

2023

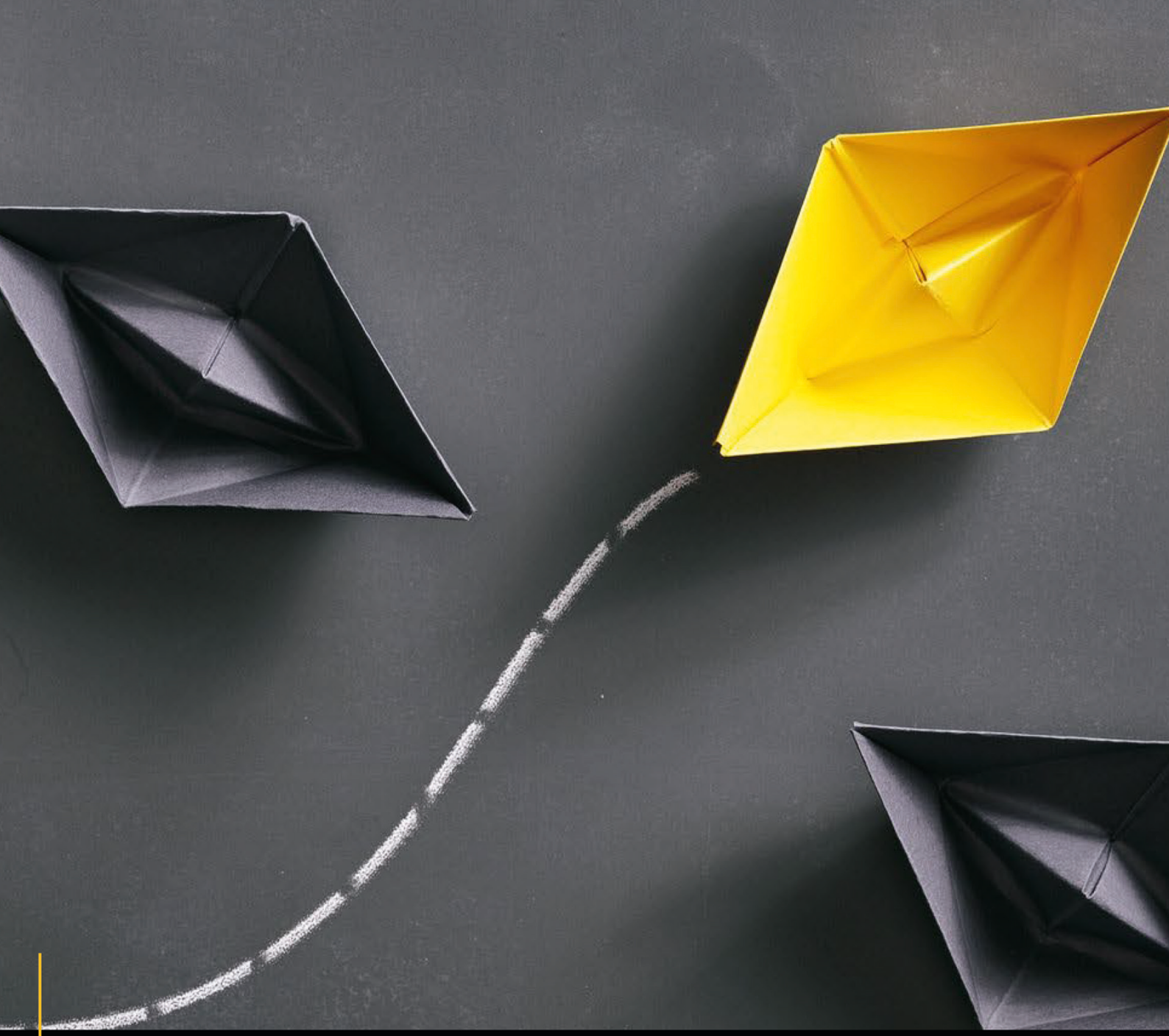
CORPORATE INTL

GLOBAL AWARDS 2023

Corporate INTL

GLOBAL AWARDS

SETTING THE INDUSTRY STANDARD FOR PRACTICE EXCELLENCE



Galicia

We are the only Mexican leading firm able to provide each of our clients a unique legal service offer with strong transactional and regulatory advice coupled with strategic capabilities in litigation and ESG.



Corporate INTL

PRESENTS THE 2023

GLOBAL AWARDS

SETTING THE INDUSTRY STANDARD FOR PRACTICE EXCELLENCE

2023 marks Corporate INTL's 16th Global Awards.

During the past 12 months, Corporate INTL's research department has conducted reviews, drawing insight from business leaders, advisers and investors based around the world, logging their nominations to produce a shortlist of candidates. This resulting publication will be viewed by some 70,000 recipients of the monthly magazine; it is also hosted on our website, which can be viewed by hundreds of thousands of visitors.

Our audience comprises investment managers, private equity investors, investment bankers, hedge fund managers, business bankers, asset-based lenders and wealthy individuals, among other expert insiders. There is regional and practice exclusivity for each award category – and so a Global Award is a significant accolade. The inclusions themselves represent a diverse cross section of lawyers and law firms, as well as a large array of other-industry consultants.

Please see the coming pages for details of our profiled firms' and individuals' service excellence in a multitude of practice areas and jurisdictions. Our winners have chosen to celebrate their accolades via industry commentary, firm summary editorials, and/or informative advertisements. This edition also features Listings, a similar format to business cards, for those award recipients who have opted to highlight their expertise and service offering in the form of contact details of a nominated spokesperson.

All of these inclusions can be located using the A–Z Index at the back of the edition.

Congratulations to all of this year's winners – and all the best for the year ahead.

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EDITORIAL/DESIGN

Edited by Ryan Daff (ryandaff@corp-intl.com)
Designed by Plan B Creative (jason@planb-creative.co.uk)

CORPORATE INTL

Tel: +44 (0) 121 236 0411

www.corp-intl.com

Regus, Suite 124, Cannock – Birmingham North, Watling Court, Orbital Plaza, Watling Street, Bridgtown, WS11 0EL, UK

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Europe Winners

The ongoing war in Ukraine has dimmed prospects of a post-pandemic economic recovery for emerging and developing economies in the Europe and Central Asia region, states a recent World Bank Economic Update.

Economic activity will remain deeply depressed during the course of the year ahead, with minimal growth of 0.3% expected in 2023's conclusive data, as energy price shocks continue to impact the region. So far, however, the region has weathered the storm of Russia's invasion of Ukraine better than previously forecast.

Regional output is now expected to contract by 0.2% in 2022's final figures (not yet available at the time of going to press), reflecting above-expectation growth in some of the region's largest economies and the prudent extension of pandemic-era stimulus programmes by some governments.

Ukraine's economy is now projected to contract by 35% in 2022 data, although economic activity is scarred by the destruction of productive capacity, damage to agricultural land and reduced labour supply as more than 14 million people are estimated to have been displaced.

According to recent World Bank estimates, recovery and reconstruction needs across social, productive and infrastructure sectors total at least $349 billion, which is more than 1.5 times the size of Ukraine's pre-war economy in 2021.

"Russia's invasion of Ukraine has triggered one of the biggest human displacement crises and exacted a heavy toll on human and economic life," commented Anna Bjerde, World Bank Vice President for the Europe and Central Asia region. "Ukraine continues to need enormous financial support as the war needlessly rages on as well as for recovery and reconstruction projects that could be quickly initiated."

The global economy continues to be weakened by the war through significant disruptions in trade and food and fuel price shocks, all of which are contributing to high inflation and subsequent tightening in global financing conditions.

Activity in the euro area, the largest economic partner for emerging and developing economies (EMDEs) of Europe and Central Asia, deteriorated markedly in the second half of 2022 due to distressed supply chains, increased financial strains and declines in consumer and business confidence. The most damaging effects of the invasion, however, are reflected in surging energy prices amid large reductions in Russian energy supply.

Downgrades to growth forecasts for 2023 are broad-based across EMDEs in Europe and Central Asia as the regional outlook is subject to considerable uncertainty. Prolonged or intensified war could cause significantly larger economic and environmental damage and greater potential for fragmentation of international trade and investment. The risk of financial stress also remains elevated, given high debt levels and inflation.

A supplement to the report examines the impact of the energy crisis. While global prices for oil, gas and coal have been rising since early 2021, they skyrocketed after Russia's invasion of Ukraine, sending inflation to levels not seen for decades in the region. This unprecedented crisis



has implications for consumers and governments alike – constraining fiscal affordability, firm productivity as well as household welfare.

Hardest hit will be countries with medium to high reliance on natural gas imports for heating (which accounts for 30% of energy demand), industry or electricity, in addition to countries closely connected with EU energy markets. These countries must prepare for gas shortages and put in place emergency plans to mitigate the worst impacts on households and firms, including saving energy, boosting energy efficiency and implementing quota/rationing plans.

Behaviour change campaigns that focus on heating efficiency in homes and buildings, such as resealing windows and adding insulation, require relatively minimal investment and show immediate impacts.

"The overlapping crises of the war in Ukraine, the ongoing pandemic and the surge in food and fuel prices are painful reminders that governments need to be prepared to manage massive, unexpected shocks that unravel very quickly," noted Ms Bjerde. "Social protection systems, which are the bedrock of anti-poverty efforts, need to be modernised to make them effective in the face of shocks as well as longer term challenges."

The report also includes a special focus on the region's social protection systems, which have played a critical role in supporting households and businesses during the pandemic and, more recently, from the fallout of the war in Ukraine.

The region's pandemic response comprised two broad types of policy instruments: income protection measures and job protection measures. The report assesses the effectiveness of these measures in promoting economic growth, reducing poverty and preserving jobs. It finds that, in the short run, higher spending on job protection measures was associated with higher employment and less poverty. However, the effect of these measures on growth is less clear.

These lessons from the pandemic are instructive for policymakers in making social protections systems adaptive and inclusive to effectively address both short-term shocks to the economy, and the longer term trends that are transforming labour markets – including globalisation, demographic trends, technological innovation and the impacts of climate change and climate action.

Policy interventions to building social protection systems for the future can include a combination of:

- guaranteed minimum income support designed to protect individuals and households from adverse shocks;
- regulatory reforms that gradually remove restrictions on firms' hiring and dismissal practices, and ultimately support the creation of formal jobs in the private sector and a reduction in informality;
- enhanced coverage of and protection for vulnerable groups;
- and digitalisation for improved quality and quantity of services provision.



Thomas Boller



Franz Szyszkowitz



Thomas Boller



Philipp Scheuba



Wolfgang Schubert



Philipp Scheuba

RECHTSANWÄLTE
B | L | S ATTORNEYS AT LAW

BLS Rechtsanwälte / BLS Attorneys at Law

Dr. Wolfgang Schubert, Partner
wolfgang.schubert@bls4law.com

Mag. Philipp Scheuba, Partner
philipp.scheuba@bls4law.com

Dr. Thomas Boller, Partner
thomas.boller@bls4law.com

Mag. Franz Szyszkowitz, Partner
franz.szyszkowitz@bls4law.com

Mag. Helmut Überbacher, Partner
helmut.ueberbacher@bls4law.com

office@bls4law.com
www.bls4law.com

With almost 50 years of experience and around 60 employees, BLS Attorneys at Law is among the leading medium-sized law firms in Austria and is located in the heart of Vienna, next to St. Stephen's Cathedral (Stephansdom).

The law firm possesses expertise in all legal fields and provides legal advice to both companies of all sizes and private individuals. On the market, BLS is recognized as a business law firm specializing in corporate law and litigation, with a strong profile in the technical field.

BLS's key areas include insurance law, banking and finance law, business and commercial law, labour and employment law, real estate law as well as IT and data protection law. A separate team is dedicated to commercial non-performing loans.

The independent certification body TÜV Austria Cert GmbH certified the business law firm's quality management system, attesting to its practice and client orientation. BLS was the first Austrian law firm to undergo this examination.

As the only Austrian member of the Avrio Advocati European Law Firms Association, BLS has access to an almost worldwide network of international attorneys at law, tax advisors and notaries. This enables BLS to handle cross-border matters quickly and successfully. The law firm corresponds in English, German, French, Spanish, Polish, Slovenian, Bosnian, Croatian, Serbian, Turkish and Chinese.

The firm's practical application of its philosophy, namely to provide sustained and personal client support, has been recognized several times in recent years by many renowned trade publications, such as Corporate INTL, The Legal 500 and Chambers and Partners, among others.

BLS Rechtsanwälte GmbH
Kärntner Straße 10
1010 Vienna, Austria



Helmut Überbacher, Philipp Scheuba, Wolfgang Schubert, Thomas Boller, Franz Szyszkowitz

BOUTIQUE LITIGATION LAW FIRM OF THE YEAR IN AUSTRIA

singer, kessler & partner. rechtsanwälte



Mag. Paul Kessler LL.M.
Partner

Tel: +43 1 219 77 99
p.kessler@skpr.at
www.skpr.at

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 specialisations, 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 recognise 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!

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.

BOUTIQUE REAL ESTATE LAW FIRM OF THE YEAR IN AUSTRIA

singer, kessler & partner. rechtsanwälte



Dr Markus Singer
Partner

Tel: +43 1 219 77 99
m.singer@skpr.at
www.skpr.at

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.

In the area of real estate, 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.

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 require other specialists, such as tax consultants or auditors, you can rely on our network.

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.

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.

Because we are a team of individual personalities with diverse strengths, this makes us outstanding in terms of technical expertise – and guarantees consistent chemistry in direct client support.

Dr Markus Singer

Lawyer, expert, real estate trustee and author. Busy and young-at-heart senior of the law firm.

Personal strengths: Straightforward in communication and excellently networked throughout Austria.

Motto: "Life is too short to spend every day in the same way."

Legal focus: Expert in real estate, real estate law, commercial and corruption criminal law, negotiation and litigation.

CORPORATE RESTRUCTURING LAW FIRM OF THE YEAR IN AUSTRIA

Lugger | Bankler Attorneys at Law



Kersten Bankler
Partner

Tel: +43 1 50 48 800
kersten.bankler
@lugger-bankler.at
www.lugger-bankler.at

LB lugger | bankler
ATTORNEYS AT LAW

Lugger | Bankler Attorneys at Law primarily provides legal advice in the areas of business and commercial law, with a strong focus on M&A / corporate and dispute resolution. The firm also has particular strength in environmental law and energy law. Further major practice areas of the firm include payment services law, public administration, employment and real estate.

Within the area of corporate law, the firm offers a diverse array of services, including incorporation of companies, setting up of branches, restructuring, corporate compliance, preparation of shareholder meetings as well as company secretarial services.

Kersten Bankler, Partner at the firm, noted: "Corporate restructuring and strategic reorganisation is one of our core practice areas and is part of our daily business. What makes us stand out is our strongly personal approach, tailor-made advice, short decision-making routes, quick response time and an efficient, solutions-orientated way of working.

"We always aim to understand our clients' business or personal needs. Therefore, we ask the important questions and work together with our clients to help them to work out strategies, resolve problems and find solutions. We have a fresh and innovative approach to the practice of law, and we deliver prompt, efficient and practical advice. For many of our clients, besides the high quality of our legal advice, our major advantage is our highly personalised service. We really do care about each and every client."

When asked how he would describe the firm's current typical client base, Mr Bankler added: "Our firm advises national and international commercial entities as well as public institutions in all areas of business and commercial law. It also advises private clients on commercial issues. Our Austrian clients, as well as our international clients, especially appreciate our expertise in the area of corporate law and our mission to fully understand their business and to provide tailor-made solutions according to their commercial and personal needs.

"Our lawyers also assist in national and transnational transactions, such as strategic acquisitions, mergers and demergers, providing advice and support on the sale of companies from the letter of intent, due diligence, negotiating and drafting of the contract through to the closing. Moreover, in the area of litigation and arbitration, we represent national and international entities and public authorities as well as private clients in civil proceedings before state courts and in arbitration proceedings. Representation before state courts or arbitral tribunals is one of our core areas of practice – and our services cover preliminary remedies and enforcement of (foreign) judgements and arbitration awards, also offering a full-service legal claim management for prompt and efficient debt collection."



K. Argyridou & Associates



Karolina Argyridou
Managing Partner

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

Our raison d'être is to deliver top-quality services in a prompt and cost-efficient manner.

Corporate INTL GLOBAL AWARDS WINNER 2023 — Karolina Argyridou K. Argyridou & Associates Banking Lawyer of the Year in Cyprus

Corporate INTL GLOBAL AWARDS WINNER 2023 — Karolina Argyridou K. Argyridou & Associates Financial Regulation Lawyer of the Year in Cyprus

Corporate INTL GLOBAL AWARDS WINNER 2023 — Karolina Argyridou K. Argyridou & Associates Investment Services Lawyer of the Year in Cyprus

K.Argyridou & Associates LLC

K. Argyridou & Associates is comprised of trusted advisors to major local and international organizations and governmental authorities. Our team includes well-respected, seasoned professionals with previous experience working in blue-chip financial institutions in Cyprus and abroad as well as reputable UK law firms. All work is delivered with direct and hands-on involvement of expert advisors with unparalleled experience in the field of their expertise.

Our raison d'être is to deliver top-quality services in a prompt and cost-efficient manner.

Our firm is set up and operates on the basis of what clients consider creates value for them. This includes being able to rely on their transactions being handled at a sufficiently senior level throughout, without compromising cost-effectiveness and on the basis that they will have continuous support until matters draw to a close, even in the most unforeseen circumstances.

We take pride in the fact that we have built and maintain excellent relationships with financial institutions, organizations, authorities and other clients, on a national and international level, who rely on us as their trusted advisors and their go-to firm in cases of complex and high-value transactions requiring a hands-on approach at a senior level.

We are characterized by our integrity and being dependable and available to our clients in order to meet and exceed expectations every time. We are dedicated to what we do and strive for excellence, inspiring trust at the highest level.

We remain at the forefront of developments and are often involved in bringing about changes to key legislative provisions.

We constantly strive to evolve and develop and contribute to shaping the future.

Karolina Argyridou

Karolina Argyridou graduated from the University of East Anglia with first-class honors (LLB) in 2005 and obtained her Masters in Law (LLM) from the London School of Economics and Political Sciences with distinction (Banking and Financial Regulation) in 2006. Karolina specializes in the areas of banking law, investment and financial services, capital markets, regulatory and general corporate and commercial matters as well as personal data. Karolina advises various local and foreign credit and financial institutions on a daily basis and has advised on multiple high-profile corporate lending and restructuring projects on the island. She has extensive experience in setting up and advising alternative investment funds, and in recent years, Karolina has been heavily involved in drafting of legislation of the financial services sector – working closely with government authorities on numerous projects for the drafting and transposition of major banking and financial services laws.

Banking & Finance

Partners in our firm have extensive experience in single-lender as well as syndicated loans, having advised on a large number of complex cross-border transactions, often with the role of coordinating legal counsel. We routinely work on LMA-type loan documentation and other standard form documentation widely accepted and used in the banking and finance sector, and with which we are extremely well versed.

We have advised on a number of single-lender loans, syndicated loans, distressed debt and distressed asset trades as well as risk participations under standard LMA terms. We have also negotiated and advised on funded and unfunded risk participations under the Master Risk Participation Agreement (MRPA) framework. Partners in our firm have advised on repos under the Global Master Repurchase Agreement (GMRA) framework.

We have extensive experience in advising on trading of distressed debt and distressed assets carried out under standard terms or putting in place tailor-made solutions to suit the peculiarities of each deal and asset type, often facing UK funds as counterparties.

We have put together and advised on structured product term sheets, credit-linked notes and packaged investment products. Our services include providing legal opinions, conducting due diligence exercises, putting in place security documentation, perfection of security, and advising on and putting in place indemnities and guarantees.

We are able to draw from our extensive experience delivering top-notch advice within the most challenging timeframes.

Investment Services

Over the years, the firm has advised on the setup of various regulated investment firms and prepared all relevant policies, procedures and client-facing documentation. Furthermore, the firm has advised credit institutions on their client-facing documentation, ensuring compliance with the applicable legal and regulatory framework, including bringing such documentation, as well as policies and procedures, in line with MiFID II.

Our lawyers have extensive knowledge of investment services legislation, including experience gained working in-house in various credit institutions and investment firms.

CORPORATE SERVICES ADVISORY FIRM OF THE YEAR IN CYPRUS

Aspen Trust Group



Marina Zevedeou
Chief Executive Officer

Tel: +357 22418888
Direct: +357 22418730
Fax: +357 22668111
marina.zevedeou@aspentrust.com
www.aspentrust.com

Elia House, 77 Limassol Avenue
CY-2121, Nicosia, Cyprus

The Aspen Trust Group is one of the pioneers of the corporate service industry in Cyprus. Since the establishment of the Group in 1998, it has provided financial advisory, consulting services and international structuring solutions to corporates and high-net-worth Individuals.

Specific services include the setup and management of entities globally, legal and administration services, banking and tax compliance, accounting, financial management and restructuring, re-domiciliation, patent registration, residency and immigration, cross-border mergers, family office services, intellectual property consulting and headquartering.

Marina Zevedeou, CEO, is an experienced professional with a demonstrated long history of more than 20 years working in the financial services sector. She is a Chartered Accountant of the Institute of Chartered Accountants in England and Wales with PWC, London. She is also a member of I.C.A.E.W., I.C.P.A.C., S.T.E.P., I.F.A., I.T.P.A. and IR Global. She is also the President of Women's Indian Chamber of Commerce and Industry (WICCI) – Cyprus and the Cyprus Country Chair of G100 Global Trade Wing, both organisations aiming to promote legislative changes to assist women in the world.

Ms Zevedeou noted: "We are passionately proactive, carefully reactive, and we hold our clients by the hand at all times. We understand that businesses and individuals see financial success as a way to provide security and support for their family, which is why we see our clients as our family. Our vision is to be part of each client's success story. This is achieved by providing efficient, tailored solutions that assist in the planning, implementation and management stages of business growth."

The firm works one-on-one with corporate and private clients to provide strong, flexible and evolving solutions. This is the Aspen tree philosophy. Inspired by the connectivity network found in an Aspen Forest, the professionals work with clients to grow their potential into a grove of business success.

Today, the clients primarily consist of multinationals, entrepreneurs, investors and their advisers, with whom the Aspen Trust Group makes a point of building long-term relationships.

Ms Zevedeou elaborated: "We advise on diverse international transactions, and our wealth of experience assists clients on a daily basis – putting their ideas into practice successfully while navigating them carefully through the latest legislations."

In recent years, Ms Zevedeou has not only navigated the company to the top of the financial services industry in Cyprus, but has also set new standards in leadership when faced with global challenges, such as the COVID-19 pandemic and the war in Ukraine. This was recognised by Citywealth, who awarded her the 2022 Gold Powerwomen Award for Woman of the Year – Leadership – Financial Organisation (CEO and Board Member).

With its continued success and reliability, the Aspen Trust Group was more recently nominated for the Citywealth International Financial Centers Awards (IFC) 2023 for the category of Trust Company of the Year 2023 – Mediterranean.

Beside the global pandemic and the war in Ukraine, the firm has seen steady growth. In 2022, it established a new business development department focusing on the Asian and Indian markets while also enhancing its promotion efforts on the filming industry in Cyprus. On the whole, the strong ethos of cultural and gender diversity and inclusion of the company has assisted it greatly in its journey to success.

FOOD SECTOR ADVISORY EXPERT OF THE YEAR IN DENMARK

Potter Clarkson AB



Lars Karnøe
Partner

Tel: +45 32 74 64 02
lars.karnoe@potterclarkson.com
www.potterclarkson.com

The food crisis we all face is worsening. As a firm, we have seen first-hand just how challenging a time this is for innovators in the food sector. While the number of new foods, new ingredients, new farming methods and new machinery required to meet this demand continues to rocket, finding the best way to turn these ideas into market-ready products remains a huge challenge for everyone in the food value chain. This is where I have made enormous strides over the last year.

As a team, we now work with an increasing number of growers, producers and manufacturers. We not only help them protect and commercialise their latest ideas, but also to successfully navigate the highly complex regulatory environment and the other specialist legal issues shaping the food industry today.

Primarily, I do this by working closely with my colleagues to:

- Identify exactly what our clients can protect;
- Devise a comprehensive, actively managed and cohesive IP/legal strategy that will maximise their foods' financial value and deliver the commercial outcomes they want;
- Secure the required IP rights (patents for the science-related and R&D-based elements, trademarks for their branding and designs for their packaging as well as trade secret advice for their recipes – an often forgotten right that is becoming increasingly valuable to food businesses);
- Support their assets with the right commercial agreements;
- Enforce the value of their IP rights across their chosen markets;
- Safeguard their revenue and market share in the event their rights are challenged by competitors.

It is the fact I work in a close-knit specialist team that I think delivers the real value for our clients.

The fact we have instant access to patent attorneys with a deep understanding of the science underpinning and improving new foods means we can offer the comprehensive and fully formed strategies our clients need to take their products to market more safely and more effectively.

Although this broader, multi-disciplinary approach has placed us at the forefront of food innovation in both the Nordics and the UK, over the last year we have extended the range of advice we offer to provide initial advice on three key areas for food innovators:

1. Preventing accusations of "greenwashing";
2. Identifying and accessing green funding channels;
3. Identifying possible "fast track" options for the required IP rights.

We are also heavily involved in the investment process.

We have worked alongside investors for decades and conduct IP due diligence for many of the world's leading investment houses. This means we know exactly what an investor is looking for from a company. Therefore, a large part of my practice is making our early-stage clients "investor ready" – to maximise their chances of securing the investment they need to grow.

INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN DENMARK

Potter Clarkson A/S



Lars Karnøe
Partner

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

Traditionally, IP has been divided down clear legal lines. There are patents, trademarks, designs, trade secrets and the legal agreements that underpin the value of all these rights. I believe one of the reasons I have again been recognised in this category is Potter Clarkson believe there are no lines.

Our sole focus is maximising the value of our clients' IP. These clients range from highly innovative startups to well-established corporates, but the one thing they all need is fully formed IP solutions to their IP-related challenges.

Finding these solutions requires a combination of experts from all of our disciplines. Together, we have the experience and commercial train of thought required to find the very best way to use IP to create markets and build businesses.

As you are only as strong as the team around you, I work closely with my colleagues in our other legal disciplines as well as our other European offices.

As a result, I can provide robust, commercial advice tailored exactly to each client's desired outcome by combining a comprehensive understanding of their technology and objectives with my understanding of how to navigate the underlying risks, uncertainty and competition they are likely to face.

It is this multi-disciplinary, multi-jurisdictional approach that differentiates us from our competitors.

On one hand, we can deliver the well-thought-through, clear, costed and highly effective legal strategies that will maximise the value of our clients' innovation. But more than that, it means we offer a much broader range of advice so that our involvement always has the highest commercial impact on our clients' fortunes.

As such, we now consider ourselves as broad-ranging but commercially focused innovation consultants rather than "just" IP lawyers.

The international delivery of this ethos is straightforward. IP has always been multi-jurisdictional, because our job is to commercialise, protect and enforce our clients' rights in every corner of the world.

This is a task we have made easier through connections (we have a strong, well-established international network of trusted partners as well as our Danish, Swedish and British colleagues) and communications (where technology has brought us closer together during the last few years).

By combining both, we can be by our clients' sides immediately, virtually or physically, so that we can render the best possible advice with the highest level of service as soon as they require us.

Looking to the future, there are considerable obstacles to overcome, not least the current climate, food and energy crises. For us, innovation will provide the solution.

To provide specialist support for the visionaries working so hard to find these solutions, we have created dedicated foodtech, agritech and cleantech teams. They currently work across legal disciplines – to get to grips with the science, and find the best way for businesses to make sure their ideas have the maximum impact on our environment.

AFRICA CAPITAL MARKETS LAW FIRM OF THE YEAR IN ENGLAND

Since 2014, we have supported institutions across Africa in navigating and mitigating legal risk and providing robust solutions to our clients' challenges. We are stakeholders in Africa and have a vested interest in our clients' success in their ventures on the continent.





Corporate INTL GLOBAL AWARDS WINNER 2023

FINANCE

- Derivatives/Risk Hedging
- Structured Finance
- Debt and Equity Capital Markets
- Bilateral and Syndicated Loan Agreements
- Trade Finance
- Project Finance

Radix Legal & Consulting Ltd.
ELIZABETH UWAIFO
Managing Partner
T: +44 (0)203 802 0032
M: +44(0)7786 005595
33 Cavendish Square
London W1G 0PW
www.radixlc.com

RLC | Radix Legal & Consulting

COMMERCIAL MEDIATION EXPERT OF THE YEAR IN ENGLAND



International Dispute Resolution Centre



Michel Kallipetis KC
Mediator

Tel: +44 (0)20 7127 9223
michel@kallipetis.com
www.kallipetis.com

Michel regularly mediates a wide variety of disputes.

IDRC INTERNATIONAL DISPUTE RESOLUTION CENTRE

Michel Kallipetis KC is among the UK's most sought-after mediators. He is regarded as an authority in the field. With a seemingly effortless blend of authority and charm, his style is versatile as well as highly effective.

He was selected as "Lawyer of the Year" in the Mediation category in the Who's Who Legal Awards for 2020 and 2017.

Michel regularly mediates a wide variety of disputes, including: partnerships; banking; insurance and re-insurance; all areas of employment disputes, including racial and sex discrimination claims as well as pension rights; solicitors and valuers' negligence claims; medical negligence and personal injuries claims; construction, engineering and commercial disputes with claims of more than several £100 million, including referrals from the Commercial Court and the Technology & Construction Court.

He has also mediated a variety of land disputes involving rights of way and disputed boundaries.

Many of his mediations have been multi-party disputes, whereas others have involved international companies and the laws of other countries.

He has mediated for the ICC and the AAA. This has included, more recently, many mediations conducted online.

Areas of Practice

- Banking / Finance
- Commercial Contracts
- Commercial Fraud / Fraud
- Company Shareholders
- Competition
- Construction and Engineering
- Defamation
- Employment
- Franchise
- Group Actions
- Insolvency
- IT
- Insurance / Reinsurance
- Intellectual Property
- International
- Local and National Government
- Medical Negligence / Personal Injury
- Oil and Gas
- Partnerships
- Pensions
- Probate / Trusts / Estates
- Professional Negligence
- Property
- Regulatory
- Sport
- Transport / Logistics

Professional Memberships

- Hong Kong HKIAC Accredited Mediator Panel
- CIArb Mediation Fellow
- Distinguished Fellow and President of the International Academy of Mediators
- Singapore International Mediation Centre's Panel of Mediators
- Japan International Mediation Centre's Panel of Mediators
- Member of Sport Resolution (UK) Panel
- PIM Senior Mediator
- CMC Registered Mediator
- International Mediation Institute Certified Mediator
- Chartered Arbitrator

INDUSTRIAL RISKS EXPERT OF THE YEAR IN FRANCE

LMT Avocats



Nathalie Sinavong
Partner

Tel: +33 (0)153815300
nsinavong@lmtavocats
www.lmtavocats.com

LmtAvocats

LMT Avocats is an independent business law boutique in Paris with a strong international focus. The industrial Risk & Liability and Insurance practice is structured around Nathalie Sinavong and Alexandre Gruber.

The team takes a two-pronged approach in defending and managing claims, which includes: understanding the technical aspects; and determining the relevant legal framework (tortious or contractual liability, insurance aspects) as well as the technical standards (included those transposed from European directives) applicable to the claim. This enables the firm to ensure that the interests of clients are taken care of before or during judicial proceedings (if any).

Nathalie Sinavong, Partner, has more than 25 years' experience assisting French and international companies operating in France and overseas. Her practice includes legal risks assessment and mitigation, contract drafting and negotiation as well as representing clients in judicial and international arbitration proceedings. Ms Sinavong combines courtroom and negotiation experience with her work in insurance claims reviews to provide practical advice to clients – to limit the exposure of their company and its management.

According to Ms Sinavong, the strength of LMT Avocats' industrial risk team lies in its ability to set up multidisciplinary teams to take the best advantage of the expertise of each professional, while still offering boutique services.

She noted: "We work in close cooperation with other teams; for example, we confer with the employment law teams on the health and safety aspects, and with the criminal law teams when it comes to prosecution aspects. Furthermore, we have developed a network of bilingual German and English technical experts in diverse fields who assist in the court-appointed expert evidence proceedings."

This approach enables LMT Avocats to devise and implement legal and communication strategies at a very early stage of the procedure. Today, the firm assists major foreign insurance companies, but also large and mid-sized companies (German, European and US) who are active in an array of sectors, including heavy engineering, automotive, energy (solar, renewables, co-generation) chemicals, electronics and high-tech as well as transport. Although a recognised leader on the French domestic market, LMT Avocats' international practice allows the firm to consider the diversity of legal approaches taken in different jurisdictions, and then offer its clients a broader variety of strategies. For instance, all of the lawyers in the industrial risk and insurance team are trilingual (French/German/English) and come from an international background. They are also highly familiar with conflicts of laws as well as jurisdiction principles that are often overlooked but are a key legal and strategic element in international disputes.

Ms Sinavong added that one of the key issues for a number of industrial clients during the past few years has been an increased difficulty in sourcing employees who can provide internal support to work on ongoing disputes, due either to the turnover within the companies or the sales of business units – meaning that the key employees or documents are no longer available. This can negatively impact the outcome of matters; however, LMT Avocats' long-standing client relationships help to mitigate such impact, as the firm has an in-depth knowledge of the business.

INTERNATIONAL FAMILY LAWYER OF THE YEAR IN FRANCE

MULON ASSOCIÉS



Élodie Mulon
Managing Partner

Tel: +33 (0)1 42 68 24 24
e.mulon@mulon-associes.com
www.mulon-associes.com

CM&A
Chauveau Mulon & Associés
AVOCATS AU BARREAU DE PARIS

The firm MULON ASSOCIÉS, founded by Élodie Mulon, has a recognized activity in domestic and international family and personal law, both in property and non-patrimonial matters.

Because we know the importance of being responsive and reactive given the nature of family law proceedings, we offer you continued assistance and are constantly available.

We consider that the role of the lawyer is not limited to litigation, but aims more and more at building solutions to enable you to anticipate potential periods of crisis. This enables us to provide our clients with assistance ranging from patrimonial anticipation and anticipation of the situation of crisis, to the resolution of said crisis.

Expertise, trust, transparency, availability and attentive listening are our main concerns in accompanying you.

The increasing mobility of individuals leads them to engage in international relationships where spouses are from different nationalities, have celebrated their marriage abroad or live abroad.

The essential purpose of private international family law is to provide tools when the situation presents one or more international elements, and it is necessary to determine the court that has jurisdiction and the law applicable to your dispute. We can also advise or assist you on matters of recognition or enforcement of a judicial decision on an international level.

Today, legal practitioners have to adapt to legal issues that used to be essentially internal and that are now part of an international sphere. Personal and patrimonial family law, as well as succession law, are thus confronted with complex issues requiring in-depth expertise in private international law to determine the most beneficial strategy for you.

Our in-depth expertise in these areas allows us to support and advise you on a daily basis to define a legal and patrimonial strategy best suited to your personal situation.

A proficiency in foreign languages is also required. To this end, we practice in English, Spanish, Slovak (Czech), but also Portuguese, and work together with lawyers from other countries specializing in family law. As a result, we have a competent and responsive network in Europe and around the world.

Élodie Mulon

Élodie Mulon has devoted her professional practice exclusively to patrimonial and extra-patrimonial family law. She is a leader in the field of family law and is regularly consulted by public authorities, also giving conferences on this subject.

She is involved in major associations in this field. She is the President of the IDFP (the Institute of Family Law), the President of CALIF (Arbitration Center for Family Disputes), a member of the Family Commission of the Paris Bar, of the Association of Collaborative Practitioners, of the National Association of Family Law Practitioners and of the Law and Procedure Association.

She is a member of international associations such as the International Association of Lawyers and the International Association of Family Lawyers. She is an expert for the Paris Bar at the Family Commission of the Council of Bars and Law Societies of Europe. She is also in charge of training in Family Law at the Paris Bar School.

EBA Endrös-Baum Associés



Florian Endrös
Senior Partner

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

PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE

EBA | Endrös-Baum Associés
Avocats / Rechtsanwälte

EBA Endrös-Baum Associés is renowned for its extensive expertise in handling complex industrial cross-border matters, all over Europe and especially towards German-speaking countries. It accompanies international insurers and companies from various industrial sectors, namely automobile industry, health sector, medical devices, solar industry, power plants, etc.

The dynamic team includes six partners: Dr. Florian Endrös, Marguerite de Vaublanc, Myriam Bennaïm, Muriel Mazaud, Céline Lustin-Le Core and Anke Sprengel, who manage the two offices in Paris and Munich. In 2019, we were able to open a third office in Marseille, and in 2020, a fourth one in Lyon. The team assists its clients in French, German, English, Danish, Portuguese, Hebrew and Turkish. Each member of the dynamic multilingual team has acquired a specific international expertise in the field of product liability and industrial risk, allowing them to constantly innovate and provide clients with the most efficient solutions.

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 team is accustomed to this specific type of proceedings, which involve going beyond pure legal thinking, and instead combining it with a scientific, technical approach. In this regard, EBA has, over the years, established a significant network of experts in diverse industrial fields.

EBA Endrös Baum Associés is further perfectly aware that its multinational clients are facing, on a daily basis, legal and communication difficulties in cross-border businesses, and it has therefore made it a priority to accompany and guide them through all stages of the relevant proceedings. The team takes special care to ensure that all the clients are fully informed about the progress of their matter, that they are aware of the potential risks, and to expose them to all different options and strategies. The team's understanding of each client's specific needs reflects in its ability to tailor its services to each one of them.

EBA Endrös Baum Associés' main strength resides in its capacity to constantly think outside the box. To this end, the team consistently advises on matters that deal with differing legal systems and requirements – and this helps to develop the creativity of each team member when it comes to arriving at an appropriate solution.

EBA Endrös-Baum Associés is perfectly aware that, nowadays, legal services have become more and more automated, and that its clients are more and more under constant time pressure. However, instead of choosing to rely on standard forms, the team's aim is, while embracing new technological means, to remain a firm that offers a tailored service to each client – without losing sight of its specific needs.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN GERMANY



LexDellmeier
intellectual property law firm

Nymphenburger Str. 23 · 80335 Munich, Germany
info@lexdellmeier.com · www.lexdellmeier.com

CORPORATE RESTRUCTURING LAW FIRM OF THE YEAR IN GREECE

Serafim Sotiriadis & Associates Law Firm



Serafim Sotiriadis
Founder / Managing Partner

Tel: +30 210 3388822
sotiriadis.s@ssotiriadis.com
www.ssotiriadis.com/en

Serafim Sotiriadis & Associates is a market leader in Corporate Restructuring law.

The firm's expert team of legal and business advisers provide sound, integrated solutions to legal and business issues that require comprehensive knowledge of the law.

The firm's Founder and Managing Partner, Serafim Sotiriadis, is widely acknowledged as one of Greece's leading experts in the fields of Bankruptcy and Business Restructuring Law. Meanwhile, the firm's legal triumphs have served to shape the law itself, with the court's judgements in favour of its clients serving as precedents that pave the way for new approaches to legal matters.

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

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

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

Serafim Sotiriadis & Associates' current client base encompasses major banks, leading construction and commercial concerns, energy companies, clothing and furniture manufacturers, shipbuilders, investment groups and craft businesses as well as a number of investors and funds with a Greek presence. For its clients, the firm operates as an organic whole, with each section and department collaborating harmoniously with every other. Its extremely well-qualified and experienced lawyers, finance experts and business consultants boast an impressive breadth and depth of expertise in their respective fields, coupled with an excellent working knowledge of English, French, Italian and Spanish.

ACCOUNTING SERVICES ADVISORY FIRM OF THE YEAR IN ITALY

Studio Alessio



Franco Alessio
Partner & Founder

Tel: +39 0142 75733
franco.alessio@studio-alessio.it
www.studio-alessio.it

Studio Alessio is made up of professionals listed in their related professional bodies. Its Founder, Dr Franco Alessio, is listed in the Italian body of Chartered Accountants and Accounting Experts (CNDCEC), in the Italian Body of Auditors and in the European Register of Tax Advisors.

The firm was founded in 2003 with the aim of rendering accounting, corporate and tax advice to clients based in or residing in Italy. Since 2008, its consulting activity has expanded to also advising clients with foreign headquarters, but with business interests in Italy. Initially advising only customers in the European Union, the firm has, since 2010, widened its scope to reach outside of the EU borders.

Through a network of professionals listed in the related bodies – accountants, lawyers, notaries and HR consultants – Studio Alessio ensures professional advice to national and international clients. Today, its services encompass: accounting, auditing, tax law consultancy (both to individuals and companies), consultancy on double taxation agreements, VAT services, human resources, business consultancy, corporate law as well as administrative services.

The professionals who collaborate with Studio Alessio provide additional advice in civil, criminal, bankruptcy and immigration law – the latter consultancy often proving useful in the case of setting up companies with directors and employees coming from countries outside the EU.

Dr Alessio noted: "Studio Alessio distinguishes itself from its competitors in Italy owing to years spent working in the international tax law field, also drawing upon the combination of skills pertaining to numerous accounting, business and legal fields by the professionals who collaborate with the firm.

"We identify the growth opportunities and strengths of customers in order to help them achieve a combined process of continuous improvement, profit maximisation and tax savings. We believe it is essential to always be next to the customer, wherever they are; indeed, Studio Alessio's motto is: *With us, You are always connected, and never alone!*"

The firm's typical client base is comprised of individuals – sole traders – and companies with business relationships in Italy and in the rest of the world. At present, the majority of our clients are based in or resident in Italy, Europe, the UK, the US and Australia. The expertise of my firm, and our wide network of contacts around the world, gives us a distinct advantage when operating in an international playing field.

Dr Alessio added: "Meanwhile, in the last 12 months, we have made significant improvements in sectors related to extraordinary corporate transactions – i.e. M&A – as well as joining two large international networks. Consequently, Studio Alessio has managed to guarantee professional assistance to clients in more than 160 countries. Furthermore, in the coming months, it is our primary aim to implement the diverse automated tools necessary to expedite and improve the services offered to our clients wherever they are – making them feel more and more supported in every decision."

Studio Roma Legal Partners



Michele Roma
Founder / Managing Partner

Tel: +39 06 32651896
michele.roma@studiolegalerlp.com
www.studiolegalerlp.com







Studio Roma Legal Partners

Studio Roma Legal Partners (RLP) draws from its high level of experience accumulated in corporate law and litigation – two areas that interact more significantly now than in the past – to assist companies and individuals.

Today, the organisation comprises a core group in Rome, made up of 12 lawyers, as well as a small Milan office. It operates throughout the country via its network of correspondents, and cooperates with a network of European firms with offices in all major cities.

RLP always guarantees dedicated assistance in close coordination with the client, which results in added value and expedited results at advantageous costs. Through the firm's consultants, RLP has been able to extend its reach and further its economic and financial transactions overseas.

The firm is notable in that it advises on all types of commercial contracts, including joint ventures, supply, distribution, franchising, agency and licensing (including trademark and patent) contracts. Furthermore, it offers invaluable assistance to clients in the initial drafting, stipulation and execution of contracts, also advising on any subsequent litigation.

RLP's offering encompasses all aspects of insurance companies' activities, from contracts to consultancy in the application of sector regulations, to litigation aspects, also concerning commercial networks.

Meanwhile, the firm has nurtured an awareness that insurance-related activities are transversal and interact closely with the contiguous sectors of finance, asset management and banking law.

It is present in an advisory capacity during matters of insurance intermediation in light of the changes introduced by the IDD directive, and is dedicated to resolving issues of regulatory law with the supervisory authority, also in the context of sanctioning proceedings.

RLP's clients include leading international groups – advising them on distribution agreements, beginning with the so-called "Bancassurance", in addition to judicial activity, which remains decisive in the most important sectors.

Michele Roma

Michele Roma is the Founder and Managing Partner of RLP. He is active in the field of business and insurance contracts in court and out of court, and assists companies and groups both at a national and international level.

Not only has he developed a solid expertise in the field of civil commercial law and insurance law, but, together with the entire law firm, he works in close contact with the clients, consistently offering them the high-quality services that are typical of a "boutique firm".

He noted: "I have always believed that a law firm should have a clear and well-defined objective. Today, more than ever, some clients need the help of a professional in understanding the 'big picture' behind every given problem. They need the ability to summarise and simplify that comes from years of experience in order to be able to choose wisely. For this exact reason, I have decided to be always available in person and to aim at having a direct and transparent relationship with the client."

Mr Roma is also involved with scientific collaborations in his role as Adjunct Professor at various Italian Universities.

Lastly, he is the author of several publications concerning civil law, insurance law and competition law.

TRADE & CUSTOMS LAW EXPERT OF THE YEAR IN ITALY

BELLANTE & LA LUMIA - STUDIO LEGALE



Piero Bellante
Lawyer,
Patronage in Cassation

Tel: +39.45.8035957
bellante@legalassociati.com
www.bellantelalumia.it

Bellante & La Lumia
STUDIO LEGALE PROFESSIONISTI ASSOCIATI

BELLANTE & LA LUMIA - STUDIO LEGALE was formed in 2000 from the experience of its two founders. The firm's advisers listen to understand, as only in this way can they propose the solutions they deem most appropriate to achieve their core goal: to achieve the clients' best interest.

In order to prevent conflicts as far as possible, they offer preventative advice in the areas of their competence. They will propose litigation only when it is inevitable, and they believe in mediation as a time-efficient and effective tool to achieve this goal.

In law, there are rarely watertight compartments. Sometimes for the solution of complex problems it is necessary to build a team composed of several experts. BELLANTE & LA LUMIA does its part and, where necessary, will involve trusted external professionals and consultants who deal with matters other than those of the firm's strict competence.

Moreover, BELLANTE & LA LUMIA is a partner and founder of LegalAssociati, a prestigious network formed in 2001 and present in the main Italian cities. The studios that are part of it share their ethos with BELLANTE & LA LUMIA.

For BELLANTE & LA LUMIA, customs law is a specialist area of expertise. It is a vast and complex discipline that every operator who intends to seriously enter the international scene must deal with effectively. The consequences of incorrect customs planning can lead to significant problems. BELLANTE & LA LUMIA's strengths include: export control, discipline of origin, determination of customs value, correct labelling and product safety.

Piero Bellante, Lawyer and Patronage in Cassation at BELLANTE & LA LUMIA, was admitted to represent clients before the Italian Supreme Court (Corte di Cassazione) and other higher courts. He has studied customs law since 1980, and has acquired considerable experience in conducting civil, administrative and criminal litigation in the areas of customs, export controls & sanctions and product compliance. In this field, he collaborates as a contract lecturer with the Departments of Legal Sciences and Business Economics of the University of Verona. He speaks at seminars and conferences on customs topics or organised by professional and entrepreneurial associations; he collaborates with sector journals and is the author of publications on this subject. He is a member of the Disciplinary Board for the Veneto and the Trentino Alto Adige Regions at the Regional Council of Customs Brokers (Consiglio territoriale degli spedizionieri doganali) of the Veneto Region. He is adviser to the Chamber of Tax Lawyers of Veneto, a member of the National Union of Tax Lawyers' Chambers (UNCAT – Unione nazionale delle camere avvocati tributaristi) and has acted as coordinator of the Tax Commission of the Verona Bar Association in the period 2014–2018.

Furthermore, he is a member of the Veneto Branch of ANTI, Associazione nazionale tributaristi italiani and UIA – Union internationale des avocats. For G. Giappichelli Editore, he has published *Il sistema doganale: evoluzione, istituti, adempimenti*, pp. XVII-1232, Turin, 2020 – a complete and up-to-date reference book on EU Customs Law.

PHARMACEUTICAL SECTOR LAW FIRM OF THE YEAR IN ITALY

Avvocati Associati Franzosi Dal Negro Setti



Francesco Setti
Founding Partner

Tel: +39 02 859091
fsetti@franzosi.com
www.franzosi.com

The concreteness of our style allows us to be precise and punctual in our responses, giving companies opinions and advice tailored to their real needs.

From the outset, we at Avvocati Associati Franzosi Dal Negro Setti have wanted to be the point of reference for companies by providing them with timely and targeted advice for the defense of their reputation, brand and creativity.

Today, we are a highly specialized boutique firm with extensive experience in litigation and the ability to handle complex and intricate situations.

We specialize in Intellectual Property, Corporate Law, Labor Law, Antitrust and Competition Law and Life Sciences.

Our thirst for knowledge never stops. We like to evolve together with the market and our customers.

In recent years, we have developed skills and abilities by working in the main technologically advanced sectors. We support multinationals, startups and high-growth national companies. For startups in particular, we have created a taskforce dedicated exclusively to their support and protection.

The concreteness of our style allows us to be precise and punctual in our responses, giving companies opinions and advice tailored to their real needs. We like working with and for the client. We believe in relationships based on transparency and loyalty, where the use of technology supports the essential human contact.

Our core business is to take care of all pharmaceutical and biotech companies, providing each with the most appropriate help to protect and sustain the success of their products. For Big Pharma, we act as experts on highly specialized and niche topics, integrating ourselves with the company's legal team.

For large, medium and small companies, we are the consultant by their side for the management of the legal aspects connected to relations with EMA and AIFA, authorizations and price and reimbursement negotiation and other regulatory aspects.

Our contribution extends to the entire life cycle of the products, from clinical trials to marketing and support for defining the best market access strategy, also taking care of all issues concerning communication from advertising to scientific information.

Thanks to our in-depth knowledge of the most complex pharmaceutical regulatory framework, we are able to follow related sectors such as cosmetics, medical apps, medical devices, food supplements and veterinary drugs.

Belonging to Conférence Bleue, a prestigious European network that unites the most important law firms in the pharmaceutical, health and medical fields, allows us to stay up to date and competitive in a sector undergoing great transformation, giving our clients the security of the best and most complete assistance.

Alongside our legal consultancy activity, ample space is given to civil and administrative litigation, where we represent clients in product liability cases, contesting public tenders and measures related to pharmaceutical expenditure.

Together with our Intellectual Property colleagues, we work for the defense of trademarks, patents and know-how.

In addition, we are experts in managing pharmaceutical compliance and privacy as well as data protection regulations.

Furthermore, our team offers assistance with arbitration proceedings and self-regulatory bodies such as the Institute of Advertising Self-Regulation (IAP) and the Farmindustria Jury.

Francesco Setti

As the Founding Partner of Avvocati Associati Franzosi Dal Negro Setti, Francesco Setti prioritizes practicality and common sense to offer concrete solutions and solve problems quickly and effectively.

Francesco is considered one of the leading experts in Pharmaceutical Law in Italy and abroad, and is a prominent figure within the Life Sciences and Healthcare sector.

His long-standing experience at the forefront of corporate and pharmaceutical matters allows Francesco to perfectly understand the processes, needs and dynamics of a company, providing precise and punctual support. His time spent working overseas gave Francesco the ability to understand and interact with other cultures, creating deep ties of esteem with important international studies. All this facilitates the understanding of one's interlocutors, who are often foreign multinationals.

Meanwhile, Francesco's profound knowledge of all issues related to health law enables him to be especially knowledgeable of the often complex regulatory requirements to be met on both the national and European levels.

His professional activity therefore embraces the various sectors that interact with pharmaceutical and health law, with particular attention – within the corporate sphere – to activities concerning the acquisition of companies, or parts of pharmaceutical companies, as well as all aspects related to the research, production, marketing and use of drugs, in addition to medical devices, cosmetics, food supplements and veterinary products. His expertise in these areas has also led him to engagements as a speaker at numerous national and international conferences. In a similar vein, he is the author of many articles that have appeared in prestigious Italian and foreign legal journals on topics related to the subjects he deals with professionally.

Moreover, he is a Founding Member of Conférence Bleue, a European network that, since 1997, has brought together leading law firms in the pharmaceutical, healthcare and medical sectors.

Foreign Languages:

- Italian (native speaker)
- English
- French
- Spanish

TRANSFER PRICING EXPERT OF THE YEAR IN THE NETHERLANDS

TPA Global



Steef Huibregtse
Chief Executive Officer

Tel: +31 20 462 3530
s.huibregtse@tpa-global.com
www.tpa-global.com

Steef Huibregtse is a Senior Partner as well as Founding Member and CEO of TPA Global. He has more than 30 years of experience in the areas of value chain analysis, transfer pricing strategy, risk management, design, documentation and implementation.

Steef's skills also include transfer pricing aspects of business restructuring, transfer pricing and valuation of intangibles, APAs, as well as dispute resolution. He has acted as an expert witness on multiple cases and is heavily involved in presentations to management boards.

His background includes two of the Big Four, where he worked as a tax and transfer pricing partner on global projects. He has worked in Washington DC, London, Frankfurt and Amsterdam (current location). He frequently lectures and publishes articles on value chain analysis and transfer pricing.

Steef has worked in a wide variety of industries, including automotive, fast-moving consumer goods, mining, financial services, pharma and biotech, medical devices, oil & gas, digital economy, publishing, toys and games.

With his years of expertise, Steef has developed the "value chain analysis" practice at TPA Global and built the company presence in more than 60 countries. As TPA celebrates 20 years of existence in 2023, its global network counts more than 5,000 professionals around the world who are able to deal with global and complex challenges that corporates face at the crossroads between Finance, Tax and IT.

With its multi-disciplinary approach and global reach, TPA Global delivers scalable services and solutions in the areas of International Tax, Transfer Pricing and Valuation, Tax Technology, and Tax Litigation and Mediation.

What sets TPA apart from its competitors is the application of value chain analysis for the design, implementation and documentation of a tax system, as well as controversy management for a tax position. From the beginning of 2023, TPA will launch a campaign on value chain analysis covering the nature and benefits of the approach. Steef will also implement an end-to-end automation of transfer pricing workflows within the practice, allowing for greater efficiency of the transfer pricing cycle.



BLOCKCHAIN & CRYPTOCURRENCY ADVISORY EXPERT OF THE YEAR IN NORWAY

Ernst & Young Advokatfirma AS



Gjert Melsom
Partner & Manager, Blockchain, EY Norway

Tel: +47 98 20 68 45
gjert.melsom@no.ey.com
www.no.ey.com

We believe a better working world is one where economic growth is sustainable and inclusive.

At EY, our purpose is *Building a better working world*. The insights and quality services we provide help build trust and confidence in the capital markets and in economies the world over. We develop outstanding leaders who team to deliver on our promises to all our stakeholders. In so doing, we play a critical role in building a better working world for our people, for our clients and for our communities.

In a world that's changing faster than ever, our purpose acts as our "North Star", guiding our more than 300,000 people – providing the context and meaning for the work we do every day. We help digital pioneers fight data piracy, guide governments through cash-flow crises, unlock new medical treatments with data analytics, and pursue high-quality audits to build trust in financial markets and business. In other words, working with entrepreneurs, companies and entire countries to solve their most pressing challenges.

Through our four integrated service lines – Assurance, Consulting, Strategy/ Transactions and Tax – and our deep sector knowledge, we help our clients to capitalize on new opportunities and assess and manage risk to deliver responsible growth. Our high-performing, multidisciplinary teams help them fulfil regulatory requirements, keep investors informed and meet stakeholder needs.

We believe a better working world is one where economic growth is sustainable and inclusive. We work continuously to improve the quality of all our services, investing in our people and innovation. And we're proud to work with others – from our clients to wider stakeholders – to use our knowledge, skills and experience to help fulfill our purpose and create positive change.

We can provide you with the detailed guidance you need to navigate the increasingly complex legal environment of the global economy. Our lawyers understand the complex tax, regulatory and commercial laws of today's economy. With our multidisciplinary, one-stop shop approach, we help reduce the gap between business advisors and legal counsel, increasing efficiency and speed to market, while reducing costs.

Serving you across borders, our sector-focused, multidisciplinary approach means we offer integrated and detailed advice you can trust. Throughout the service, we take time to understand clearly what matters to you. With centrally managed cross-border teams and single responsible country contacts, our controlled, efficient services can assist your business around the world.

We can help you stay focused on the future of financial services – one that is stronger, fairer and more sustainable.

Now more than ever, as we plan for a post-COVID-19 world, financial services will need to harness the power of technology to transform and grow, while meeting future customer expectations. Our strength lies in the proven power of our people and technology, and the possibilities that arise when they converge to reframe the future. Our deep sector knowledge combined with a holistic point of view delivers true value from strategy through to implementation. Whether your business challenge is simple or complex, small or large, we can be trusted to deliver solutions that work – today and tomorrow.

As for today, we are helping clients build stronger and more sustainable financial services. It's how we play our part in building a better working world.

Blockchain & Cryptocurrency

Blockchain technology will do the same for corporate ecosystems as accounting systems (enterprise resource planning, ERP) did for individual companies.

Blockchain, or blockchains, will integrate information and process within and across company boundaries. It can also help streamline and accelerate your business processes, provide increased protection against cybercrime and reduce or eliminate the need for intermediaries.

Meanwhile, the crypto asset market has seen a high degree of volatility in recent times. This crash in value has fueled concerns about the risks that digital assets pose. Therefore, what steps should finance firms take to meet the demands of digital asset regulation? EY argues that there is no need to reinvent the wheel – as proven risk management and regulatory approaches can be applied to the digital assets' universe.

Gjert Melsom

In Norway, EY provides a high level of support to clients with assurance, consulting and strategy/transactions.

Gjert Melsom is a committed Partner who focuses on explaining complicated challenges and opportunities in an easy-to-understand way, creating creative and constructive dialogue as well as finding commercial and practical solutions. He is the Head of EY's Blockchain Group, which includes the token and crypto economy, decentralized finance (De-Fi) and blockchain technology in general.

Having previously worked for 10 years in the Ministry of Finance in the areas of international tax, Gjert lectures regularly and has written a number of articles and books, including Norway's contribution to the International Fiscal Association on three occasions. Ranked and referred to as a Band 1 Tax Advisor in Norway for a number of years by the Legal 500 and Chambers, Gjert helps customers make use of new technology and new business models that support the future circular economy. Examples include new payment infrastructure in a number of African countries, and the increased use of green technology through tokenization.

DLP Dr Lewandowski & Partners



Dr Robert Lewandowski, M.A.
Rechtsanwalt, Legal Counsel

Tel: +48 22 10 10 740
rl@drlewandowski.eu
www.drlewandowski.eu

CORPORATE LAW FIRM OF THE YEAR IN POLAND

DR LEWANDOWSKI & PARTNERS
Dr Robert Lewandowski & Partners sp. k.

DLP Dr Lewandowski & Partners (formerly Derra, Meyer R. Lewandowski) has been providing advice to our clients for more than 20 years in all areas of business law, and we offer a comprehensive range of legal services at the highest level.

Our law firm focuses especially on providing legal advice to entrepreneurs and individuals within the business sector, with key fields of our expertise encompassing: M&A, corporate law, financing, insurance law, real estate law, insolvency and restructuring law.

Dr Lewandowski & Partners advise national and foreign entrepreneurs within local and cross-border transactions built on co-operation with alliance of international legal firms through established existing networks, in Europe, North America as well as Asia, including India.

The key fields of expertise within which we provide a comprehensive legal advice encompass:

- Labour Law
- Banking Law and Finance
- M&A, Corporate Law
- Intellectual Property Law
- Real Estate Law
- Insurance Law
- Building Law
- Litigation
- Insolvency and Restructuring Law
- Personal Data Protection Law

Dr Robert Lewandowski, M.A.

Study of mathematics and German Philology at the University of Warsaw, Master's Degree (M.A.), 1989.

Study of law at the University of Mainz, Germany, along with apprenticeship in Land Rheinland – Pfalz and participation in research projects at the Concordia University, Canada.

PhD at the University of Mainz, Germany, and at the University of Cracow (Kraków).

Project leader at the German Foundation for International Cooperation (IRZ) e.V. in Bonn, Germany, 1999.

Enrollment onto the list of German attorneys-at-law at the German Bar Associations in Frankfurt am Main (2000) and onto the List of Polish Attorneys at Law at the Polish Bar Association in Warsaw (2009).

Language for correspondence: Polish, German and English.

Fields of Competence

- M&A, Corporate Law
- Law of Industrial Design and Property
- International Legal Matters
- Litigation
- Insurance Law
- Building Law
- Insolvency and Restructuring Law
- Private Data Protection Law

Marquesa Consultoria



Dr Adriano Caeiro
Chief Lawyer / Partner

Tel: +351 919 993 794
caeiroadv@gmail.com



Dra Liliia Isyk
Project Coordinator / Partner

Tel: +351 932 285 485
info.marquesa.assessoria@gmail.com

www.marquesa-consultoria.com

BUSINESS IMMIGRATION ADVISORY FIRM OF THE YEAR IN PORTUGAL

MARQUESA
CONSULTORIA

Marquesa Consultoria's business team consists of international specialists and professionals operating within the immigration sector in Portugal, possessing substantial experience in rendering managed and advisory services that span the full gamut of corporate immigration.

Chief Lawyer and Partner at Marquesa Consultoria, Dr Adriano Caeiro, is a prominent member of the Council of the Lawyers of Portugal, with the licences OA-59943L and Brazil OAB-RJ86118; meanwhile, Project Coordinator and Partner of the Office, Dra Liliia Isyk, is a prominent member of the Portuguese Translator Association, with the licence n2129.

In 2022, the firm was awarded "Business Immigration Advisory Firm of the Year in Portugal" by Global Advisory Experts for its high level of expertise in this area.

Through a combination of managed Portugal immigration services and strategic consultancy, Marquesa Consultoria supports the daily delivery of organizational value through a cost-effective and transformative approach to global workforce management and development. This ensures that the firm retains its strategic advantage on an international level. Furthermore, its experts provide comprehensive assistance with matters of application processing and legal compliance, as well as challenging immigration enforcement actions – ensuring interconnection of people and businesses at all times.

The firm is highly experienced in working with organizations of all sizes, dealing across a complete range of market sectors. Its emphasis is on strategic immigration guidance for effective and workforce planning. This includes national visa advisory services for international investors and entrepreneurs pursuing business opportunities in Portugal, in addition to detailed application handling services for business immigration visas, extension of stay and settlement, as well as document checking and auditing services to ensure total compliance.

Today, Marquesa Consultoria's typical client base is composed of companies and individuals who wish to relocate to Portugal, since Portugal currently offers some of the most advantageous business conditions available in Europe and indeed the world. One recent success for the firm pertained to the Golden Visa Investor Program, for which the firm submitted 145 families during the course of 2021.

Through careful strategising during the past 12 months, Marquesa Consultoria was successful in circumventing the worst of the market turbulence brought on by the COVID-19 pandemic – placing the firm in good stead for the future.

Looking to the months ahead, the firm's strategy is to assess any oncoming market trends and adapt to the new requirements insofar as they relate to immigration policy implementation. Additional service expansion is planned in the area of national visas – and the firm will make a priority of placing renewed focus on the rendering of immigration assistance for startup visas.

TAX ADVISORY EXPERT OF THE YEAR IN ROMANIA

DOBRINESCU DOBREV SCA



Luisiana Dobrinescu
Managing Partner

Tel: +4 (0)723.000.497
luisiana@dobrinescudobrev.ro
www.dobrinescudobrev.ro

DOBRINESCU DOBREV SCA
TAXE - LITIGII - CONSULTANȚĂ

Dedicated to the entire business spectrum, DOBRINESCU DOBREV SCA is a team of lawyers and tax consultants specialising in tax law, urban planning and intellectual property.

We believe in the authenticity and power of moral example. We take risks; we rely on the courage and the chance of the lawyer to have a positive contribution to the business environment. We have the honour to be in the top five tax law firms for more than five years, as rated by Chambers and Partners.

Established in 2012, DOBRINESCU DOBREV SCA has since accumulated a solid reputation in the field of tax law. This includes matters of consultation, assistance in tax inspections, as well as administrative litigation-tax litigation.

We are equally well regarded for our service in other fiscal matters, which encompasses legal advice, legal representation in tax inspections, as well as administrative and contentious litigation.

At the same time, we provide legal assistance and representation for the full spectrum of commercial law in general, and corporate law in particular. Today, our practice extends to more niche areas, such as urban development law, IP law and white-collar crime.

Our firm's interdisciplinary team, managed by Luisiana Dobrinescu and Dumitru Dobrev, is comprised of both lawyers and tax advisers, which confers a distinct advantage in the relevant market, enabling us to provide practical solutions that are tailored to our clients' needs.

We consider that the key factors ensuring our success are our efficient thinking, our passion for law as well as our in-depth knowledge of the clients' industries and business acumen. Our partners' availability, combined with our team's flexibility, are highly valued in the market, distinguishing us from our competitors.

Our greatest professional achievements include achieving a success rate of almost 90% in fiscal appeals and administrative contentious case files (urban development and fiscal law), as well as building an outstanding team of reputable professionals.

Luisiana Dobrinescu

Luisiana Dobrinescu, Managing Partner, has a double academic background, being a graduate of both the Faculty of Law with the Bucharest University and the Faculty of Accounting and Computerised Management Systems with the "Titu Maiorescu" University.

With more than 20 years' experience in fiscal law, Luisiana renders tax legal advice, being particularly involved in fiscal structuring and reorganisation as well as VAT.

In addition, she consistently takes an active role in tax and antifraud inspections by ensuring, to the highest degree possible, a balance between the letter and the spirit of fiscal law when representing her clients.

She has created valuable legal precedents through the administrative and fiscal appeals and legal actions drawn up for DOBRINESCU DOBREV SCA's clients – dealing with such topics as the *in dubio contra fiscum* principle, the computation of the statute of limitations period, exercising the right to deduct the VAT prior to registration for VAT purposes, as well as the reverse charge mechanism.



ARBITRATION LAWYER OF THE YEAR IN AUSTRIA



Christian Aschauer

Dr. Christian Aschauer
Independent Arbitrator
Professor at the University of Graz Advocate
Tel: +43 1 718 4488 – 0
office@aschauer.online
www.aschauer.online

CHRISTIAN ASCHAUER

DATA PROTECTION LAWYER OF THE YEAR IN AUSTRIA



SCWP Schindhelm, Austria

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

SCWP SCHINDHELM
law. tax. clarity.

FAMILY LAW FIRM OF THE YEAR IN AUSTRIA



BECKER LAW
Mag. Anton Becker LL.M. (Chinese Law)
Lawyer
Tel: +43-1-5337733
Mob: +43-650-3801218
Fax: +43-1-2533033 3936
anton@becker-law.at
www.becker-law.at

BECKER LAW

M&A TAX ADVISER OF THE YEAR IN AUSTRIA



Grant Thornton Austria
Mag. Werner Leiter
Partner
Tel: +43 1 505 4313 3114
office1200@at.gt.com
www.grantthornton.at

Grant Thornton

PATENT ADVISORY EXPERT OF THE YEAR IN AUSTRIA



WILDHACK & JELLINEK PATENTANWÄLTE OG
Andreas Wildhack
Senior Partner
Tel: +43-1-712 10 01
a.wildhack@wildhack.at
www.wildhack.at

WILDHACK & JELLINEK

TENANCY LAW FIRM OF THE YEAR IN AUSTRIA



Schmelz Rechtsanwälte OG

Dorian Schmelz
Partner

Tel: +43 1 946 11 60
office@rechtampunkt.at
www.rechtampunkt.at

SCHMELZ Rechtsanwälte

TRADEMARK LAW FIRM OF THE YEAR IN AUSTRIA



schmid-ip

Dr. Katharina Schmid
Owner | Attorney at Law

Tel: +43 (0)1 535 57 44 10
trademarks@schmid-ip.at
www.schmid-ip.at

schmid-ip | TRADEMARKS & MORE IP
ADVERTISING, COMPETITION AND INTERNET LAW

AVIATION LAW FIRM OF THE YEAR IN BELGIUM



Erkelens Law

Catherine Erkelens
Founder

Tel: +32 2 274 50 50
catherine.erkelens@
erkelenslaw.com
www.erkelenslaw.com

ERKELENS LAW

ENERGY SECTOR EXPERT OF THE YEAR IN BULGARIA



Djingov, Gouginski, Kyutchukov and Velichkov Law firm

Milan Pandev
Partner, Head of Energy

Tel: +359 (2) 932 1100
dgkv@dgkv.com
www.dgkv.com

DJINGOV GOUGINSKI KYUTCHUKOV VELICHKOV
ATTORNEYS AND COUNSELLORS AT LAW

INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN BULGARIA



PAVLOV & CO

Vasil Pavlov
Managing Partner

Tel: +359 2 980 07 27
vpavlov@pavlov-law.com
www.pavlov-law.com

PAVLOV & CO
INTELLECTUAL PROPERTY AND LAW OFFICE

CORPORATE LAW EXPERT OF THE YEAR IN CROATIA



Law Firm Novosel

Karlo Novosel
Founder

Tel: +385 1 48 30 383
karlonovosel@ured-novosel.hr
www.ured-novosel.hr

CITIZENSHIP & RESIDENCY LAW FIRM OF THE YEAR IN CYPRUS



Arsen Theofanidis LLC

Arsen Theofanidis
Founder; Advocate Legal Consultant

Tel: +357 25259400
info@theofanidis.eu
www.theofanidis.eu

COMMERCIAL LAW FIRM OF THE YEAR IN CYPRUS



M. ECONOMIDES KRANOS & CO. LLC

Michalis Economides
Founder & CEO

Tel: +357 25356800
info@eklawyers.com
www.eklawyers.com

CHAMBERSFIELD
ECONOMIDES
KRANOS
Advocates & Legal Consultants

COMPANY LAW FIRM OF THE YEAR IN CYPRUS



Evagoras Anastasiou & Associates LLC

Michalis Anastasiou
Partner

Tel: +35725582999
michalis@anastasioulaw.com
www.anastasioulaw.com

Evagoras Anastasiou & Associates LLC
Advocates and Legal Consultants

IMMIGRATION LAW FIRM OF THE YEAR IN CYPRUS



Evagoras Anastasiou & Associates LLC

Michalis Anastasiou
Partner

Tel: +35725582999
michalis@anastasioulaw.com
www.anastasioulaw.com

Evagoras Anastasiou & Associates LLC
Advocates and Legal Consultants

PROPERTY LAW FIRM OF THE YEAR IN CYPRUS



Haris Kalogirou & Co LLC
Haris Kalogirou
Lawyer / Managing Partner
Tel: +357 26 220 808
info@kalogiroulaw.com
www.kalogiroulaw.com

HARIS KALOGIROU & Co. LLC

RUSSIAN SPEAKING CLIENT LAW FIRM OF THE YEAR IN CYPRUS



Arsen Theofanidis LLC
Arsen Theofanidis
Founder; Advocate Legal Consultant
Tel: +357 25259400
info@theofanidis.eu
www.theofanidis.eu

FRANCHISE LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



Z/C/H Legal v.o.s., advokátní kancelá
JUDr. Ji í Ctibor, LL.M., Ph.D.
Partner of ZCH Legal v.o.s., advokátní kancelá
Tel: +420 225 020 500
jiri.ctibor@zchlegal.cz
www.zchlegal.cz

Z C H Legal

FRANCHISE LAWYER OF THE YEAR IN DENMARK



Andersen Partners
Michael R. Skovgaard
Partner
Tel: +45 40 57 53 03
mrs@andersen-partners.dk
www.andersen-partners.dk

ANDERSEN | PARTNERS
ADVOKATFIRMA

IT SECTOR EXECUTIVE SEARCH CONSULTING FIRM OF THE YEAR IN DENMARK



KJELST SEARCH GROUP A/S
Peter Kjelst
Consultant
Tel: +45 4044 4329
pk@kjelst.dk
www.kjelst.dk

KJELST
EXECUTIVE SEARCH

LIFE SCIENCES LAWYER OF THE YEAR IN DENMARK



Jusmedico Law Firm Ltd., Advokatanpartsselskab

Jan Bjerrum Bach
Attorney-at-Law, Advokat (L), Partner & CEO

Tel: +45 4029 4124
jbb@jusmedico.com
www.jusmedico.com

JUSMEDICO ADVOKATFIRMA

CORPORATE FINANCE ADVISORY FIRM OF THE YEAR IN ENGLAND



Moore Kingston Smith

Paul Winterflood
Corporate Finance Partner

Tel: +44 (0)20 4582 1740
pwinterflood@mks.co.uk
www.mooreks.co.uk/services/advisory/corporate-finance

MOORE Kingston Smith

CORPORATE RECOVERY ADVISORY FIRM OF THE YEAR IN ENGLAND



Moorfields Advisory

Andy Pear
Partner

Tel: +44 (0)207 186 1144
andy.pear@moorfieldscr.com
www.moorfieldscr.com

moorfields

ENT SURGERY ADVISORY EXPERT OF THE YEAR IN ENGLAND



Spire Leicester Hospital

Javed Uddin
Ear, Nose and Throat Consultant; BSc (Hons), MB ChB (Hons), FRCS (Eng), FRCS (ORL-HNS)

Tel: +44 (0)116 272 9037
tracy.entsecretary@gmail.com
www.leicesterentsurgeon.co.uk

Spire Leicester Hospital

INVESTMENT MANAGEMENT EXPERT CONSULTANCY OF THE YEAR IN ENGLAND



FIT Legal Solutions

Edyta Kniewska
Founder

Tel: +44 (0)7475 050 880
edyta@fitlegalsolutions.com
www.fitlegalsolutions.com

DERIVATIVES LAB

FIT LEGAL SOLUTIONS

PLASTIC RECYCLING ADVISORY FIRM OF THE YEAR IN ENGLAND



Enviroo

Ahmed Detta
CEO
Tel: +44 (0)7393 192938
ahmed@enviroo.co.uk
www.enviroo.co.uk

TAX ADVISORY EXPERT OF THE YEAR IN ENGLAND



Michael Sherry Limited of Temple Tax Chambers

Michael Sherry
Principal/Barrister
Tel: +44 (0)7771 740 120
michael.sherry@templetax.com
www.templetax.com

CRIMINAL LAW FIRM OF THE YEAR IN FRANCE



JEM-AVOCAT

Alix VILLANOVE
Head of Criminal Litigation Department
Tel: +33 (0)755 50 29 92
contact@jem-avocat.fr
www.jem-avocat.fr

IMMIGRATION LAW EXPERT OF THE YEAR IN FRANCE



LexCase

Raphael APELBAUM
Partner / Attorney-at-law / Immigration Advisor
Tel: +33 1 40 20 22 22
rapelbaum@lexcase.com
www.lexcase.com

INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN FRANCE



Dreyfus & Associés

Nathalie Dreyfus
Trademark Attorney
Tel: +33 (0)1 44 70 07 04
nathalie.dreyfus@dreyfus.fr
www.dreyfus.fr

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN FRANCE



MARCHAIS & Associés

Guillaume MARCHAIS
Founder – Partner

Tel: +33 1 56 59 76 76
guillaume.marchais@marchais.com
www.marchais.com

MARCHAIS
& ASSOCIÉS

M&A LAW FIRM OF THE YEAR IN FRANCE



Jeantet

Thierry Brun
Partner

Tel: +33 (0)1 45 05 81 21
tbrun@jeantet.fr
www.jeantet.fr

JEANTET

SECURITIES LAW FIRM OF THE YEAR IN FRANCE



DE PARDIEU BROCAS MAFFEI A.A.R.P.I.

Thierry Brocas
Honorary Lawyer

Tel: +33 1 53 57 71 71
Fax: +33 1 53 57 71 70
thierry.brocas@de-pardieu.com
www.de-pardieu.com

DE PARDIEU BROCAS MAFFEI

TRADEMARK LAW EXPERT OF THE YEAR IN FRANCE



Dreyfus & Associés

Nathalie Dreyfus
Trademark Attorney

Tel: +33 (0)1 44 70 07 04
nathalie.dreyfus@dreyfus.fr
www.dreyfus.fr

Dreyfus
Intellectual Property
in an Innovative World

COMPLEX CONSTRUCTION PROJECTS LAWYER OF THE YEAR IN GERMANY



HFK Rechtsanwälte Heiermann Franke Knipp und Partner mbB

Dietmar Hartnick
Salary Partner

Tel: +49 (0)30–318 675 38
hartnick@hfk.de
www.hfk.de

HFK RECHTSANWÄLTE

INSURANCE LAW FIRM OF THE YEAR IN GERMANY



GLAUBER & PARTNER

Jan Volker Glauber
Partner

Tel: +494032339920
jan.volker.glauber@glauber.de
www.glauber.de

GLAUBER & PARTNER
RECHTSANWÄLTE

INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN GERMANY



SAMSON & PARTNER
German and European Patent & Trademark Attorneys

Dr. Tobias Stammberger
Partner

Tel: +49 89 291982-0
stammberger@samson-partner.de
www.samson-partner.de

SAMSON & PARTNER

INTERNATIONAL PATENT LAW FIRM OF THE YEAR IN GERMANY



SR Huebner – Services GmbH

Dr Stefan Rolf Huebner
Partner

Tel: +49 (89) 9545 898 0
srhuebner@srhuebner.com
www.srhuebner.com

srHuebner
Intellectual Property Attorneys

IP LAW FIRM OF THE YEAR IN GERMANY



SAMSON & PARTNER
German and European Patent & Trademark Attorneys

Dr. Tobias Stammberger
Partner

Tel: +49 89 291982-0
stammberger@samson-partner.de
www.samson-partner.de

SAMSON & PARTNER

IP LAWYER OF THE YEAR IN GERMANY



Patent Attorney
Dr. Wieland Groth

Dr. Wieland Groth, LL.M.
Founder

Tel: +494030375730
mail@grothpatent.com
www.grothpatent.com

PATENT ATTORNEY DR. GROTH

LIFE SCIENCES LAW EXPERT OF THE YEAR IN GERMANY



Ehlers, Ehlers & Partner Rechtsanwaltsgesellschaft mbB

Dr. iur. Christian Rybak
Attorney / Partner

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

EHLERS, EHLERS & PARTNER
RECHTSANWALTSGESELLSCHAFT MBB

MECHANICAL ENGINEERING PATENT LAW FIRM OF THE YEAR IN GERMANY



PRUEFER & PARTNER mbB

Jürgen Feldmeier
Managing Partner

Tel: +49 89 69 39 21 0
office@pruefer.eu
www.pruefer.eu

prüfer
INTELLECTUAL PROPERTY LAW FIRM

PATENT LITIGATION EXPERT OF THE YEAR IN GERMANY



Braun-Dullaeus Pannen Emmerling Patent- und Rechtsanwaltspartnerschaft mbB

Dr. Friedrich Emmerling
Equity Partner

Tel: +49 (0)89 – 21 53 819-0
friedrich.emmerling@bdpe.de
www.bdpe.de

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

PRIVATE CONSTRUCTION LAW FIRM OF THE YEAR IN GERMANY



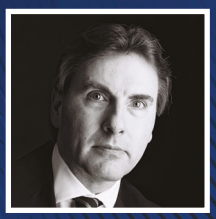
Caemmerer Lenz Rechtsanwälte Karlsruhe

Mr. Christian Walz
Partner Private Construction Law

Tel: +49 721 91250 115
cwalz@caemmerer-lenz.de
www.caemmerer-lenz.de/anwaelte/christian-walz

CL
Caemmerer Lenz

YACHT LAW FIRM OF THE YEAR IN GERMANY



CPS Schließmann

Prof. Dr. Christoph Ph. Schließmann
Founder & Owner

Tel: +49/69/663779-0
christoph.schliessmann@cps-schliessmann.de
www.cps-schliessmann.de

CPS® SCHLIEßMANN
WIRTSCHAFTSANWÄLTE

DER-YACHT-ANWALT
THE YACHTATTORNEY
www.der-yacht-anwalt.de

TRUST & ESTATE SERVICE PROVIDER OF THE YEAR IN GIBRALTAR



CAPITAL TRUSTEES LIMITED

David Frier
Director

Tel: +350 200 62252
david@capitaltrustees.gi
www.capitaltrustees.gi

WEB DESIGN SERVICE PROVIDER OF THE YEAR IN GIBRALTAR



Piranha Designs Gibraltar

Julian Byrne
Managing Director

Tel: +350 200 45599
julian@pdg.gi
www.piranhadesigns.com

ANTI-COUNTERFEITING LAW EXPERT OF THE YEAR IN GREECE



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

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

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

COMMERCIAL LITIGATION LAWYER OF THE YEAR IN GREECE



BAHAS, GRAMATIDIS & PARTNERS LLP

Spyros G. Alexandris, LL.M.
Partner

Tel: +30 210 3318170
s.alexandris@bahagram.com
www.bahagram.com

DATA PROTECTION LAW FIRM OF THE YEAR IN GREECE



G+P law firm

John Giannakakis
Senior Partner

Tel: +30 6944 528 448
john.giannakakis@gplawfirm.eu
www.gplawfirm.eu

FAMILY LAW FIRM OF THE YEAR IN GREECE



CONSTANDINIDOU – STAVROPOULOS – STAVROPOULOU

Haroula Constandinidou
Senior Partner

Tel: +30 210 3636567
info@cslawfirm.gr
www.cslawfirm.gr

INVESTMENT LAW FIRM OF THE YEAR IN GREECE



Katerina Marini and Associates Law Firm

Katerina Marini
Managing Director & Founder

Tel: +302108947812; +302102445795; +306944730875
katerina.marini@kmdlaw.gr
www.kmdlaw.gr

IP LAW FIRM OF THE YEAR IN GREECE

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

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

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

IP LITIGATION LAW FIRM OF THE YEAR IN GREECE

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

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

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

PATENT LAW EXPERT OF THE YEAR IN GREECE



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

Maria Athanassiadou
Attorney-at-Law
Partner

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

PATENT LITIGATION LAWYER OF THE YEAR IN GREECE



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

Maria Athanassiadou
Attorney-at-Law
Partner

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

DR HELEN G. PAPACONSTANTINOU & PARTNERS LAW FIRM

SHIPPING LITIGATION LAW FIRM OF THE YEAR IN GREECE



Dalakos Fasolis Law Firm

Michael Dalakos
Senior Partner

Tel: +30 210 428 4680
mdalakos@dftlaw.gr
www.dftlaw.gr

DALAKOS FASOLIS LAW FIRM

TRADEMARK LAW EXPERT OF THE YEAR IN GREECE



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

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

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

DR HELEN G. PAPACONSTANTINOU & PARTNERS LAW FIRM

TRANSFER PRICING ADVISORY FIRM OF THE YEAR IN GREECE



KPMG in Greece

Effie Adamidou
Partner, Head of Tax & Legal

Tel: +30 2106062178
eadamidou@kpmg.gr
www.kpmg.com/gr

KPMG

CORPORATE SERVICES ADVISORY EXPERT OF THE YEAR IN IRELAND



Pearse Trust – Part of Hawksford

Joseph Hickey
Director

Tel: +353 1 634 9500
jahickey@pearse-trust.ie
www.hawksford.com

Pearse Trust
Part of Hawksford

MEDICAL NEGLIGENCE LAW FIRM OF THE YEAR IN IRELAND



James McSweeney Solicitors
James McSweeney
Partner
Tel: +353 1 4521200
james@mcsweeney.ie
www.mcsweeney.ie

JAMES MCSWEENEY SOLICITORS

ADMINISTRATIVE LAW FIRM OF THE YEAR IN ITALY



Vivani & Associati
Claudio Vivani
Co-Founding Partner
Tel: +39 011 0242061
claudio.vivani@vivaniassociati.com
www.rennavivani.com

VIVANI & ASSOCIATI

BUSINESS LITIGATION LAWYER OF THE YEAR IN ITALY



Calzolai Law Firm
Simone Calzolai
International Lawyer, Founder & General Counsel
Tel: +39 0574 1826341
info@slclaw.eu
www.slclaw.eu

SLC
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Studio Legale | Law Firm

DATA PRIVACY LAW FIRM OF THE YEAR IN ITALY

EY Law Italy - Studio Legale Tributario



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



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

www.ey.com/it_it/law

EY Law

NATIONAL AND INTERNATIONAL TAXATION ADVISORY FIRM OF THE YEAR IN ITALY



SHERMAN NIGRETTI
Gianmauro Sherman Nigretti
Founder
Tel: +39 02 77 22 95 1
Mob: +39 335 60 30 346;
+44 785 10 87 869
Skype: gianmauronigretti
info@shermannigretti.com
gianmauro.nigretti@shermannigretti.com
www.shermannigretti.it
A Member Firm of IGAL Network
www.igal-network.com

SHERMAN NIGRETTI

TRUST & ESTATE LAW FIRM OF THE YEAR IN ITALY



Studio Paolo Gaeta Tax & Estate

Paolo Gaeta
Partner

Tel: +390817644476
paolo.gaeta@studiogaeta.com
www.studiogaeta.com

Studio Paolo Gaeta
tax & estate

CORPORATE SERVICES FIRM OF THE YEAR IN JERSEY



Hawksford

David Carswell
Managing Director, Jersey

Tel: +44 (0)1534 740152
david.carswell@hawksford.com
www.hawksford.com

Hawksford

INVESTMENT FUNDS LAW FIRM OF THE YEAR IN LUXEMBOURG



Lextrust Law Firm

Jonathan Charles Burger
Partner – Investment Funds & Financial Law

Tel: +352 27 21 411
burger@lextrust.lu
www.lextrust.lu

LEXTRUST
AVOCATS A LA COUR

COMPANY FORMATION ADVISORY EXPERT OF THE YEAR IN THE NETHERLANDS



DTS Duijn's Tax Solutions BV

Hendrik-Jan van Duijn
International Tax Partner & CEO

Tel: +31 (0)888 387 669
info@duijntax.com
www.duijntax.com

DTS
Duijn's Tax Solutions

M&A LAWYER OF THE YEAR IN NORWAY



Aabø-Evensen & Co Advokatfirma AS

Ole K. Aabø-Evensen
Chairman & Partner

Tel: +47 2415 9010
Mob: +47 9099 5470
oka@aaboevensen.com
www.aaboevensen.com

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Luís Rodrigues da Silva & Associados – Sociedade de Advogados, RL – Lisboa | Portugal

Francisco Rodrigues da Silva
Partner

Tel: +351 21 781 6930
frodriguessilva@lrsa.pt
www.lrsa.pt

LUIS RODRIGUES DA SILVA & ASSOCIADOS
Sociedade de Advogados, SPRL

CORPORATE LAW FIRM OF THE YEAR IN PORTUGAL



MGRA

Helga Lopes Ribeiro
Partner

Tel: +351 213 595 090
hlr@mgra.pt
www.mgra.pt

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NEXT LAWYERS / Gali Macedo & Associados

Tiago Gali Macedo
Managing Partner

Tel: +351 220 902 525
geral@nextlawyers.com
www.nextlawyers.com

next LAWYERS / GALI MACEDO & ASSOCIADOS

INVESTMENT ARBITRATION LAWYER OF THE YEAR IN PORTUGAL



Delaloa

Pacôme Ziegler
Founding Partner

Tel: +351 914 764 273
pacome.ziegler@delaloa.com
www.delaloa.com

DELALOA

CRYPTOCURRENCY LAWYER OF THE YEAR IN ROMANIA



VD Law Group

Sergiu T. Vasilescu
Managing Partner

Tel: +40 753 036 360
sergiu@vdlawgroup.com
www.vdlawgroup.com

VD LAW GROUP

IP LAW FIRM OF THE YEAR IN ROMANIA



CABINET M. OPROIU

Raluca Vasilescu
Trademark Law Position

Tel: +40212602833
raluca@oproiu.ro
www.oproiu.ro

CABINET M. OPROIU
EUROPEAN PATENT AND TRADEMARK ATTORNEYS

PATENT LAW FIRM OF THE YEAR IN ROMANIA



CABINET M. OPROIU

Raluca Vasilescu
Trademark Law Position

Tel: +40212602833
raluca@oproiu.ro
www.oproiu.ro

CABINET M. OPROIU
EUROPEAN PATENT AND TRADEMARK ATTORNEYS

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN SLOVENIA



MAG. KERČMAR & PARTNERS
LAW FIRM, Ltd.

Msc. Sebastjan Kerčmar
Founding Partner, Attorney-at-Law,
Specialist in Civil & Commercial Law
Registered Trademark & Design
Attorney, Mediator

Tel: +386 5 333 48 30
pisarna@odvetnik-kercmar.si
www.odvetnik-kercmar.eu

SK ODVETNIŠKA DRUŽBA
MAG. KERČMAR IN PARTNERJI o.p., d.o.o.

INTERNET & E-COMMERCE LAW FIRM OF THE YEAR IN SLOVENIA



Odvetniška pisarna
Petek & Novak, d.o.o.

Dr. Marko Petek
Founding Partner

Tel: +386 41 955 571
info@op-petek.si
www.op-petek.si

M P §

BOUTIQUE REAL ESTATE LAW FIRM OF THE YEAR IN SPAIN

DR. REINERS
REAL ESTATE LAWYERS
MARBELLA - COLOGNE - MALLORCA

Dr. iur. Norbert Reiners

Tel: +34 952 77 48 08
info@dr-reiners-com
www.dr-reiners.com

DR. REINERS
REAL ESTATE LAWYERS

CORPORATE LAW FIRM OF THE YEAR IN SPAIN



Bojorge & Associates

Marla Vanessa Bojorge Zúñiga
Owner

Tel: +34961059311
marlabojorge@visalawspain.com
www.visalawspain.com

MB
Marla Bojorge Zúñiga
Abogado

IP LITIGATION LAW FIRM OF THE YEAR IN SWEDEN



Fenix Legal

Petter Rindforth
Partner

Tel: +46850256547
info@fenixlegal.eu
www.fenixlegal.eu

.fenixlegaL
INTERNATIONAL PATENT AND LAW FIRM

PATENT LAW FIRM OF THE YEAR IN SWEDEN



Fenix Legal

Maria Zamkova
Partner

Tel: +46850256547
info@fenixlegal.eu
www.fenixlegal.eu

.fenixlegaL
INTERNATIONAL PATENT AND LAW FIRM

INTERNATIONAL PRIVATE BANKING LAWYER OF THE YEAR IN SWITZERLAND



Caputo & Partners AG

Enzo Caputo, lic. iur.
Attorney at Law
Private Banking Lawyer
CEO & Founding Partner

Tel: +41 44 2124404
contact@swiss-banking-lawyers.com
www.swiss-banking-lawyers.com

CAPUTO & PARTNERS
SWISS-BANKING-LAWYERS.COM

INVESTMENT MANAGEMENT ADVISOR OF THE YEAR IN SWITZERLAND



LINDEMANNLAW

Dr. Alexander Lindemann
Partner

Tel: +41 44 570 73 51
alexander.lindemann@
lindemannlaw.ch
www.lindemannlaw.ch

LINDEMANN
LAW

TAX ADVISOR OF THE YEAR IN SWITZERLAND



LINDEMANNLAW
Dr. Alexander Lindemann
Partner
Tel: +41 44 570 73 51
alexander.lindemann@lindemannlaw.ch
www.lindemannlaw.ch

LINDEMANN LAW

CONSTRUCTION LAW FIRM OF THE YEAR IN TURKEY



AKINCI Law Office
Ziya Akinci
Partner
Tel: +90 212 287 07 00
ziya.akinci@akincilaw.com
www.akincilaw.com

AKINCI

IP LAW FIRM OF THE YEAR IN UKRAINE



LEX INTELS IP Law Firm
Natalya Lemeshchuk
Founder & Managing Partner
LL.M., Attorney-at-Law, Mediator
Patent, Design & Trademark Attorney
Tel: +380 67 484 4516
office@lexintels.com.ua
www.lexintels.com.ua

LEX INTELS
IP & Digital Law Firm

ASSET MANAGEMENT ADVISORY FIRM OF THE YEAR IN THE UNITED KINGDOM

Cobens Wealth Management
Chris Poole
Managing Director
Tel: +44 (0)203 301 2950
chris.poole@cobens.co.uk
www.cobenswealth.co.uk

COBENS

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



Fleming McGillivray & Company Ltd
Dallas J McGillivray
Managing Director
dmcgillivray@fmconsult.co.uk
www.fmconsult.co.uk

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compliance solutions

COMPLIANCE CONSULTANCY FIRM OF THE YEAR IN THE UNITED KINGDOM



Millen Compliance Ltd.

Sally Millen
Director

Tel: +44 (0)330 440 9009
sally@millencc.co.uk
www.millencc.co.uk

MILLEN Compliance

PODIATRY EXPERT WITNESS OF THE YEAR IN THE UNITED KINGDOM



Gait and Posture Centre

Simon Costain
Managing Partner

Tel: +44 207 636 4465
clinic@gaitandposture.com
www.gaitandposture.com

THE GAIT AND POSTURE CENTRE

PROFESSIONAL SECURITY SERVICES PROVIDER OF THE YEAR IN THE UNITED KINGDOM



Leisure Guard Security (UK) Ltd

Saj Kadva (AMBII)
Operations Director

Tel: +44 (0)7711 978720
saj@leisureguardsecurity.co.uk
www.leisureguardsecurity.co.uk

LEISURE GUARD SECURITY





The Americas Winners

Latin America and the Caribbean economies have recovered to their pre-pandemic levels, and the region has regained some sense of normalcy, but economies need to be reignited in order to avoid a new low-growth cycle. Social and infrastructure investments can be key drivers of growth and shared prosperity, according to a recent World Bank report, "New Approaches to Closing the Fiscal Gap".

The report estimates regional GDP will grow by 3.0% in 2022's final data, a higher than previously expected rate due to rising commodities prices.

However, strong global uncertainty as a result of the war in Ukraine, higher interest rates in developed countries and the persistent inflationary pressures will impact economies in the region. Low growth rates of 1.6 and 2.3 are expected in 2023 and 2024, respectively, similar to the lacklustre levels of the decade of 2010 and insufficient to achieve significant progress in reducing poverty. Inflation, while for most countries is at OECD levels, will require continued efforts to reduce to previous target levels.

"Most economies have returned to pre-pandemic levels, but that is not enough. Countries in the region have the opportunity to rebuild better after the crisis and achieve more just and inclusive societies," noted Carlos Felipe Jaramillo, World Bank Vice President for Latin America and the Caribbean. "In addition to undertaking the reforms and investments critical to lifting growth, governments need to address the structural costs – the lost years of education, missed vaccines and the delayed impacts of food insecurity that the recovery of GDP obscures."

The region is well placed to rethink its development path. Employment has almost fully recovered to pre-pandemic levels, schools have reopened and, with exceptions in the Caribbean, the high rate of vaccination against COVID-19 has allowed for a return to normalcy.

However, scars from the crisis remain and need to be addressed. Monetary poverty fell from 30% in 2021 to 28.5% in 2022, a level still very high, and the long-term costs of the crisis in health and education must be urgently redressed both to revive growth and mitigate increases in inequality.

"Managing higher debt burdens arising from the crisis while generating enough fiscal space for growth promoting investments requires carefully considered new sources of revenue, but also better use of existing spending. On average, 17% of government spending could be saved, and in 2/3 of countries, these savings could erase current budget deficits," commented William Maloney, Chief Economist for Latin America and the Caribbean at the World Bank. "Rationalising state spending is a step towards building more efficient, responsive and trusted governments."

Moreover, the report suggests countries should carefully examine public spending and tax policy options in order to favour equity and avoid possible adverse effects. This includes improving spending efficiency: on average, 4.4% of GDP – or 17% of public spending – is currently wasted on badly targeted transfers, poor procurement practices and inefficient HR policies.

Social Development Authorities Championed the Role of Regional Cooperation for Moving Forward on Strengthening Social Institutions

The Fifth Meeting of the Presiding Officers of the Regional Conference on Social Development in Latin America and the Caribbean took place in September in the framework of the XIV Ministerial Forum for Development in Latin America and the Caribbean, organised with the United Nations Development Program (UNDP).

Authorities from Social Development Ministries and equivalent entities in Latin America and the Caribbean championed the role of regional cooperation for moving forward on strengthening the social institutional framework amid the current, complex socioeconomic scenario.

The meeting, held in Cuenca, Ecuador, was inaugurated by Raúl García-Buchaca, Deputy Executive Secretary for Management and Programme Analysis of the Economic Commission for Latin America and the Caribbean (ECLAC); Luis Felipe López-Calva, UNDP's Regional Director for Latin America and the Caribbean; and Dean Jonas, Minister of Social Transformation, Human Resource Development and The Blue Economy of Antigua and Barbuda, in his capacity as Chair of the Presiding Officers.

"We are meeting in Cuenca to share views, experiences, opportunities and challenges regarding the social institutional framework and regional cooperation, with the aim of strengthening the development of universal, comprehensive, sustainable and resilient social protection systems in Latin America and the Caribbean," noted Raúl García-Buchaca during the gathering's opening session.

The senior official explained that one of the four axes of the Regional Agenda for Inclusive Social Development (RAISD) advocates precisely for strengthening the social institutional framework, which is the basis for implementing universal social protection systems and policies for social and labour inclusion.

"The strengthening of the social institutional framework is a precondition for fulfilling the State's social commitments, generating quality programmes and providing policies with continuity, legitimacy and coherence," ECLAC's representative stated, adding that "we are convinced that concerted and simultaneous action by countries is indispensable for moving towards sustainable development. The 2030 Agenda has put multilateralism at the centre."

Meanwhile, Luis Felipe López-Calva, UNDP's Regional Director, emphasised that "this is the time to act and redouble our efforts to regain the progress lost and to return to the path of sustainable and inclusive human development." He added that "the institutional framework plays a central role in the efficacy of any social policy. We know that it is not an easy task for countries to build this institutional framework, but the idea is also to say that no country is alone. There is a multilateral effort and an effort among the countries themselves to share experiences in this area."

Dean Jonas, Minister of Social Transformation, Human Resource Development and The Blue Economy of Antigua and Barbuda, added that in Latin America and the Caribbean, "we have to collaborate, support each other to mitigate against all facets of devastation and crisis that continue to plague on all countries, especially with increasing demands for the limited availability and accessibility of sustainable financing."

Capital Law Associates



Yvette C. Rahming
Senior Partner

Tel: +(242) 677-5265
yrahming@capital-lawassociates.com
www.capital-lawassociates.com

CORPORATE AND COMMERCIAL LAW FIRM OF THE YEAR IN THE BAHAMAS

Capital Law Associates' attorneys are members (respectively) of the Bahamas Bar Association, the Bar of England and Wales, the Inner Temple Inn, UK, and hold Certified Compliance and Ethics Professional-International (CCEP-I) designations as well as acting as members of the Society of Compliance and Corporate Ethics.

Their recent cases include: a litigation involving defending directors and majority shareholder of shares in an International Business Companies' (IBCs) share transfer and breach of contract claim exceeding US$20 million in property value; a litigation involving successfully defending a commercial ship owner against the wrongful arrest of a commercial vessel in Bahamian waters; immigration matters involving determination of assets of persons with dual citizenship; acting on behalf of a creditor in bankruptcy in a large hotel bankruptcy matter; as well as advising clients on local employment law and developing a COVID-19 legal protocol for a large employer.

Capital Law Associates specialises in corporate and commercial law, offering a "white glove" bespoke service to clients. The firm recognises that one size does not fit all, and so it endeavours to provide tailor-made solutions.

In the area of company formation and maintenance, Capital Law Associates provides incorporation of IBCs, incorporation of regular companies, business licences; as well as annual filings and directors' and shareholders' meeting minutes and resolutions. Moreover, the firm acts as a Registered Agent – providing detailed corporate services and regulatory compliance assistance.

In matters of litigation, the firm defends corporate clients in litigious matters involving breach of contract, shareholder and/or investor matters, as well as employment matters.

Senior Partner Yvette C. Rahming noted: "For the most part, our clients are large, mid-sized and small enterprises – and are both international and local businesses. We typically provide legal guidance and representation to general managers, directors, shareholders and business owners, and in some cases, employers.

"Our firm understands that clients' needs are not always the same, and so a one-size-fits-all approach does not bring about the perfect solution for every client. Therefore, we pride ourselves on providing tailored solutions specific to the needs of the client. To this end, we conduct comprehensive research and analysis of our clients to ensure that we render intelligent and specific solutions. We meet with our clients – or in some cases their representatives, and if necessary other stakeholders – to offer solutions that help achieve the desired outcomes."

Ms Rahming has served as In-House General Counsel & Assistant Vice President to APD Limited, owners and operators of the Nassau Container Port, for nearly a decade. Under her guidance, the Blue Chip Bahamian company catapulted to success. This experience – sitting as a leader at the helm of the company's legal, compliance and operational departments – today allows for a deep knowledge of what business entities require for complying with regulations, employment laws and health and safety standards – as well as the legal frameworks needed to ensure success for corporate entities.

Onyx Partners



Wendy Warren
Director

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

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

Onyx Partners specializes in bespoke fiduciary solutions delivered with exceptional and accessible service. Our name Onyx comes from the gemstone that is said to have protective properties and provides energy for consistent action. These characteristics precisely reflect our offer and commitment as a company: to be partners with our clients in the provision of fiduciary solutions that protect, preserve and grow their wealth, expertly delivered through consistent, deliberate and professional actions.

As partners in building and maintaining long-term, value-driven relationships, we make ourselves available and easily accessible to our clients, wherever they are in the world.

Our Approach

Onyx Partners delivers the highest level of service by employing best-in-class fiduciary executives who each have a long record and history of building value-driven relationships with clients and their advisors. We have the expertise to guide individuals, families and their advisors in the creation of the best fiduciary structure to help manage their wealth and achieve their goals. Meanwhile, Onyx Partners benefits from being an affiliate of Caystone Solutions Limited, a Bahamas-based business services company with years of experience providing comprehensive and customized services and support to individuals, businesses and family office structures around the world.

Our Advantages

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

Today, Onyx offers a range of services and solutions that deliver financial flexibility, while providing the protection of wealth, the mitigation of risks and the reassurance of an appropriate level of confidentiality. We have the expertise to help individuals, families and their advisors establish the most appropriate fiduciary structure(s) to assist with the management of their wealth, as well as the creation and maintenance of family governance.

Similarly, entrepreneurs and successful business people share a desire to protect the wealth they create for their families and for future generations. The use of fiduciary solutions is a common approach to help meet these and many other needs. Understanding that the environment in which our clients and their beneficiaries live is constantly changing, Onyx values an active partnership with advisors and family offices in delivering the best fiduciary services and solutions available.

Wendy Warren

Wendy Warren is the Founder and Managing Director of Caystone Solutions, and an Onyx Partners Consultant. Prior to establishing Caystone, Ms. Warren spent 11 years as CEO and Executive Director of the Bahamas Financial Services Board, a financial sector body that works closely with government, regulators and private industry to ensure the Bahamas provides global clients with best-in-class financial services.

Ms. Warren has worked with families and family businesses for more than 25 years, and her knowledge of the financial services business and community is broad, augmented by a deep understanding of the Bahamas and its legislative framework.

She is a Chartered Accountant and holds a bachelor's degree in Accounting from the University of Waterloo, Canada.

FLOR, BUSTAMANTE, PIZARRO & HURTADO FBPH ABOGADOS



Gilberto A. Gutierrez P.
Partner

Tel: +593 998507732
gilberto.gutierrez@fbphlaw.com



Jorge Pizarro Páez
Partner

Tel: +593 999473808
jorge.pizarro@fbphlaw.com

www.fbphlaw.com

ADMINISTRATIVE LAW EXPERT OF THE YEAR IN ECUADOR / COMPETITION LAW EXPERT OF THE YEAR IN ECUADOR

FBPH FLOR BUSTAMANTE PIZARRO HURTADO ABOGADOS

FLOR, BUSTAMANTE, PIZARRO & HURTADO FBPH ABOGADOS is a law firm with partners who have more than 25 years of experience advising foreign and national clients, committed to providing excellent legal services.

Several of our lawyers have participated and advised clients in major M&A that require notifications and authorizations form the competition authority and other authorities. We have broad experience in cases of unfair competition, monopolistic practices and related matters. Unfair competition in Ecuador can be related to intellectual property but can also originate from other sources. We have ample experience advising clients on the different alternatives applicable for each case.

Gilberto A. Gutierrez P.

With professional practice in Venezuela, Chile and Ecuador, in 20 years Gilberto has dedicated his professional practice to the areas of competition law and administrative law.

His function in the public sector, as an official of Ecuador's highest authority in 2009, allowed him to contribute to the resolution of the first cases in the right to free and fair competition, which were increasingly important to regulate in the country. Gilberto's passage to the private sector since 2011 allowed international companies and rankings of great importance in the areas of telecommunications, pharmaceuticals, wood industry and production, automotive, retail, agribusiness and forestry sectors to recognize him as the most effective and suitable option when it comes to controversy on the matter.

In addition, for more than 15 years, Gilberto has been a university professor specialized in undergraduate and postgraduate levels, where he further engaged in higher education organizations such as the Universidad San Francisco de Quito as the postgraduate coordinator.

Currently, he participates as a higher education coordinator, fulfilling fundamental roles such as being the headline in the international university of Ecuador and an arbitrator of the center of arbitration and holy spirit university mediation.

His academic trajectory in Venezuela, Chile, Ecuador, Argentina and Spain has equipped him with the sufficient legal versatility in various jurisdictions.

Jorge Pizarro Páez

During his professional career, Jorge has provided legal advice in several areas to national and multinational companies. He has had the opportunity to participate in diverse business acquisition processes, advising both buyers and sellers. Moreover, he has participated in several mergers and split-ups of business groups, as well as in public procurement processes in telecommunications, hydrocarbons, food, etc; negotiations of commercial agreements; negotiation for the dissolution of company committees; and advice on collective and individual labor claims.

He continually supports several companies in the day-to-day activities of their businesses, providing permanent legal advice in all areas.

Jorge also serves as the Director of prominent international foundations operating in Ecuador.

iPEL, Inc.



Brian Yates
CEO

Tel: +1 (626) 247-8722
brian@ipel.com
www.ipel.com

PATENT LICENSING & MONETISATION EXPERT OF THE YEAR GLOBALLY

iPEL | INNOVATIVE PATENTS ETHICAL LICENSING

iPEL is an acronym meaning 'Innovative Patents Ethical Licensing'. Based in Pasadena, California, the firm was formed in 2017 to fuel the innovation economy of the future by investing in innovative technologies and maximising the benefits to society by licensing those technologies on ethical terms.

iPEL's mission is to acquire and monetise cutting-edge technologies developed through global research and development. Since its formation, iPEL has developed one of the largest and most advanced technology portfolios in the world. Its vast array of proprietary technologies covers a wide range of industries, including consumer electronics, automotive, telecommunications, networking, gaming and the Internet of Things (IOT). The firm's portfolio is currently licensed by several international technology companies.

iPEL's CEO is Brian Yates, one of the world's leading patent monetisation experts. From 2000 to 2010, Mr Yates represented technology companies as a patent prosecutor and patent litigator. In 2011, he left legal practice to become an entrepreneur. During the seven years leading up to iPEL, Mr Yates founded more than 40 technology companies – each focusing on a different aspect of technology and owning valuable patent rights.

During the past decade, Mr Yates has successfully licensed the patents of his wholly owned companies to more than 1,000 companies, including nearly every technology company on the Fortune 1000.

Through a series of acquisitions and divestments, Mr Yates curated iPEL's current patent portfolio, which covers many of the core products and services being offered by technology companies around the globe.

According to Mr Yates: "The valuable contributions of inventors and innovative companies are rewarded by iPEL's investments. Keeping its commitment to driving innovation and protecting patent rights for the global IP community, iPEL has made significant investments around the world. For a company that wants to benefit from the research and development efforts of world-class innovators, obtaining a licence from iPEL is an efficient and fair solution."

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

Joseph Rowe Attorneys-at-Law and Notaries Public



Dahlia Joseph Rowe
Managing Partner

Tel: +(869) 469-1015
rowe@josephrowelaw.com
www.josephrowelaw.com

Joseph Rowe ATTORNEYS-AT-LAW

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

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

Real Estate Purchase and Sale and Development

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

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

Admiralty/Maritime Law (Ship Registration & Mortgages)

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

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

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

Citizenship by Investment (Economic Citizenship)

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

MERGERS & ACQUISITIONS LAWYER OF THE YEAR IN COLORADO, US

Gibson, Dunn & Crutcher LLP



Beau Stark
Partner (Denver)

Tel: +1 303.298.5922
bstark@gibsondunn.com
www.gibsondunn.com

GIBSON DUNN

Gibson, Dunn & Crutcher LLP (Gibson Dunn) prides itself on hiring the best and the brightest from law schools and clerkships. We welcome experienced practitioners who join us as laterals. Across the board they possess a wide range of particularized skills: global language competence, technical knowledge, worldwide regional and industry understanding, as well as extensive prior government and regulatory service. They are seasoned professionals and acknowledged leaders in their practices.

The firm is an international leader in mergers, acquisitions, divestitures, spin-offs, proxy contests, and joint ventures. Rankings produced by third-party publications regularly list Gibson Dunn as one of the world's pre-eminent M&A firms. *Chambers USA*, which consistently names Gibson Dunn as among "The Elite" nationwide for corporate/M&A, has noted that the firm "is frequently enlisted on some of the most significant transactions in the market."

Our lawyers deliver sophisticated judgment, technical excellence, creative solutions, and vast market knowledge to each transaction entrusted to us. Our M&A clients include public and private companies ranging from Fortune 100 and multinational corporations to smaller companies; private equity firms; boards of directors and special committees; selling shareholders; management teams; as well as financial advisors. Clients also regularly enlist Gibson Dunn to provide advice regarding takeover preparedness and the implementation of defensive measures. Our Hostile M&A and Shareholder Activism practices are some of the most well-respected in the world.

We offer excellent, seamless service across the full spectrum of disciplines required to execute multifaceted transactions successfully, including tax, antitrust and competition, acquisition financing, capital markets, executive compensation and employee benefits, litigation, intellectual property, environmental, and regulatory.

Chambers USA has noted our business acumen and commercial sensitivity in quoting one interviewee who described Gibson Dunn's M&A team as "highly skilled practitioners at the top of their profession. They're knowledgeable about the market and can offer practical advice while providing the technical expertise needed to navigate issues."

Beau Stark

Beau Stark is a Partner in Gibson Dunn's Denver office and a member of the firm's Corporate Transactions Practice Group. He advises private equity funds and other public and private enterprises in the energy sector and a broad range of other industries, in both international and domestic markets.

Mr. Stark has broad experience in all aspects of corporate practice, including public and private mergers and acquisitions, joint ventures, public offerings, capital markets transactions, securities offerings, management participation and financing, tender offers, private fund formation, and general corporate matters.

He is ranked as a leading corporate lawyer (Band 1) by *Chambers USA: America's Leading Lawyers for Business* in Colorado Corporate/M&A and Colorado Natural Resources & Energy. Moreover, Mr. Stark has been repeatedly recognized in the *Denver Business Journal's* list of Who's Who in Energy, and has been listed in *Best Lawyers in America* every year since 2013 for Corporate Governance Law, Mergers and Acquisitions Law, and Securities Regulation. He was named the 2017 Lawyer of the Year for Corporate Governance, Denver, 2018 Lawyer of the Year for Mergers and Acquisitions, Denver, and 2021 Lawyer of the Year for Mergers and Acquisitions, Denver.

CFO CONSULTING EXPERT OF THE YEAR IN FLORIDA, US

B2B CFO®



Terry J. Eve
Partner

Tel: +1 561-459-6262
teve@b2bcfo.com
www.b2bcfo.com

B2B CFO® Strategic Advisors

In everything we do at B2B CFO®, we believe in improving the lives of business owners. We believe each owner is unique and important to our society, and so we improve their lives by understanding their goals and removing barriers that get in their way.

A company must have sufficient cash to operate to continue in business. A lack of cash can kill a company quicker than any direct competitor; therefore, we have the proprietary tools and processes to manage and improve cash flow. Ideally, the control over cash flow is a process within a company and is not vested with any single person. Companies are typically good at identifying certain departments that are key to the business, such as sales, operations and production, among other areas.

The management of cash flow should be viewed as a separate department within a company, and that department needs to have a responsible person that can guide and teach others. Most importantly, this department must communicate possible cash shortages to management many months in advance. This department should also take all information from all other departments – for instance, sales and purchasing – and then forecast the future sources and uses of cash.

Terry J. Eve

Terry Eve has more than 30 years of progressive financial and operational management experience in a broad array of industries involving companies with operations ranging from startup to in excess of $400 million in revenue. Terry's career includes both domestic and global companies, including international financial management as an expatriate on two separate continents.

Sustainable, profitable growth sums up Terry's outlook on the objectives of growing businesses. Developing the firm's strategic plans and organizing the related financing required to achieve that growth are an integral part of the CFO's responsibility. To this end, Terry's varied and extensive background helps entrepreneurs solve their business problems through business planning and execution, coupled with accountability models as well as assisting business owners with developing and executing exit strategies.

Terry is a hands-on professional financial manager with a demonstrable track record of success. His accomplishments include oversight and development of key company metrics impacting finance, sales and operations, and the ability to report accurate as well as timely financial information. He helps senior management interpret that information to impel and direct operations management to the attainment of the organization's mission and vision.

Terry also has an extensive background in financial information systems, with platforms ranging from Quick Books to Oracle Financials and many mid-market accounting systems in between.

His past roles have included Chief Financial Officer, Chief Operations Officer, Chief Information Officer, Vice President of Finance & Administration and Vice President of Administration as well as Corporate Controller of a startup that grew from zero to $100 million.

Terry has a B.B.A. in accounting from Florida Atlantic University in Boca Raton, Florida, and has been a resident in the Jupiter-Tequesta Florida area since 1973.

N. W. Bernstein & Associates, LLC



Norman W. Bernstein
Member

Tel: +1 914.358.3500
nwbernstein@nwbllc.com
www.nwbllc.com

Corporate INTL GLOBAL AWARDS WINNER 2023 Norman W. Bernstein N. W. Bernstein & Associates, LLC Environmental Law Expert of the Year in Michigan, US

Corporate INTL GLOBAL AWARDS WINNER 2023 Norman W. Bernstein N. W. Bernstein & Associates, LLC Environmental Law Expert of the Year in New York, US

N.W. Bernstein & Associates, LLC

Norman W. Bernstein has advised on a wide range of regulatory matters under U.S. environmental laws and argued numerous environmental cases in federal appellate and district courts.

He has assisted venture capital firms in establishing legal structures to minimize the risks of financing environmentally sensitive deals, advised on environmental disclosure issues and acquisition structuring, extracted a large pigment manufacturing plant from enforcement proceedings, made presentations on behalf of a client before OSHA and the National Toxicology Program regarding the alleged risks posed by silica and on the alleged carcinogenicity of rock wool and slag wool. He has filed comments with the EPA on a wide range of rulemakings and has negotiated successful settlements in Clean Air Act enforcement cases.

In addition, Mr. Bernstein is a past Chairman of the Committee on Litigation Management and Economics of the American Bar Association (Litigation Section) and is the author of numerous articles and presentations on Superfund. He has taught torts at Wayne State University Law School and has been a guest lecturer on hazardous waste matters at Yale Law School and the University of Michigan School of Public Health. He is a member of the bars of New York and Michigan and of the bars of the United States Courts of Appeal for the First Circuit (Boston), Second Circuit (New York), Third Circuit (Philadelphia), Seventh Circuit (Chicago), Eleventh Circuit (Atlanta), and the D.C. Circuit (Washington, D.C.). He is also a member of the bar of the Supreme Court of the United States.

Since the inception of the program in the early 1980s, Mr. Bernstein has played a lead role in Superfund matters. In 1983, he led the Enviro-Chem site removal action settlement with the EPA – the first large multiparty Superfund settlement with the Agency after the scandals that forced the Administrator from office. In 1984 and 1985, he led the first small generator cash-out anywhere in the country at the Chem-Dyne and Conservation Chemical sites. He is also a Trustee at two Superfund Sites, one of which is on the EPA's National Priority List.

With respect to the Clean Air Act, Mr. Bernstein has negotiated Consent Decrees on favorable terms related to emissions from coal-fired boilers and major steel-making facilities. He participated in negotiations and filed comments with the EPA related to the proposed Compliance Assurance Monitoring (CAM) rule under the Clean Air Act.

Lastly, Mr. Bernstein has provided counseling on a range of business activities involving potential environmental risks, including with respect to Brownfield redevelopment. For example, he developed structural mechanisms that venture capital firms can use to control investors' environmental risks – thereby facilitating investment in environmentally sensitive businesses. He has also provided counseling on the structuring of business acquisitions so as to control the environmental risks assumed. He has helped a major manufacturer establish the company's internal management and compliance systems to minimize risks under governmental enforcement policies and to facilitate migration toward IS0 14000 compliance. Mr. Bernstein has also successfully extracted a large pigment manufacturing plant on Staten Island from NYDEC enforcement proceedings, and obtained NYDEC approval for the site to be redeveloped under New York's Voluntary Cleanup Plan.

Guidehouse



Salvatore R. LaScala
Partner, Head of the Global Investigations & Compliance Practice

Tel: +1 212.554.2611
salvatore.lascala@guidehouse.com
www.guidehouse.com

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

Guidehouse
Outwit *Complexity*

At Guidehouse, we combine unequaled expertise, specialized resources and deep domain experience to solve problems that cross sectors, industries and geographies for clients of the public sector and the regulated commercial markets they serve. Guidehouse is the only scaled consultancy in the world to fully integrate commercial and public or government businesses within each of our industry segments – because complex problems require both perspectives to address and outwit. We see this integrated model as the future of consulting and the only way forward, reshaping the future together with our clients.

We work with companies and governments from Wall Street to Washington, from the European Union to India, and all around the world.

Salvatore R. LaScala

Salvatore R. LaScala is a Partner and Head of Guidehouse's Global Investigations & Compliance practice.

Possessing a broad range of subject matter knowledge and expertise, Salvatore applies his 20+ years of hands-on experience to conduct investigations and compliance reviews on behalf of financial institution clients responding to regulatory or law enforcement matters concerning anti-money laundering (AML), Bank Secrecy Act (BSA), USA PATRIOT Act and Office of Foreign Assets Control (OFAC).

Salvatore leads large teams that regularly perform historical transaction reviews ("Lookbacks") and Know Your Customer (KYC) / Customer Due Diligence (CDD) / Enhanced Due Diligence (EDD) file remediation work. He also helps clients overcome AML and OFAC backlogs by deploying teams embedded at his clients' work sites to that disposition alerts. Salvatore's expertise also includes assisting clients with the selection, implementation, optimization and validation AML and OFAC compliance technology consulting as well as enhancing AML transaction monitoring detection scenarios and sanctions filter interdiction logic.

Salvatore championed the development and implementation of Guidehouse's proprietary engagement technology, known industrywide as STAR™ (Suspicious Transaction Analysis and Reporting). The STAR™ rules engine and case management system expedite the AML risk ranking and investigation of billions of financial transactions and account information. The STAR™ platform has been deployed to file more than 25,000 SARs (Suspicious Activity Reports) and resolve investigation of AML, BSA, OFAC, fraud and mortgage matters pursuant to Lookbacks and investigations.

Salvatore also leads and manages enterprise-level projects addressing financial fraud, forensic accounting, monitorships and Independent Private Sector Inspector General (IPSIG) activities as well as class action lawsuits.

Prior to joining Guidehouse, Salvatore was the Executive Director at Daylight Forensic, the Managing Director of KPMG's forensic practice that delivered client services and performed as the Product Leader for AML, OFAC and FCPA compliance matters. Earlier in his career, he was a Special Agent with the Internal IRS-CID and practiced law in the State of New York.

Salvatore's advanced skills and subject matter expertise include: Anti-money laundering (AML), Office of Foreign Assets Control (OFAC), Bank Secrecy Act (BSA), Foreign Corrupt Practices Act (FCPA), Private Banking Correspondent Banking, Wholesale Banking, Remote Deposit Capture (RDC), Actimize, NetEconomy, SAS, FircoSoft, Prime, Bridger, Mantas, SearchSpace, FIU, financial fraud investigations, Lookbacks, Financial Services Monitorships, KYC/CDD/EDD Remediation, NYS DFS Part 504 and AML Project Management.

Alfaro-Abogados



Liliana Arauz
Senior Partner,
New York Office

Tel: +1-212 698-1147
larauz@alfarolaw.com
www.alfarolaw.com

INTERNATIONAL TRADE LAWYER OF THE YEAR IN NEW YORK, US

ALFARO
ABOGADOS

Alfaro-Abogados is an industry-focus, business-oriented law firm founded in 1998 to participate as a player in international transactions, providing legal advice to local and foreign clients doing business in Argentina.

Our firm therefore meets the criteria required by today's business environment by providing an expedient, practical but secure and solid problem-solving legal advice as well as the cross-cultural and legal experience required for international transactions in a global economy.

In the area of International Trade & Customs, the firm advises on structuring transactions, as well as assisting with compliance issues and administrative processes. In addition, it deals with transactional and regulatory issues in importing and exporting, as well as the import of turn-key projects.

Based in the New York office, Dra. Arauz brings to the firm her experience in International Trade, Trade Finance, Transactional Work and Foreign Investments.

Prior to working for the firm, she has been:

- Commercial Attaché, Embassy of Argentina, Washington DC 1981–1984;
- Trade Commissioner of Argentina in New York with supervision of East Coast and Southern United States Region, 1984–1987;
- Advisor on US Trade Issues to the Union Industrial Argentina, 1988–1989;
- Vice President and Trade Advisor to Banco de la Provincia de Buenos Aires – New York Agency, 1988–2002.

LECTURES

Speaker and Panelist in the following programs:

- Program for Industrial Investment Promotion (United States Agency for International Development);
- At the United Nations Development Organization;
- Debt Crisis and its Impact on Trade at the Port Authority of New York and New Jersey;
- The Inter-American Defense Board;
- At the United States Information Agency Programs.

PRACTICE AREA SPECIALIZATION LIST

- International Trade
- Trade Finance
- Transactional Work
- Foreign Investments

LANGUAGES

Spanish and English

EDUCATION

Dra. Arauz holds an LL.B. Cum Laude from the Catholic University of Argentina, School of Law, Buenos Aires, Argentina.

Postgraduate courses on Foreign Trade and International Trade Negotiations at the German Foundation for International Development.

Postgraduate courses on Foreign Trade and International Trade Negotiations at the Getulio Vargas Foundation of Brazil.

Epiq



Loree Kovach
Vice President,
Client Services

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



Lauren McGeever
Vice President, Class Action & Mass Tort Solutions

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

www.epiqglobal.com





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

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

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

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

Loree Kovach

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

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

Lauren McGeever

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

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

Mary Joyce Carlson ESQ.



Mary Joyce Carlson
Lawyer

Tel: +1 202.340.5756
carlsonmjj@icloud.com

COMPLIANCE ADVISORY EXPERT OF THE YEAR IN WASHINGTON DC, US

MARY JOYCE CARLSON, ESQ.

Mary Joyce Carlson ESQ. is known for representing clients in accordance with OECD guidelines, as well as coordinating investor prosecution of cases under the remit of European Competition Law. To that end, Ms Carlson has advised, in a supervisory capacity, on the activities of legal practitioners handling German, French and Italian competition law matters under the auspices of the European Commission.

She has collaborated with the European Public Service Union and the European Federation of Food, Agriculture & Tourism Trade Unions, as well as providing client representation before the Brazilian Labor Prosecution Service. Ms Carlson also holds an International Global Legal (IGL) designation. She previously maintained a busy practice that focused its attention on global business and public sector legal matters.

Today, she specialises in domestic as well as global Public & Employment Law, and has won awards for her endeavours in this field. Ms Carlson has also won landmark cases in which she represented high-profile public and private sector clients based in the US, Latin America, the UK, wider Europe, as well as on the African continent.

Her additional practice areas encompass civil rights, wherein she is extremely active, confronting instances of gender and race discrimination; as well as international business practices and securities fraud, having successfully litigated matters of business conduct among major multinationals.

She completed her education at the Duke University School of Law in Durham, North Carolina, after which Ms Carlson began her legal career in Atlanta, taking the lead on cases that questioned the diversity of juries, which ultimately led to an increase in women and people of colour. Later, in Washington DC, she worked as an employment attorney, helping to lift caps on wages for nurses as well as forcing an investigation that would end a practice wherein hospitals were systemically discriminating when filling roles for nurses in specialty units. She has worked for labour unions such as the SEIU, CWA and UAW, and served a term as Deputy General Counsel of the National Labor Relations Board. Furthermore, she brought successful competition law suits against prominent hospital networks that had conspired to keep wages down for nurses.

Ms Carlson's voting rights cases have included one in Ohio that successfully challenged the Republican National Committee's efforts to exclude black voters, as well as a case in India that overturned the state's closure of polling stations in majority-black areas. Many of these cases are now landmarks for advocates seeking methods to counter monopolies in the new economy.

More recently, her global projects have spanned shareholder due diligence training, supply chain investigations, workforce interventions, working alongside a prominent Brazilian law firm to address gender-racial harassment in the workplace, re-addressing pension funds in South Africa as well as collective bargaining training among the Taiwanese Labor Ministry, and providing labour training to the global judiciary to counter human trafficking from Eastern Europe into the Middle East.

Across a wide-ranging career, Ms Carlson's efforts to combat injustice have evoked the spirit of her fellow Tennessean, renowned civil rights activist George Barrett.

Duane Morris LLP



Geoffrey Goodale
Partner

Tel: +1 (202) 776-5211
gmgoodale@duanemorris.com
www.duanemorris.com

INTERNATIONAL TRADE LAW FIRM OF THE YEAR IN WASHINGTON DC, US

Duane Morris LLP, a law firm with more than 800 attorneys in offices across the United States and internationally, is asked by a broad array of clients to provide innovative solutions to today's legal and business challenges.

Evolving from a partnership of prominent lawyers in Philadelphia a century ago, Duane Morris's modern organization stretches from the U.S. to Europe and across Asia. Throughout this global expansion, the firm has remained committed to preserving its collegial, collaborative culture, which has attracted many talented attorneys. The firm's leadership – and outside observers, such as the Harvard Business School – believe this culture is truly unique among large law firms, and helps account for the firm continuing to prosper throughout changing economic and industry conditions.

Government Contracts and International Trade

Governments are among the largest consumers of goods and services, ranging from janitorial services, to cutting-edge information technology, to military and police hardware. Increasingly, governments are turning to the private sector to meet their needs, presenting reliable and lucrative opportunities for government contractors. Unlike commercial transactions, government contracts are typically highly regulated, and have serious consequences for contractors who do not comply with the complex and changing rules of doing business with the government.

For years, Duane Morris attorneys have assisted clients seeking to do business with the government at the local, state, federal and international levels. As a result, we have extensive experience in government, in-house and private practice, and are prepared to help clients navigate the highly regulated and technical issues that regularly arise in government procurement contracts.

Geoffrey Goodale

Geoffrey M. Goodale is a Partner in Duane Morris's Corporate Practice Group. Meanwhile, as a member of the firm's Government Contracts and International Trade Group, Mr. Goodale's practice focuses on export controls, economic sanctions, import compliance, trade litigation, international intellectual property rights protection, foreign direct investment, cybersecurity and compliance counseling to government contractors.

He counsels companies on a wide range of issues relating to the Export Administration Regulations (EAR) administered by the U.S. Department of Commerce's Bureau of Industry and Security (BIS), the International Traffic in Arms Regulations (ITAR) enforced by the U.S. Department of State's Directorate of Defense Trade Controls (DDTC), and the economic sanctions laws and regulations administered by the U.S. Department of the Treasury's Office of Foreign Assets Control (OFAC).

Moreover, Mr. Goodale is instrumental in advising clients on all aspects of compliance with U.S. import laws and regulations – including those related to determining the proper classification, valuation and country of origin of merchandise. He regularly represents clients in matters concerning U.S. Customs and Border Protection (CPB), and assists clients in preparing for and undergoing CBP audits. He also assists clients in developing duty-savings strategies through the effective use of duty drawback, foreign trade zones and subzones, preferential duty programs and free trade agreements – including the United States-Mexico-Canada Agreement (USMCA), which replaced the North American Free Trade Agreement (NAFTA) in July, 2020 – as well as the Dominican Republic-Central America-United States Free Trade Agreement (CAFTA-DR).

McGonigle, P.C.



Elizabeth Lan Davis
Chair & Shareholder

Tel: +1 (202) 220-1933
elizabeth.davis@mmlawus.com
www.mmlawus.com

REGULATORY ENFORCEMENT DEFENSE LAWYER OF THE YEAR IN WASHINGTON DC, US

Elizabeth Lan Davis is the Chair and a shareholder of McGonigle, P.C., a financial services law firm that has been named "Law Firm of the Year" for Securities Regulation for the past two consecutive years by US News – Best Lawyers "Best Law Firms". Prior to joining the firm, Ms Davis was a Chief Trial Attorney in the Enforcement Division of the US Commodity Futures Trading Commission (CFTC), and a trial attorney with the US Department of Justice.

Today, the firm's commitment to its clients in financial services – from the largest traditional institutions to crypto startups – is evidenced by its focus on assembling an all-star team of financial services lawyers. To that end, the firm currently has a number of former lawyers who have served in senior roles at the SEC, DOJ, CFTC, CME Group, FINRA and the OCC. Clients greatly value this experiential overlap of having been at the other side of the table in dealing with the regulators.

Aside from this practical perspective offered by its experienced lawyers, the firm is further distinguished from its peers in that it provides clients with truly hands-on service. With a lean administrative structure, the firm does not have the large bureaucratic overhead costs of many of its competitors, and therefore, its billing rates are not impacted by such overhead costs.

In the current climate, with technology innovation disrupting the financial services and banking industries, both traditional clients and startups have increasingly turned to the firm to guide them through new opportunities that are often fraught with regulatory and litigation risk. *Chambers USA* described the firm as one that "Showcases broad expertise in cutting-edge matters, such as the use of blockchain, digital currencies and artificial intelligence in the fintech space".

Ms Davis noted: "While there is tremendous potential for companies and exchanges in the crypto space, for instance, there are more risks and vulnerabilities than ever before as regulatory agencies have turned a sharp focus on this exploding sector, such as the DOJ's National Cryptocurrency Enforcement Team (NCET). Our clients require guidance in avoiding unwanted enforcement activity."

In its day-to-day dealings, the firm serves the regulatory counselling, enforcement defence and litigation needs of clients across the full spectrum of financial services – from global financial institutions, broker-dealers, investment advisers, hedge funds, commodity trading advisers and pool operators, blockchain companies and entrepreneurs, to national and international securities markets and exchanges, including crypto exchanges.

Ms Davis added: "Our lawyers are particularly notable in that they have represented clients in regulatory enforcement matters involving potential violations of both US and EU statutes or regulations conducted individually, and/or jointly, by the SEC, DOJ, CFTC and non-US financial regulators.

"Moreover, we are well-versed in the language, regulations, rules, policies and processes of these organisations – and always offer clients the experience, insights and judgement needed to secure successful outcomes."

BUSINESS START-UPS CPA FIRM OF THE YEAR IN ARGENTINA



Geneva Consulting
Dr Miguel Mantelli
Founder / CEO – Latin America
Tel: +54 11 5245 5555
mmantelli@geneva.com.ar
www.geneva.com.ar

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a member of Geneva Group International

TECHNOLOGY LAW EXPERT OF THE YEAR IN BRAZIL



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

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ADVOGADOS

ENVIRONMENTAL LAWYER OF THE YEAR IN CANADA



Torys LLP
Michael J. Fortier
Partner
Tel: +1 416.865.8147
mfortier@torys.com
www.torys.com

TORYS LLP

IP LAW FIRM OF THE YEAR IN THE CAYMAN ISLANDS



HSM IP Ltd.
Huw Moses
Managing Partner
Tel: +1 345 949 4766
hmoses@hsmoffice.com
www.hsmoffice.com

HSM IP

ENERGY SECTOR REGULATORY LAW FIRM OF THE YEAR IN CHILE



Urrutia & Co
José Antonio Urrutia Riesco
Senior Partner / Founder
Tel: +56 2 499 5909
jaurrutia@urrutia.cl
www.urrutia.cl

URRUTIA & CIA
ABOGADOS

VENTURE CAPITAL LAWYER OF THE YEAR IN CHILE



Apparcel Uriarte Abogados
Matias Apparcel
Partner
Tel: +56 2 3270 7912
mapparcel@apparcel.cl
www.apparcel.cl

AU
APPARCEL URIARTE
ABOGADOS

CORPORATE LAW FIRM OF THE YEAR IN ECUADOR



Almeida Guzmán & Asociados – Firma de Abogados
Diego Almeida-Guzman
Partner
Tel: +(593 2) 292-8115
daa@almeidaguzman.com
www.almeidaguzman.com

ALMEIDA GUZMÁN & ASOCIADOS
ESTUDIO JURÍDICO

CORPORATE LAWYER OF THE YEAR IN ECUADOR



FLOR, BUSTAMANTE, PIZARRO & HURTADO FBPH ABOGADOS
Jorge Pizarro Paez
Partner
Tel: +593 999 473808
jorge.pizarro@fbphlaw.com
www.fbphlaw.com

FBPH
FLOR
BUSTAMANTE
PIZARRO
HURTADO
ABOGADOS

CROSS-BORDER ACCOUNTING SERVICES EXPERT OF THE YEAR IN LATIN AMERICA



Arista Global Group
Dr. Alexei Estrella Morales
Regional CEO
Tel: +593 992716823
alexei.estrella@arista.global
www.arista.global

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BANKRUPTCY & INSOLVENCY LAWYER OF THE YEAR IN MEXICO



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

PÉREZ CORREA
GONZÁLEZ

COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN MEXICO



Villar Abogados

Mr. Juan Carlos Villar
Partner

Tel: +52 55 8000 7400
(Mexico City)
+52 442 216 9499 (Querétaro)
jcvillar@villarabogados.com.mx
www.villarabogados.com.mx

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TRANSFER PRICING ADVISORY FIRM OF THE YEAR IN MEXICO



Salles Sainz Grant Thornton S.C.

Ricardo Suárez David
Transfer Pricing Partner

Tel: +52 555424 6500 ext. 1112
ricardo.suarez@mx.gt.com
www.grantthornton.mx

Salles Sainz
Grant Thornton

CORPORATE LITIGATION LAW FIRM OF THE YEAR IN ARKANSAS, US



NISWANGER LAW FIRM PLC

Stephen B. Niswanger, Esq.
Managing Member

Tel: +1 501-353-1158
steve@niswangerlawfirm.com
www.niswangerlawfirm.com

NISWANGER LAW FIRM PLC

EUROPEAN TECHNOLOGY LAWYER OF THE YEAR IN CALIFORNIA, US



Fieldfisher

Paul Lanois
Director

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

fieldfisher

FILM & TV LAWYER OF THE YEAR IN CALIFORNIA, US



Elliot Gipson PC

Elliot B. Gipson
Founding Partner

Tel: +1 310-817-1268
egipson@elliotgipson.com
www.elliotgipson.com

ELLIOT GIPSON PC

HOMEOWNERS ASSOCIATION CPA FIRM OF THE YEAR IN CALIFORNIA, US



Sonnenberg & Company, CPAs, APC

Leonard C. Sonnenberg, CPA
Managing Shareholder

Tel: +1 858-457-5252 ext. 14
lens@sonnenbergcpas.com
www.sonnenbergcpas.com

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INVESTMENT BANKING ADVISORY EXPERT OF THE YEAR IN CALIFORNIA, US



JANAS CORPORATION

R. Carter Freeman, CMC
Chairman & CEO

Tel: +1 626.432.7000
rcf@janascorp.com
www.janascorp.com

JANAS
Investment Banking
Management Consulting

TRUST & ESTATES ADVISORY EXPERT OF THE YEAR IN CALIFORNIA, US



Steven H. Wilhelm, A.P.C.

Steven H. Wilhelm
Attorney

Tel: +1 619-239-0687
steve@stevenhwilhelm.com
www.stevenhwilhelm.com

Steven H. Wilhelm, A.P.C.
We tip the scales of justice in your favor

VENTURE CAPITAL FUNDS LAWYER OF THE YEAR IN CALIFORNIA, US



Rimon Law

Frank Vargas
Partner

Tel: +1 (415) 683-5472 ext. 239
frank.vargas@rimonlaw.com
www.rimonlaw.com

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ENVIRONMENTAL LAWYER OF THE YEAR IN FLORIDA, US



Finger, Nelson & Maguire, PLLC

William L. Finger
Partner

Tel: +1-904-565-1234
wfinger@flenvlaw.com
www.flenvlaw.com

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Armando Hernandez
CEO & President

Tel: +1 3054448800
www.hco.com

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Kenneth Reich Law, LLC

Kenneth Reich
Principal

Tel: +1 (781) 608-7267
kreich@kennethreichlaw.com
www.kennethreichlaw.com

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



Wohabe Law Offices LLP

David Wohabe, Esq.
Partner

Tel: +1 212 838 7380
dwohabe@wlony.com
www.wlony.com

NUTRITION & DIET EXPERT WITNESS OF THE YEAR IN TEXAS, US



Berube Consulting PLLC

Bonnie Berube
Owner

Tel: +1 713-999-1220
bberube@berubeconsultingpllc.com
www.berubeconsultingpllc.com

LICENSING LAW FIRM OF THE YEAR IN VIRGINIA, US



Greenblum & Bernstein, P.L.C.

Bruce H. Bernstein
Founding Counsel

Tel: +1 703-716-1191
Fax: +1 703-716-1180
gbpatent@gbpatent.com
www.gbpatent.com

INTERNATIONAL BUSINESS LAWYER OF THE YEAR IN WASHINGTON DC, US



TSI Legal Enterprises, PC

Conan J. Higgins
President & Founder

Tel: +1 202-798-4822
conan.higgins@
tsilegalenterprises.com
www.tsilegalenterprises.com

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MEDICAL MALPRACTICE LAW FIRM OF THE YEAR IN WEST VIRGINIA, US



Warner Law Offices, PLLC

Bobby Warner
Owner/Founder

Tel: +304-345-6789
bwarner@wvpersonalinjury.com
www.wvpersonalinjury.com

WARNER
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Asia & Oceania Winners

Growth in most of developing East Asia and the Pacific rebounded in 2022 from the effects of COVID-19, while China has lost momentum because of continued measures to contain the virus, a World Bank Economic Update has noted.

Looking ahead, economic performance across the region could be compromised by slowing global demand, rising debt and a reliance on short-term economic fixes to cushion against food and fuel price increases.

Growth in developing East Asia and the Pacific outside of China is forecast to accelerate to 5.3% in 2022's final data from 2.6% in 2021. China, which previously led recovery in the region, is projected to grow by 2.8% in 2022, a sharp deceleration from 8.1% in 2021. For the region as a whole, growth is projected to slow to 3.2% in 2022 figures from 7.2% in 2021, before accelerating to 4.6% this year, the report states.

"Economic recovery is underway in most countries of East Asia and the Pacific," said World Bank East Asia and Pacific Vice President Manuela V Ferro. "As they prepare for slowing global growth, countries should address domestic policy distortions that are an impediment to longer term development."

Growth in much of East Asia and the Pacific has been driven by recovery in domestic demand, enabled by a relaxation of COVID-related restrictions as well as growth in exports. China, which constitutes around 86% of the region's output, uses targeted public health measures to contain outbreaks of the virus, inhibiting economic activity.

The global economic slowdown is beginning to dampen demand for the region's exports of commodities and manufactured goods. Meanwhile, rising inflation abroad has provoked interest rate increases, which in turn have caused capital outflows and currency depreciations in some East Asia and Pacific countries. These developments

have increased the burden of servicing debt and shrunk fiscal space, hurting countries that entered the pandemic with a high debt burden.

As countries of the region seek to shield households and firms from higher food and energy prices, current policy measures provide much-needed relief, but add to existing policy distortions. Controls on food prices and energy subsidies benefit the wealthy and draw government spending away from infrastructure, health and education. Lingering regulatory forbearance, aimed to ease lending through the pandemic, can trap resources in failing firms and divert capital from the most dynamic sectors or businesses.

"Policymakers face a tough trade-off between tackling inflation and supporting economic recovery," commented World Bank East Asia and Pacific Chief Economist Aaditya Mattoo. "Controls and subsidies muddy price signals and hurt productivity. Better policies for food, fuel and finance would spur growth and insure against inflation."

Strong Trade Competitiveness, Financial Sector and Well-functioning Cities are Critical for Sustained Growth in Bangladesh

Bangladesh has made remarkable economic and development progress in the past five decades. To sustain its growth trajectory and further accelerate the growth rate in the long term, the country needs a strong reform agenda, according to the World Bank.

"The Country Economic Memorandum – Change of Fabric" identifies key barriers to higher growth and proposes actionable reforms to maintain rapid growth. The report urges strong policy reforms in three areas critical to sustain growth: stem the erosion of trade competitiveness, address vulnerabilities in the financial sector, and ensure orderly urbanisation process. The report also explores the implications of digital development and climate change as cross-cutting themes in these reform areas.

"Over the past decade, Bangladesh has been among the top 10 fastest growing economies," said Dandan Chen, World Bank Acting Country Director for Bangladesh and Bhutan. "But there is no room for complacency. New and emerging challenges – including advances in technology and climate change – demand new policy and institutional innovations to cater to the changing needs of a growing economy. To achieve its vision of [becoming an] upper-middle-income country by 2031, Bangladesh will need strong and transformative policy actions."

The report envisages export diversification to reduce the risk of export volatility, create new sources of growth and increase foreign exchange earnings in the long term. The heavy reliance on ready-made garments and Bangladesh's protective tariff regime inhibits diversified export growth. Further, with trade competitiveness based on low wages and trade preferences eroding, the country can increase the resilience of economic growth by diversifying its export basket.

Average tariffs in Bangladesh are higher than its comparator countries: the average tariff rate on intermediate goods in Bangladesh is 18.8%, which is about twice the rate as in China, Thailand and Vietnam. Overall trade costs and inefficient border processes are major impediments to trade. Deep and comprehensive trade agreements with the EU and India covering tariff modernisation, increased trade facilitation and services and invest reforms can respectively boost Bangladesh's GDP by 0.4 and 0.5% and exports by 1.4 and 3.9%.

Listening to Kazakhstan: Survey Spotlights Challenges Along with Optimism on Economic Prospects

The results of a survey entitled "Listening to Kazakhstan" reveal a challenging period for the country's economic and social outlook due to ongoing global and regional risk factors. Domestic inflation continues to dominate people's concerns, while views on current local economic conditions deteriorated in 2022.

At a roundtable to discuss results, experts from the World Bank and UNICEF presented the survey's recent findings, including a focus on the economic and social outlook in Kazakhstan, the recent dynamics of the labour market, the well-being of children and families, and the public's views on the national reform agenda.

Despite the result that around 23% of families in Kazakhstan classified themselves as poor in August 2022, two-thirds of the survey respondents remained optimistic about the country's long-term economic prospects, and a similar share said that they believe the country is on the right track with reforms. Cases of improved perceptions of the government's support to the vulnerable – including the poor, the elderly, persons with disabilities, and children – were strongly linked to graduating from poverty and becoming more upbeat about the country's direction. These results point to a positive feedback loop between successful implementation of the government's reform agenda, and the public's support of that agenda.

"We found it very encouraging to see that people who perceived government programmes to be successful reported being more satisfied with their own lives and the direction of the country," noted William Seitz, Senior Economist and Team Leader for the Poverty and Equity Global Practice of the World Bank in Central Asia. "Social support that addresses challenges increases optimism about the government's positive role and contributes to rising satisfaction across a range of well-being measures."

The results show that Kazakhstan's economic and social outlook was impacted by the compound effects of heightened risks in the first half of 2022 – the war in Ukraine, international sanctions against Russia, the COVID-19 pandemic, quickly rising prices, and the overall slowing of global growth, which all contributed to increased uncertainty.

Gordon Legal



Andrew Grech
Partner

Tel: +61 1300 58 46 26
agrech@gordonlegal.com.au
www.gordonlegal.com.au

CLASS ACTIONS LITIGATION LAW FIRM OF THE YEAR IN AUSTRALIA

Gordon Legal
IT'S PERSONAL

Gordon Legal was founded in Melbourne in 2009 by Peter Gordon. With decades of experience at the forefront of plaintiff law and workers' compensation in Australia, Peter has an unrivalled record of fighting for justice for working people. He pioneered the "no win, no fee" system with Paul Henderson, and made history winning landmark cases.

The Gordon Legal team is passionate about fighting for justice on behalf of everyday people and are renowned for their pioneering efforts in class and group actions. Our decades of experience and determination to bring and win hard cases underpins our commitment to providing access to justice for everyone.

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

Your case and your circumstances will be treated with care and empathy. We operate our firm with integrity, taking pride in the wins we have fought for against big businesses who seek to put ordinary Australians beneath their monetary interests. Because at Gordon Legal, it's personal.

Andrew Grech

Andrew Grech is a respected senior lawyer with more than 30 years' experience in law and law firm leadership and management. His work in complex litigation spans commercial, environmental, personal injury and financial loss group as well as class action cases. A litigation lawyer since 1989, and later an accredited specialist, it was Mr Grech's formative work as a young partner in the 1990s that saw him work on some of the most important class and group action settlements in Australian history. Becoming CEO of Slater & Gordon in 2001, he continued his role as a litigation lawyer for some years. He left the firm in 2017 after its decades-long growth under his leadership, and joined Gordon Legal as a partner in September 2019, where he continues to work on a complex and diverse range of class actions, such as the Robodebt Class Action, Junior Doctors Class Action and the BHI Student Pilot Class Action. In addition, he provides business consulting and advisory services to small- to medium-sized professional service firms on strategic development, organisational change, leadership development and innovation.

Broaden Legal



Sean Li
Partner

Tel: +61 02 9139 3439
sean.li@broadenlegal.com.au
www.broadenlegal.com.au

FAMILY LAW FIRM OF THE YEAR IN AUSTRALIA

博通律师
BROADEN LEGAL

Broaden Legal offers comprehensive services to all matters in relation to matrimonial property or parenting disputes, including both court representation and settlement/ mediation outside the court rooms.

In particular, the firm specialises in: general advice, such as overall likely outcomes of the court's view about the total matrimonial asset pool, contribution-based % settlement figure, and additional % adjustments a court will be likely to make; advice as to recommended pre-action strategies to approach each individual case to best suit the client's financial and emotional needs; engagement of counsel, preparing and attending court hearings; as well as advice and settling of settlement documents, such as Binding Financial Agreement, consent orders and binding child support agreements.

Partner Sean Li is specialised in complex and cross-border property settlement disputes governed by the Family Law Act 1975 in Australia. These property disputes often come with relevant and interdependent parenting disputes. In the last several years, Mr Li has been the principal solicitor in conducting multiple family court cases (now Division 1 of the Federal Circuit and Family Court of Australia) wherein the ambit of the matrimonial assets was well over A$50 million – spread across multiple jurisdictions with third parties incumbent in the proceedings, including but not limited to spouse party's parents, business partners and creditors.

Mr Li noted: "We see ourselves as among the very few solicitors that possess recent and deep knowledge and experience of family law court cases in terms of complexity of financial affairs, as well as excellent relationships with the prominent barrister chambers, silks and junior counsel whom their peers deem to be the rising stars at the bar. In addition, we are multilingual, and our fee estimates are always competitive and transparent.

"Today, we represent the most difficult and challenging cases within our sector. Often when a marriage breaks down, one party would try to save the marriage while the other would secretly move assets around and create barriers around information and assets. In these cases, the disadvantaged party is often left with little cash at hand and limited information. We are experienced in commencing proceedings the 'unusual' way – by urgent asset preservation applications against not only the other spouse party, but also third parties who are in possession of alleged matrimonial assets. We are also experienced in turning the tide by using the actions taken – removing assets and information – by the other party against him or herself in the subsequent proceedings to ground a finding that favours the client."

Broaden Legal's client base typically consists of high-net-worth families or individuals, Mandarin- or Cantonese-speaking, originating from China, Hong Kong or Taiwan. According to Mr Li, these clients are most often females who are usually disadvantaged at the beginning of the case, but are entitled to a more than 50% property settlement result.

Mr Li added: "Our goal is to be the number 1 choice for Chinese-background family law clients in Sydney – and we are well on our way there already."

CROSS BORDER CORPORATE ADVISORY EXPERT OF THE YEAR IN CHINA

Horizons Corporate Advisory



Roberto Gilardino
Regional Partner, North Asia & Additional Countries

Tel: +86 185 0168 1098
r.gilardino@horizons-advisory.com
www.horizons-advisory.com

horizons

From the Horizons lead office in the heart of Shanghai, Roberto Gilardino directs the team in serving both inbound and outbound investments in China. With more than 40 years in international transactions, Dr. Gilardino understands that misinterpreting cultural nuances can be a significant deal-breaker in international transactions, and so he equips the team with cross-cultural communication and understanding in order to bridge crucial gaps.

Dr. Gilardino explained: "By leveraging a multidisciplinary team in 25 countries and regions, our professionals formulate robust legal, accountancy and finance structures that drive stakeholders' objectives. Whether the objective is to expand globally or restructure, we assemble experienced experts to deliver sustainable results."

The firm's process involves designating a local team in the country or region of the client as the primary liaison point, allocating an international team in the jurisdictions that the transaction touches, devising the corporate governance framework to connect national and international compliance obligations, as well as bridging cultural nuances at play. Through this approach, Horizons works to erase language, geographical and cultural barriers to deliver transnational corporate solutions that efficiently govern investments.

Dr. Gilardino noted: "We are recognised as client-centric and dedicated to results-driven solutions. Instead of the traditional listening-executing-invoicing, our international team remain close to the client in order to predict business difficulties before they materialise. Another differentiating factor is that we harness the power of communication to build trust. Our ethos centres on conveying information and tools with full transparency – so that clients fully comprehend their choices and the results."

Horizons has also conducted investigations for cross-border M&A, for entities who cannot enter China. By providing multinational stakeholders with comprehensive and unbiased due diligences that delve deep into target companies, the firm aids decision-makers in deciphering the next steps of the transaction. Since the pandemic, Horizons has been inundated with requests to conduct due diligence for more than 15,000 companies internationally.

Recently, the M&A team completed a sino-foreign joint venture in the automotive industry. Due to travel restrictions in China, the team were entrusted by the client to close the merger without their physical presence. By utilising the latest technology, the team managed all phases of the merger, including preliminary investigation, due diligence, business negotiation, contract drafting as well as formalising administrative requirements.

Dr. Gilardino added: "We continue to enhance our services to better serve clients and address unprecedented movements across the world. We have recently developed additional solutions: global data governance and anti-money laundering (or 'AML') compliance. The global data governance offers a robust framework for cross-border data transfers, cyber security, data security and governance. Meanwhile, the AML compliance responds to increased global regulation of white-collar crime.

"Horizons will continue to develop responsive corporate solutions. Through consistently monitoring the rapid changes in the fields of legal, accountancy, tax and finance, Horizons nimbly aligns services with new legislation and international practices."



V&T Law Firm

FAMILY LAWYER OF THE YEAR IN CHINA

V&T LAW FIRM
万商天勤律师事务所



Claudia Ningning Zhao
Partner

Tel: +86 188 1779 0339
claudia@familylawcn.com
www.familylawcn.com

V&T is a full-service law firm committed to providing a wide range of services to clients. With 11 offices in the People's Republic of China, the firm renders advice in areas such as: settlement of disputes regarding family matters, children, property/assets, wealth succession, family property planning, and acting as the legal counsel for HNWI clients and international families.

Being a prominent Chinese lawyer, Claudia Ningning Zhao, Partner at the firm, is consistently appointed as the Chinese expert for the courts outside Chinese jurisdictions in cross-border cases. Ms Zhao's primary expertise is in cross-border family law and HNWIs, covering litigation and non-litigation services. Her professional memberships comprised the International Academy of Family Lawyers (IAFL), LAWASIA, the American Bar Association (International Associate), the China Society of Private International Law (Director), the Civil Practice Research Committee of the Shanghai Bar Association (Member), as well as acting as a Member of the Pro Bono Lawyer Team of the Shanghai Bar Association.

Her notable publications include: *Family Law (Coauthor, Sweet & Maxwell, March 2021); Matrimonial and Succession Law (Law Press – China, 2021); the International Handbook on Child Participation in Family Law (Coauthor,* INTERSENTIA, 2021); *The Lawyer's Practice in Civil Litigation (Coauthor, Law Press – China); and Law Conflict and Application in Matrimonial Property and Real Rights* (China Private International Law Society Conference, 2020).

Ms Zhao is distinguished from her peers through her more than 14 years' experience in cross-border legal service for clients from all over the world, for her high approval from those clients, as well as for her sustained and successful cooperation with partners from other jurisdictions and her contributions to achievements in research and development.

She noted: "Today, in cross-border cases in the legal services market, the key issues faced by clients involve culture shock, idea clashes, as well as differences in judicial practices. In my experience, effective communication is the way to resolve such cultural differences."

In the past 12 months, V&T has settled several complicated legal conflicts for clients involved in various professions and fields, as well as addressing complex jurisdictional issues. Moreover, Ms Zhao contributed to three publications in this time frame: *Family Law* by Sweet & Maxwell, the *International Handbook on Child Participation in Family Law* by INTERSENTIA, *Matrimonial and Succession Law* by Law Press-China, as well as two articles submitted to the China Private International Conference.

Looking to the future, Ms Zhao added: "Due to the development of the global community and the increment of demand for cross-border legal service, I plan to do more research and study on my profession and expertise to enhance my practice and expand and improve my market position. I am very confident in my coming 12 months – particularly as the disruptions to V&T caused by COVID-19 have reduced greatly. Although I cannot go abroad to attend conferences in person, remote-working measures have been a very useful method to deal with all matters effectively, including client liaison."

Hiways Law Firm

INVESTMENT TREATY ARBITRATION LAW FIRM OF THE YEAR IN CHINA / TRADE & CUSTOMS LAW FIRM OF THE YEAR IN CHINA

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LAW FIRM
海华永泰律师事务所



Steven Yu
Senior Partner

Tel: +8621-58773268
yu.steven@hiwayslaw.com
www.hiwayslaw.com

Hiways Law Firm ("Hiways") is one of the first approved liability limited partnership law firms in China, with its headquarters in Shanghai. Since the establishment in 1995, Hiways has rapidly flourished into a comprehensive legal service provider with great reputation both at home and aboard.

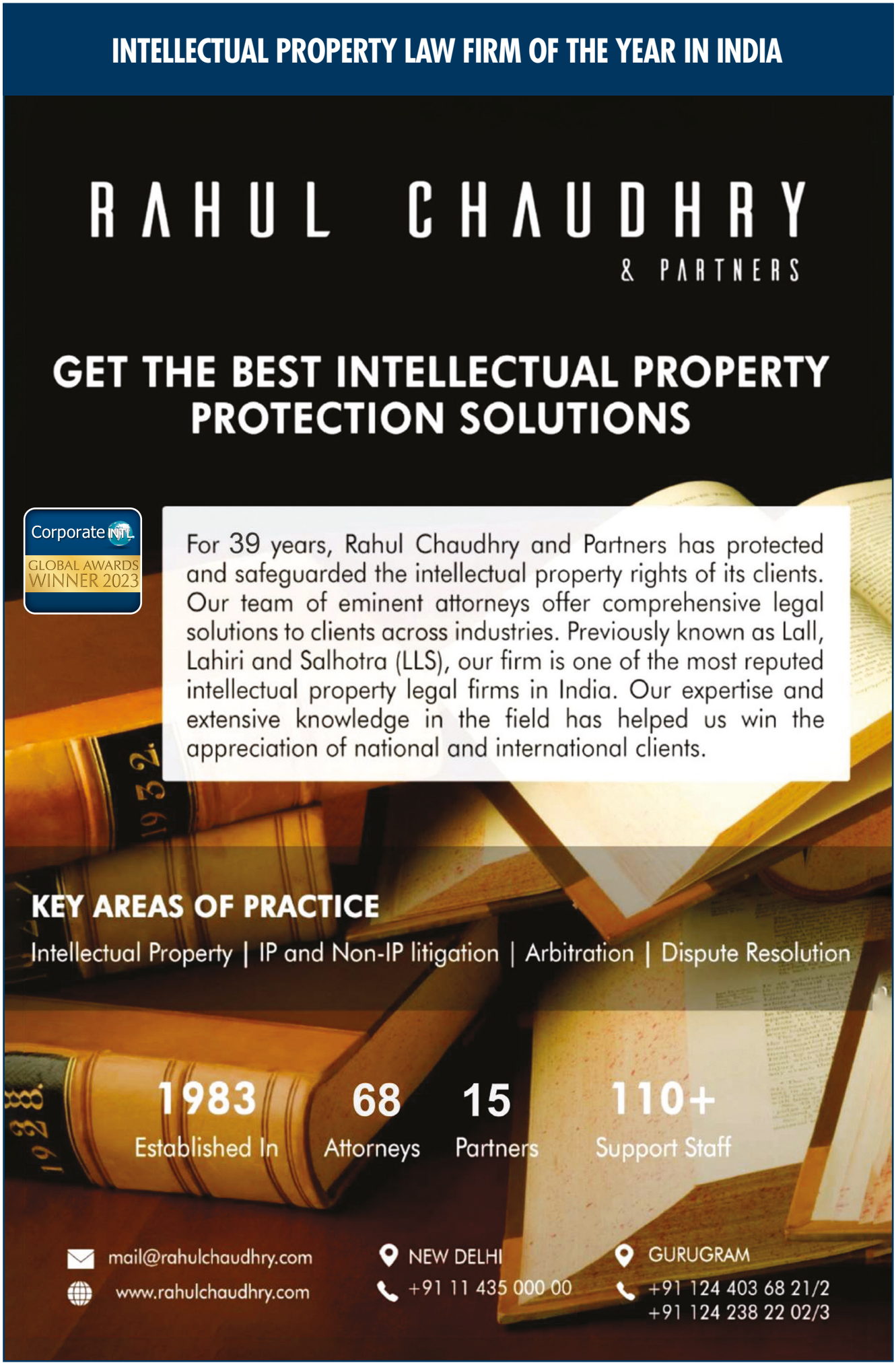
So far, Hiways has set up a massive team of practicing lawyers with outstanding competency, and established offices in Beijing, Changsha, Zhengzhou, Chengdu, Shenyang, Kunming, Jinan, Harbin, Xi'an, Chongqing, Changzhou, Urumqi, Ningbo, Taizhou, Guiyang and Hangzhou.

By joining TAGLaw, an elite global alliance of high-quality professional firms, Hiways works closely with more than 300 professional firms in law and accounting in more than 150 jurisdictions, connecting to a framework of quality professional services for our clients, both domestic and international.

Our core value is "Professional, Collaborative and Result-oriented". By upholding the philosophy of "Integrity, Justice, Standard and Diligence", Hiways has been committed to cultivating professional teams with sufficient capacity and professional experience.

We endeavor to support and serve the clients, so as to help them legally protect their interests and realize their business objectives. Along the way, we grow together with our clients.

The strong interdisciplinary background and practical experiences of our lawyers lay the foundation for the quality legal services to our clients, and our team-based operation provides even more solid guarantee for accurately targeted services for our clients.


INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDIA
RAHUL CHAUDHRY
& PARTNERS
GET THE BEST INTELLECTUAL PROPERTY PROTECTION SOLUTIONS
Corporate INTL
GLOBAL AWARDS
WINNER 2023
For 39 years, Rahul Chaudhry and Partners has protected and safeguarded the intellectual property rights of its clients. Our team of eminent attorneys offer comprehensive legal solutions to clients across industries. Previously known as Lall, Lahiri and Salhotra (LLS), our firm is one of the most reputed intellectual property legal firms in India. Our expertise and extensive knowledge in the field has helped us win the appreciation of national and international clients.
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Attorneys
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Partners
110+
Support Staff
mail@rahulchaudhry.com
www.rahulchaudhry.com
NEW DELHI
+91 11 435 000 00
GURUGRAM
+91 124 403 68 21/2
+91 124 238 22 02/3

TRADE MARK PROSECUTION ATTORNEYS OF THE YEAR IN INDIA

Krishna & Saurastri Associates LLP



Anshul Sunil Saurastri
Partner

Tel: +91 22 2200 6322
anshul@krishnaandsaurastri.com
www.krishnaandsaurastri.com

Over the years, the firm has been consistently ranked among the top-tier Indian IP and tech law firms by leading domestic and international publications.

KRISHNA & SAURASTRI ASSOCIATES LLP
INTELLECTUAL PROPERTY LAW OFFICES | PATENT & TRADE MARK ATTORNEYS

Krishna & Saurastri Associates LLP is a full-service IP and technology law firm focused on rendering business-friendly legal advice. The firm was founded in 1992, and merged with a law practice set up in 1956. Ever since, it has navigated complex IP and techno-legal issues for its diverse client base.

In order to maintain pace with the growth of its business and to be ever-present for its clients, the firm has employed 165 professionals, who are spread across its offices in the major Indian economic centres of Mumbai, New Delhi, Bangalore, Pune, Ahmedabad and Chennai.

Today, Krishna & Saurastri represents clients from all major industries and sectors. Its team encompasses specialists with niche expertise and industry experience, which is leveraged to provide clients with maximum value from legal counselling. Most of the firm's professionals have formative degrees in natural sciences, engineering, arts or business, prior to qualifying as lawyers – which has proved highly beneficial when navigating complex IP and techno-legal matters.

Over the years, the firm has also been consistently ranked among the top-tier Indian IP and tech law firms by leading domestic and international publications.

Areas of Practice:

- Patents
- Trademarks & Geographical Indications
- Designs
- Copyrights
- M&A, Technology Transfers, Licensing, Franchising, Joint Ventures
- Litigation & Arbitration
- Plant Varieties
- Biodiversity
- Competition Laws
- International Trade Laws
- Regulatory Issues
- Food, Drug & Medical Device Laws
- Media, Advertising, Broadcasting & Entertainment Laws
- Trade Secrets, Data Protection & Information Technology Laws
- Anti-counterfeiting
- Customs & Border Enforcement

Anshul Saurastri, Partner at the firm, noted: "Our clientele includes large, medium and small entities, foreign, multinational and domestic entities, as well as government departments and units, universities, research institutions and individuals, among others." According to Mr Saurastri, Krishna & Saurastri's key differentiators include: a boutique approach, with specialists in all areas of law; highly experienced and well-recognised practitioners; flexible, transparent and competitive pricing; an ability to take on very high volumes, complex cross-border issues and different varieties of cases; a global network of associates, who can easily be tapped to offer clients a seamless experience; a steady focus on sustainable growth; commitment to inclusion and diversity in the workplace; a strong focus on maintaining a proper work-life balance for all employees; a constant realignment and reassessment of systems, processes, aims and objectives; ethics and integrity; environmentally friendly measures; as well as pro bono and other charitable programmes.

Moreover, Krishna & Saurastri Associates caters to a large international and increasingly globally minded clientele across each and every one of its practice areas. To serve such clients, the firm possesses critical capabilities, such as a large network of associates, international know-how and global best practices. Crucially, the firm has deployed its capabilities in a meaningful and resourceful manner over the last 65 years to the benefit of its clientele – which has resulted in it being able to sustain its competitive advantage in a crowded legal services field. The firm recognises the need to consistently update and upgrade its global capabilities and, therefore, continues to be an active member of several associations and organisations, such as: INTA, AIPPI, APAA, FICPI, LES, IBA, AIPLA and ABA.

Mr Saurastri added: "Exposure to these organisations gives our firm's members the ability to learn and acquire new knowledge, as well as build critical contacts around the world. To this end, the firm's international capabilities have been recognised by several prominent organisations, who have honoured Krishna & Saurastri with awards and accolades.

"In the months ahead, we look forward to proactively engaging with clients across diverse industries to understand the shifting nature of their requirements. Our focus will also be on improving the quality and speed with which information is provided to clients. We anticipate sizeable investment in growing our existing capabilities, and also the implementation of new ones.

"Furthermore, we expect to strengthen our balance sheets to support our flexible pricing policies. We also foresee growth in digital and technology implementation. Where possible, we continue to look for meaningful collaborations. It is common knowledge that COVID-19 – along with the adverse economic situation – has resulted in unprecedented challenges for the legal services industry. Creating and sustaining value has never been more difficult for lawyers and law firms. While we recognise the difficulties faced by our peers, our firm remains largely unaffected due to the diversified nature of our work, tech-enabled operations, focus on people, flexible pricing, cash flow and credit management, as well as the ongoing commitment of our loyal clients – which are all qualities that combine well with our unparalleled ability to embrace change."

KK Sharma Law Offices



KK Sharma
Founder

Tel: +91-11-41081137
kksharma@kkslawoffices.com
www.kkslawoffices.com

MERGER CONTROL LAW EXPERT OF THE YEAR IN INDIA

KK SHARMA
LAW OFFICES

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, also known as the "Architect of Indian Merger Review Format". Though starting as a Competition Law boutique firm, it has grown to cover nearly all areas, but more prominently Environmental and IPR Laws, Enforcement and Investigation Framework, International Trade, Tax and Public Affairs.

Its client list includes 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, has given the Firm a distinction wherein it can boast of an "all-happy club" of past clients.

Be it Competition Law, Tax, Environment or any other law, or the related litigation, very path-breaking and unique approaches in handling matters have almost always persuaded the concerned authorities to appreciate the finer nuances of law and decide the matters with empathy for the clients.

Not just routine practice of law, but academic contributions of the Firm, are also of high calibre and are appreciated across the world. The Founder Mr. Sharma has written two books on Competition Law, along with contributions of chapters on the Indian context of various laws in international publications, such as *Global Competition Review, Asian Competition Review, Competition Policy, International Cooperative Legal Guide,* as well as a stream of articles on diverse aspects of law, including competition law, which give a very good grounding to the Firm.

Having been covered in various media issues as the "Competition Law Firm of Last Resort", Mr. Sharma has been hailed as the "Father of Indian Competition Law" due to his leading contributions in the development of competition law in India by way of contributing to the drafting of law and regulations, as well as heading all of the three streams – Investigation, Mergers and Antitrust – while being in the Competition Commission of India. The Firm is in a position to be a welcome port of call for enterprises or individuals seeking to make their entry into India, and has the capability to navigate a plethora of issues – to ensure their entry is smooth and free of trouble.

In its journey towards excellence, the Firm has dealt with multiple streams of business. These encompass: Airlines, Aluminium Processing Units, Oil and Chemicals, Automobiles, Power Generation and Transmission, Retail, Real Estate, Shipping industry, Liquor, Insurance, Ports, Pharmaceutical, Banking and Finance, Bulk Transportation, Film Industry, Manufacturing Sector, Future Trading of Agriculture Commodities or Services of GPS devices. This has given an all-round, rich experience to the Firm.

In totality, the Firm believes in "delivering happiness" – and ensures that clients live happily after bringing and leaving their problems at the doorstep of KKSLO.

Mul & Co



Mulyono, SH, SE, AK, MH, MM, MKn, CPA, CA, CFP, CMA, BKP
Managing Partner

Tel: +62 21 668 1998
mulyono@mul-co.com
www.mul-co.com

TAX DISPUTES EXPERT OF THE YEAR IN INDONESIA

MUL & CO
INDONESIA TAX LAW FIRM

Mul & Co is one of a very few law firms in Indonesia that specialises 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. Our firm brings a rich understanding of Indonesia's unique business and legal culture. Our firm is also staffed by dedicated professionals with a deep understanding of taxation law regulations and business culture. We are independent and free from the process of lengthy conflict checks, which can sometimes be time-consuming.

In the case that Taxpayers receive an unfavorable Appeal or Lawsuit Decision from the Tax Court, we 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, we can assist the Taxpayers in handling Tax Audits. Moreover, in an overpayment position (Income Tax & VAT), the Taxpayer can file for a restitution to the Tax Office. On this matter, we 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.

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 the 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. Today, he serves a variety of multinational clients from industries including manufacturing, trading, real estate, mining, oil & gas, telecommunications and hospitality.

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN INDONESIA

Ignatius Andy Law Offices



Ignatius Andy
Founding Partner

Tel: +62 21 515 0350
lawoffices@ignatiusandy.com
www.ignatiusandy.com

As an acknowledgement of the high-quality services they provide, IALO and Ignatius Andy have received various reputable awards.

IGNATIUS ANDY
law offices

Ignatius Andy Law Offices (IALO) was established by Ignatius Andy in July 2004. IALO has been recognized as a prominent boutique law firm in Indonesia for years and grows substantially due to rapid expansion of its legal services and client base. IALO focuses its practice on dispute resolution, arbitration and antitrust issues as well as corporate and commercial matters. IALO's dispute resolution and corporate commercial services include domestic/international and complex civil and commercial proceedings, bankruptcy, suspension of payment, business competition judicial proceedings, domestic and international arbitration, debt restructuring, and corporate and commercial transactions.

IALO represents and assists numerous clients from various sectors, such as consumer goods & retail, energy, mining & infrastructure, industrials, manufacturing & transportation, construction, technology and media & telecommunications. Several notable clients of IALO include: the World Bank, Airbus, Coca-Cola, Danone, Newmont Corporation, Exxon, Unilever, L'Oréal, Salim Group, Medco Group, Krakatau Steel, Sumitomo Mitsui Banking Corporation, Nestlé, IBM, Citibank, PT Astra International Tbk, PT Vale Indonesia Tbk, Sanofi – Aventis, Kraft Foods International, Carrefour, Indofood, Dupont, DOW Chemical, P&G, Pfizer, GlaxoSmithKline, Caterpillar, UBS, Credit Suisse AG Singapore, Manulife, Prudential, Telkomsel and Shopee.

The firm's Founding Partner, Ignatius Andy, graduated cum laude in 1992 from Parahyangan Catholic University and began his legal career at Makarim & Taira S., concentrating on commercial dispute resolutions and corporate commercial matters. He joined Hadiputranto, Hadinoto & Partners (HHP), correspondent office of Baker McKenzie in Jakarta, in 1996 in the banking & finance practice group, and later he played a significant role in the establishment and leadership of HHP's litigation practice group. He became Partner of HHP in 2001, prior to establishing IALO.

As an acknowledgement of the high-quality services they provide, IALO and Ignatius Andy have received various reputable awards as Law Firm of the Year and Leading Lawyer for dispute resolution, litigation, arbitration / alternative dispute resolution, corporate, finance/financial transactions, labor/employment, business competition, from – among others – Asialaw Leading Lawyers, Chambers Asia-Pacific, Asia Business Law Journal, Corporate INTL, Asian-Mena Counsel, Monthly Finance Global Awards, Legal Comprehensive, DealMakers, M&A Global Rankings, Corporate USA Today, Global Law Experts and Lawyers World Law Awards.

In addition, Ignatius Andy has developed extensive litigation skills and has the unique capability of combining his years of litigation experience with extensive understanding of corporate, banking and finance transactions, which had proved effective in assisting reputable multinational corporate clients in analyzing diverse legal issues. Meanwhile, Ignatius Andy, as well as the firm, was involved in handling major and complex litigation cases such as representing Newmont in a high-profile environment court proceeding; assisting Carrefour to settle disputes with its major Indonesian competitors; representing Prudential in significant arbitration proceedings, as well as many other significant litigation matters. In 2019, Ignatius Andy represented the Indonesian President Joko Widodo in the constitutional court proceedings related to the presidential election, as well as representing the Government of the Republic of Indonesia in high-profile state-administrative proceedings relating to the revocation of a government decision against HTI.

Overall, Ignatius Andy has extensive experience in handling both domestic and international arbitration proceedings. Some of his most notable experiences include representing one of the largest mining companies in the world as Respondent in contractual disputes with respect to shares divestment through the United Nations Commission on International Trade Law (UNCITRAL) arbitration proceedings, and in a case related to a loan agreement and shareholder dispute through Singapore International Arbitration Centre (SIAC) proceedings. Currently, Ignatius Andy is listed as Arbitrator at the Singapore International Arbitration Centre (SIAC), China Maritime Arbitration Commission, and Indonesian Arbitration and Mediation Centre (PAMI). He was also elected by the ICC World Council as a member of the ICC International Court of Arbitration, as of July the 1st, 2021. This prestigious election marks another international recognition of the firm's reputation in the legal profession and is likely to also benefit IALO's clients accordingly in resolving their commercial disputes on an international level.

Moreover, Ignatius Andy has acted as expert witness in numerous international judicial proceedings, as well as domestic and international arbitration proceedings. such as acting as an expert witness on Indonesian law before the Hong Kong High Court; acting as an expert witness with respect to business competition law issues in SIAC proceedings; providing expert opinion in connection with one of the largest suspension of payment (PKPU) cases in Indonesia in the United States Court, and providing written expert opinion pertaining to the Indonesian court jurisdiction to adjudicate foreign parties in the Texas District Court proceedings.

Ignatius Andy is registered at the International Bar Association (IBA), Inter-Pacific Bar Association (IPBA), Indonesian Law Graduates Association, Indonesian Advocates Organization (PERADI), International Chamber of Commerce (ICC) and the Indonesian Arbitrators Institute.

Practice Areas

Competition & Antitrust, Dispute Resolution & Litigation, Arbitration, Corporate Commercial Matters, Debt Restructuring, Bankruptcy as well as Suspension of Payment.

Tiongco Siao Bello & Associates Law Offices



Greg Joseph S.J. Tiongco
Co-managing & Founding Partner
gst@tiongcosiaobellolaw.com



John Philip C. Siao
Co-managing & Founding Partner
jcs@tiongcosiaobellolaw.com

Tel: +632 86346469
www.tiongcosiaobellolaw.com







TIONGCO·SIAO·BELLO
LAW OFFICES

Tiongco Siao Bello & Associates (TSBLaw) is a full-service law firm in the Philippines, with branches in Manila, Cebu and Davao, serving a diverse portfolio of clients from the Philippines, Japan, China, Taiwan, Singapore, Hong Kong, Malaysia, Indonesia, Canada, the United States and other countries, across varied industries.

We offer a full range of legal services to a widespread client base, from large corporations, foundations and associations, cooperatives and individuals. TSBLaw serves and understands a spectrum of industries, including corporate law, power, property, financial, commercial real estate, construction, government, manufacturing, direct sales, nonprofit such as foundations and associations, insurance and technology as well as restaurants/hospitality.

The firm's main areas of practice are corporate law, litigation and employment. It also has extensive experience in M&A, real estate, banking, taxation and tax planning, estate, bankruptcy and IP.

TSBLaw's founding partners are graduates of the Ateneo Law School, who lead a team of young, dynamic legal practitioners. Our of-counsels are graduates of the University of the Philippines College of Law and Ateneo de Manila College of Law, including one member of the New York Bar. Meanwhile, our senior associates and associates come from the top law schools in the Philippines.

The employment law practice is holistic in outlook, providing its clients with an overview of the applicable laws while helping them chart company policies, rules and regulations compliant with prevailing policies. Aside from handling conflicts and cases between employer and employees, TSBLaw also handles certification election and union-related matters and cases.

In addition, the firm is one of the leading practitioners in fintech, providing detailed legal advice to its clients regarding this innovative industry's regulatory landscape. To this end, the firm is fully conversant with the latest, dynamic developments, and renders leading advice to a number of operators in such roles as: electronic money issuers, remittance and transfer companies, operators of payment systems, foreign exchange dealers, money changers, remittance agents as well as virtual asset service providers. It also advises SEC-regulated entities such as financial and lending institutions with online lending platforms.

Greg Joseph S.J. Tiongco

Greg Joseph S.J. Tiongco is Co-managing Partner at TSBLaw, and has been in the practice of law for more than 18 years. He has extensive experience in corporate law, including M&A, disputes and litigation, employment and management relations law as well as data privacy and compliance. He served as counsel for one of the largest acquisitions of government assets in the Philippines. Furthermore, Greg serves as corporate counsel to a number of Philippine conglomerates and multinationals – advising companies with an international reach as well as those locally listed. Pursuant to this, he has collaborated with numerous international law firms in order to best equip TSBLaw's overseas clients.

Greg has been recognised as a top 10 Clients' Choice lawyer in the Philippines (2021 and 2022) and top 50 TMT lawyer in Asia by Asian Legal Business (Thomson Reuters). In 2022, Greg was placed among the top 50 Super Disputes Lawyers in Asia.

Greg has been appointed as a Commissioner for the Integrated Bar of the Philippines since 2019. He is a Professor at the Manuel L. Quezon Law School, where he teaches fintech law, and is an accredited Arbitrator of the Philippine Dispute Resolution Center, Inc. He previously served as Special Legal Counsel for the Presidential Commission on Good Governance from 2011 to 2016 and was Legal Consultant to Mandaue City, Province of Cebu.

In addition, Greg is an active member of TrustLaw, the Thomson Reuters Foundation's global pro bono legal service.

John Philip C. Siao

John Philip C. Siao is Co-managing Partner at TSBLaw. With more than 18 years in private practice, he has developed an extensive expertise in complex corporate transactions, commercial contracts and regulatory and compliance matters. He is a trusted counsel for startups and top companies in the Philippines, and has a deep knowledge of and extensive experience in the fields of corporate law, data privacy, M&A and securities, property, administrative law, legal and regulatory compliance as well as litigation. John serves as counsel to several international and domestic listed companies and/or their subsidiaries, and works closely with international and in-house counsel in order to best equip TSBLaw's overseas clients.

He is also a leading lawyer in the field of technology and telecommunications and was recognised by the Asian Legal Journal of Thomson Reuters as one of the Top 50 TMT lawyers for 2021.

Prior to forming TSBLaw, John was with the Angara Abello Concepcion Regala & Cruz Law Offices (ACCRALaw). From 2011 to 2016, he was Special Legal Counsel for the Presidential Commission on Good Governance (PCGG) and Legal Consultant to Mandaue City, Province of Cebu.

Moreover, he serves as a faculty member and Professor of Law at the MLQU School of Law. He is an Arbitrator with the Construction Industry Arbitration Commission and an Accredited Arbitrator of the Philippine Dispute Resolution Center, Inc. (PDRCI) – also serving as a Columnist for the Philippine Daily Inquirer, the leading news provider in the Philippines, where his articles are published weekly in "FOR LAW'S SAKE" in the paper's business section.

Oon & Bazul LLP

MERGERS & ACQUISITIONS LAWYER OF THE YEAR IN SINGAPORE



Ng Yi Wayn
Partner, Head of M&A

Tel: +(65) 6239 5864
yiwayn.ng@oonbazul.com
www.oonbazul.com

OON & BAZUL
ASIAN EXPERTISE·GLOBAL REACH

Yi Wayn is the Head of Oon & Bazul LLP's M&A Practice, specialising in Mergers, Acquisitions and Divestments (M&A) as well as Venture Capital (VC) financing transactions. She has represented global and regional clients in various industries, including the TMC (Technology, Media and Communication), Education and Healthcare sectors. She spent three years in the UK, where she obtained her LLB Law Honours degree from the University of Manchester, before she was admitted and qualified as an advocate and solicitor of the Singapore Bar.

Ms Wayn regularly advises clients on cross-border acquisitions and disposals, investments, restructurings and equity capital market transactions in Asia, Europe and the US. She advises on transactions of various sizes, from seed investments up to deals with transactional value of approximately US$300 million.

Ms Wayn is also a contributing author for the Lexis®Library's International Corporate Procedures for Singapore (2017–2020) and has assisted in the National University of Singapore, Faculty of Law's Corporate Deals programme (2018–2020). She has also spoken at accredited CPD workshops on "Advance Contract Law" and "Risk Mitigation and Allocation", which were attended by legal practitioners and business owners as well as regulators.

Singapore Business Review has recognised Ms Wayn as one of Singapore's 20 most promising legal luminaries aged 40 and under. Furthermore, clients have praised her for her "outstanding communication skills" and responsiveness, which were deemed "beyond expectation". In addition, she is described as "reliable, trustworthy and straightforward", "honourable and knowledgeable" and "always on top of the game".

Selected Cases

- Acted for Indonesia's fastest growing New Retail F&B chain in its US$96 million Series C round, giving the company a valuation of more than US$1 billion and placing it as the first New Retail F&B unicorn from Southeast Asia;
- Acted for a leading global mobile payment and mobile identity company listed on the London Stock Exchange in its acquisition of an Estonian direct carrier billing company and its subsidiaries in a transaction valued at a maximum enterprise value of US$41 million, bringing together two major platforms in the direct carrier billing market with complementary capabilities and customer bases;
- Acted for a leader in digital trust & safety products from the US, empowering digital disruptors to Fortune 500 companies to unlock new revenue without risks, in its acquisition of a pioneer in passwordless and multi-factor authentication from the UK, for an undisclosed amount;
- Advised a leading global childcare provider in the UK on its expansion plans and several mergers and acquisitions in the Southeast Asian region, including the auction for another global childcare provider for approximately S$35 million;
- Advised the largest international parcel delivery network in Europe based in France, who, together with two sovereign wealth funds, led the Series D funding round of more than US$279 million for a Singapore logistics provider with presence in the Southeast Asian region and prior to that, in its strategic investment of US$75 million in the same Singapore logistics provider's Series C funding round.

Deep & Far Attorneys-at-Law

IP LAW FIRM OF THE YEAR IN TAIWAN



Yu-Li Tsai
Partner

Tel: +886-2-25856688
yltsai@deepnfar.com.tw
www.deepnfar.com.tw

Deep & Far Attorneys-at-Law was founded in 1992 to deal with all phases of law, with a particular focus on the major aspects of intellectual property rights (IPRs), including patents, trademarks, copyrights, trade secrets, unfair competition, and/or licensing, counselling, litigation and/or transactions thereof.

Deep & Far prosecutes worldwide patent matters for local clients. For international or foreign clients, the firm prosecutes patent matters primarily in Taiwan, significantly in China and Hong Kong, and with minor representation in Macau, Singapore, Korea and Japan. Moreover, Deep & Far prosecutes in every field, encompassing mechanics, chemistry, pharmacy, biology, electronics, optics, telecommunications and computer sciences.

The patent attorneys and patent engineers at Deep & Far hold outstanding and advanced degrees and are generally graduated from the top three universities in the country. Its prominent staff members are dedicated to providing the best quality service in IPRs in Taiwan. As evidence, around half of the top 100 incorporations in the country have experience of seeking patents for their techniques, but more than one fifth of the top 100 incorporations have used the services of the firm.

Meanwhile, hi-tech companies in the science-based industrial park located at Hsin Chu have played the most crucial role in expanding Taiwan's economy. Around half of them have prior experience in seeking to patent their techniques, and more than 50% of the patent-experienced companies in the park have entrusted their IPR works to Deep & Far. The firm has represented international giants, including Armani, Baidu, Beckhoff, BYD, CICC, Chep, Cypress, Dr. Reddy, Gleason, Grenzebach, Haribo, H&M, Infineon, Intercept, InterDigital, Lenovo, Lupin, Motorola, MPS, NovaLED, Oppo, Piramal, Schott Glas, SeeReal, Sun Pharma, Teva, Torrent and Toyo Ink.

It is the firm's philosophy to provide competent legal services that other firms cannot comparably provide. The necessary ensuing problem is how can this always be achieved? Deep & Far makes this possible by selecting, edifying and nurturing team members who possess the following attributes: learned in expertise, morally earnest and sincerely behaved in mind, as well as strictly disciplined between give and take. It is well believed that such properties are key factors for professionals to properly and competently conduct themselves.

By perseverance that the firm only performs works that enable it to reach deep and far, Deep & Far can then equate the reality with its name.

For more detailed information regarding the firm, please visit the Deep & Far website.

AUDIT & ASSURANCE, TAX AND FINANCE EXPERT OF THE YEAR IN TURKMENISTAN

Auditor MS



Maksat Sahedov
Sole Partner

Tel: +993 65 855541
Fax: +993 12 210594
maksat@auditorms.com
www.auditorms.com

MS AUDITOR MAKSAT SAHEDOV

Maksat Sahedov is a private auditor and consultant in Turkmenistan, providing audit and assurance, tax advisory and 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 audit and advisory, including 12 years in the leading international audit and consulting firms.

Practice areas include, amongst others:

- Taxation: 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 courts, high expertise in taxation advisory for clients working under Production Sharing Agreements.
- Audit and accounting: Proven experience in the conduct of audits and audit-related services as per local auditing standards and ISA, financial due diligence, Payroll & HR assurance and consultancies.
- Business compliance advisory: 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.

Maksat Sahedov is unique in servicing the entities 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. 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.



BOUTIQUE INSURANCE LAW FIRM OF THE YEAR IN AUSTRALIA



McMahons Lawyers

Bryan McMahon LLM
Practice Director

Tel: +61 2 9011 5638
bmcmahon@mcmahons-lawyers.com.au
www.mcmahons-lawyers.com.au

CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



Sydney Criminal Lawyers

Ugur Nedim
Principal

Tel: +61292618881
adminteam@sydneycriminallawyers.com.au
www.sydneycriminallawyers.com.au

FULL SERVICE IP LAW FIRM OF THE YEAR IN AUSTRALIA



Alder IP

Anthony Alder
Principal

Tel: +61290079916
aalder@alderip.com.au
info@alderip.com.au
www.alderip.com.au

ARBITRATION LAWYER OF THE YEAR IN CHINA



GoldenGate Lawyers

Tim Meng
Managing Partner

Tel: +8610 8589 0501
tmeng@goldengatelawyers.com
www.goldengatelawyers.com

ART LAW FIRM OF THE YEAR IN CHINA



Jingtian & Gongcheng
Angell Xi
Partner

Tel: +86 139 1845 6946
xi.minjie@jingtian.com
www.jingtian.com

COMPANY LAWYER OF THE YEAR IN CHINA



Zhong Lun Law Firm
Steven Huang
Partner
Tel: +86 21 6061 3085
stevenhuang@zhonglun.com
www.zhonglun.com

中倫律師事務所
ZHONG LUN LAW FIRM

CYBERSECURITY & DATA PROTECTION LAWYER OF THE YEAR IN CHINA



Hui Ye Law Firm
Ramon Huang
Senior Partner
Tel: +86 (0)21-52370950
ramon.huang@huiyelaw.com
www.huiyelaw.com

匯業律師事務所
HUI YE LAW FIRM

DISPUTE RESOLUTION LAWYER OF THE YEAR IN CHINA



Zhong Lun Law Firm
Ricky LUO (LUO YUN)
Partner
Tel: +86 21 6061 3055 / 1580 2168 846
rickyluo@zhonglun.com
www.zhonglun.com

中倫律師事務所
ZHONG LUN LAW FIRM

INTERNATIONAL TRADE LAW FIRM OF THE YEAR IN CHINA



BEIJING HUANZHONG & PARTNERS
Xuehua WANG
Founding Partner & Chief Partner, Doctor of Laws
Tel: +86 (0)139 0120 9804; +86 (0)10 6489 6300-101
wxh@bhplaw.com.cn
www.huanzhonglaw.com

北京市环中律师事务所
BEIJING HUANZHONG & PARTNERS

TRADE & CUSTOMS LAWYER OF THE YEAR IN CHINA



King & Wood Mallesons
Feng Xiaopeng
Partner
Tel: +86 13501486606
fengxiaopeng@cn.kwm.com
www.kwm.com

金杜律师事务所
KING&WOOD MALLESONS

TRADEMARK ATTORNEY OF THE YEAR IN CHINA



Unitalen Attorneys at Law

Ray Lei Zhao
Senior Partner

Tel: +(8610) 5920 8921
lei.zhao@unitalen.com
www.unitalen.com

UNITALEN

CONSTRUCTION LAW EXPERT OF THE YEAR IN HONG KONG



PAUL K.C. CHAN & PARTNERS, SOLICITORS & NOTARIES

Chan Kam Ching Paul
Principal Solicitor

Tel: +852-9368-3668
pkc@lawcpa.hk
www.lawcpa.hk

LAWCPA

MEDIATION LAW FIRM OF THE YEAR IN HONG KONG



YUNG, YU, YUEN & CO., SOLICITORS and NOTARIES, HONG KONG.

Bing Woon CHAN
Consultant Solicitor

Tel: +(852) 9487 7990; (852) 2532 3102
chansbsjp@gmail.com
www.yungyuyuen.com

翁余阮律師行
Yung, Yu, Yuen & Co.

COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN INDIA



S. K. Srivastav & Co.
Advocates & Solicitors

Mr. Satish Kumar Srivastav
Founder

Tel: +91 22 22674729 / 22655698
sks@srivastavandco.com
www.srivastavandco.com

SKS LEGAL 1985

LITIGATION LAW FIRM OF THE YEAR IN INDIA



Karanjawala & Company

Mr. Raian Karanjawala
Managing Partner

Tel: +91 11 43788888
raian@raian.in
www.karanjawala.in

KARANJAWALA & COMPANY
Advocates

PATENT LAW EXPERT OF THE YEAR IN INDIA



ANAND AND ANAND
Vidisha Garg
Partner
Tel: +91 9818222687
vidisha@anandandanand.com
www.anandandanand.com

ANAND & ANAND

PATENTS LAWYER OF THE YEAR IN INDIA



LexOrbis
Manisha Singh
Partner
Tel: +91 9811161518
manisha@lexorbis.com
www.lexorbis.com

LexOrbis Intellectual Property Attorneys & Advocates

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDONESIA



SS&R Legal Consultants
Rahajeng Handayani
Partner
Tel: (+62-21) 29865151; (+62-251) 7598668
rhandayani@srlegals.com
www.srlegals.com

srlegals

IP EXPERT OF THE YEAR IN INDONESIA



PRAWIRANEGARA Intellectual Property
Chamelia Sari
Managing Partner
Tel: +(62-21) 4786 8970 / 4786 8971
cameljovie@yahoo.com
www.prawiranegara.co.id

Prawiranegara
Intellectual Property

NATURAL RESOURCES LAW FIRM OF THE YEAR IN INDONESIA



Soemadipradja & Taher
Rahmat Soemadipradja
Co-Founding Partner
Tel: +6221 50999879
rahmat_s@soemath.com
www.soemath.com

SOEMADIPRADJA & TAHER
IN ASSOCIATION WITH ALLEN & GLEDHILL

BOUTIQUE IP LAW FIRM OF THE YEAR IN JAPAN



CP JAPAN IP Attorneys
Katsumori ISEKI
President
Tel: +81 6 6136 6951
iseki@cpjapan.com
www.cpjapan.com

CP JAPAN

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



Anderson Mori & Tomotsune
Gen Takahashi
Partner
Tel: +81-3-6775-1159
gen.takahashi@amt-law.com
www.amt-law.com/en/professionals/profile/gnt

ANDERSON MŌRI & TOMOTSUNE

CROSS BORDER M&A LAWYER OF THE YEAR IN JAPAN



K&L Gates LLP (Tokyo)
J. Ryan Dwyer, III
Partner; Managing Partner
Tokyo Office
Tel: +81.3.6205.3601
ryan.dwyer@klgates.com
www.klgates.com

K&L GATES

EMPLOYMENT LAW FIRM OF THE YEAR IN JAPAN



Kusunoki, Iwasaki & Sawano
Michiya Iwasaki
Partner
Tel: +81-3-6402-4575
iwasaki@k-i.jp
www.k-i.jp

KUSUNOKI IWASAKI & SAWANO
LAW OFFICES

IP LAW FIRM OF THE YEAR IN JAPAN



M. IDE & Co.
Masatake IDE
Partner
Tel: +81 3 3263 7749
officei0p@midepat.com
www.midepat.com

M. IDE & Co.
（井出国際特許事務所）

LIFE SCIENCE AND HEALTH CARE LAW FIRM OF THE YEAR IN JAPAN



ABE & PARTNERS

Takanori ABE
Managing Partner

Tel: +81-6-6949-1496
abe@abe-law.com
www.abe-law.com/en

ABE & PARTNERS 阿部国際総合法律事務所

PHARMACEUTICALS & LIFE SCIENCES LAWYER OF THE YEAR IN JAPAN



M. IDE & Co.

Masatake IDE
Partner

Tel: +81 3 3263 7749
officei0p@midepat.com
www.midepat.com

M. IDE & Co.
（井出国際特許事務所）

TRADEMARK LAW FIRM OF THE YEAR IN JAPAN



ASAMURA IP P.C.

Masahiro Asamura
Senior Managing Partner

Tel: +81 3 5715 8651
masamura@asamura.jp
www.asamura.jp/en

弁理士法人
浅村特許事務所
ASAMURA IP

GAMING LAWYER OF THE YEAR IN MACAU



Lobo Vilela Advogado・大律師・Lawyer

António Lobo Vilela
Lawyer

Tel: (+853) 666 75 755
lobovilela@me.com
www.macaugaminglaw.com

LOBO VILELA
LAWYER
— MACAU —

CORPORATE LAW FIRM OF THE YEAR IN MALAYSIA



SHAHRIZAT RASHID & LEE

Yohan A. Rajan
Head, Corporate Department

Tel: +60327105555
yohan@srl-law.com.my
www.srl-law.com.my

SRL
SHAHRIZAT RASHID & LEE
Advocates & Solicitors

CORPORATE TAX PLANNING ADVISORY EXPERT OF THE YEAR IN MALAYSIA



Tricor Taxand Sdn Bhd

Mui Lee Leow
Senior Executive Director

Tel: +6012 200 7179
mui.lee.leow@my.tricorglobal.com
www.tricortaxand.com

TRADEMARK ADVISORY FIRM OF THE YEAR IN MALAYSIA



IPMAN Global Intellect Sdn. Bhd.

Low Chee Keong
Chief Executive Officer

Tel: +6013-322 9229
ip1@ipman.my
www.ipman.global

FOREIGN INVESTMENT LAW FIRM OF THE YEAR IN PAKISTAN



Kabraji & Talibuddin

Kairas N. Kabraji
Senior Partner

Tel: +922135838871-76 (six lines)
kairas.kabraji@kandtlaw.com
www.kandtlaw.com

IP LAW EXPERT OF THE YEAR IN PAKISTAN

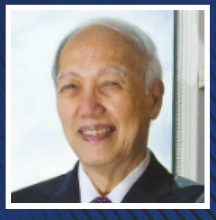


Bharucha & Co.

Mohammad Fazil Bharucha
Partner

Tel: +92 21 3537 9544
mfb@bharuchaco.com
www.bharuchaco.com

IP LAW FIRM OF THE YEAR IN THE PHILIPPINES



Romulo Mabanta Buenaventura Sayoc & De Los Angeles

Rogelio Nicandro
Senior Partner

Tel: +63 2 848 0114
rogelio.nicandro@romulo.com
www.romulo.com

COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN THE SOLOMON ISLANDS

Sol-Law, Lawyers

Tel: (+677) 20357
sollaw@sol-law.com.sb
www.sol-law.com.sb

SOL★LAW
Lawyers

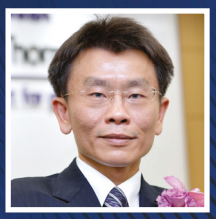
FULL SERVICE LAWYER OF THE YEAR IN SRI LANKA



Julius & Creasy
Anomi Wanigasekera
Partner
Tel: +9411 2336277
anomi@juliusandcreasy.com
www.juliusandcreasy.com

Julius & Creasy
estd.1879

ACCOUNTING SERVICES EXPERT OF THE YEAR IN TAIWAN



Grant Thornton Taiwan
Jay Lo
Managing Partner
Tel: +886 2789 0887
jay.lo@tw.gt.com
www.grantthornton.tw/en

正大聯合會計師事務所
Grant Thornton

SPECIALIST IP LAW FIRM OF THE YEAR IN THAILAND



Satyapon & Partners Limited
Mr. Satyapon Sachdecha
Managing Partner
Tel: +66-2-254-8858
satyapon@satyapon.com
www.satyapon.com

SATYAPON
& PARTNERS
THAILAND Intellectual Property Law Firm







Africa & The Middle East Winners

The economies of the Middle East and North Africa (MENA) region are expected to grow by 5.5% in final data for 2022 – the fastest rate since 2016 – followed by a slowing of growth to 3.5% in 2023. Yet, this growth is uneven across the region, as countries, still struggling to overcome the lasting effects of the COVID-19 pandemic, face jolting new shocks from higher oil and food prices brought on by the war in Ukraine, rising global interest rates and slowdowns in the US, China and the Euro area.

The World Bank's recent economic update, entitled "A New State of Mind: Greater Transparency and Accountability in the Middle East and North Africa", finds that the region's oil-exporting countries are benefitting from high hydrocarbon prices, but oil-importing nations confront different circumstances. Oil importers face heightened stress and risk from higher import bills, especially for food and energy, as well as tightening fiscal space as they spend more on price subsidies to cushion the pain of price rises on their populations.

"All countries in the MENA region will have to make adjustments to deal with significantly higher prices for food and other imports, especially if they lead to an increase in government borrowing or currency devaluations," noted Ferid Belhaj, World Bank Vice President for the MENA region. "What countries need now is smart governance to weather the storm and begin to rebuild after multiple shocks on top of the pandemic."

The report states that responsive governance will help countries confront these challenges more effectively now and cement the foundations for long-term growth. Each MENA Economic Update has a special area of focus, and this report looks at how reforms leading to more transparency and accountability in public institutions can promote a sustainable economic recovery. Countries are in dire need of establishing systems that allow state bureaucracies to measure results, align responsibilities, experiment and learn from these results.

"Moving towards greater data transparency and accountability is a game changer for the region; it can help countries identify what is working and needs improvement and to act on it," commented Roberta Gatti, World Bank Chief Economist for the MENA region. "It will help them manage risk and shape progress towards a more sustainable and inclusive future. Not only are the potential benefits large, but the reforms needed to put institutions on a learning path are within reach."

The Bank's analysis forecasts diverging paths of growth in the region. The Gulf Cooperation Council (GCC) countries are on track to grow by 6.9% in 2022's final data, buoyed by high hydrocarbon earnings, slowing to 3.7% in 2023 as hydrocarbon prices subside. Developing oil exporters are forecast to experience trends like those of the GCC but at lower levels – with 2022 growth expected to increase to 4.1%, led by Iraq, before falling back to 2.7% in 2023. Developing oil-importing countries are expected to grow by 4.5% in 2022 and 4.3% in 2023. However, the slowdown of growth in Europe poses a particular risk, as this group of countries relies more on trade with the Euro area, especially the North African oil importers closest to Europe: Tunisia, Morocco and Egypt.

Across the region, policymakers have introduced measures – especially price controls and subsidies – to make the domestic price of certain goods, such as food and energy, lower than the global price. The report finds that this has had the effect of keeping inflation in MENA lower than in other regions. In Egypt, for example, average year-on-year inflation during the period of March to July 2022 was 14.3%, but it would have been 4.1 percentage points higher at 18.4%, had authorities not intervened.

Some governments have made cash payments to poorer households – a more efficient way of helping the poor deal with rising prices than general market subsidies that lower prices for everyone, including the rich. For Egypt, to lower average inflation by the equivalent of 4.1 percentage points using a subsidy on food and energy prices that benefits the entire population costs 13.2 times more than allowing prices to increase and supporting just the poorest 10% of households with a cash transfer.

Governments will incur additional expenses as they increase subsidies and cash transfers to mitigate the damage to the living standards of their populations from higher food and energy prices. For the GCC and developing oil-exporting countries, this is not of much concern now. Windfall increases in state revenues from the rise in hydrocarbon prices have greatly increased their fiscal space and will result in fiscal surpluses for most oil exporters in 2022, even after the additional spending on inflation mitigation programmes.

Developing oil importers, however, do not have such a windfall and will have to cut other expenditures, find new revenues or increase deficits and debt to fund the inflation mitigation programmes and any other additional spending. Moreover, as global interest rates rise, the debt service burden for oil importers will increase, as they must pay a higher rate of interest both on any new debt they incur and existing debt they refinance, weighing on countries' debt sustainability over time, especially for countries with already high debt levels, such as Jordan, Tunisia and Egypt.

African Governments Urgently Need to Restore Macro-Economic Stability and Protect the Poor in a Context of Slow Growth, High Inflation

Global headwinds are slowing Africa's economic growth as countries continue to contend with rising inflation, hindering progress on poverty reduction. The risk of stagflation comes at a time when high interest rates and debt are forcing African governments to make difficult choices as they try to protect people's jobs, purchasing power and development gains.

According to the World Bank's "Africa's Pulse", a recent analysis of the near-term regional macroeconomic outlook, economic growth in Sub-Saharan Africa (SSA) is set to decelerate from 4.1% in 2021 to 3.3% in 2022's final figures, a downward revision of 0.3 percentage points since the previous Pulse forecast, mainly as a result of a slowdown in global growth, including flagging demand from China for commodities produced in Africa. The war in Ukraine is exacerbating already high inflation and weighing on economic activity by depressing both business investments and household consumption. As of July 2022, 29 of 33 countries in SSA with available information had inflation rates over 5%, while 17 countries had double-digit inflation.

"These trends compromise poverty reduction efforts that were already set back by the impact of the COVID-19 pandemic," said Andrew Dabalen, World Bank Chief Economist for Africa. "What is most worrisome is the impact of high food prices on people struggling to feed their families, threatening long-term human development. This calls for urgent action from policymakers to restore macro-economic stability and support the poorest households while reorientating their food and agriculture spending to achieve future resilience."

Africa Law Practice NG & Company



Olasupo Shasore
Partner

Tel: +234 1 700 257 2
oshasore@alp.company
www.alp.company

ARBITRATION LAW FIRM OF THE YEAR IN NIGERIA

ALP NG & CO.
AFRICA LAW PRACTICE NG & COMPANY
WWW.ALP.COMPANY

Africa Law Practice NG & Company was established following a merger of Nigeria-based law practices, whose members have varied experience spanning all areas of our combined practice. We are a Nigeria-based, Africa-focused firm with a dedicated and innovative corporate practice, providing the highest quality of legal, business advisory and related services to the local business community and a network of continental and international clients.

The firm is committed to the growth of its varied practices and the common vision of an African, Africa-wide firm, bringing together legal, business and policy expertise that underscores Africa's growth.

As increased investment and rapid private sector growth in Africa transforms its economies, the need for home-grown, regionally-oriented and excellent quality legal services has become imperative. Accordingly, ALP's partners have more than 100 years' combined experience in legal and business advisory services in Nigeria and internationally. Our expertise and network – working in tandem with ALP International (Mauritius) Ltd as well as with allied law offices across the continent – gives us an advantage in helping clients to navigate Nigeria's sometimes complex regulatory and public sector landscape.

We deliver solution-driven services, which only local expertise and regional connections can provide, working in partnership with clients to understand their needs and ensure pragmatic results.

We innovate, exceed client expectations and contribute to the development of the African commercial markets, the legal services sector and the growth of African technology, media and telecommunications.

We cross sectors spanning technology, infrastructure, financial services, natural resources and policy advisory. Our wide range of clients include multinationals and corporations, public sector bodies, start-ups, high-growth enterprises and private clients.

Typically, our clients are looking for advice and support to protect, manage, grow or optimize their business assets, personal wealth and investments, or to design and implement regulatory provisions and successfully navigate public policy. Many of our clients have opportunities that take them outside of Nigeria and into other African markets and beyond. We therefore stand to guide them through this process.

We do not just focus on our clients' legal issues. Instead, we work in partnership with them to deepen our relationships, with the ultimate aim of becoming their "go-to" trusted adviser. Our range of experience and expertise allows us to assist with developing strategies, as well as identifying and developing opportunities that add real value.

We have acted for Sovereign governments, State entities and multinationals in complex multi-party and international commercial arbitrations. We are proud of our unique experience as Nigeria's leading commercial arbitration firm in representing clients at global investment arbitration before the International Centre for Settlement of Investment Disputes (ICSID).

Today, ALP handles a range of corporate and commercial litigation disputes in Nigeria, including: contract claims of varied complexity; admiralty and shipping matters; insolvency and tax appeals; intellectual property actions and environmental defences involving multi-party representative actions, before the Federal and State High Courts, the Court of Appeal and the Supreme Court of Nigeria.

Alliance Law Firm



Uche Val Obi, SAN
Senior Advocate

Tel: +234 9060 003017
uche.obi@alliancelf.com
www.alliancelf.com

BUSINESS LAW FIRM OF THE YEAR IN NIGERIA

ALLIANCE
LAW FIRM

ALLIANCE LAW FIRM is a dynamic partnership registered under the laws of the Federal Republic of Nigeria. We incorporate a rich blend of traditional legal practice with the dynamism required to satisfy the constantly evolving dynamism of business in our results-driven professional services.

With a seamless blend of industry-recognised partners, consultants and more than 25 Associates operating from three offices spread around the key commercial centres of Lagos, Abuja and Port-Harcourt, Nigeria, our ability to provide value-added legal services to our clients' sometimes complex needs has seen our reputation in the industry grow considerably. 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.

Uche Val Obi

Uche Val Obi is a Senior Advocate of Nigeria (an equivalent of Queen's Counsel in the UK) and the Managing Partner of Alliance Law Firm. He heads the firm's transaction, commercial and dispute resolution practice. His skill and insight to simplify and proffer solutions to complex issues have been highly commended by the clients of the firm and his peers. He is ranked as a top and leading lawyer in Chambers 500 and International Financial Law Ranking (IFLR), and has received a number of local and international awards. In addition, he is a notable contributor to the IMF/World Bank Doing Business Guide publications, and the author of "Class Actions in Nigeria" – a pioneering book on the subject in Nigeria.

Moreover, he has advised on a wide range of matters in oil & gas, power, capital markets, banking and finance, corporate restructuring (including M&A), infrastructure, project finance and regulatory advisory services. He also advises companies operating in the Nigerian oil and gas industry on compliance and restructuring issues arising from the Nigeria Oil and Gas Industry Content Development Act 2010.

Uche is the fourth Chairman of the Capital Market Solicitors Association (CMSA), and a member of the ministerial committee that recommended the recently implemented 26 billion (US$170 million USD) forebearance of debts granted to stockbrokers by the Federal Government of Nigeria as announced by the Minister of Finance/CME. Further, he is a member of the Capital Market Master Plan Committee set up by the Securities and Exchange Commission, and has served as a council member of the Nigeria Bar Association – section on Business Law, and a member of the National Technical Committee for the Implementation of E-Dividend in Nigeria. He is currently the CMSA coordinator of the UK Foreign and Commonwealth Office Emerging Capital Market Project, comprising Lawyers of the UK Law Society of England and Wales as well as Nigerian Lawyers, and has been listed among the leading integrity-driven professionals in Nigeria by major newspapers, including the Guardian.

CORPORATE LAWYER OF THE YEAR IN NIGERIA

Gresyndale Legal



Oyinkan Alakija
Managing Partner

Tel: +(234) 808 596 3121
oyinkan@gresyndale.com
www.gresyndale.com

Gresyndale

Gresyndale stands distinguished in its core areas of legal expertise, which cover corporate/commercial, property, maritime, tax, litigation, debt recovery, compliance, immigration, employment, competition, alternative dispute resolution, intellectual property, family and technology.

Our team is composed of professionals with considerable experience, affiliation and know-how in attending to issues arising from our practice areas and diverse aspects of legal practice. With this wealth of experience, Gresyndale is able to provide high-quality legal solutions to our many clients and their businesses.

Our corporate and commercial practice group provides general advisory and company secretarial services to clients both locally and internationally. At the heart of this practice is the zest to provide cutting-edge legal solutions to clients that align with their business goals, thereby improving business satisfaction.

Our Vision

To be Africa's foremost contemporary law firm and a global force that is passionate about your success, partnering with you at every stage of your development.

Our Mission:

- To provide innovative legal solutions to our clients that reduce vulnerability and exposure to legal risk through the adoption of contemporary solutions to legal problems;
- To ensure a strong understanding of cross-jurisdictional and cross-border laws and apply it to protect our clients, whether individuals or multinational organisations in the process of international business, with the aim of maximising profit while ensuring compliance through an empowered team of vibrant and technologically savvy professionals;
- To promote the growth and success of our clients' vision in a dynamic business environment while tenaciously protecting their rights and interests.

Our Core Values:

Empowered Team

In continuously improving in our areas of practice, our goals will be easier to attain.

Pursuit of Excellence

With our eyes fixed on our goals and their impact, challenges will become successes because we will not back down in our pursuit.

Indefatigable Attitude

Knowledge without the right attitude would only slow us down. Our attitude will be consistent and strong enough to push through challenges.

Christian Values

Christ is at the centre of our work. We are His disciples everywhere we go and in our duty as a team.

Contemporary World

We work tirelessly at making our contemporary world better. We use the acronym "EPICC", which stands for: "An empowered team in the pursuit of excellence with an indefatigable attitude and Christian values in a contemporary world."

Our Slogans

- Your partner in success;
- Going beyond the call of duty;
- Your first line of defence whilst travailing the African economy;
- Africa's foremost contemporary law firm;
- No 1 law compendium for every individual and organisation;
- Ensuring compliance with all legal requirements;
- Offering you a world of knowledge, skills and expertise;
- Reducing vulnerability and exposure to legal risks;
- Strong understanding of Nigerian law, US law as well as common law.

We believe that with an empowered team, we can achieve our vision to be Africa's foremost contemporary law firm, and a global force.



ARBITRATION LAW FIRM OF THE YEAR IN QATAR



عيسى السليطي للمحاماة
ESSA AL SULAITI LAW FIRM

Bldg. 8, Al Mansour St, No. 980, Zone 45
P.O Box: 4912 Doha – Qatar

Tel: +974 4447 1555; +974 4466 4606
info@eslaa.com
www.eslaa.com

Essa Al-Sulaiti Law Firm is a results-oriented, full-service law firm headquartered in Qatar. The firm offers comprehensive legal services and representation in several languages, including fluent Arabic, English, Spanish, Italian, French, Portuguese and Greek.

Our in-depth understanding of our clients, our legal expertise, and our international experience enables us to provide attentive and effective representation in a variety of practice areas, including corporate, commercial, construction, Hospitality, Property & Real Estate – with a particular focus on litigation and arbitration across diverse industries and sectors.

As a client-driven firm, our legal team share a common commitment to honing the knowledge, skill and care required to serve our clients. We take the time to develop unique relationships with each client in order to provide tailored services and solutions to each of them based on their individual needs. We pride ourselves on delivering uncompromising quality and value, and we ensure that our clients remain up to date on any regulatory and legislative changes that affect their businesses.

We are an independent firm. This means we are not restricted by rigid corporate protocols and franchisee regulations; we also have a special capacity to tailor our services to client needs in tandem with our own standard of practice. Our size also means that we are better positioned to adapt to a changing legal market.

We foster meaningful client relationships, and spend as much time as necessary responding to client questions, learning about their needs and addressing their concerns. Our firm was built on this value. Our senior counsels and star associates have deep and varied arbitral and litigatory experiences in Qatar, the UK, Portugal, France, Spain and Egypt – resulting in favorable outcomes for our clients. We have represented clients in a range of corporate and construction disputes.

Founder & Chairman



Mr. Essa Mohammad Al Sulaiti is a Qatari attorney admitted by Qatar Lawyers Admission Committee as well as an active member of the Qatari Bar Association.

Drawing on his prior education and experience in Wales and reputable law firms in Qatar, Mr. Al Sulaiti founded Essa Al Sulaiti Law Firm in 2015 to effectively align his practice with a personal mission: addressing the emerging legal demands of local and international businesses operating in the State of Qatar.

Mr. Al Sulaiti is also an arbitrator certified by the GCC Commercial Arbitration Centre (GCC-CAC) and Qatar International Centre for Conciliation and Arbitration (QICCA). He has represented clients and served as counsel in international arbitration proceedings held under the rules of the International Chamber of Commerce (ICC), the London Court of International Arbitration (LCIA) and the Qatar International Center for Conciliation and Arbitration (QICCA). As an arbitrator, he has been appointed in several disputes as both a sole arbitrator and as a member of a tribunal, including as a president of an arbitral tribunal.

Throughout his arbitral experience he has also advised clients on disputes concerning arbitration clauses, governing law, jurisdiction, the enforcement of arbitration awards and international judgment enforcement.

Mr. Al Sulaiti's experience includes a broad range of corporate services with a focus on dispute resolution. He also works closely with various local and international clients, advising on mergers, acquisitions, takeovers, leveraged buyouts and joint ventures, and has represented several companies, shareholders and directors in corporate/commercial disputes in court and arbitration.

Mr. Al Sulaiti's practice emphasizes counselling clients on company formation/establishment, foreign investment across a full range of industries and a broad variance of corporate governance matters, including structuring, directors' duties, shareholders' responsibilities, general meetings/assemblies, corporate compliance matters, legal auditing and due diligence.

Mr. Al Sulaiti has also published a book, "Individual Employment Contract: A Guide for Employers and Workers", which guides employers and employees in Qatar on employment rights and labour law.

BANKING & FINANCE LAW FIRM OF THE YEAR IN QATAR

Qatar International Law Firm



Sheikh Ahmed Bin M. AL-Thani
Founder, Lawyer

Tel: +974 44 11 11 35;
+974 44 11 11 36;
+974 44 11 11 37
contact@qatarlaw.online
www.interlawonline.net

Our goal is to combine experience and expertise to achieve client objectives efficiently, promptly, economically, and with continuity.

Our expertise focuses particularly on the commercial area and extends across all the major practice areas of law, with ample experience in banking law and regulation, Islamic compliance transaction, corporate and partnership, commercial transactions and international trade contract, oil & gas commercial agencies, real property and construction, intellectual property, insurance, maritime, aviation and labor law.

The firm was originally established in 1996 by His Excellency Sheikh Ahmed Bin M. AL-Thani, formerly a judge in the Qatari Civil Justice Courts. The firm consists of multinational and multijurisdictional lawyers, partners and consultants with diverse educational, legal and business backgrounds.

Our goal is to combine experience and expertise to achieve client objectives efficiently, promptly, economically, and with continuity.

Dedicated to the highest level of legal expertise and service, we advise a wide range of international and local clients on all legal aspects of their business and activities in Qatar and abroad.

We work closely with each client and provide our expertise in transactional matters, as well as in dispute resolution. Through our membership and active participation in many local and international professional and trade organizations, we are well positioned and committed to keeping up with new developments in the legal and economic environment.

Throughout the years, we have developed an excellent working relationship with many government and non-government organizations. This, coupled with our experience in banking, finance, insurance, corporate, investment, real property and labor law, makes Qatar International Law Firm one of the leading Qatari law firms in all the MENA region.

Qatar International Law Firm is a full-service legal firm with extensive experience, providing legal services and advice to the local and international business community.

Qatar International Law Firm currently includes 17 members.

Qatar International Law Firm has imprinted its activity on the excellency reached both in local and international law.

Our firm draws its strength from the diversity of background and experience offered by multinational and multi-jurisdictional lawyers, partners and consultants, who dedicate considerable effort in preventing disputes and delivering innovative, pragmatic legal solutions and advice with an assessment of risks and alternatives as well as in a cost-effective manner. The strong relationship with the best foreign international law firms grants our clients a very qualified and specialized legal assistance worldwide, maintaining the quality and flexibility of a "Boutique Law Firm".

Our members' skills also include the particular behavioral rules which are necessary for a proper management of the business in the Gulf Area (the legal profession etiquette, meeting protocol and negotiation techniques).

Durable Relationships

We work on building and maintaining strong and durable relationships with our clients, not only to ensure their satisfaction, but also to gain their confidence and loyalty.

Quality of Service

We aim to provide every client with the best solution in terms of risk/benefit and cost/benefit ratios, and we always consider the use of alternative dispute resolution tools among available options. We are committed to continuous improvement of legal and customer services, applying all efforts to thinking better and doing better in order to become better.

Co-operation

We consider ourselves as partners of our clients: we think and act as we were the clients ourselves so we work harder, we think deeper and we act faster.

Teamwork

We pride ourselves on teamwork and a positive can-do attitude, so that if your primary contact is temporarily unavailable, another colleague will assist you in order to handle the matter and find the proper solution.

Ethics

Our mission is to provide our clients with the highest professional standards and services, with respect of all the ethical principles related to our profession.

Flexibility

We are committed to fair and flexible fee arrangements. Our "small-boutique firm approach" allows us to offer lower rates than those of the main firms with comparable experience, by ensuring to the client high-quality legal services and "tailor-made solutions". We have a friendly, local feel, and our lawyers are open, approachable, flexible and always willing to respond to demanding deadlines.

Sheikh Ahmed Bin M. AL-Thani

Sheikh Ahmed Bin M. AL-Thani is a professional lawyer licensed by the Advocate Admission Committee in 1996. Here is a brief overview of his career:

- Professional lawyer licensed by the Advocate Admission Committee in 1996;
- Former judge in the Civil Justice Courts;
- Awarded B.L.L. degree from the Faculty of Sharia and Law, Qatar University;
- Awarded degree with distinction from the High Institute for Judges Training in Egypt in 1995.

BOUTIQUE LAW FIRM OF THE YEAR IN SOUTH AFRICA

Nicqui Galaktiou Inc.



Nicqui Galaktiou
Founder & Director

Tel: +27 (0)11 592 7050
nicqui@galaktiou.co.za
www.galaktiou.co.za

Nicqui Galaktiou Inc. (NGInc) is a dynamic boutique law firm. Fuelled by innovation instead of tradition, NGInc is challenging the traditional principles and approaches of legal practice and redefining the Art of Law.

NGInc specialises in many areas, including alternative dispute resolution/litigation, bankruptcy and insolvency law, commercial/contractual/transactional law, administrative law, media law and telecoms, employment law, mediatory services and compliance, family and matrimonial law, commercial crimes and forensic law as well as due diligence. The firm has recently expanded its property law division to include conveyancing and real estate.

NGInc's philosophy is to provide clients with legal services and advice that is unique, creative and strategic. NGInc's logo, the Yin-Yang, symbolises balance. We interpret this as achieving a client's desired outcome within the framework of the law.

We, as attorneys, believe that the legal profession requires a far higher standard of moral strength and accountability, which is why we founded NGInc on the principle of integrity. We provide advice and results that are achievable, realistic and strategic to achieve our clients' objectives.

The NGInc team shares beliefs, ideas and values in implementing change and being one step ahead to provide the best legal services.

Moreover, the practice of law requires more than just legal thinking. It is essential to have modern and innovative perspectives when interpreting the Art of Law. The law is continuously developing and evolving – and we ensure that we progress with these changes.

Nicqui Galaktiou

Nicqui Galaktiou, the Founder and Director of the firm, began her legal career in 1997. She completed her articles at a medium-sized law firm and, during her 18 years there, became Director and CEO while also heading the Commercial, Litigation and Dispute Resolution Department. Nicqui has also been committed to various mentorship programmes during the course of her career, including both in the legal fraternity, with the mentorship and training of candidate attorneys, as well as mentorship programmes in the commercial sphere.

Nicqui has been involved in matters internationally and in South Africa for international clients. Her wide-ranging experience includes legal services such as: Media & Telecoms; Commercial Litigation & Alternative Dispute Resolution; Bankruptcy & Insolvency; Defamation & Damages Actions; Business Fraud, Bribery & Corruption; Forensics & Due Diligence; Commercial Crime & Fraud-related Matters; as well as Employment Law.

Nicqui's years of invaluable experience and involvement in high-profile and complex matters has greatly contributed to her success and prominence in the legal fraternity, making her one of the most influential and well-respected female attorneys in South Africa. She is a member of WOLELA (Women Leading in Law), the IWF (international Women's Forum), the IBA (International Bar Association), BWASA (the Business Women's Association of South Africa) as well as a by-invitation-only global network for businesswomen. Nicqui was also requested to be one of the esteemed judges at the 2016 Elle Boss Awards, has featured in both local and global publications, and has presented to the Parliamentary Portfolio Committee on changes to the Gender-based Violence Laws.

MARINE SURVEYORS ADVISORY FIRM OF THE YEAR IN SOUTH AFRICA

PATTERSON & ASSOCIATES (PTY) LTD



Mike Patterson
Managing Director

Tel: +27 82 55 25 130
mike@pattersonandassociates.co.za
www.pattersonandassociates.co.za

Having worked in the marine insurance and shipping industry for 41 years, PATTERSON & ASSOCIATES Managing Partner Mike Patterson has attended to various cases on behalf of a variety of local and international insurers, maritime law firms and insurance brokers.

Such cases include the investigation of fraudulent claims, cargo truck hijackings, derailments, certification of cargo quality and condition after a vessel had been hijacked by Somali pirates, warehouse fires, contractual liability claims as well as numerous general average cases following ship casualties.

Through its regional offices in southern Africa, and further afield as and when required, the firm principally attends to the investigation of Marine cargo and GIT claims. Services include logistics risk assessments, pre-shipment condition and verification assessments, storage risk assessments, contractual liability claims investigations as well as claims arising from losses/damages sustained to liquid and dry bulk cargo, break bulk cargo and containerised cargo

Mr Patterson noted: "We are the only privately owned South African surveying company that has offices cross-border in the SADC region. We do not subcontract other surveyors/assessors. All survey work entrusted to PATTERSON & ASSOCIATES is undertaken internally, and we pride ourselves on our quick reaction time as well as the provision of regular and continuous updates to our principals as investigations progress.

"We can say with pride that all survey reports issued by the company over the years have stood up in court without question, as and when subrogated cargo underwriters have litigated against third-party carriers."

According to Mr Patterson, in the African context, importers and exporters face numerous logistics and storage challenges for a variety of reasons. This increases the risk of cargo damage/loss. In addition, the firm is often asked by insurers to undertake logistics risk/storage assessments to help importers/exporters and their insurers more accurately understand the challenges faced. In particular, these exercises enable insurers to customise policy cover and derive a measure of comfort in knowing that rights of recovery are protected in the event of losses being sustained.

He added: "Our typical clients are professional and are well known to us; we have made many professional friends globally over the years. Trust, technical ability and speed of service are key factors in our industry, and we strive to ensure that these factors are strictly adhered to. This, coupled with our friendly relationship with our clients, guarantees continued appointments.

"In recent years, the COVID-19 pandemic and associated global lockdowns resulted in more claims and losses than ever before. Meanwhile, political uncertainty and security risks always create a negative environment from a risk and claim point of view, and South Africa is no exception. If anything, our company was affected positively, given that our role is to deal with claims that often increase in an uncertain and unfavourable environment. Advancements in technology have also proved highly effective in allowing us to expedite cases and facilitate a quick turnaround time."

CORPORATE LAW EXPERT OF THE YEAR IN SOUTH SUDAN

In caring for our clients, we take pride in professionalism and integrity…

Awatkeer Law Chambers is a law firm that provides a quality legal service in the Republic of South Sudan across most areas of law. Led by Anuol Deng, a UK-trained Barrister, Awatkeer specialises in both domestic and International law and currently operates in Juba, Central Equatoria, South Sudan. In order to best serve our clients, we cherish integrity, sincerity, excellence, confidentiality and professionalism. We aim to be approachable while adhering to the professional ethics of the law. We believe in meeting our clients' needs in a timely manner. We offer legal service to the general public, Companies, NGOs, Banks and Government institutions, among others. We believe that our success is our clients' success.

OUR VALUES

We believe that in order to provide a quality legal service to clients, one must act with integrity, honesty, professionalism, and observe clients' confidentiality at all times.

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We aspire to become the leading law firm in South Sudan for client care.

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Founder & Managing Partner

First Floor, Tumbura House,
Tumbura Road off Juba
University Main Road

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info@awatkeerlaw.com
www.awatkeerlaw.com

OIL & GAS LAW EXPERT OF THE YEAR IN SOUTH SUDAN

Regardless of your country of origin, we are here to represent you and your interests…

Awatkeer Law Chambers is a law firm that provides a quality legal service in the Republic of South Sudan across most areas of law. Led by Anuol Deng, a UK-trained Barrister, Awatkeer specialises in both domestic and International law and currently operates in Juba, Central Equatoria, South Sudan. In order to best serve our clients, we cherish integrity, sincerity, excellence, confidentiality and professionalism. We aim to be approachable while adhering to the professional ethics of the law. We believe in meeting our clients' needs in a timely manner. We offer legal service to the general public, Companies, NGOs, Banks and Government institutions, among others. We believe that our success is our clients' success.

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University Main Road

Tel: +211 954326794
info@awatkeerlaw.com
www.awatkeerlaw.com

Matuson & Associates



Les Matuson
Managing Director

Tel: +27824592401; +27117287166
lmatuson@matusuonassociates.co.za
www.matusonassociates.co.za

RESTRUCTURING AND TURNAROUND ADVISORY FIRM OF THE YEAR IN SOUTH AFRICA

MATUSON ASSOCIATES

Matuson & Associates is a firm of senior business and consulting professionals specialising in corporate restructuring services, including turnarounds and performance improvement services. Les Matuson founded the firm after recognising the opportunity to provide advice and hands-on support to organisations facing operational and financial crises.

The firm's advisers are members of the South African Institute of Chartered Accountants (SAICA) and the Turnaround Management Association (TMA).

When asked how Matuson & Associates is distinguished from its market competitors, Mr Matuson noted: "We are execution-orientated and implementation-focused, aimed at delivering measurable results. Our proven expertise and business acumen enable us to anticipate risks, identify business opportunities and manage the competing priorities of stakeholders during challenging times."

Matuson & Associates works primarily for banks, private equity funds and credit insurers, encompassing medium- and large-sized companies. The firm has, in particular, become a renowned adviser within the retail sector. Its guiding principle is to help clients recognise the reality of their situation as quickly and as clearly as possible. To this end, its advisers prefer to get involved in the rescue process sooner rather than later.

Mr Matuson explained: "Denial, by management in particular, is an issue many clients face, and so we will always confront reality for the client, however difficult this might prove."

The firm's multi-disciplinary team also has a high level of experience across automotive, property and mining, as well as extensive practical knowledge of business rescue legislation, having successfully completed a number of high-profile appointments.

Regarding Matuson & Associates' international reach, and its most recent success stories, Mr Matuson concluded by noting: "As the South African partners in the BTG Global Advisory Group, this puts us on the global map by association. We can access global expertise from the BTG family, which is a great advantage. We have a reciprocal cooperation, in that BTG sends people on secondment to us, and we can send people to them.

"Our biggest recent success must be the rescue of *Edcon*. The rescue plan's achievement was manifested by serving and balancing the interests of all stakeholders – most notably in saving almost 10,000 jobs within the *Edcon* business alone, while supporting and protecting the retail value chain's continuity. The practitioners sold *Edgars* and *Jet*, two iconic South African brands, to well-established retail organisations with the leadership and infrastructure capabilities to deliver on their future growth and sustainability.

"The most significant outcome of this deal was that it helped sustain the livelihood of many South Africans – contributing to an ultimately humbling and satisfying cause. While some may have lost value through *Edcon's* financial distress, creditors have received better returns than if the group were placed into liquidation. We were able to focus on the many moving parts (employees, suppliers, landlords), and were fortunate to have a very strong and hard-working *Edcon* management team working with us throughout this process."

IBRAHIM & PARTNERS



Malack El Masry
Partner, Corporate & M&A

Tel: +(971) 2694 8668
malack.elmasry@inp.legal
www.inp.legal

PRIVATE M&A LAWYER OF THE YEAR IN THE UNITED ARAB EMIRATES

IBRAHIM & PARTNERS

IBRAHIM & PARTNERS is a leading, full-service MENA region law firm advising on five jurisdictions, namely United Arab Emirates, Egypt, Algeria, Sudan, Saudi Arabia and Lebanon.

The firm prides itself on its in-depth understanding of cross-border cultural and business practices and on providing a commercial problem-solving approach to its legal services in supporting its clients in the region. IBRAHIM & PARTNERS is fully committed to understanding our clients' businesses and needs.

Our attorneys specialize in advising multinationals, corporations, financial institutions and governmental entities on all legal aspects of investing and doing business in the UAE and the region.

Trained both locally and internationally in both civil and common law systems, our lawyers are fully conversant in English, Arabic and French. We are ideally placed to advise on high-profile, high-value complex matters and routinely handle cross-border and international transactions, projects and disputes in the MENA region.

The Corporate/M&A group can assist with all aspects of corporate transaction, from initial term sheets and due diligence to negotiations, drafting and completion. The team specializes in providing general corporate and M&A advice to a wide range of multinational corporations, private equity firms, fund managers and blue-chip investors in Egypt and the region.

With 20 years of experience, Malack El Masry's experience includes advising on M&A transactions, project finance transactions, including public private partnerships (PPP), equity capital markets, including IPOs and rights issues, and general corporate/commercial matters. She is experienced in drafting joint venture agreements/shareholder agreements, share purchase agreements, merger agreements, finance and loan documentation.

Furthermore, Ms El Masry has extensive experience in due diligence, advising on re-organizations and capital increases. She has advised a range of clients, including Financial Institutions, Government entities and large multinationals, international law firms and local companies.

Prior to joining IBRAHIM & PARTNERS in 2018, Ms El Masry was a senior member of the corporate team in one of the regional leading law firms.

Selected M&A Experience

- A buyside advisor for a public UAE company in its acquisition of a pharmaceutical company.
- Advised Amanat Holding PJSC on the acquisition of a strategic stake in Abu Dhabi University PrJSC, in the UAE in 2018.
- Advised Siraj Power Holding Limited on the acquisition of 100% of a solar energy company in the UAE.
- Advised on the acquisition of Al Safwa Mubasher (currently BH Mubabser), a private joint stock company listed on DFM in 2019 for approximately AED 230 million.
- Advised Amanat Holding PJSC on the acquisition of a strategic stake of approximately 16% in Madaares PrJSC, an educational specialised platform in the UAE in 2016 for approximately AED 139.4 million.
- Advised Genero Capital (exclusive financial advisor based in Dubai representing six selling institutions) on the sale of a majority stake in Abu Dhabi-listed company National Takaful Company (Watania) in September 2014 for USD 31 million.
- Acted for Exceed Industries (part of National Holding Group) on the sale of a 15% stake in National Feed and Flour Production and Marketing Co. LLC to Rimco Investments in June 2014 for USD 41 million with EFG Hermes as sole financial advisor.

CORPORATE LAW FIRM OF THE YEAR IN ANGOLA

MG ADVOGADOS
Tel: +244 936795719
www.mgadvogados.co.ao



Alexandra do Nascimento Gonçalves
Partner
apg@mgadvogados.org



Manuel Gonçalves
Founding Partner
mg@mgadvogados.org



D'jamila Nascimento
Partner
djg@mgadvogados.org

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MG ADVOGADOS
Tel: +244 936795719
www.mgadvogados.co.ao



Alexandra do Nascimento Gonçalves
Partner
apg@mgadvogados.org



Manuel Gonçalves
Founding Partner
mg@mgadvogados.org



D'jamila Nascimento
Partner
djg@mgadvogados.org

CORPORATE LAWYER OF THE YEAR IN BOTSWANA



Desai Law Group.
Rizwan Desai
Founding Partner
Tel: +267 3162727
rizwan@desailawgroup.co.bw
www.desailawgroup.co.bw

INSURANCE LITIGATION LAWYER OF THE YEAR IN ISRAEL



E. Schneorson, Diab & Co.

Adv. Erez Schneorson
Founder & Managing Partner
Tel: +97236336063
erez@srnlaw.com
www.srnlaw.com

EXECUTIVE COACHING EXPERT OF THE YEAR IN THE MIDDLE EAST



2b Limitless LLC

Michael Todd (Mick)
CEO & Founder
Tel: +971 (0)50 153 5213
mick@2blimitless.com
www.2blimitless.com

CONSTRUCTION & REAL ESTATE DISPUTE RESOLUTION EXPERT OF THE YEAR IN THE MIDDLE EAST & NORTH AFRICA



Almarsat Projects Development

Dr. Jamal Chaykhouni, BSCE/MIS/MBA/LLM/PHD
CEO/Founder

Tel: +971-4-5126860
ceo@almarsat.com
www.almarsat.com

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Ken Ahia & Associates

Kenneth Ahia, SAN
Managing Partner

Tel: +234 809 582 1852
ezieken@kenahialaw.com
www.kenahialaw.com

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K-Solutions & Partners

Julien Kavaruganda
Founder & Senior Partner

Tel: +250 727 000 973
julien@ksolutions-law.com
www.ksolutions-law.com

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EKP

Ziad El-Khoury
Managing Partner

Tel: +966 56 993 3337
ziad.elkhoury@ekplegal.com
www.ekplegal.com

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Cox Yeats Attorneys
Richard Hoal
Partner
Tel: +27 031 536 8500
rhoal@coxyeats.co.za
www.coxyeats.co.za

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REAL ESTATE AND CONVEYANCING LAWYER OF THE YEAR IN SOUTH AFRICA



Wintertons Legal Practitioners
Moor Peter Joseph
Senior Partner
Tel: +263 712 207 592
pjmsec@wintertons.co.zw
www.wintertons.co.zw

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Hamdan Al Shamsi Law Firm
Hamdan Al Shamsi
Senior Partner
Tel: +971 4 346 9262
info@alshamsilegal.com
www.alshamsilegal.com

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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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