains more than 6,000 pages of computer and Internet contracts, as well as intellectual property and e-commerce law relating to the UK, Europe, the US, China, India, Australia, Japan and the Internet, with specialist sections on Electronic Signatures and Online Dispute Resolution.

Michele is also the Editor of Computer and Telecommunications Law Review (CTRLR), published by Thomson Reuters / Sweet & Maxwell, for which she edits and writes IP articles.

## CIVIL LAW EXPERT OF THE YEAR IN THE UNITED KINGDOM



### Highgate Hill Solicitors

**Katherine Alexander-Theodotou**  
**Principal**

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**[www.highgate-hill-solicitors.co.uk](http://www.highgate-hill-solicitors.co.uk)**

## Highgate Hill Solicitors

**Highgate Hill Solicitors is based in the Highgate Hill area of North London, serving the local community as well as clients throughout the UK and overseas. We have offices in Nicosia and an associated office in Athens.**

We provide friendly, professional advice in a wide variety of legal areas. In a busy world, we try and make ourselves available at times convenient to you. There are no hidden costs or hidden fees. We will tell you the price of our services up-front and keep you updated.

Highgate Hill Solicitors in London and K. Alexandrou Theodotou LLC in Cyprus are highly competent in acting as mediators, negotiators and arbitrators. If you have a problem relating to any property or loan in connection with Cyprus or UK, then we are in a position to resolve it without going to court; to date we have resolved more than 300 such cases.

Human Rights is an area wherein the Principal of the firm has campaigned with great success. She was present during the war in Iraq, in Baghdad, advocating human rights for prisoners and for those harmed by the military operation. She has campaigned for Kurdish human rights and the security and integrity of the autonomous state of Kurdistan, Iraq.

### **Katherine Alexander-Theodotou**

Katherine Alexander-Theodotou was born in Cyprus, where she completed her secondary education, and where her father was also a barrister of distinction. She studied in Athens, Belgium (Ghent) and London and has distinguished herself as a researcher, having obtained two PhDs with Distinction.

She wrote a special report on the Multiple Fibre Agreement and its relationship with GATT and the European External Trade, with special reference to the small clothing industry in London.

Ms Alexander-Theodotou is a solicitor of the Supreme Court of England and Wales and a registered member of the Nicosia Bar. She is the Principal of Highgate Hill solicitors and of Alexander Theodotou practice in Nicosia. Furthermore, she is an associate of A. Lionis and Associates at Palaio Faliron, Athens.

She has enormous experience in litigation and commercial litigation, and has distinguished herself in prominent cases of bi-lateral jurisdiction as well as being a noted expert on property in

Cyprus. She has won several cases relating to purchase agreements of properties in Cyprus, and is presently involved with two major actions related to the aforementioned area of law.

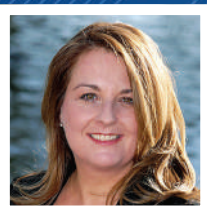
Ms Alexander-Theodotou has been highly active as a human rights activist in Iraq during wartime. She stayed there for more than three months, working voluntarily to protect the rights of arrested persons and others. She is the Chair of the Anglo-Hellenic and Cypriot Law Association, and has organised many seminars with the legal professionals of the three countries.

In addition, she founded the European Institute in Cyprus, which is funded by the European Union and the Cypriot government.

Ms Alexander-Theodotou is now fighting to protect the rights of black and ethnic solicitors against the Solicitors Regulation Authority, and to have the Solicitors Disciplinary Tribunal replaced by an independent court. She aims to protect the rights of all solicitors by exchanging the SRA with a body that has been elected among the members, as well as to prevent increased fees charged to clients by both professions by amalgamating them together – thus paying only one lawyer one scale approved by the legal services to the advantage of less prosperous people.

*Human Rights is an area wherein  
the Principal of the firm has  
campaigned with great success.*

## FINANCIAL REGULATION AND DERIVATIVES EXPERT OF THE YEAR IN THE UNITED KINGDOM



**Oesa Partners**

**Kate Wormald**  
Owner & Founder

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### **Oesa Partners' business is tailored to be an integral part of its clients' legal and risk management processes.**

The firm provides dynamic and proactive advice in relation to the negotiation of all the trading and counterparty documentation required to establish prime brokerage, OTC & ETD derivatives, clearing, brokerage and cash book relationships. Oesa also advises on the associated legal regulatory issues that arise, and is highly cost-effective, having pioneered the use of fixed fees.

Today, Oesa's specialist advice applies across all markets and products, with particular expertise in prime brokerage and how this relationship operates, including the prime broker's use of the fund's assets, synthetic prime brokerage versus standard services, derivatives, collateral and margin management. The firm also advises on how excess margin can be protected, including Client Money Protection, central counterparty clearing and risk mitigation requirements under EMIR. Moreover, its expertise covers margin finance, stock loans, Global Master Repurchase Agreements, tripartite repos, third-party

collateral holders, custody arrangements, charges and security taken over a client's assets and administration services.

Further advice is rendered on structuring individual transactions – including key terms to protect against life cycle events, potential disruption events and potential defaults – as well as resolving trade disputes, disruption events, extraordinary events, inconvertibility and non-transferability, fails, squeezes and buy-ins.

### **Kate Wormald**

Kate Wormald has advised and represented a large cross section of the hedge fund community and alternative asset managers over the past 20 years, since founding the firm in 2002. She has also been engaged by Ernst and Young, large pension funds, a well-known charitable trust, industrial corporates and proprietary trading houses, all of whom required specialist legal advice in relation to their trading and derivative documentation.

Ms Wormald qualified as a barrister, but decided to pursue a career in the City as a sales and trading legal adviser. Specialising in derivatives and complex structured products,

she gained invaluable experience in-house at several large financial institutions, including Daiwa Securities, Salomon Brothers (now Citi) and Goldman Sachs, where she was the head of the European capital markets legal team that encompassed not only all the derivative trading activity for EMEA, but also its prime brokerage business.

Her advice at all of these institutions was integral to the development of a vast array of new innovative financial products. In addition, she contributed to the many industry initiatives to standardise documentation, including the ISDA Master Agreement and CSA, FOA ETD agreements and the GMRA.

Prior to setting up Oesa, Ms Wormald was a consultant to the then FSA, and was one of the original authors of the Market Abuse Code and the Wholesale Money Markets Code of Conduct.

Her wealth of experience is unmatched in the alternative asset manager space, and she has used this to run Oesa successfully as a bespoke consultancy focused on delivering timely solutions to clients.

## PODIATRY EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



**Gait & Posture Centre**

**Simon Costain**  
Managing Partner

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www.gaitandposture.com



### **Simon Costain is the owner and Senior Partner in Gait & Posture Centre, and has more than 45 years' practice experience in Podiatry. He held a Consultant Podiatry post in the NHS and has worked in Harley Street since 1985.**

As one of the founders of Podiatric Surgery and Podiatric Sports medicine in the UK, for many years Mr Costain has specialised in non-surgical gait evaluation techniques and, where possible, offers alternatives to surgery for foot problems. He has completed his official expert witness training and holds a (CUBS) Bond Solon certificate.

His expert witness work primarily involves personal injury evaluation, both for plaintiffs and defendants, and has on several occasions offered expert witness evidence in court. He has been involved in criminal cases, calling on his expertise in gait analysis of CCTV footage as well as footprint analysis, but now concentrates more on personal injury and medical negligence cases. These deal with

injuries to the feet, ankles and lower legs, considering the long-term effect those injuries have.

Where a patient has an injury that impacts their ability to walk, to be mobile or suffers continued pain, Mr Costain can offer his opinion. These cases often require the use of specialised insoles called 'orthoses', which help to improve function and can include referral to a bespoke shoemaker if necessary.

Expert witnesses have become an indispensable part of today's increasing litigation. Mr Costain commented: "I believe a Podiatric opinion helps those involved to see the solutions that are available to help optimise mobility and mitigate some of the issues. Where surgery has previously been proposed, we can offer an alternative for the Court to consider. Our opinion provides an honest view, based on many years of experience, as to how best the skills of the Podiatrist can be engaged – at a fair cost and through non-surgical means."

Ahead of any investigation, Mr Costain will review the treatment to date, history of injuries sustained, and any relevant Orthopaedic or Podiatric reports that have already been compiled. This may include analysis of the injury and impacts by other medical professionals, or personal statements from the patient.

He added: "We consider all of the data provided, and then at a consultation will examine the patient, both statically and dynamically. Taking everything into account, we use our knowledge and experience to provide a diagnosis and recommendations on treatment, including costings. Podiatrists see both acute and chronic injury, and so we can see patients at any point in their journey.

"Time is important, and so we offer rapid analysis and concise report-writing skills. We possess the latest clinical analysis technology, including an X-ray system, video gait analysis software and computer pressure analysis. This, along with our many years of experience, means our analysis is as up to date and accurate as possible."



## DATA PROTECTION LAWYER OF THE YEAR IN AUSTRIA



SCWP Schindhelm, Austria

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## DISPUTE RESOLUTION LAWYER OF THE YEAR IN AUSTRIA



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Dr. Christoph Leon  
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CHRISTOPH  
LEON

## PATENT ADVISORY EXPERT OF THE YEAR IN AUSTRIA



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Andreas Wildhack  
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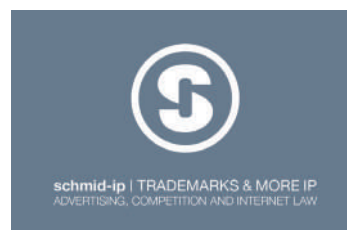
## TRADEMARK LAW FIRM OF THE YEAR IN AUSTRIA



schmid-ip

Dr. Katharina Schmid  
Owner | Attorney at Law

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## IT LAW FIRM OF THE YEAR IN BELGIUM



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## INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN BULGARIA



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**PAVLOV & CO**  
INTELLECTUAL PROPERTY AND LAW OFFICE

## COMMERCIAL LAW FIRM OF THE YEAR IN CROATIA



### Musulin & Associates Law Firm Ltd.

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ODVJETNIČKO DRUŠTVO  
MUSULIN I SURADNICI

## FINANCIAL SERVICES EXPERT OF THE YEAR IN CYPRUS



### CTA Law Firm (C.T. Antoniou & Co LLC)

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**cta.** LAW FIRM

## IMMIGRATION ATTORNEYS OF THE YEAR IN CYPRUS



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**VASILIOU**  
LAW

## INTERNATIONAL BUSINESS LAW FIRM OF THE YEAR IN CYPRUS



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**α | SOFOKLEOUS**  
advocates & legal consultants



## IP LITIGATION LAW FIRM OF THE YEAR IN CYPRUS

### GEORGE L. SAVVIDES & CO LLC

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GEORGE L SAVVIDES & CO LLC  
ADVOCATES & LEGAL CONSULTANTS

## PROPERTY LAW FIRM OF THE YEAR IN CYPRUS



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## COMMERCIAL LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



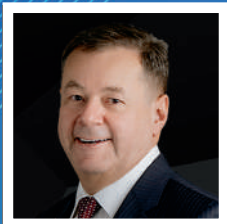
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JUDr. Petr Michal, PhD.  
Equity Partner

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## PUBLIC PROCUREMENT LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



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## BUSINESS VALUATIONS ADVISORY FIRM OF YEAR IN ENGLAND



### Harwood Hutton

Adam Stronach  
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www.harwoodhutton.co.uk



## COGNITIVE HEALTH EXPERT OF THE YEAR IN ENGLAND



**Re:Cognition Health Brain and Mind Expert**

**Dr Emer MacSweeney  
CEO**

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re-cognitionhealth.com  
www.recognitionhealth.com**

**Re:Cognition  
Health  
Brain and  
Mind Experts**

## COMMUNICATIONS LAW FIRM OF THE YEAR IN ENGLAND



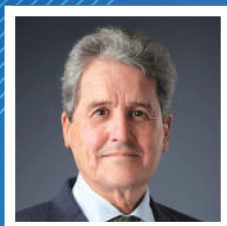
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**PREISKEL & CO**

## FAMILY FINANCIAL DISPUTES LAW FIRM OF THE YEAR IN ENGLAND



**John Hooper & Co**

**John Hooper  
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**John Hooper**

## HEALTH CARE SECTOR M&A ADVISORY FIRM OF THE YEAR IN ENGLAND



**Cooper Parry Corporate Finance**

**Andy Parker  
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## CORPORATE TAX LAW FIRM OF THE YEAR IN FRANCE



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**BOURGEOIS REZAC MIGNON**  
Avocats à la Cour



## ENVIRONMENTAL LAW EXPERT OF THE YEAR IN FRANCE



**Huglo Lepage Avocats**

**Corinne Lepage**  
Avocate associée fondatrice du cabinet  
Huglo Lepage Avocats

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## COMPLIANCE LAW FIRM OF THE YEAR IN GERMANY



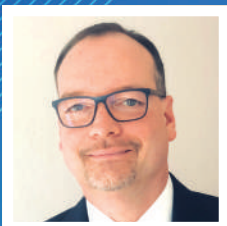
**Catus Law + Compliance**

**Dr. Stephanie Trossbach**  
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## INHERITANCE LAW FIRM OF THE YEAR IN GERMANY



**Dr. Marcus A. Hosser, TEP**

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Certified Tax Lawyer

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## INSURANCE LAW FIRM OF THE YEAR IN GERMANY



**GLAUBER & PARTNER**  
Partnerschaft von  
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GLAUBER & PARTNER  
RECHTSANWÄLTE

## INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN GERMANY



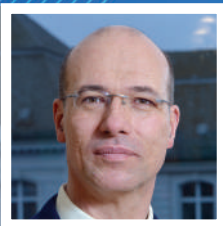
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## INTELLECTUAL PROPERTY EXPERT OF THE YEAR IN GERMANY



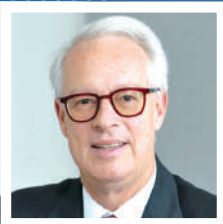
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**MAIKOWSKI & NINNEMANN**  
PATENTANWÄLTE • PARTNERSCHAFT mbB

## IP LAW FIRM OF THE YEAR IN GERMANY



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**Michael Turi**  
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## TENANCY AND REAL ESTATE LAW FIRM OF THE YEAR IN GERMANY



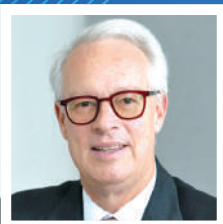
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**Christian Wilser**  
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## TRADEMARK LAW FIRM OF THE YEAR IN GERMANY



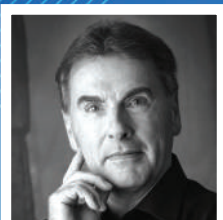
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**Michael Turi**  
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## YACHT LAW FIRM OF THE YEAR IN GERMANY



**CPS Schließmann**  
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Prof. Dr. Christoph Ph.  
Schließmann  
Founder and Owner of CPS  
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## ADMINISTRATIVE LAW FIRM OF THE YEAR IN GREECE



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**Anastasia Daradani**  
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## CRIMINAL LAW EXPERT OF THE YEAR IN GREECE

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**Ovvadiaz Namias**  
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**Vasileios Petropoulos**  
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Ovvadiaz S. Namias  
Law Firm

## INVESTMENT LAW FIRM OF THE YEAR IN GREECE



**Katerina Marini and Associates Law Firm**  
**Katerina Marini**  
Managing Director and Founder  
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## REAL ESTATE LITIGATION LAW FIRM OF THE YEAR IN GREECE



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## EMPLOYMENT LITIGATION LAWYER OF THE YEAR IN IRELAND



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**Richard Grogan**  
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**RGA** | Richard Grogan  
& ASSOCIATES

## MEDICAL NEGLIGENCE LAW FIRM OF THE YEAR IN IRELAND



**James McSweeney Solicitors**

**James McSweeney  
Partner**

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## BANKING & FINANCE LAW FIRM OF THE YEAR IN ITALY



**Avv. Enrico Sirotti Gaudenzi –  
Studio Legale Sirotti Gaudenzi**

**Enrico Sirotti Gaudenzi  
Avvocato**

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**f Enrico Sirotti Gaudenzi @sirottigaudenzi**



## DATA PRIVACY LAW FIRM OF THE YEAR IN ITALY

**EY Law Italy – Studio Legale Tributario**



**Luigi Neirotti  
Leader of the Practice**

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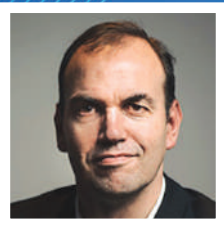
**Alessandra Pietroletti  
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## IMMIGRATION LAW FIRM OF THE YEAR IN LUXEMBOURG



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Avocats à la Cour**

**Frank Wies  
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## INVESTMENT FUNDS LAW FIRM OF THE YEAR IN LUXEMBOURG



**Lextrust Law Firm**

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## INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN MONTENEGRO



**Jovović, Mugoša & Vuković**

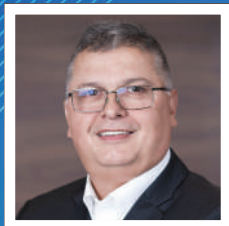
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**Jovović, Mugoša & Vuković**  
ADVOKATSKA KANCELARIJA

## TAX LAW EXPERT OF THE YEAR IN MONTENEGRO



**Jovović, Mugoša & Vuković**

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ADVOKATSKA KANCELARIJA

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ATTORNEYS-AT-LAW

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Sociedade de Advogados, SP, RL

**António Pinto Duarte**  
Managing Partner

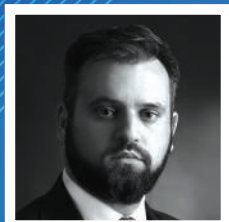
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**F D R**

**PINTO DUARTE, CASADO NEVES & ASSOCIADOS**

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## FINTECH & CRYPTOCURRENCIES LAW EXPERT OF THE YEAR IN ROMANIA



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**S | L | V**

## REAL ESTATE LAW EXPERT OF THE YEAR IN ROMANIA



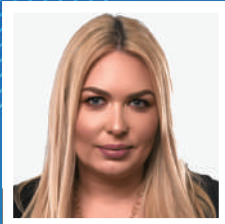
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**POPOVICI NIȚU  
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## WHITE COLLAR CRIME LAW FIRM OF THE YEAR IN ROMANIA



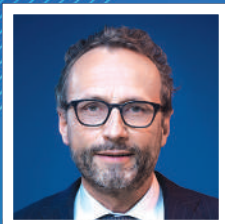
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BUSINESS AT LAW

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**NIEDERER KRAFT FREY**

## CAPITAL MARKETS LAW EXPERT OF THE YEAR IN SWITZERLAND



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## COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN SWITZERLAND



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## VENTURE CAPITAL LAW EXPERT OF THE YEAR IN SWITZERLAND



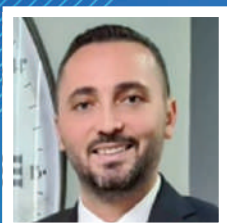
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## INSURANCE LAW EXPERT OF THE YEAR IN TURKEY



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## SHIPPING & MARITIME LAW EXPERT OF THE YEAR IN TURKEY



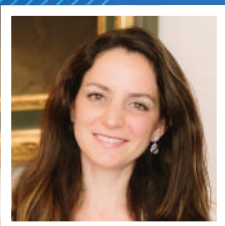
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## BOUTIQUE IMMIGRATION LAW FIRM OF THE YEAR IN THE UK



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## INVESTOR MIGRATION FIRM OF THE YEAR IN THE UK



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## PENSION LAW EXPERT OF THE YEAR IN THE UK



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## TELECOMS ADVISORY FIRM OF THE YEAR IN THE UK

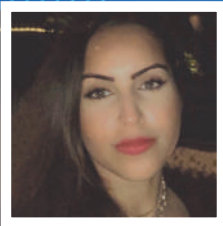
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## BOUTIQUE FAMILY LITIGATION LAW FIRM OF THE YEAR IN THE UNITED KINGDOM



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## COMPLIANCE & OPERATIONAL RISK CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



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## CONSUMER LAWYER OF THE YEAR IN THE UNITED KINGDOM



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## DELAY AND TECHNICAL EXPERT DISPUTE CASE EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



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# INDEPENDENT MEDIATOR OF THE YEAR IN THE UNITED KINGDOM



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**Roger Levitt**  
Owner

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**ROGER LEVITT**   
BUSINESS MEDIATOR





# The Americas Winners

**The economies of Latin America and the Caribbean face a complex juncture in 2022 due to the war between Russia and Ukraine, which ushers in a new source of uncertainty for the world economy. This is negatively affecting global growth, now estimated at 3.3%, a percentage point below original projections before the hostilities began. At the regional level, lower expected growth will be accompanied by higher inflation and slow employment recovery.**

According to estimates released by the Economic Commission for Latin America and the Caribbean (ECLAC), average growth of 1.8% is predicted for the region in this context, where the conflict in Ukraine has heightened inflation, increasing financial volatility and costs. The economies of South America will grow by 1.5%, Central America and Mexico 2.3%, while 4.7% growth is expected for the Caribbean economies (excluding Guyana).

The figures were announced by the organisation's acting Executive Secretary, Mario Cimoli, to the ambassadors for the Group of Countries of Latin America and the Caribbean (GRULAC) during a meeting at the United Nations headquarters in New York.

According to ECLAC, the conflict in Ukraine will also negatively affect world trade dynamics, causing a decrease in foreign demand in Latin America and the Caribbean. The region's main trade partners – the US, China and the EU – will see lower growth rates than those expected before the conflict began. In the case of the US, growth will be 2.8% (1.2 percentage points lower than previous projections). Projected growth for China is at 5% (0.7 percentage points less than before the hostilities), and for the EU, growth of 2.8% is expected (1.4 percentage points lower than pre-conflict projections).

The war in Ukraine has also caused an increase in commodity prices, mainly in fossil fuels, some metals, food and fertilisers. This price increase is in addition to higher costs observed due to disruptions in supply chains and exacerbated interruptions in maritime transport. The price hikes have given impetus to world inflation rates, in some countries reaching historic highs in 2022. In the face of the persistent and increasing inflation, higher interest rates in developed countries can be expected.

The UN regional commission adds that monetary adjustments in the countries of the North have accentuated the tightening of global financial conditions witnessed in recent months, causing greater volatility in financial markets. Alongside the increase in global aversion to risk resulting from the conflict in Ukraine, this has jeopardised capital flows to emerging markets. These trends may be accentuated in the coming months, especially if inflationary pressure persists in developed economies and the central banks in these economies deepen contractive monetary policies, including rate hikes and the reversal of monetary stimuli (asset purchases).

As in the rest of the world, inflationary dynamics have accelerated in Latin America and the Caribbean, warned ECLAC. As of March 2022, regional inflation is estimated at 7.5%, and many central banks in the region anticipate sustained high inflation for the remainder of the year – given the greater uncertainty abroad in light of the war in Ukraine, especially in higher international energy and food prices, and disruptions in global supply chains, as well as persistent high transportation costs.

In response to higher inflation, monetary policy in central banks in the region has become more restrictive, and the majority have significantly raised interest rates, which in most cases have reached levels similar to those observed in 2017.



Retreating fiscal momentum is expected to accelerate in 2022, in step with the evolution of macroeconomic conditions and increased financing costs. Public expenditure will contract, reinforcing the reduction observed in 2021, and reducing fiscal policy contributions to growth.

Although labour markets are showing signs of recovery, this has been slow and incomplete. The pace of job creation in 2022 is expected to decline along with the slowdown projected for growth. The combined factors of greater labour participation and lower job creation will drive higher unemployment rates this year.

### **Tax Revenues in Latin America and the Caribbean Take a Historic Hit before Showing Early Signs of Recovery**

Meanwhile, CIAT, ECLAC, the IDB and the OECD have launched a new edition of their joint publication, Revenue Statistics in Latin America and the Caribbean 2022.

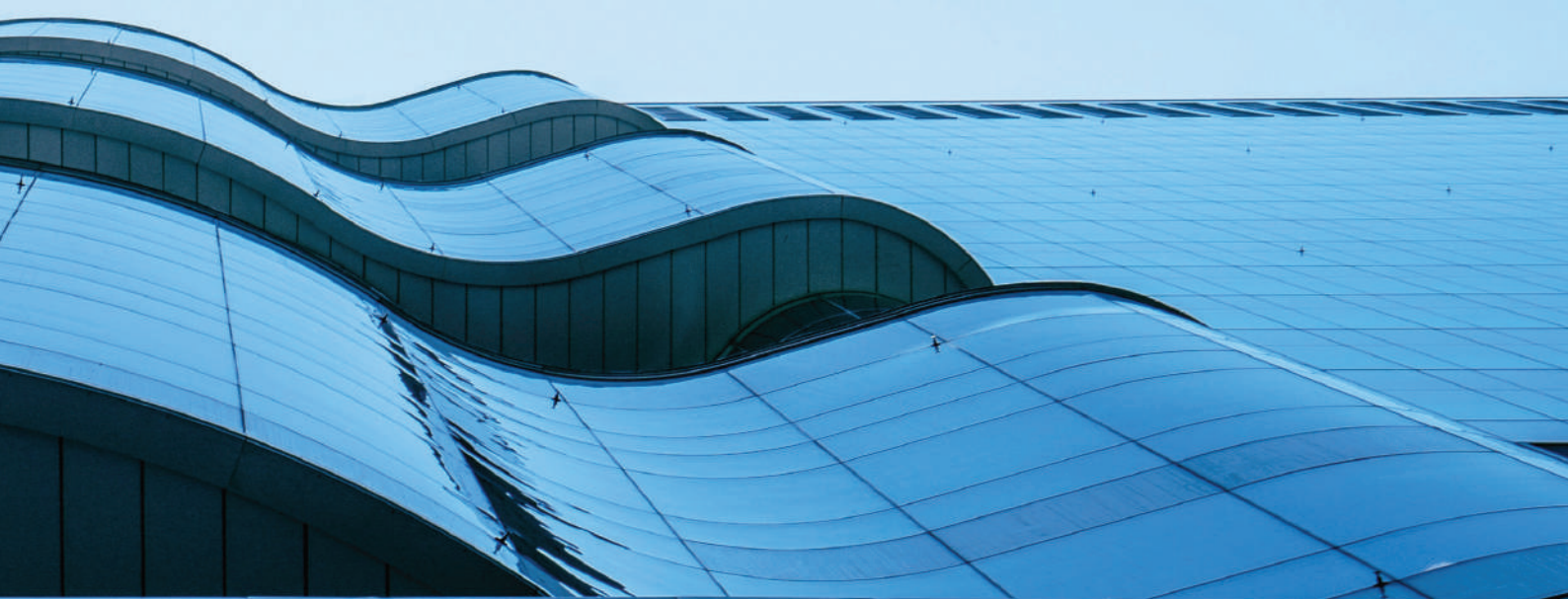
The report shows that tax revenues in Latin America and the Caribbean (LAC) fell by 8.0% on average in nominal terms, and by 0.8% as a share of GDP in 2020, as a result of the COVID-19 pandemic. However, the region's economic recovery and a rebound in commodity prices supported a recovery in tax revenues in 2021.

The statistics also reveal that the decline in tax revenues in 2020 exceeded the region's economic contraction in nominal terms. Tax-to-GDP ratios fell in 20 of the 26 LAC countries covered by the report, and LAC's average tax-to-GDP ratio fell by 0.8 percentage points to 21.9%. Tax-to-GDP ratios in the LAC region ranged from 12.4% in Guatemala to 37.5% in Cuba in 2020.

The decline in LAC's tax-to-GDP ratio in 2020 contrasted with the OECD area, where the average tax-to-GDP ratio rose by 0.1 percentage points to 33.5%. The gap between the LAC and OECD averages widened to 11.6% of GDP in 2020 from 10.7% of GDP in 2019 as a result.

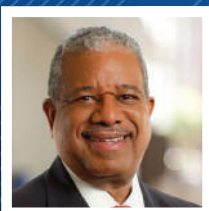
Revenues from all main tax categories declined in nominal terms between 2019 and 2020 on average across the LAC region. Taxes on goods and services, which accounted for about half of total tax revenues in LAC, were the worst affected, decreasing by 0.7% of GDP on average. Revenues from corporate income tax (CIT) declined by 0.2% of GDP, while revenues from personal income tax (PIT) and social security contributions (SSCs) remained relatively stable as a percentage of GDP.

The impact of the pandemic on tax revenues differed between LAC and the OECD. As a percentage of GDP, taxes on goods and services remained unchanged in the OECD, while CIT revenues declined by twice as much as those in the LAC region, and PIT and SSCs both increased. Relative to the OECD, PIT and SSCs accounted for a small share of total tax revenues in the LAC region (28.2% in LAC in 2020 versus 49.4% in the OECD in 2019).





## BUSINESS VALUATION ADVISORY FIRM OF THE YEAR IN THE BAHAMAS



### HLB GALANIS & CO.

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Managing Partner

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**www.hlbgalanis.com**



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Good advice is hard to find. It seems like there are so many hurdles to navigate when running a business. From regulatory requirements to audits to daily growing pains, you need a team of trusted advisers who will guide you down the right path every time.

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- Immigration Services
- Operational Audits

### Philip C. Galanis, CPA

Mr. Galanis is the former Managing Partner of Ernst & Young, Nassau, Bahamas, and now serves as the Managing Partner of HLB GALANIS & CO. He is a Certified Public Accountant (CPA) as well as a Chartered Accountant (CA) and a Certified Valuation Analyst (CVA). He has served as President of the Bahamas Institute of Chartered Accountants from 1988 to 1992 and President of the Institute of Chartered Accountants of the Caribbean from 1995 to 1997.

Philip founded the firm in 1998. He has more than 43 years of experience, auditing clients in the following industries: banking & financial services, professional services, aviation, retail, energy & natural resources, insurance, manufacturing, hospitality & tourism. He has also audited non-profits and the public sector.

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## WHITE COLLAR CRIME LAW EXPERT OF THE YEAR IN BRAZIL



### DTA Advogados

**André Dias de Azevedo**  
Managing Partner

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**David Teixeira de Azevedo Advogados (DTA Advogados) is a white collar crime and investigations boutique based in Sao Paulo, with its practice extending nationwide. The firm was founded by David Teixeira de Azevedo in 2000, following a 17-year partnership with Miguel Reale Junior at Reale & Azevedo Advogados. Today, the team is composed of distinguished professionals with outstanding academic training and unparalleled experience, serving a client base spanning individuals to large multinationals.**

The practice focuses primarily on: white collar and business crime litigation, including tax evasion, fraud, money laundering, cross-border money evasion, large accidents, securities litigation, insider trading, whistle-blower defence, parliamentary investigations, corruption and crimes against the environment; internal corporate investigations to elucidate illicit occurrences in the private sphere of companies; as well as general advisory in corporate operations and any instances where criminal issues might arise.

Moreover, DTA Advogados was a pioneer in conducting a formal defensive investigation in Brazil. The firm conducted the first investigative proceeding registered at the Brazilian Bar Association, years before the regulating provisions of Provimento 188/18.

André Dias de Azevedo, Managing Partner, noted: "Our lean and agile structure, combined with advanced technological infrastructure, allows us to respond efficiently to the challenges of modern society. Our longstanding experience in all instances and courts enables us to provide the best service in litigation, advisory and investigations in cases of all complexity and nature, throughout the nation."

In order to assist with its advisory services, DTA Advogados is also a part of IR Global, a legal service network that advises companies and individuals around the world. The firm has been featured in Chambers and Partners, Leaders League, Best Lawyers and many other rankings.

Mr de Azevedo added: "DTA Advogados is very selective when accepting cases, which makes it one of the lowest matter-to-lawyer ratio in the country. The team

offers exceptional experience, unparalleled academic excellence and personal-level partner involvement, treating each matter as a masterfully crafted work of art.

"We recently represented a giant steel multinational company. In this matter, DTA Advogados helped secure a two-million-dollar deal on a claim of almost 300 million dollars, saving the client over 99% in probable damages. We were also able to fully acquit a well-known politician accused of graft and bribery against a Canadian real estate and construction company.

"The pandemic taught us how to best handle the complexity of our line of work in the environment of our choosing. We provided the entire legal team with the flexibility to decide when and where they work from. Looking ahead, with the easing of lockdowns, we plan to continue expanding our team in order to accommodate the expected growth of our client base without harming our matter-to-lawyer ratio – so as to retain our standard of excellency. In addition, we have a new headquarters in Sao Paulo, and envision opening a further branch in another state capital."



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## FOREIGN INVESTMENT LAW EXPERT OF THE YEAR IN MEXICO



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**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."

*Legem excels at providing advice to companies throughout the process of expanding their business in Mexico.*

## TRADE & CUSTOMS LAW EXPERT OF THE YEAR IN MEXICO



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**Luis F. Martinez**  
Partner

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**Abogados Martinez Serna S.C. (AMS) is a Mexican firm with head offices in the city of Monterrey, Nuevo León, providing integral legal support to a diverse array of national and foreign clients. AMS's members possess a high level of experience and knowledge in the areas of foreign trade, customs, corporate law, foreign investment, real estate law, administrative law and litigation in foreign trade and customs matters.**

The firm's services rendered encompass: the design and review of import and export strategies; international contracts; compliance with tariff and non-tariff regulations; import and export permits; litigation of procedures initiated by customs and tax authorities; compliance with Official Mexican Standards; and authorisation and operation of customs regimes such as Bonded Warehouses, Free Trade Zones and Strategic Free Trade Zones.

Among its casework, AMS provided integrated advice to one of the leading e-commerce companies internationally during their opening in Mexico. For this, AMS designed a new import structure using varying customs regimes and import modalities, obtaining important operation

efficiencies in the process. In addition, the firm worked on the same client's foreign trade department structure, achieving more efficient resources and processes. In a separate case, AMS successfully represented a leading international transportation company by lobbying before the federal government to amend trade and customs legislation, setting an important precedent for the industry. Furthermore, AMS advised a renowned American pharmaceutical company by solving an international trade audit with a contingency higher than \$360 million pesos.

**Luis F. Martinez**

Luis F. Martinez, Partner, obtained his Bachelor's Degree in Law from the ITESM, Monterrey Campus in 1997 and obtained a Master's in International Commerce Regulation from the University of Arizona in 1999. Today, Mr Martinez provides counselling on various legal matters relating to international business. His wide experience includes the interpretation and application of trade agreements with the US, Canada, the EU, Colombia and Venezuela, Chile and Israel. His practice further includes consulting and litigation in customs, regulations and non-tariff restrictions, international commercial

transactions, foreign investment and regulation of export programmes, such as the IMMEX programme. He has more than 20 years' experience, having previously worked at Basham, Ringe y Correa and Baker & McKenzie.

Before starting his private practice, Mr Martinez was a professional researcher on topics relating to unfair practices in international trade, foreign investment and customs at the National Law Center for Inter-American Free Trade in Tucson, Arizona, as well as at the Legal Center for Inter-American trade of the ITESM, Monterrey Campus. He has given classes on international trade regulations, comparative law of international trade, NAFTA, customs law and international economic law as a professor at private and public universities in Mexico.

He has published several studies and articles on international trade, NAFTA, customs topics and investment, in legal magazines in the US, Canada and Mexico. He has been a speaker at multiple forums and conferences, and is a member of the Mexican Bar Association, the US Mexico Bar Association (USMBA), the Mexican Institute of Foreign Trade Executives and the International Section of the American Bar Association.

## BUSINESS LAW EXPERT OF THE YEAR IN ST KITTS AND NEVIS



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

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

### **Citizenship by Investment (Economic Citizenship)**

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

are authorised to submit your citizenship application to the relevant authorities on your behalf.

### **Offshore Companies & Trusts**

Nevis international business companies (IBCs), limited liability companies (LLCs) and international trusts are excellent tools for asset protection and estate planning. We are a registered service provider that can take care of the registration of your Nevis company or international trust. We make the maintenance of your Nevis entity hassle-free. In addition to providing registered agent services – which include a local address for service – we are also available should you require legal support for any transactions involving your Nevis entity.

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

We are well equipped to advance your case in court firmly, fearlessly, effectively and aggressively. We possess a wealth

of experience in a wide range of litigation matters, such as commercial disputes – including urgent interlocutory applications – breach of contract, torts, personal injury cases, corporate insolvency and admiralty. We are experienced and highly skilled at strategically prosecuting and defending claims, so as to achieve the most favourable outcome for our clients.

### **Admiralty/Maritime Law (Ship Registration & Mortgages)**

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

Ms Rowe, on the request of the Ship Registrar, has provided a general opinion on ship mortgages, which is posted on the Registry's website at:

**www.stkittsnevisregistry.net**

## CYBER SECURITY ADVISORY EXPERT OF THE YEAR IN CALIFORNIA, US



**Resecurity, Inc.**

**Gene Yoo**  
CEO

Tel: +1 2135959907  
gene.yoo@resecurity.com  
www.resecurity.com



**Resecurity**

**Resecurity, Inc. is a cybersecurity company that delivers a unified platform for endpoint protection, risk management and cyber threat intelligence. Known for providing best-of-breed, data-driven intelligence solutions, Resecurity's services and platforms focus on early-warning identification of data breaches and comprehensive protection against cybersecurity risks. Founded in 2016, it has been globally recognised as one of the world's most innovative cybersecurity companies, and was recently named one of the Top 10 fastest growing private cybersecurity companies in Los Angeles, California by Inc. Magazine.**

For 30 years, CEO Gene Yoo has been on the customer side in various capacities, from running data centres to protecting enterprises from cyber attacks. He noted: "All of our products are based on data, and in this case, intelligent data. We are not here to provide fancy dashboards or bells and whistles – when you talk about 'actionable intelligence', it is just

that: tailored and collected according to customer needs. This makes us invaluable for our customers to meet the requirements of their business growth and cyber intelligence. Our clients come to us, mostly through referrals; not because they need another dashboard, but because they need actual intelligence."

Referring to the current regulatory framework, Mr Yoo explained that there are now hundreds of standards and requirements; however, beyond all the operations and controls that must be implemented, the businesses must continue to grow. "The speed of business growth is outpacing the available resources and skillsets to support the business missions," he said. "And of course, with digital transformation and advancement, this is a race that will yield fatigue in every way. The key to overcoming the complexity of technology and security operations is to plan, and plan accordingly, setting realistic expectations of how to execute a project."

According to Mr Yoo, Resecurity's success is really all about people. Since its inception, the firm's core team has

remained the same, and everyone has the same goal: to grow the company and build a world-class product. It is this principle that ensures the firm remains flexible, simple and scalable – for its customers as well as for its own growth.

He added: "I think the pandemic stretched everyone, but it was a great test for management to hone their skills in managing remote employees while keeping them focused on business as well as safety. For us, we have always been virtual with employees around the world, so it was an easier transition.

"The key objective is always about what we can do with our employees to ensure continued job satisfaction and professional development. To this end, we have team-building and review sessions on an annual basis, wherein we ask for input from everyone. This is to gauge where they want to see the company go, as well as understanding how they can contribute. Our platform was created so that it could scale. From consumers to enterprises or government agencies, we have solutions for all."



## COMPANY RESTRUCTURING EXPERT OF THE YEAR IN DELAWARE, US



**Gavin/Solmonese LLC**

**Ted Gavin, CTP, NCPM**  
Managing Director & Founding Partner

**Tel: +1 (484) 432-3430**  
**ted.gavin@gavinsolmonese.com**  
**www.gavinsolmonese.com**

**GAVIN /  
SOLMONESE**

**Gavin/Solmonese leads business crises to resolution using the most progressive strategies. Specifically, the firm leads turnarounds, restructurings and sales, and advises debtors, committees and lenders on bankruptcy and out-of-court reorganisations. Its team serves as fiduciaries, independent directors and seasoned expert witnesses, maximising value for underperforming and troubled companies as well as helping healthy companies achieve new heights.**

Ted Gavin, Managing Director & Founding Partner, is an experienced plaintiff (as trustee), an experienced expert witness in bankruptcy litigation, and a certified mediator. He brings these skills to each case – searching for opportunities to forge resolutions, but ready to move litigation forward when the case requires it. In addition, he served as the 2018–2019 President of the American Bankruptcy Institute, the world's largest national member association of restructuring professionals, and has taught bankruptcy law, litigation

skills and legal ethics to young attorneys and financial advisers.

Mr Gavin noted: "We punch above our weight class by bringing large-firm experience to cases that operate at a boutique-firm price point. Each case is led by a senior professional, and a shareholder of the firm manages every client engagement. Our strength is in our ability to meet the needs of every case; however, those needs change over time."

According to Mr Gavin, each case presents different challenges and complexities – from bad facts to uncooperative parties, to unrealistic expectations – and the key is in meeting these as fact-finders and letting attorneys be the advocates. The advisers at Gavin/Solmonese position themselves as legal counsel's eyes and ears for operational and economic matters. Because they understand the issues from both a legal and business perspective, they are well placed to help parties reach a successful outcome.

Clients include distressed companies and their stakeholders, as well as healthy

companies and their boards of directors, and the firm approaches each with the same basic philosophy: Gavin/Solmonese is there to be a comfort to management, and a source of confidence to the board.

Referring to the firm's recent caseload, Mr Gavin added: "The Chapter 11 restructuring of a national restaurant chain in the midst of the pandemic was our 2021 high point. Filed to prevent a foreclosure sale by an agitated lender, this case provided for a sale process, maximisation of value for all creditors, and the preservation of hundreds of jobs.

"We never stopped normal service during COVID-19. Our work can often be provided anywhere, and we go where our clients need us to be. Being able to manage large Chapter 11 debtors via Zoom is an exceptional cost-saving skill, and our clients had successful restructurings without ever having to travel. Looking ahead, I expect work to pick up even further – as rising interest rates and the possibility of a recession mean that distressed borrowers will run out of options. That means more distress, more sales and more restructuring cases."

## CPA FIRM OF THE YEAR IN HAWAII, US

### G. Ushijima CPA LLC: Your Verified Accounting Firm in Hawaii



G. Ushijima CPA LLC is a verified accounting firm offering accounting and tax preparation services to customers and small business owners located in and around Honolulu, Hawaii, in the United States.

G. Ushijima CPA LLC is also a CPA Directory-verified firm. The requirements for licensure in Hawaii ensure that the firm maintains the highest standard of knowledge and ethics.

G. Ushijima CPA LLC can help you with tax preparation services, consulting, business planning and auditing.

**We specialize in:** *Accounting, Tax Preparation, Bookkeeping and Payroll, as well as Professional, Scientific and Technical Services.*

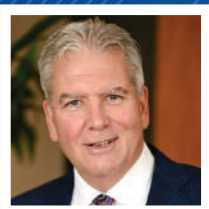
**G Ushijima CPA LLC**

**Key Principal:** Gregory Ushijima,  
Certified Public Accountant

**Address:** 1110 University Ave Ste 508 Honolulu,  
HI, 96826-1545 United States

**Phone:** +1 (808) 949-5588

**Website:** g-ushijima-cpa-llc.business.site



**Curran Antonelli, LLP**  
**Thomas H. Curran**  
**Managing Partner**  
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**tcurran@curranantonelli.com**  
**www.curranantonelli.com**



**With offices in Austin, Boston, Fort Lauderdale, Fort Myers, London, New York, Stamford and Tampa, Curran Antonelli represents a wide variety of individuals, businesses, corporate entities, and governmental agencies in litigation and transactional matters throughout the United States and Western Europe. We have navigated a broad range of commercial litigation cases, including cross-border insolvency, institutional creditors' rights, bet-the-company litigation, and have earned a winning track record throughout the United States.**

Our corporate group advises entrepreneurs, investment partnerships, private equity funds and venture capital firms on the legal, business and financial issues related to forming, financing, buying and selling, and investing in businesses. We counsel domestic and foreign firms in inward and outbound investments in a range of industries, including sports and entertainment, finance, communications, manufacturing, retail and consumer, and commercial real estate. Our corporate team draws seamlessly on the firm's collective experience in diverse practice areas, including bankruptcy and creditors' rights, employment, real estate, securities, litigation, venture capital, M&A, and corporate governance to provide tailored, cost-effective, and creative legal solutions for our business clients.

With our innovative and aggressive approach to complex litigation challenges, we consistently and effectively deliver unparalleled value. Our experienced and dedicated lawyers are well known for their innovative strategies, litigation expertise, and unfailing delivery of the exceptional results our clients seek. Our reputation for reliable counsel and consistent results is what continually drives clients back to Curran Antonelli for all their litigation, business, and corporate legal needs.

Curran Antonelli's bankruptcy attorneys have decades of experience successfully navigating the complexities of bankruptcy proceedings on behalf of trustees, debtors and creditors in bankruptcy and federal courts throughout the country. The firm routinely represents trustees and creditors in complex bankruptcy cases and adversary proceedings, often investigating, prosecuting or defending

avoidance and recovery actions brought by the estate. Curran Antonelli also has deep experience representing corporate debtors in Chapter 11 reorganizations and individual debtors seeking a "fresh start" in a Chapter 7 liquidation or Chapter 13 reorganization.

Our firm can also offer small businesses the benefits of a streamlined reorganization under the new Small Business Reorganization Act.

Curran Antonelli's track record of successful bankruptcy representation is extraordinary and unprecedented. We are the firm of choice for those seeking sophisticated transactional litigation and dispute resolution counsel. Our team of bankruptcy professionals, transactional attorneys, and seasoned litigators work together to provide our clients with proven strategies to solve their complex litigation challenges.

With our team's diverse background in international business, finance and insolvency law, we are highly equipped to guide our clients to successful resolution in a broad range of legal matters. The depth and breadth of litigation experience our team brings to the table not only enhances our ability to develop effective legal strategy, but also allows us to deliver you uncompromising defense and/or prosecution of your claims.

## **Thomas H. Curran**

I have developed my practice over the past three decades, focusing primarily on bankruptcy and insolvency proceedings. I often represent secured and unsecured creditors, committees of creditors, trustees and equity security holders in bankruptcy and insolvency proceedings as well as financial institutions and other lenders in out-of-court loan restructurings, assignments for the benefit of creditors, foreclosures, repossessions, and the sale of distressed assets and businesses. I also have experience representing business debtors in workout, restructuring and bankruptcy matters.

I have extensive experience in all facets of cross-border insolvencies and litigation. I am regularly engaged by private equity firms, governmental agencies and estate representatives to advise and counsel them on a wide range of cross-border insolvency issues, with particular emphasis on United States/Western Europe jurisdictions.

Over the years I have cultivated extensive knowledge and skill in commercial and complex business litigation, including veil piercings, corporate officer and director liability, successor liability, fraudulent conveyance and transfer litigation and constructive trust litigation. I have experience counseling clients on distressed M&A transactions, corporate governance issues and complex business restructurings. I also have significant experience representing financial institutions in workouts and foreclosures of aircraft and related international equipment and have repossessed aircrafts in various states throughout the United States.

## **Practice Areas**

- Cross-Border Insolvency
- Commercial Litigation
- Distressed M&A
- Bankruptcy, Insolvency and Creditors' Rights
- Corporate Governance
- Professional Liability Defense
- Construction Litigation
- Real Estate, Land Use and Zoning

## **Admissions**

- Massachusetts
- United States Court of Appeals for the First Circuit
- United States District Court for the District of Massachusetts
- United States Bankruptcy Court for the District of Massachusetts
- United States Tax Court
- United States District Court for the Southern, Northern and Western Districts of Texas

## **Affiliations**

- American Bankruptcy Institute
- National Association of Bankruptcy Trustees
- Federalist Society of Law and Public Policy Studies
- American Bar Association
- Massachusetts Bar Association
- Boston Bar Association
- International Bar Association
- IR Global



## MIDDLE MARKET M&A ADVISORY FIRM OF THE YEAR IN MICHIGAN, US



**Bryan Berent**  
Managing Partner  
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**William Loftis**  
Managing Partner  
wloftis@goblueriver.com

**BLUE RIVER**  
FINANCIAL GROUP

Blue River Financial Group Tel: +1 248 309 3730 www.goblueriver.com

**William Loftis and Bryan Berent founded Blue River Financial Group, Inc. ("Blue River") in 2002. Today, it is an internationally recognized investment banking firm offering advanced transactional guidance to acquirers and sellers of privately held middle market companies. Primary services include:**

- **Buy-Side Representation** – Blue River assists highly acquisitive entities in developing and executing national and international M&A strategies. Our teams enable clients to refine investment theses through advanced industry and target research. We also prepare outreach materials and directly communicate with identified targets, delivering steady streams of proprietary deal flow to clients.
- **Sell-Side Representation** – Blue River represents private companies through market-making processes designed to preserve confidentiality while promoting price competition among the best financial and strategic buyers. We share deep M&A knowledge with owners so they can make confident, regret-free transaction decisions. Our team uses sophisticated algorithms to identify the most suitable transaction options based on owners' needs and motivations.

• **Valuations** – Blue River specializes in transaction valuations. Our certified *Valuation Analysts* incorporate sophisticated methods used by professional acquirers, lenders, and business appraisers to produce realistic valuation ranges. When owners understand how real buyers and lenders analyze private business values, their selling decisions improve.

Blue River operates in North America, Australia, EU, and UK from locations in Detroit, Pittsburgh, and Denver.

### Blue River's Clients

Blue River's buy-side clients are highly acquisitive public and private corporations, private equity firms, family offices, and other direct institutional investors seeking to deploy capital in privately held middle market businesses. Collectively, our clients are seeking to deploy over \$10 billion into the private sector.

On the sell-side, Blue River represents privately held middle market businesses with enterprise values ranging from \$10 million to \$250 million. Our systems produce confidential yet efficient competition among the world's best buyers.

Blue River has closed more than 100 transactions in dozens of global industries, including Industrial Automation, Business Services, Healthcare, Software, Distribution, Manufacturing and many others. The business credits its growth to long-tenured clients, who regularly refer new clients.

### Blue River's Team

Blue River's people are driven to deliver outcomes aligned with the needs and desires of its clients. We place a premium on relationship-centered transaction counsel and client support.

Every team brings extensive transaction experience and advanced M&A educational credentialing from organizations like AM&AA, NACVA, IBBA, and M&A Source. Blue River's principals hold Series 7, 24, 66, 79, and 82 securities registrations. We embed performance and accountability into our culture.

In 2021, the Blue River team grew by 36%, and nearly tripled the number of closed transactions from the previous year. To address increased M&A volume, we invested heavily in talent and technology.

Learn more at [www.goblueriver.com](http://www.goblueriver.com) or email us at [gaeinfo@goblueriver.com](mailto:gaeinfo@goblueriver.com).

## EMPLOYMENT EXPERT WITNESS OF THE YEAR IN NEW YORK, US



### Centennial Advisory Group LLC

**Frank Carr**  
Managing Partner  
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www.centadvisory.com



**Centennial Advisory Group (CAG) is an independent consulting firm offering expert witness services on behalf of both plaintiffs and defendants, for matters involving executive compensation and employment. The firm focuses on the financial services and investment management industries.**

CAG also provides executive compensation analysis and lost earnings damages calculations for personal injury and wrongful death cases. Areas of expert testimony include executive compensation disputes, employment and hiring practices, wrongful dismissal, calculation of lost earnings and FINRA arbitration.

The firm's industry expertise spans institutional asset management, traditional and alternative investments (including hedge funds and private equity), investment and commercial banking and wealth management.

Its client base consists of in-house legal teams at banks, investment managers and other financial services firms, as well as attorneys representing both plaintiffs and defendants for compensation and employment matters relating to the financial services industry.

Based in New York, Managing Partner Frank Carr is a former Citigroup corporate banker, investment firm chief financial officer, and a 20-year veteran of executive search for the financial services and investment management industries. He is a graduate of Williams College (Massachusetts), where he received a BA in political economy, and has previously held FINRA licenses, series 3, 6 and 63. Mr Carr also holds the Compensation Studies Certificate from Cornell University.

He has authored several articles for *FundFire* (Financial Times), *Ignites*, *HedgeWorld*, *The MFA Reporter*, *FINalternatives.com* and *Hedge Fund Magazine*, and has been quoted in publications such as *Bloomberg News*, *CNN Money*, *FundFire*, *Ignites*, *Absolute Return*, *Hedge Fund Alert*, *HedgeWorld* and *Hedge Fund ManagerWeek*. He has also served as both a moderator and panelist at investment industry conferences and events sponsored by The Managed Funds Association, *EuroMoney*, *NICSA*, *InfoVest21*, *Columbia Business School*, and *CAIA*, the *Chartered Alternative Investment Analyst Association*.

Prior to forming Centennial, he had been a Managing Director in the Global Asset Management practice at *AT Kearney Executive Search*, a top 10 US search firm. He began his executive search career at *LAIWard Howell*,

*The firm has a reputation within the industry for reliability, with a hard-working team and a strong network.*

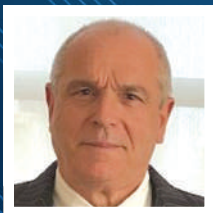
which was later acquired by *TMP Worldwide* (owners of *Monster.com*).

Mr Carr has represented both plaintiffs and defendants in Federal, State and County courts as well as in arbitration matters in jurisdictions including New York, New Jersey, Connecticut, Massachusetts, Texas, Florida, California, Ohio, Minnesota, Wisconsin and Singapore.

Clients are particularly impressed by the wide-ranging experience brought by both Mr Carr and the firm's Managing Director, *Matti Prima*. Having joined the group in 2018, Mr Prima is a former corporate and investment banker and operations officer, specialising in corporate turnarounds, financial and operational management.

Today, the firm has a reputation within the industry for reliability, with a hard-working team and a strong network in the world of investment management and finance. Dedicated to enhancing the career success and earnings potential of industry executives, CAG is a respected consultancy with a track record of consistent success.





**Weaver and Tidwell, L.L.P.**

**Elliot H. Levine**  
**Executive Partner**

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**elliott.levine@weaver.com**  
**www.weaver.com**



**Elliot H. Levine has over 40 years of experience advising clients with respect to all phases of taxation, business planning, structuring acquisitions and divestitures, and estate planning.**

Mr. Levine has 30 years' experience as the Managing Member of leading New York-area accounting firm, Levine & Seltzer LLP, which was formed in 1992 by Elliot Levine, CPA, and Philip Seltzer, CPA. Levine & Seltzer focuses on serving a broad range of clients, including high-net-worth individuals and businesses in the real estate, private equity, hedge fund, publishing, media, retail, manufacturing, and securities trading industries.

He has been involved in planning for the transfer of wealth from one generation to the next. Since a primary focus of the practice has been on the owners of companies and not on the companies themselves, estate planning has been a critical element in the firm's reputation and growth.

"Recent changes and proposed changes to the estate and gift tax rules in the United States have resulted in clients focusing more on wealth transfer than ever before,"

Mr. Levine said. "One aspect of estate planning that we discuss with our clients is the fact that all of these concepts result in savings only to their beneficiaries and that, in fact, the donor oftentimes receives no current benefit. It is for that reason that the plans we put forth do not negatively impact the lives of the wealth creators.

"We are continuously thinking of new techniques to effectuate the transfer of wealth, either through derivative transactions, family LLCs or various trust structures. Add to these complexities the element of state tax implications, and you end up with an area of taxation that is multi-faceted, much like a Rubik's Cube. One solves for one side, only to create issues on the other. Since we take a holistic view and look at all aspects for the client, we navigate through these complexities."

As of April 1, 2022, Levine & Seltzer merged with Weaver, the 35th largest accounting firm in

the country. Mr. Levine will be the Senior Executive Partner in the New York office and will be in charge of Weaver's expansion into this area.

Weaver has built a nationwide presence on an unwavering commitment to its clients' success, acting with integrity and always striving to transcend expectations. The Houston-based firm has grown to be the 35th largest public accounting firm in the United States, according to INSIDE Public Accounting and Accounting Today.

From Fortune 500 multinational companies to startups, Weaver's clients include commercial, government, and not-for-profit organizations. The firm is well known in financial services, energy, manufacturing and distribution, construction, technology, real estate, healthcare, and government.

Weaver's services go beyond traditional assurance and tax services to include risk advisory, IT advisory, energy compliance and consulting, forensics and litigation services, transaction advisory, accounting advisory, valuation, and specialty tax services – such as international tax, state and local tax, private client services, transaction tax, R&D tax credit, and tax provision.





## FRANCHISE LAW FIRM OF THE YEAR IN NEW YORK, US

### Rosen Karol Salis, PLLC



**Richard L. Rosen**  
Founding Member  
rlr@rosenlawpllc.com



**Leonard S. Salis**  
Partner  
ls@rosenlawpllc.com



**John A. Karol**  
Partner  
jak@rosenlawpllc.com

**Rosen Karol Salis, PLLC**  
110 East 59th Street, 23rd Floor  
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Tel: +1 212-644-6644  
www.rosenlawpllc.com

**Rosen Karol Salis, PLLC (formerly known as The Richard Rosen Law Firm, PLLC) and its predecessors provide high-quality legal services in the franchise field. Our firm has represented franchisees, franchisors, and franchisee associations in all areas of franchise law, from setting up franchising systems and programs, drafting and negotiating (on all sides) franchise and multi-unit development agreements, agreements for the sale or acquisition of franchise-related real estate and other ancillary documents, to mediating, arbitrating, and litigating in both state and federal courts. We have represented our franchise clients in all fields, including restaurants, real estate brokerage, healthcare, fast food, fitness, hospitality, education, health and beauty, telecommunications, senior care, apparel and many more.**

Rosen Karol Salis, PLLC is highest rated by Martindale Hubbell amongst franchise law firms in the U.S.; we were named Franchising Law Firm of the Year in the USA by Lawyers Worldwide Awards Magazine. Our firm are authors of the section on Franchise Law in the United States which appears in the Third, Fourth and Fifth Editions of the (International) Franchise Law Review, and since 2017 has written the review of franchise law in the U.S. which appears in the International Comparative Guide to Franchise Law.

**Richard L. Rosen**, the founder of Rosen Karol Salis, PLLC, has been actively engaged in the practice of franchise law for over 40 years. He has represented franchise clients as counsel and business adviser in essentially every field; and has mediated, arbitrated, and litigated matters in both state and federal courts.

Mr. Rosen is a founding member of the Franchising and Licensing Section of the New York State Bar Association and its immediate past Chairman, Chairman of the Fair Franchising

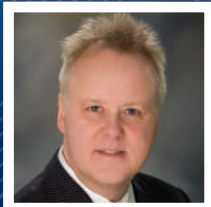
Standards Committee of the AAFD, a member of the Steering Committee of the National Franchise Mediation Program. His achievements and accolades include Who's Who in America and recipient of its Lifetime Achievement Award, Best Lawyers in America, 101 Best Franchise Lawyers in America, Charter Member of Franchise Lawyers Hall of Fame (the Franchise Times) and named one of the 100 Best Attorneys in the World by LegalComprehensive.com. In 2008 Richard was the recipient of the AAFD's Lifetime Achievement Award for his contributions to franchising.

**Leonard S. Salis**, a Brooklyn Law School graduate with 23 years' legal experience, has worked closely with Richard Rosen since August 2002, becoming a partner in the firm in 2010. Leonard has an extensive knowledge of franchise law, corporate law, real estate, and dispute resolution. Mr. Salis was featured in Marquis Who's Who Top Lawyers and awarded the Albert Nelson Lifetime Achievement Award.

Mr. Salis is admitted to practice law before the courts of the State of New York, the SDNY and EDNY and the 2nd and 9th Circuit Courts of Appeals.

**John A. Karol** joined the firm in 2010 and has been a partner since 2014. Mr. Karol practices franchise-related litigation, arbitration, mediation; commercial trademark and intellectual property matters; and has represented many employers and employees in various employment-related matters. John has several significant reported decisions, including decisions concerning the NY Franchise Sales Act and its potential application against individual officers and directors, enforcement of arbitration provisions, and spoliation of evidence (ESI). Mr. Karol graduated from Fordham Univ. School of Law in 2002 and is admitted to practice in New York and New Jersey, the 9th Circuit, and the United States District Courts for the SDNY, EDNY, DNJ, DMI.

## BUSINESS LAWYER OF THE YEAR IN OHIO, US



### Petryny Law, LLC

**John F. Petrony**  
Member

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john@petronylaw.com  
www.petronylaw.com



**John Petrony is the owner of Petrony Law, LLC, in Poland, Ohio. His practice focuses exclusively on providing business and real estate-related services to selected clients. The firm's clients consist primarily of middle-market businesses and some individuals (primarily professionals or executives) who were generally referred to the firm by existing clients or other referral sources.**

Mr. Petrony works with a wide variety of businesses, but over the years he has developed a concentration in the following industries: manufacturing, healthcare, banking/lending, distribution, transportation, real estate development, and construction.

Petryny Law provides a range of business law services to clients, including business sales and

acquisitions, commercial transactions, franchise and distribution matters, securities/private placements, limited liability company/corporate organizations, business reorganizations, form agreements, contract reviews, business dissolutions, commercial disputes, employment issues, and creditor workouts.

Mr. Petrony also routinely assists his clients in the following real estate-related matters: commercial sales and acquisitions, commercial leases, construction, real estate transactions, form documents, contract reviews, oil and gas issues, and real estate disputes.

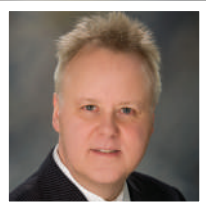
John is affiliated with a number of professional organizations. He is the exclusive corporate law member in the State of Ohio for IR Global. IR Global is a multi-disciplinary global professional services network that focuses on the middle market. John is

also a member of the Ohio State Bar Association Corporate Law Committee, the Ohio State Bar Association Real Property Law Section, the American Bar Association Mergers & Acquisitions Committee, American Bar Association Committee on LLCs, Partnerships and Unincorporated Entities, and the Real Property Trust and Estate Law Section of the American Bar Association, amongst others.

Mr. Petrony frequently lectures on, and has articles published concerning, such matters as mergers and acquisitions, limited liability company law and choice of business entity.

Mr. Petrony obtained his Bachelor of Arts degree *summa cum laude* from Youngstown State University. He subsequently received his law degree from The Ohio State University College of Law.

## REAL ESTATE LAWYER OF THE YEAR IN OHIO, US



**Petrony Law, LLC**

**John F. Petrony**  
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Mr. Petrony obtained his Bachelor of Arts degree *summa cum laude* from Youngstown State University. He subsequently received his law degree from The Ohio State University College of Law.

## RENEWABLE ENERGY ADVISORY EXPERT OF THE YEAR IN OREGON, US



**Michael W. Grainey Consulting, LLC**

**Michael Grainey**  
Principal

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**michael.grainey@comcast.net**  
**www.linkedin.com/in/michael-grainey-18835123**

**Michael W. Grainey**  
**Consulting LLC**

**Michael W. Grainey Consulting LLC is a sole proprietorship in Salem, Oregon. The firm helps organizations address energy issues, especially renewable energy, energy efficiency and Climate Change.**

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 federal and state energy policies and regulatory requirements. While consulting services have focused primarily on renewable energy technologies, including solar, geothermal, biomass, energy storage, offshore wind, and hydroelectric projects, the firm has also done analysis of issues relating to fossil fuels and nuclear energy. 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 30 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 more than \$250 million per biennium, from 2002 to 2009, and Deputy Director the prior 20 years. He directly advised four Oregon Governors on energy policy. He was Renewable Energy Advisor at the Oregon Business Development Department from 2009 to 2014, where he led Oregon's recruitment of renewable energy companies. He founded his consulting firm in 2014 after retiring from the State of Oregon. He has a JD Degree from New York University Law School and an undergraduate degree in English from Gonzaga University in Spokane, Washington.

Mr. Grainey is a Council Member for the Gerson Lehrman Group (GLG). He provides advice to clients of GLG on potential energy investments. He is also a member of the Federation of Integrated Conflict Management (FICM), accredited by FICM as a Representative Neutral to serve as a Mediator, Arbitrator, Negotiator and Ombudsman. He is also a member of various business organizations supporting action to address Climate Change.

Mr. Grainey has spoken at many conferences on energy policy. Last year (2021) he spoke on the Biden Administration's energy policies to address Climate Change at the Oregon State Bar's Conference on Law & Sustainability and at the University of Oregon Law School's Green Business Spring Panel Series (both virtual). He also spoke on federal energy policies at the Green Transportation Summit & Expo in Tacoma, Washington. He has been invited to speak at additional conferences in 2022.



# PERSONAL INJURY LAW FIRM OF THE YEAR IN PENNSYLVANIA, US



NastLaw LLC

Dianne M. Nast, Esquire  
Founder

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NASTLAW<sup>LLC</sup>  
— CIVIL LITIGATION ATTORNEYS —

**Dianne M. Nast is a *magna cum laude* graduate of Rutgers University School of Law. She is the Founder and senior member of NastLaw LLC in Philadelphia. For almost 20 years, she was a senior shareholder with the Philadelphia law firm of Kohn, Nast & Graf, P.C. (now Kohn, Swift & Graf, P.C.), and then a senior shareholder at RodaNast, P.C. from 1995 to 2012. Ms Nast, an active member of the bar for over four decades, has extensive experience in complex litigation. She has a reputation for working cooperatively with co-counsel and facilitating resolution of disagreement.**

Ms Nast holds an AV Martindale-Hubbell rating. She has been selected to be listed in each edition of *The Best Lawyers in America* (Antitrust Law, Mass Tort Litigation, Class Actions, Personal Injury Lawyer) since 2003. *The National Law Journal* has selected Ms Nast as one of the nation's top 50 women litigators. Ms Nast has also been repeatedly selected

by *Philadelphia Magazine* as one of Philadelphia's Best Complex Litigation Lawyers. She has been named as one of Pennsylvania's Top 50 Woman Lawyers. She has been named a Super Lawyer every year since 2002, and appears in numerous Who's Who publications. Ms Nast is listed in Chambers US.

Judge Edward Becker, then Chief Judge of the United States Court of Appeals for the Third Circuit, appointed Ms Nast to serve as a member of the 15-member Third Circuit Task Force on *Selection of Class Counsel*. The Task Force issued a report, *Selection of Class Counsel*, 208 F.R.D. 340 (2002), which has been cited more than 100 times in court opinions. Ms Nast was also selected by The American Law Institute to serve on ALI's Principles of the Law of Aggregate Litigation Project.

Ms Nast has served as Lawyer Chair of the Judicial Conference of the United States Court of Appeals for the Third Circuit. She is a member of the Historical Society of the Third Circuit, and chaired the Circuit's Centennial Celebration.

She is a current member of the Disciplinary Committee of the Supreme Court of Pennsylvania, as well as a Fellow of the American Bar Foundation, an elected member of the American Law Institute, a member of the Board of Directors of the Sedona Conference and a member of the American Antitrust Institute and the Public Justice Foundation.

In addition, Ms Nast is a member of the American Bar Association Litigation Section, where she served on the Task Force on State Justice Initiatives, the Task Force on the State of the Justice System and the Task Force on Strategic Planning.

She has participated as a panelist on programs at the Judicial Conferences of the United States Courts of Appeals for the Third and Fourth Circuits, and frequently serves as a faculty member or panelist on legal educational programs.

Ms Nast has been named as Lead Counsel or an Executive Committee member in scores of Consumer, Antitrust and Products Liability cases.





## LICENSING LAW FIRM OF THE YEAR IN VIRGINIA, US

# Exclusively Intellectual Property



Greenblum and Bernstein (G&B) has been involved in licensing and related matters on behalf of clients worldwide for more than 40 years, and it is an important part of our practice. We have been involved in many licensing campaigns involving technology and patents, both on behalf of IP owners as licensors and in support of companies who are IP licensees. Our efforts include working on behalf of M&A participants who need to resolve IP issues prior to closing a deal, on behalf of large multinational companies who want to monetize their R&D or expand into new product areas in which they may need inbound licenses, and on behalf of start-up companies for whom licensing their technology creates a valuable income stream. As a large IP boutique, we leverage our intimate knowledge of patents and the USPTO, technologies ranging from pharmaceuticals and biotechnology to AI and IoT, and a wide variety of business considerations to design effective strategies for our clients to follow. We have been the editors of ABA "Licensing US Jurisdiction." Getting The Deal Through – in print and online, Law Business Research Ltd. since 2011, and have lectured extensively in Japan, Europe and the US on a variety of cutting-edge licensing strategies and issues.



Pictured above are Bruce Bernstein, Branko Pejic, Jill Browning and Michael Fink – all members of G&B who have extensive licensing experience on behalf of Japanese, American and European companies.

### VISIT US:

Greenblum & Bernstein, P.L.C.  
1950 Roland Clarke Place  
Reston, VA 20191

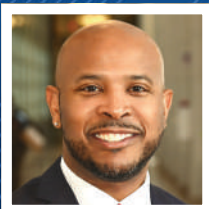
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**GREENBLUM & BERNSTEIN**  
PATENT, COPYRIGHT & TRADEMARK MATTERS

## FEDERAL LAWYER OF THE YEAR IN WASHINGTON DC, US



### Pitre & Associates, LLC

**A. Marques Pitre**  
Managing Partner

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**A. Marques Pitre began his career in 2005 as a young prosecutor for the City of Chicago, delivering justice to citizens of the "Windy City," and then took his passion to the private sector as a fierce legal advocate determined to protect the rights and livelihoods of federal employees. Seventeen years later, as the founder of Pitre & Associates, A. Marques Pitre holds a cache of awards, including a 2022 Lawyer of Distinction, Global Law Experts' Federal Lawyer of the Year in Washington DC, US – 2022 award, and New World Report's Federal Labor & Employment Law Firm of the Year 2022 – USA award. And as any one of his clients will attest, he is more than deserving of such esteemed recognition. He's garnered millions of dollars for countless EEO, MSPB, OSC, and Title VII private sector cases.**

Mr. Pitre founded his firm in 2016 in Washington, D.C., after a decade as a Staff Attorney at Arnold & Porter Kaye Scholer LLP. But with the insight gained from serving on the "other side" of the courtroom as a prosecutor, combined with his breadth of experience as a defense attorney, he knew that he could touch more lives as the architect of his own practice. Today, Pitre & Associates, LLC, practices federal labor and employment law, or as he puts it, "protecting the civil rights of federal employees throughout the world," with a fraction of his focus on private sector EEOC cases.

Just six years later, the firm has grown exponentially. In 2021 alone, they netted \$1 million in awards and settlements for the people they so passionately serve. Among the standouts are his victories in an EEOC case against the Department of Veterans Affairs, netting his client \$500,000 in fees; and successfully arguing before the US Court of Appeals

in an IRA appeal for whistleblower retaliation – which marked his first time arguing before this court. He got the case overturned and sent back not once, but twice, ultimately prevailing. While there is no question as to Mr. Pitre's legal expertise, he points to the finer, human hand as the source of his success. He has a unique ability to connect with clients on a personal level and explain the ins and outs of each case in a way they can understand. He also knows when it's time to drop a case, and knows how to explain that to clients, too; proclaiming, "I'm willing to lose money if it means doing what's best for a client." Striving to be the best attorney possible for his clients is his #1 priority, and he is pleased that hard work has resulted in being honored for this award.

*Mr. Pitre holds a BA in political science and criminal justice from Illinois State University and a JD from Howard University School of Law.*



# AVIATION LAW FIRM OF THE YEAR IN WASHINGTON DC, US



Jetlaw, LLC

Kent S. Jackson  
Managing Partner

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

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 2021, Jetlaw celebrated its 28th anniversary, along with the 28th anniversary of the first publication of the *Federal Aviation Regulations Explained*, which is now Jetlaw's *FAR/AIM Explained* book series, the only treatises to annotate and explain FAA regulations and case law. These books are critical to correctly interpreting the FAA regulations. Because many of the FAA's legal interpretations are not available online or in printed publications, the book serves as a miniature library housing decades of administrative interpretations. The reference book is used by government regulators, corporate flight departments, charter operators and pilots across the US.

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

The firm's depth of experience continues to impress clients. Attorneys and advisers bring decades of experience in civil and military aviation to their practice, including experience as government regulators. Mike Kolich, another Partner in the firm, was a former military crew chief and was deployed on several overseas missions, where he ensured the mission readiness of military aircraft. Mr. Kolich has 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

Reauthorization Bills. "Sometimes regulations don't adequately address a situation, and we can help clients fix that," commented Mr. Jackson. "It's not always a fast solution, but it provides iron-clad certainty, which many of our clients need."

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

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

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.

*In 2021, Jetlaw celebrated its 28th anniversary, along with the 28th anniversary of the first publication of the **Federal Aviation Regulations Explained**.*

## TRADEMARK LAW EXPERT OF THE YEAR IN ARGENTINA



**O'Connor Power -Abogados-  
Propiedad Industrial**

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Managing Partner

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**O'CONOR | POWER**  
IP LAW

## ADMINISTRATIVE LAW EXPERT OF THE YEAR IN BRAZIL



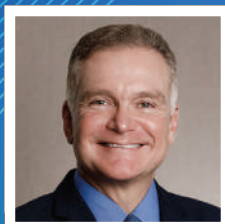
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**RHEIN  
SCHIRATO  
MEIRELES**

## CRIMINAL LAW FIRM OF THE YEAR IN BRAZIL



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Managing Partner

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**DAVID RECHULSKI,  
ADVOGADOS**

## REAL ESTATE LAW FIRM OF THE YEAR IN BRAZIL



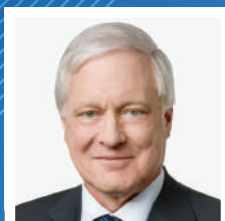
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**PEREZ & BARROS**  
SOCIEDADE DE ADVOGADOS

## ABORIGINAL LAW FIRM OF THE YEAR IN CANADA



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## COMMERCIAL LAW EXPERT OF THE YEAR IN CANADA

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## PRIVATE EQUITY LAW EXPERT OF THE YEAR IN CANADA



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M&A and Private Equity Lawyers

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## ENVIRONMENTAL LAW FIRM OF THE YEAR IN CHILE



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Schultz · Carrasco · Benítez  
ABOGADOS

## IP RIGHTS LAWYER OF THE YEAR IN THE DOMINICAN REPUBLIC

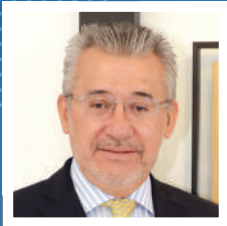
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Wendy Diaz  
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## CORPORATE LAW FIRM OF THE YEAR IN ECUADOR



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**ALMEIDA GUZMÁN & ASOCIADOS**  
 ESTUDIO JURÍDICO

## COMMERCIAL LAWYER OF THE YEAR IN HAITI

**Théard & Associés**

**Maître Sibylle Theard Mevs**  
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 Specialist in Business Law

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## BANKRUPTCY & INSOLVENCY LAWYER OF THE YEAR IN MEXICO

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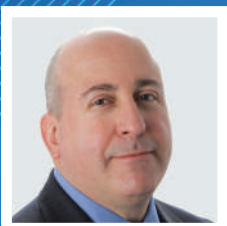


**Fernando Eraña**  
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**PÉREZ CORREA  
 GONZÁLEZ**

## CORPORATE LAW FIRM OF THE YEAR IN MEXICO



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**Diego Andrade Max**  
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**ihma** IBÁÑEZ HOFFMANN  
 MENDOZA ANDRADE  
 Abogados • Attorneys at Law

## CORPORATE LAW FIRM OF THE YEAR IN MEXICO



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## BUSINESS CRIME LAW FIRM OF THE YEAR IN MEXICO



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## PHARMACEUTICAL & LIFE SCIENCES LAW FIRM OF THE YEAR IN MEXICO



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## BUSINESS CONSULTING ADVISORY EXPERT OF THE YEAR IN PUERTO RICO



**Business Continuity**  
Professionals-PR, Inc.

**José Luis Navedo, CBCP**  
President and CEO

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## BUSINESS LAW EXPERT OF THE YEAR IN SAINT BARTHÉLEMY



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## REAL ESTATE LAW EXPERT OF THE YEAR IN SAINT LUCIA



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## LABOR LAWYER OF THE YEAR IN ARIZONA, US



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**Martin & Bonnett P.L.L.C.**

Employment + Retirement Attorneys

## INTERNATIONAL TRADE & CUSTOMS EXPERT WITNESS OF THE YEAR IN CALIFORNIA, US



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**Trade Resources  
& Associates**  
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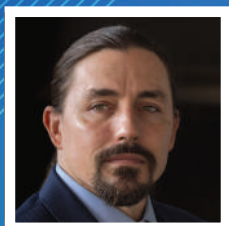
## PRIVATE EQUITY EXPERT OF THE YEAR IN CALIFORNIA, US



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**Bryan S. Gadol**  
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M&A and Private Equity  
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**Holland & Knight**

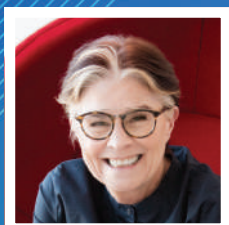
## CRIMINAL TRIAL LAWYER OF THE YEAR IN CONNECTICUT, US



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**PATTIS & SMITH LAW FIRM**  
CONNECTICUT CRIMINAL DEFENSE LAWYERS

## FAMILY LITIGATION LAW FIRM OF THE YEAR IN MINNESOTA, US



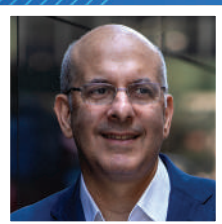
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**NANCY  
ZALUSKY  
BERG, LLC**



## DIVORCE TRIAL LAWYER OF THE YEAR IN NEW YORK, US



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**Dror Bikel**  
Partner

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BIKEL AND SCHANFIELD  
NEW YORK DIVORCE & CHILD CUSTODY ATTORNEYS

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



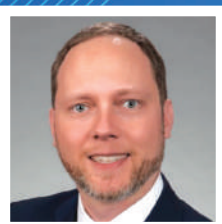
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**WOHABE**  
LAW OFFICES LLP

## INTERNATIONAL BUSINESS ADVISORY EXPERT OF THE YEAR IN VIRGINIA, US



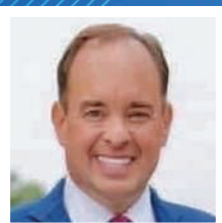
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 **Cherry  
Bekaert** <sup>LLP</sup>  
*Your Guide Forward*

## FEDERAL EMPLOYMENT LAWYER OF THE YEAR IN WASHINGTON DC, US



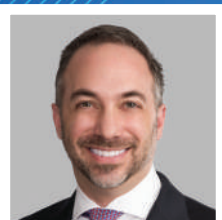
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Attorneys at Law, LLC**

**John P. Mahoney, Esq.**  
Founding & Managing Partner

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John P. Mahoney, Esq.**  
**ATTORNEYS AT LAW**  
Your Caring Federal Employment Lawyers  
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## INSURANCE RECOVERY DISPUTES LAWYER OF THE YEAR IN WASHINGTON DC, US



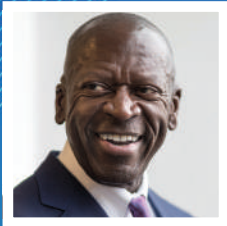
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 **BARNES &  
THORNBURG** <sup>LLP</sup>

## PHARMACEUTICAL SECTOR IP ATTORNEY OF THE YEAR IN WASHINGTON DC, US



**Pharmaceutical Law Group PC**

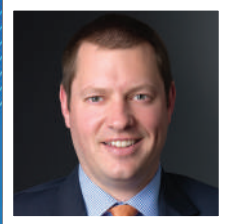
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**PHARMACEUTICAL  
LAW GROUP**

## HEALTHCARE WHISTLEBLOWER LAWYER OF THE YEAR IN WISCONSIN, US



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**MAHANYLAW PARTNERS LLC**

WHISTLEBLOWER AND LITIGATION LAW FIRM





# Asia & Oceania Winners

**According to the World Bank, South Asia's growth rate has returned to pre-pandemic levels. However, the uneven recovery from the pandemic has left countries in South Asia with multiple policy challenges, which are exacerbated by the impact of the war in Ukraine.**

While several countries are navigating rising inflation and growing difficulties to finance fiscal and trade deficits, the region must also chart a new way forward to address a surge in inequality, unleash new growth potential and accommodate an energy transition. To reshape their economies, the region cannot avoid redesigning tax systems, increasing competition and challenging vested interests. The World Bank's South Asia Economic Focus describes these recent developments and analyses the resultant economic impacts.

Although the region's economy is growing again, the recoveries have been uneven across sectors, countries and groups of people. While production and exports of digital services have risen, other sectors – such as construction, transportation and tourism – have not fully recovered in most countries.

While some countries experience a solid rebound in GDP growth, Afghanistan faces a humanitarian crisis, Pakistan a political crisis, and Sri Lanka a balance-of-payments crisis. While high-skilled workers retained jobs during the pandemic or found new opportunities, only some unskilled migrant workers have returned to jobs in the cities. Moreover, men have been able to find new job opportunities more quickly than women, emphasising a gender gap problem that still appears to be a societal norm.

Even as the impact of COVID-19 on growth is subsiding – partly because of increases in vaccination rates – the economic scars left behind after two years of the pandemic are deep.

Inflation and deficits in trade balances reflect supply bottlenecks, pent-up demand and rising commodity prices in global markets.

In 2019, non-performing loan (NPL) ratios for most countries in the region were higher than the average of emerging markets and developing economies. At the onset of the pandemic, countries introduced lending support measures, including regulatory forbearance, which were extended during subsequent COVID waves. Loan restructuring with public guarantees alleviated the banks' burden to cover potential loan losses, and gave banks incentives to provide much-needed liquidity to firms. As a result of these support measures, reported NPL ratios declined during COVID and private sector credit growth was sustained, reaching even 30 and 20% growth in Nepal and Pakistan, respectively. However, such fast growth could lead to deterioration of bank asset quality if lender screening is not adequate and, as most moratorium programmes have ended, a resurgence in defaults remains possible.

As a consequence, carefully designed monetary and fiscal policies are required in order to weather the new external shocks on top of the legacies of the pandemic. There is limited scope for broad fiscal stimulus, as fiscal space is limited and, equally important, the major shocks to South Asian economies have been negative supply shocks. As supply is curtailed, broad-based demand stimulus will merely lead to increased inflation. Consequently, it would be better to turn the focus to the quality of government spending. For example, targeted income support for vulnerable households that are struggling with higher food and energy costs is more efficient than price subsidies. Furthermore, there is scope for higher nominal interest rates set by central banks, as higher inflation has reduced real interest rates, and financial conditions in international markets are tightening.

The forecast in the report for South Asia's GDP growth in 2022 is 6.6% – a full one percentage point lower than the World Bank forecast published in January this same year. Higher import prices will exert further pressure on the current account balances. The report further estimates that the war could reduce income growth in South Asia in 2022 as a whole by 2.2 percentage points – 1.3 percentage point because of slower GDP growth, and 0.9 percentage point because of terms-of-trade losses due mostly to higher fuel import prices. Most affected are likely Sri Lanka, which is already struggling to pay the import bills, and the Maldives, whose oil imports as a percentage of GDP are the largest of all South Asian economies, and 20% of tourists in the Maldives were coming from Russia and Ukraine. Energy subsidies as a percentage of GDP are the highest in Pakistan, which means that the price increase in international markets potentially poses a tough fiscal challenge.

Higher food prices complicate humanitarian aid to Afghanistan. Bangladesh would be affected by a potential indirect effect of slowing import demand in Europe.



In several countries, uncertainty has risen steeply, and further increases in commodity prices, additional supply disruptions and tighter financial conditions remain threats for the whole region. The balance-of-payments crisis, leading to widespread shortages, makes any forecast for Sri Lanka highly uncertain. Meanwhile, the halting of data collection in Afghanistan precludes the possibility of a forecast.

Three risk simulations for the region are: (i) a 24% further increase in oil prices in 2022–2024; (ii) additional supply disruptions in global value chains because of lockdowns in Chinese cities or shortages of essential metals like palladium; and (iii) a more-aggressive-than-anticipated tightening of monetary policy in advanced economies (AEs).

The higher oil price would have more permanent effects, reducing GDP growth by 1.2% from baseline. Supply chains would have a large impact in 2022 of 1.5%, but would be short-lived. The simulation exercise also shows that it would be preferable if strong monetary tightening could be avoided in response to AEs' sudden tightening to prevent negative impacts on the health of the financial sectors and the competitiveness of firms in international markets. Even if inflation is slightly higher than baseline, this is preferable, assuming inflation expectations are well anchored.

On the whole, high and volatile oil prices have exposed South Asia's vulnerabilities – and have underscored the need to become less dependent on fossil-fuel imports. This dependence on fossil fuels causes, apart from economic problems, also environmental damages, which in turn have a negative impact on the economy.



## BANKING & FINANCE LAWYER OF THE YEAR IN AUSTRALIA



**Bartier Perry**

**Norman Donato**  
Partner

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**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. With a team of more than 80 lawyers, we are large enough to have the resources to provide clients with seamless legal services, while small enough to maintain personalised service and real interest in their business.**

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 objectives efficiently, with minimal exposure to risk.

Partner, Norman Donato, is an expert in banking and finance law. 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, a Member of the Australian Private Equity and Venture Capital Association and a Non-Executive Director of the Pain Foundation.

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

His broad experience allows him to understand all aspects 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 it gets to court.

Norman and his team help 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 advise on Personal Property Securities Register (PPSR) matters, chattel, share and real property mortgages and advise on legal and equitable security rights.

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

## CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



**Sydney Criminal Lawyers**

**Ugur Nedim**  
Principal

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**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."

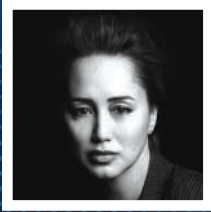
Reflecting on events of the past two years, Mr Nedim added: "A lot of our matters in court were postponed, and so we began focusing on our more serious criminal matters so that we could use that time to do more customised legal work and put priority on those cases – which better prepared them for when 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 casework, please see: [www.sydneycriminallawyers.com.au/recent-cases/criminal](http://www.sydneycriminallawyers.com.au/recent-cases/criminal)



## Company Giles Pty Limited

**Rebekah Giles**  
Principal Director

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Company (Giles)

**Company Giles was established by leading lawyer, Rebekah Giles, after more than 20 years in top-tier private practice at Minter Ellison and Kennedys.**

She is one of Australia's leading and recognised lawyers, having been consistently acknowledged as a leader in her field by industry guides and independent peer reviews. She has received the Global Law Experts award of Reputational Risk Lawyer of the Year each year from 2019, together with other accolades in the Legal 500, Chambers and Partners, Best Lawyers and the Australian Financial Review's 100 Women of Influence Awards.

Company Giles was established to provide its clients with specialist expertise and dexterity to act efficiently and effectively. Its clients are publicly listed companies, directors and other business leaders, politicians, religious institutions, celebrities, sporting associations, athletes and private individuals. Specialist representation and advice is provided in the following areas:

- Media, privacy and defamation
- Intellectual property disputes
- Employment disputes
- Commercial litigation and alternative dispute resolution
- Public authority investigations, inquiries and prosecutions
- Professional negligence actions
- Select criminal matters – fraud, bribery and corruption
- Taxation (fraud and evasion)
- Family disputes – provision and estates claims

The firm has a progressive approach to legal issues, offering its clients a 'whole of matter' solution through its access to Australia's best media, political, public relations, crisis management and digital consultants.

Speaking about the establishment of Company Giles, Principal Director Rebekah Giles noted: "It seemed obvious to me that lawyers need to be able to offer more than just legal advice. The law can often operate as a blunt instrument, and sometimes litigants kick 'own goals' by failing to consider the optics or unintended repercussions of a certain course of conduct. Knowing when to push hard and when to compromise is a skill that one develops over time. It is that instinct that is important when giving advice to clients who are seeking to maintain and protect their most precious asset – their reputation.

"This is very much the case in the digital age, where social media makes it possible for information to be widely disseminated with little or no moderation from those who operate those platforms. A large part of our practice is knowing how to navigate these platforms, advising on Australian law as it applies to these largely foreign corporations and connecting with colleagues in other jurisdictions."

Company Giles operates a modern legal practice – fully cognisant of the challenges of the digital age as well as the benefits that digital tools and platforms can offer clients. With the assistance of digital specialists and social media intelligence services, the firm is able to provide clients with unique insights in relation to their legal issue.

This is particularly the case when it comes to social movements.

According to Ms Giles, the #MeToo movement was in full swing in Australia in 2021, and it drastically impacted the political sphere and particular industries, such as the arts, music, legal and advertising. The public claims of misconduct raised significant legal issues and challenges that traversed a range of legal issues, encompassing crime, defamation and employment, to name a few.

She added: "#MeToo-related legal issues continue to be raised, together with strong public criticism of non-disclosure agreements and confidentiality clauses in contracts. Australia has also seen legislative challenges to defamation laws, seeking to protect the publication of defamatory claims where a publication is in the public interest or where the aggrieved party has not been able to establish 'serious harm'.

"My expectation is that social movements like #MeToo, Black Lives Matter and climate action will continue to gain traction in 2022, resulting in heightened reputational risk. Company Giles was established to be able to quickly respond to these challenges – by giving strategic, commercial and legally sound advice to its clients."

Company Giles has offices in both Sydney and Melbourne, but services clients nationwide as well as international clients with Australian interests.

*Company Giles operates a modern legal practice – fully cognisant of the challenges of the digital age as well as the benefits that digital tools and platforms can offer clients.*



## BANKING & FINANCE LAW FIRM OF THE YEAR IN CHINA



### SGLA Law Firm

**Paul (Bo) Zhou**  
Senior Partner, Director of the  
National Executive Committee of SGLA

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**SGLA Law Firm (SGLA) is a brand new, large-scale, and comprehensive law firm, cofounded by more than ten regional law firms, based on domestic integration while also retaining a global reach.**

Through an integrated operation and management mechanism, the firm provides one-stop legal services to clients in 12 major economic centres across China, which in turn allows SGLA to deliver highly synergistic services.

#### Banking and Finance:

The Banking and Finance sector is one of SGLA's core practice areas. Its professional team has honed their craft in the sector for more than ten years, and has substantial experience in banking, trusts, securities, financial leasing and asset management. The finance team has an in-depth understanding of financial institutions, including their product structuring, management models, work procedures, risk control standards and compliance requirements.

Since commencing practice in 2000, Paul Zhou, Senior Partner, has focused

on insurance, finance, and corporate/commercial affairs, winning the recognition of many clients and well-known overseas rating agencies. Mr Zhou acts as an arbitrator of the China International Economic and Trade Arbitration Commission, the Shanghai Arbitration Commission and the Nanjing Arbitration Commission, handling more than 300 arbitration cases in the fields of investment and financing, funds and insurance. Moreover, in the past year he has handled 48 dispute resolution matters of which lawsuits accounted for nearly 90%, and his core sector, financial business, accounted for 40%. This reflects the continuously deepening development of his practice in the field of financial dispute resolution.

Having completed its integration in 2021, SGLA is able to leverage on its extensive and powerful network, covering the major provinces and municipalities across the country.

**Core Beliefs:** SGLA is driven by the common aim of its offices to see to the development and strengthening of the Chinese legal industry through scaling,

integration and internationalism. The firm promotes its core beliefs of: inclusiveness, cooperation, enterprising and openness.

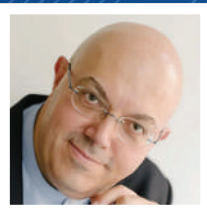
**Strength on the Ground:** SGLA has excellent ground resources in regional markets and has formed unique service capabilities in the process of deep cultivation of local markets. This enables the firm to have a thorough understanding of local laws and regulations, as well as exceptional executional abilities to take care of clients' legal needs.

**Global Networks:** SGLA has established a close strategic partnership with the international law firm Hogan Lovells, extending its service network to 55 major economic centres around the world.

**Professionalism:** The integration of SGLA member firms unites legal experts in diverse fields, providing the firm with a unique advantage in resolving matters for its clients.

SGLA will continue to build on its strengths in the financial sector through innovation and strategic thinking. By leveraging on its expertise and integrated scale, SGLA aims to always be its valued clients' preferred and trusted legal adviser.

## INVESTIGATION EXPERT OF THE YEAR IN CHINA



### Horizons Corporate Advisory

**Dr Roberto Gilardino**  
Regional Partner Asia and Additional Countries

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

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

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

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

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

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

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

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

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

## FAMILY LAW FIRM OF THE YEAR IN HONG KONG



**Ip & Heathfield**

**Ip Wing Ching Jennifer**  
Partner

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葉永青 · 稀蓮達律師行  
IP & HEATHFIELD, Solicitors

**Ip Wing Ching Jennifer, Partner at Ip & Heathfield, has been engaged in matrimonial practice for more than 20 years. During this time, she has dealt with a considerable number of big-money cases involving extensive tracing work and financial disclosure. She is also experienced in handling cross-border marriages combining multi-jurisdictional elements.**

As a member of the International Academy of Family Lawyers, the Hong Kong Family Law Association and the Family Law Committee of the Law Society, Ms Jennifer takes an active role in advancing recommendations for changes to current legislation.

Today, Ip & Heathfield routinely advises in matters such as divorce, nuptial agreements, financial disputes, spousal maintenance, jurisdiction disputes, child disputes, international relocation of children and enforcement. As a boutique firm primarily advising on matrimonial practice, it is able to adapt to the diverse needs of clients and provide tailor-made services accordingly.

Ms Jennifer noted: "In February 2022, a new legislation was enacted concerning the reciprocal recognition and enforcement of

PRC judgements on matrimonial and family cases in Hong Kong. I am prepared to reflect my first-hand experience and the potential difficulties encountered by practitioners in the course of advising clients on the new law, and to make recommendations to the committee to facilitate smooth enforcement – also ensuring we deliver clear and concrete advice.

"Meanwhile, last year our firm took up a High Court case involving maintenance payments being distributed from the estate of a deceased tycoon to dependents. The case concerned issues in respect of the inheritance – provisions for family and dependents – ordinance, and is expected to be a landmark case. There have also been a considerable number of cases in the past year related to court applications for child relocation in light of the recent pandemic, of which we expect good results."

To date, the firm's engagements have led it to gain significant exposure and recognition as one of the leading matrimonial law firms working today.

According to Ms Jennifer, the global pandemic has undoubtedly changed the

ways in which Ip & Heathfield conducts business – and inevitably caused disruption to the firm, as well as the court, wherein many cases had to be adjourned.

She added: "When issues became increasingly heated, and the court was not available as a resort to resolve the parties' disputes, we frequently encouraged clients to attempt other means of dispute resolution. These attempts proved fruitful to the parties in narrowing down their differences.

"Looking to the future, with new legislation coming into force, we aspire to work more closely with PRC law firms and to expand our client base in China. With the benefit of my experience, I am confident that I can act as a bridge between the two jurisdictions and the rest of the world. We continue to have a very diverse client base, ranging from local Hong Kong individuals to mainland Chinese and expatriates, the majority of whom are entrepreneurs and high-net-worth individuals."

*Ms Jennifer takes an active role in advancing recommendations for changes to current legislation.*

## M&A LAW EXPERT OF THE YEAR IN HONG KONG



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**LC Lawyers**  
林朱律師事務所  
Law firm member of the  
EY global network

**LC Lawyers LLP is an independent law firm and the Hong Kong member of Ernst & Young (EY). The EY Law network has member firms in more than 90 jurisdictions, with more than 3,400 legal professionals providing integrated legal services to clients worldwide.**

Rossana Chu advises on Hong Kong and cross-border M&A, capital markets, corporate finance, asset management, regulatory compliance, corporate and debt restructuring and employment legal issues. Her client base encompasses international conglomerates, listed companies, financial institutions, private companies, fund houses, high-net-wealth individuals as well as family enterprises.

Ms Chu was admitted as a solicitor in Hong Kong and England & Wales, and has practised law for 25 years. Apart from bachelor's and master's degrees in Law, she also holds a bachelor's degree in Accountancy. Today, she advises on a wide range of M&A, including takeovers and privatisations of listed companies, cross-border transactions, investments by private equity and venture capital funds, tender offers, as well as

financings of acquisitions and restructuring-related deals. She was interviewed by Bloomberg News in 2020, and was named by Lexology as a 'Legal Influencer' in Q1 and Q2 of 2021.

Mr Chu noted: "LC Lawyers is known for our pragmatic approach to providing clients with comprehensive solutions. Moreover, we are able to collaborate with EY's global network of professionals in order to provide these services. EY Law is unique in that it advises on areas wherein many law firms lack the requisite expertise – such as legal managed services, legal technologies, ESG, blockchain, metaverse, FinTech, artificial intelligence and data strategies."

In addition, Ms Chu has been recognised as: 'Recommended Lawyer' by the Legal 500 Asia Pacific (2022); 'Recommended Attorney' by Global Law Experts (2021–2022); 'The Highest Rated Lawyer to work with of the Year' by Asialaw Client Service Excellence (2021); A-List 'China's Elite 100 Lawyers (Foreign Firms)' by China Business Law Journal (2020–2021); 'Highly Regarded Leading Lawyer' by IFLR1000 (2015–2022); 'Winner in Capital Markets for Hong Kong' at the Client Choice Awards (2019)

by Lexology and International Law Office; 'Commended External Counsel of the Year 2017' by the In-House Community; as well as 'Winner of Takeover Deal of the Year 2016' by Lawyer Monthly.

She has advised on numerous significant transactions that have been instrumental in improving LC Lawyers' market position. These include: Li Ning Company Limited (a Hong Kong-listed company), concerning a raised fund of US\$1.34 billion; Hanergy Thin Film Power Group Limited (formerly a Hong Kong-listed company), which underwent privatisation in a novel way – the first of its kind in Hong Kong; Fullshare Holdings Limited (another Hong Kong-listed company), which took over China High Speed Transmission Equipment Group Co., Ltd. for US\$2.1 billion; as well as Air China Limited's IPO of US\$1.24 billion and dual listing on the Hong Kong Stock Exchange and London Stock Exchange.

*LC Lawyers LLP is an independent law firm and the Hong Kong member of Ernst & Young (EY).*



## INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDIA

# RAHUL CHAUDHRY

& PARTNERS



For 39 years Rahul Chaudhry & Partners has protected and safeguarded the intellectual property rights of its clients. Our team of 13 Partners and 55 attorneys offer comprehensive legal solutions to reputed national and international clients across industries. Previously known as Lall, Lahiri and Salhotra (LLS), our firm is one of the most reputed legal firms in India.



### Areas of Practice

Intellectual Property | IP and Non-IP litigation | Arbitration | Dispute Resolution

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# MERGER CONTROL LAW EXPERT OF THE YEAR IN INDIA



## KK Sharma Law Offices

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**KK Sharma Law Offices ("KKSLO"/"Firm"), headquartered in New Delhi and having footprints through associate offices across the globe, was established by Mr. KK Sharma. Having single-handedly drafted the Indian Merger Regulations and enforcing them successfully for the first time also helped Mr. Sharma to be known as the "Architect of Indian Merger Review Format". Though starting as a Competition Law boutique firm, the Firm has grown to cover nearly all areas, but more prominently: Environmental and IPR Laws, Enforcement and Investigation Framework, International Trade, Tax and Public Affairs.**

Clients of the Firm include Multinationals, International Associations of Business and Industry, Sovereign Governments and Fortune 500 Companies, including Private and State-Owned Enterprises. In-depth analysis of all issues with a single-minded focus on the clients' interest, in addition to unique expertise in competition law, have given the Firm an unparalleled distinction.

Be it Competition Law, Tax, Environment or any other law – or the related litigation as well as path-breaking and unique approaches in handling matters – have been appreciated by the concerned authorities and courts alike.

In addition to practicing law, the Firm's academic contributions on various topics are appreciated around the world. Mr. Sharma has written two books on Competition Law alone, along with his contributions of chapters on the Indian context of different laws in international publications, such as: Global Competition Review, Asian Competition Review, Competition Policy and International Cooperative Legal Guide.

Because of his seminal contribution in the development of competition law in India by way of contributing to the drafting of the law, regulations and heading all three divisions (Investigation, Mergers and Antitrust), while being in the Competition

Commission of India, Mr. Sharma has also been hailed as the "Father of Indian Competition Law" by the media.

Mr. Sharma laid down the competition law investigation framework in the country as the very first Director General (DG) of the functional Competition Commission of India, guiding client enterprises and providing deft navigation. This ensures that later, when the DG report is submitted to the Commission, enterprises are gently guided out of harm's way.

The Firm also assists enterprises in making them self-reliant by producing "do it yourself" kits or Corporate Compliance Manuals for them, so as to help them avoid getting caught in competition law log jams and to manage their affairs in such a way that they are not victims of regulatory crossfire due to not taking the necessary precautions. To this end, the Firm assists enterprises in having a competition law compliance culture as well as drafting a self-help almanac to ensure that mitigating circumstances will be accepted in favour of the client in the unlikely event that they find themselves on the threshold of having a penalty imposed on them.

Amongst numerous examples – for violations against its clients – the Firm was able to get a penalty of USD 12.4 Million (INR 87 Crores) imposed on a global automobile giant for anti-competitive conduct in India, as well as a similar penalty on a global player in the real estate sector.

Similarly, when a prominent port regulator on the east coast of India was practically held hostage by way of a physical blockade, despite an earlier order against the port agents causing the blockade and previous multiple petitions making no headway, the Chairman of the port was advised to dial KKSLO in what was almost a "distress call". Despite the entire ecosystem apparently being hostile towards the port regulator, a favourable order was obtained for the client, penalising the bodies and individuals involved in the blockade.

It is a matter of record that extreme penalties have been avoided for those enterprises that rushed to the Firm

in the nick of time as an article of faith. This faith in the Firm is always amply reciprocated with sterling performance. A near full reduction of penalty by an amount of USD 96 Million (INR 670 Crores) on a group of public sector insurance giants, despite unambiguous documentary evidence against them, would certainly rank as one of the most satisfying moments in the history of the Firm. Similarly, when a Trans National Corporation (TNC), specialising in the manufacture of label printing machinery and with a presence in more than 90 countries, was staring at a potential penalty of nearly USD 43 Million (INR 300 Crores), it was KKSLO's role to ensure that no penalty was imposed for any violation of the law.

In similar circumstances, for the largest corporation in India dealing in the area of food stability, when obvious instances of cartelisation amongst its critical supplies could not arouse the sympathy of the regulator despite documentary evidence, KKSLO was brought in to provide successful redressal. The Firm's smooth handling uncovered a cartel operating for more than a decade.

Other areas where the firm has operated include: Enforcement & Investigation – be it Serious Fraud Investigation Office or Enforcement Directorate or Anti-Corruption Law, Commercial Law, India Business Entry, Arbitration, Drafting of Agreements, Litigation and Transfer Pricing, IPR Laws and, in some cases, even high-stakes criminal matters covering nearly all sectors of the economy. In this direction, the Firm has a wide experience of having dealt across sectors such as: Automobiles, Power Generation and Transmission, Retail, Real Estate, Shipping Industry, Liquor, Insurance, Ports, Pharmaceuticals, Banking and Finance, Bulk Transportation, Oil and Chemicals, Film Industry, Manufacturing Sector, Future Trading of Agricultural Commodities or Services of GPS Devices, amongst many other sectors.

In totality, the Firm believes in "delivering happiness" – and ensures that clients thrive after bringing and leaving their problems at the doorstep of KKSLO.



## OFFSHORE RECRUITMENT SERVICES CONSULTING FIRM OF THE YEAR IN INDIA



**IMS People Possible**

**Amit Somaiya**  
Group CEO & Co-Founder

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ims  
**PEOPLE?**  
**POSSIBLE!**

**IMS People Possible provides Outsourced Recruitment Services (ORS) to more than 200 staffing companies globally. IMS also offers tailor-made solutions, from recruiting, credentialing and compliance, onboarding and MSP/VMS/ATS maintenance. IMS is a part of Empresaria Group Plc, UK. It has a collective workforce strength of 2,250+ across offices in India, the US, the UK and the Philippines, providing 24/7 support.**

**Our recognitions include:**

- Global Outsourcing 100 for six times in a row by IAOP;
- A Great Place to Work certified proud achiever of 'Dream Company to Work For' award;
- Member of APSCO, American Staffing Association (ASA), TEAMS Members Only (MO).

Putting people first, an open-door culture and encouraging teams to grow and develop their careers in a positive environment are what makes IMS stand out. Today, the firm focuses on imparting employee training, creating new pathbreakers who contribute to a shared goal of unprecedented employee and customer

experience. Clients include global staffing and recruitment agencies in sectors such as IT, engineering, education, healthcare, construction, oil & gas, accounting, real estate as well as pharma & life sciences.

Amit Somaiya, Group CEO & Co-Founder, noted: "We listen to our clients and understand their world. This has helped our clients increase their fill rates, lower their overheads and increase profitability. Our agility and flexibility have guided them during market highs and lows, and it is through this approach that we have maintained longstanding partnerships for more than a decade."

According to Mr Somaiya, recent scenarios have revealed a pivotal power shift, away from companies and towards the candidates. "Candidates nowadays have multiple companies to choose from," he said, "right from the companies they believe their goal aligns with, to the companies that provide them with flexibility and freedom in practice. It has, therefore, become increasingly difficult to bring in the right candidate for the right job. In such circumstances, we devise and implement strong strategies to attract the best talent, as well as providing continuous support during transformational times – helping our clients succeed in this war for talent."

Mr Somaiya explained that a further crucial challenge has been to fulfil client requirements in the testing times caused by COVID-19 – providing consistent, seamless and secure services while moving away from an office-based culture to a remote setup, and again to a hybrid model. During this time, the team at IMS served clients with an unswerving commitment; meanwhile, the firm's adaptability demonstrated that its prior investments in the best infrastructure, people and tech had paid off.

Looking to the months ahead, he added: "Coming out of the pandemic, recruiters are seeking able partners to help them upscale with agility – to achieve greater reach for sourcing candidates and improving cost efficiency. This has resulted in us onboarding several of the world's largest staffing firms, and we will continue to promote a culture of creative freedom by encouraging employees to devise unique ideas for organisational success. We have always been committed to diversity, equity and inclusion. This positions IMS as a socially responsible organisation that transforms every business and person we touch."

## TAX LITIGATION EXPERT OF THE YEAR IN INDONESIA



**Mul & Co**

**Mulyono, SH, SE, AK, MH, MM, MKn, CPA, CA, CFP, CMA, BKP**  
Managing Partner

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**MUL & Co**  
INDONESIA TAX LAW FIRM

**Mul & Co is one of a very few law firms in Indonesia that specializes in taxation fields. Mul & Co is founded by experienced practitioners with multi-disciplinary backgrounds in tax, law, accounting, and finance.**

We believe that our success depends upon our clients' satisfaction. Therefore, we always strive to provide our clients with the best possible solution to their tax matters. The firm brings a rich understanding of Indonesia's unique business and legal culture. Mul & Co is also staffed by dedicated professionals with a deep understanding of taxation law regulations and business culture, and is independent and free from lengthy conflict checks process, which can sometimes be time-consuming.

Operating at the helm of Mul & Co is Mulyono, who is passionate to learn and share about Taxation, Accounting, Finance and Legal topics. He has accounting, finance and legal backgrounds, as well as triple masters in finance, law and Notary,

and several professional certifications. These include: Certified Public Accountant, Chartered Accountant, Certified Financial Planner, Certified Management Accountant and Affiliate Wealth Manager. He is also a licensed legal counsel in the Tax Court, a licensed advocate and member of Indonesian Advocate Association (PERADI), and a registered tax consultant.

Before setting up Mul & Co, he had an extensive working experience in tax and legal environments. His experience in the taxation field extends to tax disputes, tax due diligence, tax advisory, tax compliance and company restructuring. He serves a variety of multinational clients from industries including manufacturing, trading, real estate, mining, oil & gas, telecommunications and hospitality.

In the case that Taxpayers receive an unfavorable Appeal or Lawsuit Decision from the Tax Court, Mul & Co can assist in filing a Civil Review Petition to the Supreme Court for reconsideration. After the Objection Decision has been

issued by the Regional Tax Office, the next process is the Appeal Process in the Tax Court. In the case that the Tax Office issues a decision other than an Objection Decision, the taxpayer can file a lawsuit to the Tax Court, and at this stage we can represent the Taxpayers as their Legal Counsel. If the Taxpayers disagree with the Tax Assessment Letters as the result from a Tax Audit, the Taxpayer can file for objection to the Regional Tax Office, and the Regional Tax Office will issue an Objection Decision.

During a Tax Audit, the firm can assist the Taxpayers in handling Tax Audits. Meanwhile, in an overpayment position – Income Tax & VAT – the Taxpayer can file for a restitution to the Tax Office. On this matter, the firm 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. Efficient and early tax planning adds value in a transaction by reducing both actual transaction tax costs and long-term sustainable tax rates.

## TMT LAW EXPERT OF THE YEAR IN INDONESIA



**K&K Advocates**

**Danny Kobrata**  
Partner

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**K&K Advocates' TMT practice group has extensive experience in providing wide-spectrum services for clients from diverse industries to meet their legal requirements in the field of TMT.**

Today, the firm's client base is comprised of key players in fields including: technology solutions, software and gaming, financial technology, telecoms and social network providers as well as entertainment. In addition, due to increased digital transformation across multiple industries, the firm has extended its support to include clients in the shipping, fast-moving consumer goods and transportation sectors.

Its work in the area of TMT primarily focuses on the provision of legal advisory, as well as compliance audit of the client's products or services. Its attorneys are well-versed in translating regulatory provisions into practical aspects – to ensure compliance regarding clients' commercial operations within Indonesia, especially when navigating the country's technology-related regulatory regimes, which are in a constant state of flux.

Danny Kobrata, Partner at the firm, noted: "Our attorneys are fluent in understanding

technical aspects of the client's services and product, which are core components of the compliance audit we carry out. This audit includes an assessment of the client's privacy and personal data operations, as well as assessing their content moderation policy, their technology mechanics, and the legal compliance incumbent in their marketing and promotional materials."

Mr Kobrata's professional memberships and affiliations are diverse, and include: PERADI (Indonesian Advocates Association); acting as a Faculty Member for the University of Prasetiya Mulya, wherein he focuses on business and management – particularly cyber & technology law; as well as the APPDI (Indonesian Data Protection Practitioners Association).

These affiliations provide additional experience in a wide range of services and compliance, as well as commercial operations within the field of TMT. As a result, many of K&K Advocates' loyal clients are renowned figures in the digital and technology sectors.

According to Mr Kobrata, with the growing demands of the global economy – combined with advancing technology – all businesses

must master digital platforms in order to provide relevant services to their users. To this end, the firm recently advised PT Telekomunikasi Indonesia Tbk (PT Telkom), a state-owned telecoms corporation, to provision compliance to applicable personal data laws and regulations. K&K Advocates also mapped out PT Telkom's privacy operation for its COVID-19 tracking application, which it is now mandated to be used in many public establishments.

Mr Kobrata added: "We are renowned because we have a solid knowledge and background in IP and IT – not merely on the conceptual level, but rooted to the foundation of technical aspects regarding appliances and operations, which allows clients to obtain a comprehensive understanding pertinent to their business.

"We continue to have a strong relation with the Indonesian authorities and other stakeholders, to keep the industry well equipped and apprised of every development pertaining to government regulations, policies, views and, overall, the spirit of good governance – also taking into consideration the socio-cultural and socio-political impacts."

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



**Anderson Mori & Tomotsune**

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**Anderson Mori & Tomotsune (AMT) is a full-service law firm formed by the winning combination of three leading law firms in Japan: Anderson Mori, a large international firm that was best known for serving overseas companies doing business in Japan since the early 1950s; Tomotsune & Kimura, particularly well known for its expertise in international finance transactions; and Bingham Sakai Mimura Aizawa, a premier international insolvency/restructuring and crisis management firm.**

2022 marks the 70th anniversary of when James Buell Anderson established the firm that would become the predecessor to AMT.

Today, Gen Takahashi, Partner at AMT, handles a variety of corporate matters, with a particular focus on cross-border M&A transactions involving Japanese entities. He provides thorough and practical legal advice based on his experience of working in Singapore and Australia, as well as at the M&A division of a major securities firm in Japan.

With his deep knowledge of domestic M&A – including public deals, general corporate, antitrust, commercial contracts, labour and dispute resolution – gained through his prior experience, he is fully capable of providing international clients with multangular advice on complex, cross-sector transactions.

In recent years, Mr Takahashi has advised clients from all over the globe, including the US, Canada, the UK, France, Germany, Italy, Sweden, Denmark, Australia, India, the PRC, Korea, Taiwan, Singapore and various other Asian countries. He is wholly familiar with the legal systems and cultures at play in those countries/regions.

He noted: "AMT is significant in that it provides an extraordinarily powerful value proposition. Housing all of these synergistic practices under one roof, and further increasing our resource scale, we have the capacity to serve a multinational client base on in-bound, out-bound and domestic projects by providing expert, timely and cost-efficient advice across a diverse range of legal issues.

"With a depth of knowledge and experience, accumulated since the earliest days of M&A activity in Japan, our practitioners – specialising across a broad range of disciplines and industries – work together on each deal to provide comprehensive and timely support and solutions to our clients in all stages of a transaction. This spans the initial planning and structuring processes, through due diligence and contract negotiation, to post-transaction governance and integration."

According to Mr Takahashi, there have recently been various notable opportunities in the Japanese market – due to the relatively low share prices of prominent public and private companies relating to the widespread ramifications of the COVID-19 pandemic. Through AMT, Mr Takahashi has been instrumental in assisting a number of international clients who have sought these opportunities. The opportunities have included private equity funds and public companies, and have been contingent on the firm's abundant knowledge and experience concerning such 'in-bound' deals in Japan.



# MOST RESPECTED LAW FIRM OF THE YEAR IN MALAYSIA



**Kadir Andri & Partners**

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Managing Partner

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**KADIR ANDRI**  
& Partners  
Advocates & Solicitors

**Kadir Andri & Partners (KAAP) is a Malaysian law firm of distinction, specialising in Corporate, Banking & Finance and Dispute Resolution.**

The firm traces its roots to 1976 when our Founder and Senior Partner, Kadir Kassim, formed Kadir Kassim & Co., which later became Kadir Tan & Ramli.

Since its inception, the firm has come to be defined by its high standards of professionalism and expertise, its dedication to clients as well as its flair in execution.

**Areas of Practice:** Within KAAP's specialist areas of Corporate, Banking & Finance and Dispute Resolution, the firm has exceptional teams focused on mergers & acquisitions, debt and equity capital markets, Islamic finance, energy & infrastructure, real estate & REITs, litigation and arbitration, restructuring and insolvency, compliance and corporate governance.

**Achievements:** KAAP has established a stellar reputation as a trusted legal adviser in key roles in some of the most prominent and complex transactions involving Malaysian interests. Today, the firm consistently ranks in the top tiers of industry surveys – including Chambers and Partners, IFLR1000, Legal 500 Asia Pacific – as a leading Malaysian law firm, with many of its partners commended as star advisers.

Called to the English Bar in 1989 and Malaysian Bar in 1994, Managing Partner Dato' Andri Aidham Badri is the coauthor of a Malaysian law book on administrative law, and has contributed chapters to several other publications. Moreover, he was attached to the AG's Chambers Malaysia 1990–1994 before going into private practice.

KAAP is specialised in corporate, corporate finance and banking. The firm has experience in structuring deals and novel products for banking and finance. In particular, securities issues and

structuring, including Islamic Finance, for a core client base of institutions and large companies.

KAAP has recently advised new types of sukuk in Islamic Finance – for example, convertible sukuk, exchangeable sukuk as well as project finance sukuk. In addition to this, the firm has advised Malaysia's premier development bank on the acquisition of Malaysia's only corporate guarantee company.

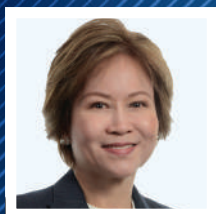
During the height of the pandemic, the restricted movement and border closures affected many of its clients. However, the firm has been successful in providing normal services throughout COVID-19, albeit doing meetings online.

Looking to the future, the firm plans to build and develop further new practice areas, such as renewable energy.

*The firm has experience in structuring deals and novel products for banking and finance.*







**FEDERIS & ASSOCIATES  
LAW OFFICES**

**Mila Federis**  
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Managing Partner

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**FEDERIS & ASSOCIATES LAW OFFICES (FEDERIS) is a boutique law firm based in the Philippines, one of just a handful in the country whose practice is focused exclusively on IP. FEDERIS is proof that in IP, size truly does not matter. Focus and expertise are what get results. The firm consistently ranks as one of the top trademark and patent filers in the country and has scored big wins for household-name brands before the Intellectual Property Office and the Supreme Court.**

A culture of service is deeply ingrained in everyone on the very capable team, which includes highly qualified attorneys, seasoned paralegals, licensed engineers and agents as well as dedicated administrative staff. They work closely with clients to come up with creative, tailor-made solutions that are implemented simply and seamlessly. Drawing upon their vast knowledge and extensive experience in different areas of IP, they skillfully guide clients through the intricacies of local practice. At FEDERIS, relationships with clients are carefully nurtured through regular communication and rapid action to ensure that expectations are not only met, but surpassed.

Now more than ever, IP is an ever-evolving field, and FEDERIS evolves along with it. The firm meticulously tracks new developments, both domestic and international, quickly complies with new regulations and legislation, and promptly adopts new practices. Businesses must constantly innovate in order to succeed in today's quickly changing landscape. They should be able to do this freely, without getting entangled in red tape or stifled by the prospect of litigation. With FEDERIS, they are assured that the firm appreciates the value of their creative work, understands the need to protect their IP, and anticipates the challenges of execution.

FEDERIS's track record speaks for itself. Both the firm and its Managing Partner, Mila Federis, have been recognized by industry peers for consistently delivering. A firm with a big heart, FEDERIS gives back to the community

by providing legal aid and financial support to various charitable causes.

**Command of the Court Room**

Litigation is a contest, and the party that wins is the one who not only has good command of the facts and issues, but also a game plan. That plan should address the strengths and weaknesses of the conflicting evidence and map out parallel actions and ancillary remedies to weaken the opposing party's case. From day one, the attorneys at FEDERIS let clients know where they stand and how their case can be improved.

In one case, a client's registered mark was impugned by another, who claimed to have first used it. The question posed was whether such first use without any attempt to register the mark defeats the subsequent registration of client. While Philippine law on the issue of how trademark rights are acquired states that rights are based on registration, not use, a survey of Philippine court decisions reveals that courts, including the Intellectual Property Office, still cling to the notion that use is the basis of true ownership. Our lawyers scoured the records of legislative deliberations and were able to confirm that the Congress intended to abandon use and replace it with registration as basis for acquiring ownership of trademarks. Armed with these records, in 2012 we were able to cause the Intellectual Property Office to concede in one decision that true ownership is now based on registration.

Our lawyers routinely file actions in Intellectual Property Office hearings and in courts to pursue civil and criminal aspects of IP claims. The lawyers at FEDERIS appear for preliminary investigations before prosecutors, and apply for search warrants before criminal courts. When warrants are issued, our lawyers visit the targeted sites to lend assistance to police enforcers. Our team also pursues IP claims before other administrative bodies. We cancel infringing names in front of the Securities and Exchange Commission and the Department of Trade and Industry.

**Advocates for Your Creative Work**

It is an easy decision to choose the lawyers at FEDERIS as your IP legal

representation. When our clients require protection beyond Philippine jurisdiction, we work and collaborate with our network of reliable foreign associates, who are experts in this area of law.

Mila Federis works with clients from a wide range of industries, including pharmaceuticals, consumer goods, hotel, leisure, electronics, automotive, telecommunications and IT. Her extensive experience in an IP-focused practice involves copyright, trademark and design prosecution, enforcement, licensing, advertising and privacy issues. She manages a range of trademark work, from clearance to prosecution and maintenance. Her enforcement work includes cease-and-desist letter campaigns, raids, coordination with government officials and court actions.

Ms. Federis is involved in committee work for professional organizations. She organized a roundtable conference for the International Trademark Association (INTA), moderated an INTA conference panel discussion and represented INTA at an Asia-Pacific Economic Cooperation IP Rights Experts' Group consultation. She is a regular contributor to the Philippines section in INTA publications: *Anti-Counterfeiting in Asia and the Pacific Rim*, the *International Oppositions Guide*, *Country Guides* and the *Madrid Practitioner's Guide*. Ms. Federis is also a regular contributor to the *Getting the Deal Through: Patents Edition* and *Getting the Deal Through: Trademarks Edition*.

In addition to her professional activities, Ms. Federis devotes time to pro bono cases. She acted as defense counsel for students accused in anti-subversion cases and was defense counsel for seven women accused in a criminal case for malicious mischief. This case was filed by a prominent political family, who illegally constructed fish pens in a lake that was declared by the government as a fish sanctuary. Ms. Federis is also a passionate proponent for the firm's annual gift to the Office of Legal Affairs at the University of the Philippines College of Law, and is a regular contributor to the funding of non-government organizations involved in the rescue and rehabilitation of street children.



## ADMIRALTY & MARITIME LAW FIRM OF THE YEAR IN SINGAPORE

### Haridass Ho & Partners

Haridass Ho & Partners is a medium-sized firm with a niche practice in the fields of Admiralty, Shipping and International Trade whilst handling a broad spectrum of legal services.

Haridass Ho & Partners believe in the importance of personalised service and solicitor-client relationship, which are vital building blocks in the successful completion of any instructions. The firm aims to provide speedy, cost-efficient legal advice and solutions to problems. With this in mind, the firm is structured to allow for the formation of project groups to undertake specific matters and instructions in a variety of areas of practice. This system of grouping allows for multi-disciplinary teams of lawyers to render collective expertise to a particular project or matter if there is a need for this approach.

#### PRACTICE AREAS:

- Arbitration & Alternative Dispute Resolution
- Admiralty, Commercial & Corporate Litigation

- Vessel Sale & Purchase
- Real Estate/Conveyancing
- Corporate/Corporate Secretarial



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### Haridass Ho & Partners

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## INTERNATIONAL ARBITRATION EXPERT OF THE YEAR IN SINGAPORE



#### Joseph Lopez LLP

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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 speciality in sectors spanning 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.

He is called to the Bar in Singapore, the UK and Australia, and is a Fellow of the Singapore Institute of Arbitrators (SIArb) 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 years, 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(II) 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 was recognised as a "Notable Firm 2021" in Singapore by Benchmark Litigation Asia-Pacific.

*Joseph Lopez is a highly experienced practitioner with more than 30 years' experience in litigation and international commercial arbitration.*

## IP LAW FIRM OF THE YEAR IN TAIWAN



**道法法律事務所**  
DEEP & FAR Attorneys-at-Law

### Deep & Far Attorneys-at-Law Yu-Li Tsai, Partner Patent Attorney

**Established:** Since 1992

**Tenet:** § Quality | Reliable | Invaluable §

**Services:** IP Right Prosecution & Litigation, Corporate Legal & Consulting, IP Value-Added Services

**Focus:** Patents, Trademarks, Copyrights, Trade Secrets, Unfair Competition, Licensing, Counselling, Litigation, Transaction

**Territories:** Taiwan, Mainland China, Hong Kong, and Macau

**Fields:** Mechanics, Chemistry, Pharmacy, Biology, Electronics, Optics, Telecommunications, and Computer Sciences

**Clients:** Armani, Baidu, Beckhoff, BYD, CICC, Chep, Cypress, Dr. Reddy, Gleason, Grenzebach, Haribo, Infineon, Intercept, InterDigital, Lenovo, Lupin, Motorola, MPS, NovaLED, Oppo, Piramal, Schott Glas, SeeReal, Sun Pharma, Teva, Torrent, Toyo Ink...

**Members:** The patent attorneys and patent engineers in Deep & Far normally hold outstanding and advanced degrees and are generally graduated from the top three universities in this country

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## PATENTS LAW EXPERT OF THE YEAR IN TAIWAN



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**Sigma IPR was renamed from Rich IP & Co., which was established in 2005. Owing to their combined experience prior to establishing the firm, the team at Sigma IPR is specialised not only in patent and trademark prosecution, but also in contentious matters.**

Managing Director Ms Clarice Chen excels not only in patent and trademark prosecution, but also in the offence and defence of patent and trademark rights, and the litigation surrounding said rights.

Ms Chen has been engaged in patent and trademark practices since 1990 and is a member of APAA (the Asian Patent Attorneys Association), TWPAA (the Taiwan Patent Attorney Association), AIPLI and the Taiwan Trademark Association. She has lectured for local and national organisations in Taiwan on various IP topics, the details of which can be accessed at [www.sigmaipr.com](http://www.sigmaipr.com).

According Ms Chen, in Taiwan, there are only a handful of IP firms equipped with a full-fledged chemical/biochemical team, among whom the team at Sigma IPR has

been highlighted as the most responsive, detail-orientated and disciplined. The core technical fields covered by the team include, but are not limited to: chemistry, chemical engineering, computer science, artificial intelligence, electrical engineering, information engineering, polymer, semiconductor, pharmaceutical, agricultural, life sciences and biotechnology.

Ms Chen noted: "Today, more and more patent cases are interdisciplinary and require professionals with varying technical backgrounds. Since Sigma IPR's staff members come from different technical backgrounds, the firm is ideally placed to provide customised advisory services and can draw upon first-hand research spanning an array of areas. This widespread experience and know-how is also highly relevant when rendering service for interdisciplinary cases.

"In addition, the management team's experience and expertise mean they have the leading edge in patent disputes. They are well versed and up to date with the complexities of such disputes. In a recent

case, one client of the firm was accused as infringing two patents of a company. Our firm prevailed in not only the validity issues – successfully invalidating the two patents – but also in the infringement issue, because the success in validity issues forced the company to withdraw the litigation case."

Referring to recent developments, and the firm's current roster of clients, she added: "At present, our client base consists of around 50% local clients and approximately 50% of foreign clients. It should be noted that the firm was renamed to Sigma IPR as recently as 2021. The new name reflects our target to reach a synergistic summation of our clients' IP rights through our professional services.

"Sigma IPR continues to provide services for local and foreign clients operating in various technical fields. Innovations did not simply cease as a result of the global pandemic, and so our office is open and running normally – and is fully equipped for our staff and professionals to provide their services remotely, wherever necessary."



## BUSINESS ADVISORY EXPERT OF THE YEAR IN TURKMENISTAN



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**Maksat Sahedov**  
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**Maksat Sahedov is a private auditor and business consultant in Turkmenistan, providing audit and assurance, tax advisory and business compliance services to FLEs that have operations or potential business interests in the developing market of Turkmenistan by acting as their trusted advisor. Maksat Sahedov has more than 15 years of professional experience in auditing, consulting and compliance areas, including 12 years in the leading international audit and consulting firms.**

Practice areas include, amongst others, compliance with tax, corporate and labor laws:

**Tax Law:** An in-depth expertise in all tax matters, including international taxation, proper interpretation and application of international double taxation treaties, tax planning and optimization, support during tax audits, tax litigation, disputes resolution and defense of clients in the courts.

**Corporate Law:** Business compliance advisory covers, inter alia, business set-

up compliance advisory (getting to know the Host country), tax registration of permanent establishments of FLEs, and ongoing compliance advisory.

**Labor Law:** In this very challenging and demanding area, always requiring huge efforts from businesses to be up-to-date and compliant, the tailored services cover payroll audit and consultancy as well as related labor disputes resolution.

*Maksat Sahedov* is unique in servicing operators and subcontractors that operate in Turkmenistan under Production Sharing Agreements. This uniqueness is achieved through deep knowledge and expertise in production-sharing agreements, petroleum and tax laws, cost recovery and profit-sharing mechanisms as well as their nexus with taxation. These unique masteries assure the ability to puzzle out in various engagements and serve as a foundation for multiple success stories.

*Maksat Sahedov's* mission is to be possessive of not only professional technical attributes related to practice areas, but also to be a solid attorney for clients, combining – all in one place

– the critical characteristics of honesty, ethics and independency. Aiming to always pursue the optimum for his clients, *Maksat Sahedov* is committed to continuous improvement of his services in order to become the best in the market. He has close access to an international network of audit and consulting firms to ensure the latest information and ideas are brought to clients.

Despite the global pandemic's negative effect on all businesses around the world, the business's finance, tax and compliance teams have been busier than ever due to new unwitnessed matters and questions. As such, the pandemic brought significant changes to auditors and lawyers, some of which can be opportunities for improvement. Being flexible and continuing to be helpful and productive for clients, we also had to adopt a new work-life format via more efficient collaboration and technology adoption.

Looking to the future, *Maksat Sahedov's* vision is to achieve entity-wise expansion in the market while continuing to offer comprehensive services with the best professional and ethical quality standards.

## ARBITRATION EXPERT OF THE YEAR IN UZBEKISTAN



**Sherzod**  
**Abdulkasimov**



**Sitara**  
**Sabirova**



**Mushtariy**  
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**PraeLegal Uzbekistan is one of the biggest international law firms in Uzbekistan with more than 30 lawyers, including 25 attorneys, who have the experience of acting as judges, prosecutors and tax authorities. The law firm has seven departments, including the Corporate department, Litigation department, International department, International Arbitration department, Project Development department, Banking & Finance department and Criminal Investigations department. Our lawyers are fluent in Russian, Uzbek, Chinese and English.**

PraeLegal is a rapidly growing legal and consulting network, currently operating in all five continents with more than 142 independent law firms all around the world, with its headquarters in Germany and branch offices in Istanbul, South Korea, Mali, the Democratic Republic of Congo, Afghanistan, Macedonia, Iran, Azerbaijan and Uzbekistan. PraeLegal Uzbekistan's cross-practice team serves clients across industries in Uzbekistan and broader Asia, as well as in global markets

with interests in Uzbekistan, with their complex, market-specific transactional and regulatory needs.

PraeLegal Uzbekistan is the only firm in Uzbekistan with profound experience and a proven track record in international arbitration courts, such as ICC, LCAM and VIAC. Its core strengths are the experience and diversity of the team members – attributes that enable the team to take on any case with confidence.

The team has a track record of enforcing both foreign arbitral awards in Uzbekistan, and enforcing the arbitral awards of Uzbek arbitration courts in foreign jurisdictions, with successful recovery for the client. It has successfully represented the rights and interests of elite athletes in sport dispute resolution bodies, and has successfully succeeded in both procedural and substantive matters of contracts in international arbitration proceedings. If the need arises, the team can offer its services in the peaceful resolution of disputes via mediation practice.

Moreover, PraeLegal Uzbekistan has successfully represented clients in the international arbitration court – the ICC – and

recently achieved recognition and enforcement of the arbitral award from the Uzbek arbitration court in mainland China, which made it the first law firm to do so in Uzbekistan.

Today, the firm has a diverse client base, consisting of both private and corporate clients from all over the world, and to date, its experts have assisted major international corporations, organisations, governmental organisations, NGOs and international banks.

In addition, the team is instrumental in pioneering the development and promotion of arbitration in Web3.0 and the Metaverse, which is an extremely fast-growing and challenging new industry for ADR.

PraeLegal Uzbekistan's arbitration team plans to continue its growth and success rate in the coming 12 months, as well as to certify team members from organisations such as CIARB, ICC and FIFA, expanding upon its current representation of existing clients in LCAM and VIAC.

## BOUTIQUE WORKPLACE LAW SPECIALISTS OF THE YEAR IN AUSTRALIA



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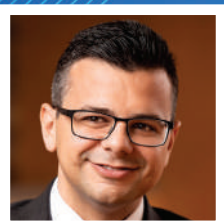
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## TAX EXPERT OF THE YEAR IN AUSTRALIA

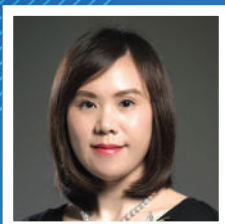


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## ART LAW FIRM OF THE YEAR IN CHINA



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大成 DENTONS

## CORPORATE SERVICES EXPERT OF THE YEAR IN CHINA



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## IP LITIGATION LAW FIRM OF THE YEAR IN CHINA



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Miura & Partners

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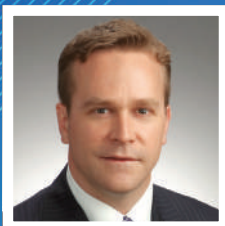
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**K&L GATES**

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## COMMERCIAL LAW EXPERT OF THE YEAR IN MALAYSIA



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**SRL**

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## INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN MALAYSIA



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**Shearn Delamore & Co.**

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## CORPORATE M&A EXPERT OF THE YEAR IN THE PHILIPPINES

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## EMPLOYMENT LITIGATION LAWYER OF THE YEAR IN THE PHILIPPINES



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## CROSS BORDER M&A LAW EXPERT OF THE YEAR IN TAIWAN



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## TRADEMARK LAW FIRM OF THE YEAR IN TAIWAN



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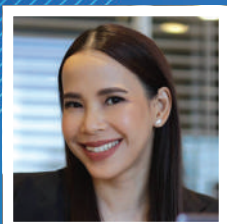
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**himark**



THE TRUSTMARK

## FINTECH ADVISORY EXPERT OF THE YEAR IN THAILAND



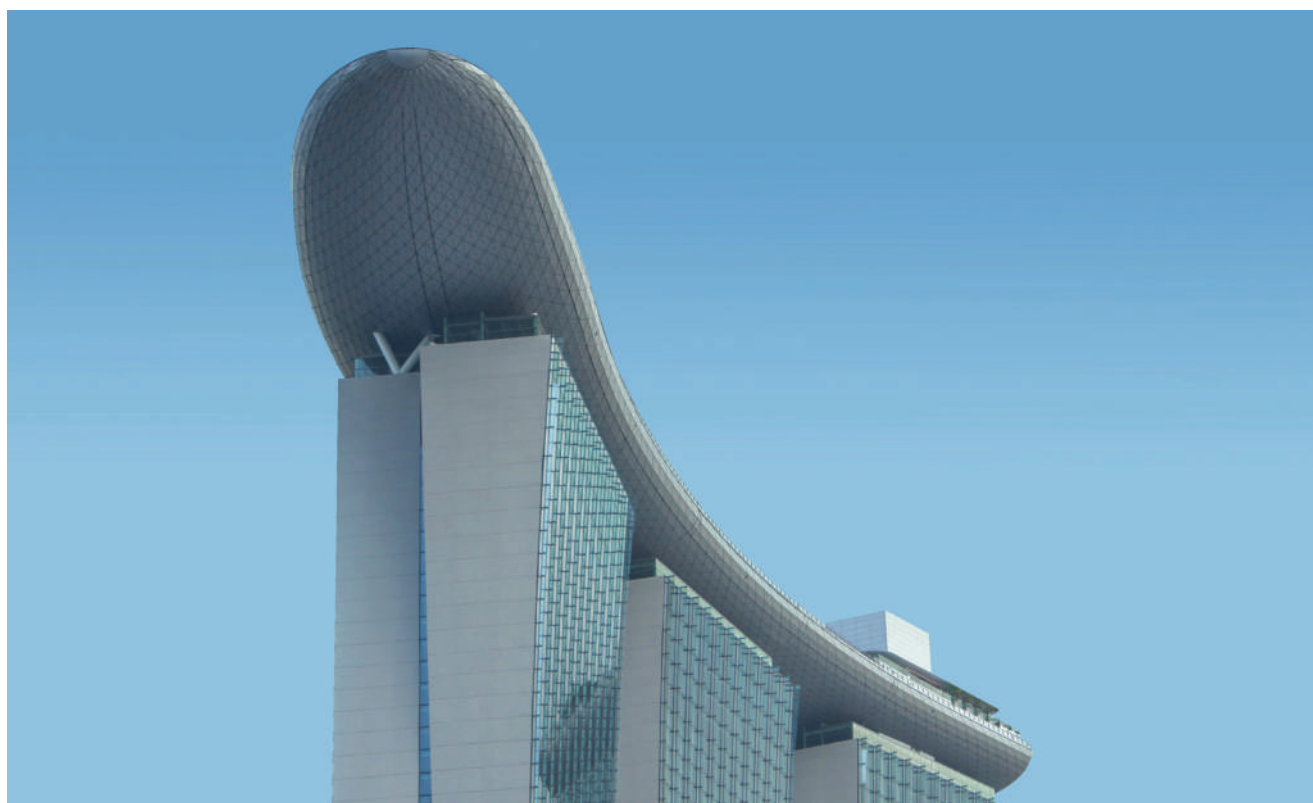
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&  
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# Africa & The Middle East Winners

**As noted by the IMF's Middle East and Central Asia Department's Regional Economic Outlook, the war in Ukraine and sanctions on Russia are exacerbating the divergence in recovery prospects for the Middle East and Central Asia.**

Despite better-than-expected momentum in 2021, the economic environment in 2022 is defined by extraordinary headwinds and uncertainties, particularly for commodity importers, with higher and more volatile commodity prices, rising inflationary pressures, faster-than-expected monetary policy normalisation in advanced economies, and a lingering pandemic.

"Last year, the Middle East and Central Asia experienced a better-than-expected recovery, a result of strong domestic demand, with real GDP growth revised at 5.8% in the Middle East and North Africa and to 5.6% in the Caucasus and Central Asia. However, inflation also surged and remains elevated. This has reduced countries' monetary policy space when fiscal policy was already constrained with higher post-pandemic public debt," said Jihad Azour, Director of the Middle East and Central Asia Department at the IMF.


Prospects for oil and gas exporters in the Middle East and North Africa have improved, while countries in the Caucasus and Central Asia face a particularly challenging outlook, given linkages to Russia and Ukraine.

"We project real GDP growth in the MENA region at 5% in 2022. While this is a 0.9%-point upgrade from October, this forecast masks significant differences across countries, with oil exporters upgraded due to higher energy prices and production in line with the OPEC+ agreement, and most emerging market and middle-income countries and low-income countries downgraded. In the CCA region, real GDP is projected to grow by 2.6% in 2022, a 1.5 percentage point downgrade from October, which reflects the profound impact of the war in Ukraine on the countries in this region," added Mr Azour.

Downside risks include a prolonged war and further sanctions on Russia, tighter-than-expected global financial conditions, possible de-anchoring of inflation expectations, a sharper slowdown in China, and new pandemic outbreaks.

Policymaking has become increasingly complex, with dwindling macro policy space to deal with shocks, amid high debt and inflation.





Policies will need to be calibrated carefully to country circumstances to manage uncertainties, maintain macroeconomic stability, and support the recovery while protecting the most vulnerable and ensuring food and energy security. Structural reforms have become even more urgent to prevent scarring from the pandemic and the war and ensure an inclusive recovery.

“The IMF continues to work closely with the region, providing policy advice and technical support, as well as \$20 billion in financing to the Middle East and Central Asia region since the beginning of the pandemic. The Fund has also allocated \$49.3 billion of Special Drawing Rights to supplement the region’s reserve assets, which will help countries cope with policy trade-offs. The IMF’s recently approved Resilience and Sustainability Trust, which will help steer resources to countries that need them most, could also help in this effort,” said Mr Azour.

### **IMF Africa Regional Economic Outlook**

Meanwhile, the IMF sees a challenging economic outlook for Africa due to the war in Ukraine combined with the lingering impact of pandemic – but there are reasons to be optimistic as well, Africa Department Director Abe Selassie told reporters in Washington.

“At the start of 2022 and even a little after in the third year of the pandemic, it looked like sub-Saharan African countries were beginning to recover from the very difficult economic conditions they had encountered in 2020 and 2021. Unfortunately, most countries in the region are now facing a major setback,” said Mr Selassie at the launch of the Fund’s Africa Regional Economic Outlook report.

Higher fuel costs and the prospect of a smaller-than-usual wheat harvest in Ukraine were key drivers of inflation. This could lead to social unrest, the IMF has warned.

“Indeed, over the last couple of months we have increased our inflation projections significantly, lifting the regional average for 2022 by a full four percentage points, which represents the worst inflation reading in the region since 2008. But most importantly, high food prices have increased food security concerns across the continent and will hurt all segments of the population,” he added.

Many countries in Africa borrowed heavily to deal with COVID-19, and with looming interest rate hikes by the US Federal Reserve on the horizon, the IMF is urging that concessional financing and grants be offered in order to reduce the debt load.

“This is a new shock, and this shock requires incremental financing and not just, you know, reallocating support that was already committed. So, I think the international community can help by coming forward with robust concessional financing,” noted Mr Selassie.

However, the report did see signs of resilience, and higher commodity prices may help some countries – particularly oil exporters.

He continued: “I do want to emphasise that, yes, that was a very difficult policy environment. But, you know, it is a region which has been very, very resilient. It’s resilience that’s been tested time and again, unfortunately, in recent years. But I do remain very optimistic about the medium- and long-term growth potential of our countries. It’s just making sure that we come through this period.”

To this end, the IMF is urging policymakers to be nimble and flexible to put their finances on firm ground to handle debt while ensuring adequate social spending and safety nets. Mr Selassie pointed to Kenya as an example of countries walking the fine line.

“In countries like Kenya, where the exchange rate is flexible, where you have relatively deep and liquid financial markets allowing the exchange rate to move – as the Central Bank of Kenya has done – is the right policy step.

“I think [...] in the highly uncertain global environment we face: making sure that the reserves remain adequate, that there is some exchange rate flexibility to absorb, is all-important in terms of the financing outlook.”

## CORPORATE LAW EXPERT OF THE YEAR IN CAMEROON



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**Akkum, Akkum**  
& ASSOCIATES LLP

**Akkum, Akkum & Associates LLP was established in 2002 with a resolve to create a distinguished, full-service legal practice. We are a dynamic partnership registered under the laws of the Republic of Cameroon. Our primary mission is to deliver premium service, quality and value to our clients. We incorporate a rich blend of traditional legal practice with the spirit required to satisfy the constantly evolving dynamism of business in our results-driven professional services.**

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We present our clients with the broadest mix of cognate skills, and depth of expertise drawn from decades of experience in corporate commercial transactions and dispute resolution. Our up-to-date awareness of and participation in local and international commercial developments, which drive corporate commercial transactions, enables us to adopt forward-facing approaches to the legal issues referred to us. As a result, the

firm has been ranked among the best law firms in Cameroon, with many awards won in diverse categories.

Today, our core practice is concentrated in the areas of Corporate and Commercial Law, Banking and Finance, Immigration Law, Labor and Employment, Energy, Transport, Intellectual Property, Tax, Dispute Resolution and Litigation, Financial Institutions, M&A and Securities.

### **Carlton Fon Akkum**

Carlton Fon Akkum is a founding member and the Senior Managing Partner of Akkum, Akkum & Associates LLP. With 23 years of hands-on experience as a legal practitioner, he is highly specialised in his craft, having amassed a great deal of finesse in the legal practice and advised on several complex and cutting-edge transactions in the areas of Intellectual Property Rights, Securities, corporate restructurings (such as mergers and acquisitions), capital markets, corporate governance, due diligence and corporate finance, real estate, regulatory advisory services, labor and employment, competition and commercial litigation.

He is currently advising on a wide range of matters in oil & gas, power and capital markets.

His expertise spans the African Market. He has the ability to guide his team towards meeting deadlines without sacrificing quality. Mr Fon Akkum has advised many local and internationally based corporations on aviation, mining and technological deals.

He is an accredited agent at the African Intellectual Property Rights Organization (OAPI), as well as a bona fide human rights activist and author of numerous publications in law journals.

*Languages: English and French*

### **Education**

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- Moore Institute of Intellectual Property
- African Intellectual Property Rights Organisation

### **Professional Memberships**

- Cameroon Bar Association
- International Bar Association
- International Law Association – Cameroon Branch
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## COMMERCIAL LAW EXPERT OF THE YEAR IN GAMBIA



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**Malick F. Mbai is a Barrister and Solicitor and Co-Managing Partner of the law firm of Fajara Chambers, which was founded in 1995 by Senior Lawyer Ann Rivington, a UK-qualified lawyer with 40 years' combined practice experience in the UK and The Gambia.**

The Chambers are conveniently located at the Standard Chartered House, Kairaba Avenue, Kanifing Municipality, the heart of the commercial and financial district of The Gambia.

The practice has a wide client base of local and international corporate and private individual retained clients. This includes local and international manufacturers, international airlines, local and international NGOs, international and locally owned hotels and tourist enterprises, financial

institutions, diplomatic missions and international investors.

The practice receives agency instructions from international law firms in Europe, the US, Africa as well as locally based clients. The members of the Chambers have a combined practice experience of more than 50 years, offering and delivering legal services; meanwhile, the practice has the capacity to undertake large and complex transactions, handled with high professional and ethical standards and the delivery of high-quality legal services. The Chambers is well known for its client-orientated approach, aimed at delivering professional legal services in an efficient, timely and cost-effective manner.

Mr Mbai currently focuses on civil litigation, debt recovery, property and conveyance, private client

services, banking, corporate and commercial transactions as well as documentation, tax, petroleum law, probate, estate administration and matrimonial causes.

In addition, he won the Leaders in Law Global Awards 2021 as the Commercial Law Expert of the Year in The Gambia.

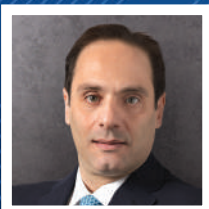
Mr Mbai also recently won the Corporate Livewire Global Awards 2022, as Corporate Lawyer of the Year in The Gambia.

Fajara Chambers is a collaborating member firm of Andersen Global.

*The practice has a wide client base of local and international corporate and private individual retained clients.*



## MENA REGION LAW FIRM OF THE YEAR IN LEBANON



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**ALL THE WAY**

**EKP is a regional law firm of leading experts who bring together international expertise with a deeply rooted knowledge of Middle Eastern markets. Our offices in Beirut, Dubai and Riyadh are our local hubs and support us in serving the entire Middle East Region.**

Our track record in the region is unparalleled, with partners grounded in the region and serving it together for more than 15 years. Our professionals come from a diverse range of backgrounds, cultures and skills.

We are a uniquely structured firm with a robust infrastructure. We pride ourselves on the consistency and quality of our service, offered at competitive and flexible rates and fee structures.

Our team is structured around specific practices and sectors, ensuring our 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.

Our driven and passionate lawyers are constantly working on bettering their practice and keeping up with industry standards and trends. As trusted legal advisors, we 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, our clients benefit from a cost-effective, solution-driven service.

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.

### **Ziad El-Khoury**

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 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, regulator and civil law matters, with particular emphasis on telecommunications, banking and finance, corporate, business and commercial. He has also handled matters involving bankruptcy, real estate and construction, litigation as well as alternative dispute resolution. In addition, Ziad has a good handle on stand-alone projects.

Moreover, he 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, and has assisted several governments in the region on a wide range of projects.

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.

*We are a uniquely structured firm with a robust infrastructure.*

## CORPORATE LAW FIRM OF THE YEAR IN THE MENA REGION



**EKP**

**Patrick Khoury**  
Partner

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**ALL THE WAY**

**EKP's experienced team of corporate lawyers understands 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.**

The firm offers a one-stop shop for all your corporate work. Our 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 organizations facing critical and uncertain circumstances. While it can be very difficult to structure and negotiate, working with experienced legal advisors is a key first step in ensuring the potential for success.

Our lawyers have deep experience in forging joint venture arrangements. With many successful projects to our credit, our clients have come to rely on us as trusted advisors in the structuring and success of these ventures, from inception to exit. Our contractual joint venture clients cover a broad spectrum of sectors and include real estate developers, construction companies, healthcare providers and private equity investors. We engage 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. Our services include both reviewing and structuring risk management programs for market-leading companies and representing clients in large-scale internal or regulator-driven investigations.

We counsel corporations, partnerships and sole proprietorships on developing internal compliance programs to ensure that a

business is operating at peak performance and in conformance with all applicable laws and regulations.

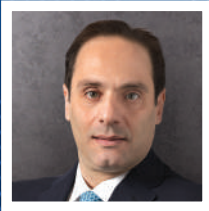
Despite the global pandemic's negative effect on all businesses, including the legal sector, our team adapted very quickly – owing to an existing contingency plan, an excellent IT support and EKP's "All The Way" culture. We were able to maintain client service with minimal impact. EKP's partners in our three offices in Dubai, Riyadh and Beirut continued to meet weekly through video calls, achieving business as usual; moreover, EKP is in the process of adding lateral partners to grow our Corporate Practice – in addition to hiring fee earners, due to the increase of new investments in Dubai.

### **Patrick Khoury**

Patrick Khoury, EKP Partner, has more than 20 years' experience in the Middle East, including 16 years in the UAE. He specializes 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.



# HEALTHCARE LAW FIRM OF THE YEAR IN THE MENA REGION



**EKP**

**Ziad El-Khoury**  
Managing Partner

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**ALL THE WAY**

**For the past 15 years, EKP's experienced team of lawyers has been involved in large healthcare projects and transactions in the region, giving them an exceptional expertise and unparalleled experience of the sector and its major players.**

Our healthcare practice focuses on both general policy concerns and specific legal subjects that have an impact on healthcare clients.

We can support you 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.

Our client portfolio includes government healthcare authorities, insurance providers, pharmaceutical companies, private equity firms specializing in healthcare investment and other healthcare commissioners.

Managing Partner Ziad El-Khoury is described by market sources as "highly rated for his healthcare knowledge," and as someone who "takes a leading role in the firm's spectrum of corporate and commercial mandates".

## **Selection of EKP 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 specialized 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 telecom 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 setup of a group purchasing organization 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 pharmaceutical 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 – this work included business segregation and tax optimization in preparing for an IPO;
- Advising Saudi and foreign project sponsors in connection with the regulatory requirements and licenses 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.





# CORPORATE RESTRUCTURING LAW EXPERT OF THE YEAR IN SOUTH AFRICA



## Bekker Attorneys

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Director

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**Bekker Attorneys is a South African law firm specialising in corporate restructuring to help clients get their businesses duly protected. The firm was founded on the notion that many business owners form a business in the belief that all they require is to register their company, and that will be sufficient to protect them; however, the unfortunate reality is that all it does is provide a corporate identity – with very little protection in business dealings.**

According to Bekker Attorneys' Director, Hanno Bekker, very few attorneys are trained to understand the complexities of business, as their degrees only focus on the law and the implementation of it. As such, business owners are then caught off-guard when they find themselves facing an unforeseen legal matter, which can lead to them losing everything they have built up over time.

Bekker Attorneys was founded in 2010, and since then, the firm has dealt with numerous high-profile cases for political parties in court. The firm has also assisted several businesses involved in litigation matters, and as such, has seen firsthand what happens when a business is not properly set up and protected. In order to remain fully apprised of recent regulatory developments on both a domestic and global level, the firm is registered with the UIA for international legal services, as well as the Legal Practice Council of South Africa.

Mr Bekker noted: "Most law firms don't have anything to separate them from their competitors, as the services and the pricing is almost the same, and because lawyers are not trained as business people. This means they don't understand the importance of being unique and on the cutting edge of developments. We have, however, expended a great

deal of effort to educate ourselves in corporate structures by learning from businesspersons who have walked the path before us to bring that knowledge back – and to implement that knowledge in a manner that is beneficial to ourselves and the client."

It was through following this philosophy that Mr Bekker received several video endorsements from prominent businesspersons, such as JT Foxx, as well as celebrities, such as Michael Douglas.

Regarding notable casework completed by the firm, Mr Bekker explained: "We had one client who had three large farms, of which one was in his personal name, and the others were part of a corporate entity. He came to our offices after having been sued for debt, and during the consultation we advised him to restructure his corporate entity and divest himself of the shares in the corporate entity. However, he decided not to follow our advice, in the belief that his farms that were part of the corporate entity would be safe, and he was willing to take the chance. Unfortunately, as predicted, he lost the case and all three of his farms due to not implementing our counsel. If he had followed our advice, even if he had lost the case, he would have – at most – lost only one farm, and not all three."

In the past 12 months, Bekker Attorneys witnessed several professional challenges, most notably that many businesses had to scale back to survive the pandemic-induced lockdowns. In turn, this also caused them to scale back on the legal services they thought they required. "The challenge with this, however, is that their corporate structure fell by the wayside," said Mr Bekker. "This opened them up to other challenges, such as debt repayments that fell behind; and now, after the fact, they have asked us to help them recover."

Mr Bekker stated that his role has been to proceed and assist these businesses as requested, but it is a cautionary tale because, in some instances, it is too late to turn the situation around.

Today, Bekker Attorneys maintains several international business partners that can assist any client in the relevant jurisdiction, and, with so few lawyers being into business, the firm is in a prime position to serve as the gateway to help clients locate the correct professional in their area. However, even though every country's laws differ – and you cannot implement what works in one country directly to another – Mr Bekker believes that the basics always stay the same, regardless of where in the world you might find yourself.

The firm typically works with business owners who have been in business for at least three to five years, as this means they are already on their way to being well established, and have reached a point where they require Bekker Attorneys' services. But this does not mean that the firm will not accept clients that are outside this narrow window, as Mr Bekker can assist any business owner as long as his team has assessed their business and can see areas where they can input their advice.

Looking to the coming months, Mr Bekker concluded: "We are in the process of opening up several virtual offices internationally, in order to assist our clients as and when required. This move is motivated by the time difference that can occur in communication between clients and the firm, and we wish to eliminate that delay, as we understand that clients usually require immediate attention to their matter – for the sake of their business."

*The firm has also assisted several businesses involved in litigation matters, and as such, has seen firsthand what happens when a business is not properly set up and protected.*

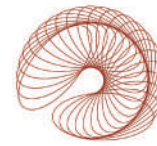
# SUSTAINABILITY AND NATURAL RESOURCES LAW FIRM OF THE YEAR IN SOUTH AFRICA



## Lopes Attorneys Incorporated

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Managing Director

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**LOPES  
ATTORNEYS  
INC.**

**Lopes Attorneys Incorporated is a boutique law firm, based in the heart of Johannesburg, and is recognised as one of the leading law firms on the African continent, having been shortlisted as a finalist at the 2021 African Legal Awards in the Specialist Law Firm of the Year Category, a little under six months after having commenced operations.**

The firm specialises in a number of fields, including animal welfare, anti-bribery, corruption and white-collar crime, as well as general corporate and commercial law, among a number of other fields.

The firm acts on behalf of various international and local clients, and has a thorough understanding of both South African and African business intelligence.

Our team work tirelessly to ensure that clients are put first and that their matters are handled with professionalism, care and diligence.

Our collective years of experience in the legal profession, together with our appetite for technology, ensure that we stand out from the crowd and provide clients with cutting-edge legal solutions to cater for their every need. Moreover, we pride ourselves on not only rendering a service to our clients, but providing them with a complete end-to-end experience.

We believe that the engagement of an attorney is all about the end-to-end experience – allowing our clients to feel valued, appreciated and looked after from the inception of the relationship.

## **Sustainability and Natural Resources**

Our team have acted on behalf of the largest organisations in the world in the realm of environmental law, sustainability and natural resources.

Lopes Attorneys boasts one of the very few dedicated animal welfare practices in South Africa, acting on behalf of the world's largest animal welfare organisations.

With Environmental, Social and Governance (ESG) requirements on the rise, corporations are well-placed to ensure that they receive accurate and well-considered advice on how to meet and maintain such obligations.

Our Practice Areas Include: Animal Welfare; Air Pollution; AgriBusiness; Biodiversity; Cosmetics and Luxury Goods; Climate Change; Dispute Resolution; Energy (including renewables and nuclear law); Legislative and Regulatory Compliance; Mining; Mine Health and Safety; Property; Oil and Gas; Oceans and Water; and Tourism.

## **Rui Lopes**

Rui Lopes is the Founder and Managing Director of Lopes Attorneys, and is the Head of Africa Relations at the firm. Rui has specialisations in animal welfare, ESG compliance, anti-bribery and corruption, data protection, dispute resolution, pharmaceuticals and healthcare, cannabis compliance and financial institutions.

Rui has been regarded as one of the leading lawyers on the African continent by the African Legal Awards, having been shortlisted as a finalist in 2020 as Most Promising Newcomer, and led the firm to its shortlisting in 2021 as a finalist in the Specialist Law Firm of the Year category.

Rui is currently writing towards his Master's at the University of the Witwatersrand, being supervised by Former Constitutional Court Judge, Edwin Cameron, on the provisions of section 24 of the Constitution.

Some of Rui's highlights include:

- Advising clients and compiling submissions to the High Level Panel in an attempt to end the captive lion breeding industry, with the subsequent announcement by Minister Barbara Creecy that the captive lion breeding industry would come to an end;
- Advising clients and compiling comments to the Draft Policy Position on, inter alia, the captive lion breeding industry, published by Minister Barbara Creecy;
- Investigating misconduct by various National and Provincial Departments as it pertains to enforcement and compliance with the environmental regulatory framework;
- Investigating and uncovering fruitless and wasteful expenditure of a municipality in the Western Cape in relation to the running of a pound;
- Advising clients and compiling comments on the Proposed Chicken Farming Standards;
- Advising clients and compiling comments on the Proposed Pig Farming Code;
- Advising clients in relation to the ongoing litigation in relation to the live exportation of sheep;
- Advising clients in relation to various obligations of the Department in relation to NEMA and NEMBA and the State's compliance with the provisions of CITES.

*The firm specialises in a number of fields, including animal welfare, anti-bribery, corruption and white-collar crime, as well as general corporate and commercial law, among a number of other fields.*



## LITIGATION LAW FIRM OF THE YEAR IN THE UAE



### Nour Attorneys & Legal Consultants

**Mohamed Noureldin**  
Founder & Legal Consultant

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www.nourattorneys.com



**Nour Attorneys & Legal Consultants stands for extraordinary professionalism applied to our clients' requirements and needs. After years in top business law firms, Founder Mohamed Noureldin decided to form Nour Attorneys to go the extra mile – so that business clients can find professional lawyers who think business, and who can provide them with practical, cutting-edge solutions to ensure they move forward with ethics and integrity while clients are safe to enjoy a better future.**

We have gained unrivaled practical capabilities over the years, honed in the midst of some of the fiercest and most scrutinized top-level court battles, business negotiations and transactions. Our customers' finest assets in battling wrongdoings or injustice have proven to be our passion and knowledge of the law.

Litigation is, without a doubt, our most important area of expertise in our practices serving businesses around the globe – alongside other legal services – and we

approach it with the utmost attention and dedication at all stages of a litigation trial, in front of all judicial investigation authorities and courts of law, at all jurisdictional levels.

Corporate and commercial litigation, criminal law, white-collar crime and corporate crime comprise one of the firm's core areas of expertise, with two main components: business crime counseling and criminal investigation as well as litigation. Furthermore, we are one of the few business law firms in the UAE that completely comprehends and communicates to our clients the growing impact of strong and consistent regulatory requirements, in-depth compliance activities and white-collar due diligence on businesses' day-to-day operations.

We typically work with foreign corporate customers as well as their executives and officers due to our extensive experience and expertise in servicing international clients, but we also represent local corporations and businesspersons, CEOs and managing directors in all business transactions, especially the litigations that stem from these transactions.

We have comprehensive expertise and experience in all areas of litigation, including, but not limited to: corporate corruption and money laundering, financial claims, misappropriation of funds or cybercrime, copyright or environmental criminal violations related to local laws and business regulations.

Our legal team is distinguished by our undeniable and unwavering commitment to the legal profession and our clients. We don't simply offer litigation services; we also use our expertise in achieving their objectives through other business services.

At every level of the business journey, our clients recognize our efforts in the sphere of assisting businesses to grow through providing solid legal ground for all business transactions.

We constantly challenge ourselves and our team to keep up with the complex global market in which we operate – and our approach enables problem analysis and resolution in a creative and strategic manner, rather than relying on pre-established concepts and procedures.

## INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN ZIMBABWE



### BMatanga IP Attorneys

**Brenda Matanga**  
Head of Practice / Lead IP Counsel

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**Founded by Brenda Matanga in 2010, BMatanga IP Attorneys is a specialised IP services firm headquartered in Harare, Zimbabwe. The firm was set up as an anchor to provide legal support and address the IP needs of companies, individuals and institutions with business interests in Africa. Today, due to the realisation that IP interfaces with other areas of the law, the firm is growing its commercial practice to ensure comprehensive legal support to clients. The firm is dedicated to high ethical and professional standards, and adheres to a work culture of service excellence and professional competence – always helping to secure its clients' intellectual creations.**

It is BMatanga IP Attorneys' belief that one's original works of art deserve exclusivity and a high level of control. Accordingly, the firm empowers clients against direct or indirect reproduction or exploitation of their original works. To this end, the firm offers trademark registration, observation, search, investigation and portfolio management to protect and secure trademarks from

illegitimate use. The team can be consulted on protection of inventions and any other innovative creations, and places a high value on ingenuity, as well as the time and effort spent on research and development. It assists clients in terminating the actions of "free riders," also in matters of counterfeiting and wrongful use of domain names and industrial property.

#### Brenda Matanga

Brenda Matanga is the firm's Head of Practice and Lead IP Counsel. She holds a Bachelor of Law Honours Degree (LLB) from the University of Zimbabwe as well as a Master's in IP Law (LLM) from the University of Turin in Italy, in collaboration with WIPO, the World Intellectual Property Organisation. She has extensive experience in commercial practice and has, over the years, distinguished herself as a specialist IP attorney. To date, Ms Matanga has assisted many global companies with matters of IP acquisition, prosecution, strategy and dispute resolution. As a leading IP champion in Zimbabwe and Africa at large, she has helped shape the industry's growth, and actively empowers startups.

Due to her distinguished status as former President of the Zimbabwe Institute of Patents and Trademarks Agents (ZIPTA) and her current role as Chairperson of the Africa Regional Intellectual Property Organisation (ARIPO) Working Group, Ms Matanga is on the front line of advocating and spearheading legislative reforms to IP laws affecting Zimbabwe as well as the wider continent.

She is currently Councillor of the Law Society of Zimbabwe. Moreover, Ms Matanga is a member of INTA, the International Trademark Association, where she has served as a committee member for the "Unreal Campaign" and currently serves in the Brands for a Better Society committee.

Having cemented herself as a leading IP voice, Ms Matanga has received international recognition. These accolades include: Most Influential Woman in IP (Zimbabwe) – Global Excellence Awards, Acquisition International (2018) Top 50; Emerging IP Players Awards – The IPR Gorilla (2019); as well as being listed by Courtroom Mail as one of the 30 most influential female law firm founders (2020).

## TRADEMARK LAW EXPERT OF THE YEAR IN AFGHANISTAN



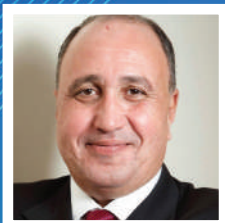
**Masnad IP Law Firm  
(MASNAD IP)**

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## ARBITRATION LAW FIRM OF THE YEAR IN EGYPT



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## CORPORATE AFFAIRS SERVICES EXPERT OF THE YEAR IN EGYPT



**KLCCA Legal  
& Corporate Affairs**

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## MERGER CONTROL LAW FIRM OF THE YEAR IN EGYPT



**Zulficar and Partners Law Firm**

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## CORPORATE LAW EXPERT OF THE YEAR IN GHANA



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## BANKING & FINANCE LAW FIRM OF THE YEAR IN LEBANON



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Advocates & Legal Consultants

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Chairman

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**ALWASL INTERNATIONAL GROUP**  
ADVOCATES AND LEGAL CONSULTANTS

## BUSINESS LAW EXPERT OF THE YEAR IN NIGERIA



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**MAISON LEGAL**  
Barristers, Solicitors, Arbitrators & Trademark Agents

## LEGISLATIVE DRAFTING & LAW REFORM LAWYER OF THE YEAR IN NIGERIA



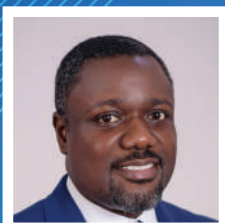
**Association of Legislative**  
Drafters and Advocacy  
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## TMT LAW EXPERT OF THE YEAR IN NIGERIA



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## COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN SOUTH AFRICA



**Knowles Husain Lindsay Inc.**

**Ian Lindsay**  
Director

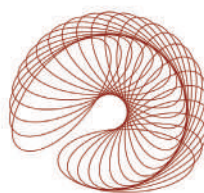
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## INFORMATION AND MEDIA LAW FIRM OF THE YEAR IN SOUTH AFRICA

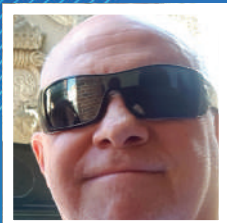


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**LOPES  
ATTORNEYS  
INC.**

## MARINE SURVEYORS ADVISORY FIRM OF THE YEAR IN SOUTH AFRICA



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**PATTERSON &  
ASSOCIATES (PTY) LTD**

## CORPORATE LAW FIRM OF THE YEAR IN SYRIA



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**Louay Gabriel Oussi**  
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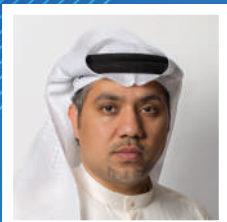
## INVESTMENT LAW FIRM OF THE YEAR IN TUNISIA



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**Adly Bellagha**  
Senior Partner  
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a.bellagha@gnet.tn

**Adly Bellagha  
& associates**

## BOUTIQUE GOVERNMENT PROJECTS LAW FIRM OF THE YEAR IN THE UAE



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& Legal Consultancy**  
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**MH**  
**MAHMOOD HUSSAIN**  
LAW FIRM



## ARBITRATION LAW FIRM OF THE YEAR IN ZIMBABWE



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**MUVINGI | MUGADZA**  
EST 1989  
L E G A L P R A C T I T I O N E R S



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