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Global Law Experts &
Global Advisory Experts

2025



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As a firm, we have been recognised as leading practitioners by The Legal 500 UK, Chambers and Partners UK, Chambers Global Guide and Lexology.

Paul Wordley also achieved the Lexology: Client Choice Award 2025 for Insurance & Reinsurance and Lexology: Global Elite Thought Leader.



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GLOBAL LAW EXPERTS & GLOBAL ADVISORY EXPERTS ANNUAL AWARDS 2025

Welcome to the Global Law Experts (GLE) & Global Advisory Experts (GAE) Annual Awards 2025 publication.

Global Law Experts and Global Advisory Experts are two premier online platforms for connecting businesses, investors and individuals with specialised advisers worldwide. Since 2009, the Annual Awards has recognised excellence, innovation and performance in the legal, advisory and consultancy sectors. This awards programme aims to honour those who stand out in these global industries.

The selection of winners follows a thorough process that starts with the opening of ballot boxes and requests for external nominations from our broad user base. Votes are then combined with supporting evidence gathered by our in-house research team to determine the final winners. Candidates are evaluated based on client testimonials, notable cases, rankings, overall reputation, published works, speaking engagements and the performance of teams and individual lawyers/advisers.

The winners are categorised by region, country and practice area. Many of the selected firms offer a wide range of services and have provided a comprehensive summary, while others have focused specifically on their expertise within their award-winning category, offering insights into their case work and industry perspectives. In addition, our listings include further award recipients at the end of each regional section, showcasing their accolades through business card inclusions featuring their key contact information.

Congratulations to all of this year's winners.



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EUROPE WINNERS

In recent months, Europe's economy has undergone a series of developments that highlight both challenges and opportunities. From external trade tensions to internal fiscal adjustments, these events provide valuable insights into the region's current economic standing and its prospects for the coming 12 months.

Impact of Trade Tariffs

In April 2025, reports emerged that the European Central Bank (ECB) was reassessing its economic forecasts due to more severe-than-expected effects from recent US trade tariffs. Initially, the ECB estimated that a trade war would reduce eurozone growth by 0.5 percentage points. However, new assessments suggest the impact could exceed one percentage point, potentially nullifying the region's modest 1% annual growth projection for 2025. This development underscores the vulnerability of European economies to external trade policies and highlights the need for strategic adjustments to mitigate such risks.

As reported by The Guardian and Reuters, the trade tensions have not only affected growth projections but have also led to increased market volatility. Global stock markets plummeted as fears over a potential worldwide recession intensified following US President Donald Trump's announcement of sweeping tariffs. Markets across Europe and Asia experienced heavy losses, with the FTSE 100 dropping over 4%, Germany's DAX and France's CAC declining more than 4% and Japan's Nikkei falling nearly 9%. Trump denied rumours of a tariff delay, calling them "fake news" and doubling down on his trade policy, threatening a 50% tariff increase on China.

Monetary Policy Adjustments

In response to evolving economic conditions, the ECB has implemented monetary policy adjustments. In September 2024, the ECB cut its benchmark interest rate by 25 basis points, marking the second rate cut that year. This decision was driven by expectations that inflation would continue to decelerate, with forecasts indicating inflation rates of 2.5% in 2024 and 2.2% in 2025, aligning with the ECB's target. However, core inflation, which excludes food and energy prices, remained persistent, prompting the ECB to anticipate a gradual disinflation process supported by easing labour cost pressures and previous monetary tightening measures.

Furthermore, ECB policymaker Olli Rehn indicated that the ECB is likely to cut interest rates at its April meeting due to the materialisation of downside risks since March. He emphasised that weakening economic conditions and heightened uncertainties, particularly stemming from a trade war, have intensified since the last ECB meeting. The anticipated rate cut aims to sustain inflation momentum and mitigate the negative growth impact of global trade tensions.

Fiscal Developments

Fiscal policies have also played a significant role in shaping Europe's economic landscape. According to the ECB's September 2024 projections, the euro area general government budget deficit was expected to decline from 3.6% of GDP in 2023 to 3.3% in 2024, with further reductions anticipated in the following years. This gradual fiscal tightening primarily resulted from the phasing out of energy-related and inflation-related support measures. The ECB emphasised the importance of fully implementing the revised EU economic governance framework to ensure sustained reductions in budget deficits and debt ratios.

Growth Divergences with the US

The economic growth gap between the US and Europe has been a focal point in recent analyses. The IMF's October 2024 World Economic Outlook highlighted stronger-than-expected growth in the US, while the eurozone continued to face persistent challenges. The IMF cautioned that, without significant increases in public investment – particularly in infrastructure and green technologies – Europe risks falling further behind in the global economy. This underscores the need for strategic investments to strengthen Europe's competitiveness and productivity.

Inflation Trends

Inflation dynamics have presented a mixed picture across the eurozone. After fluctuating around 2.5%, headline inflation fell to 1.7% in September 2024, primarily due to a drop in energy inflation caused by lower oil prices and base effects. However, price pressures in other areas stabilised, with services inflation remaining close to 4%, driven by elevated wage growth, and food inflation fluctuating around 2.5%. Core goods inflation stayed near 0.5% as disinflationary trends in the goods markets largely dissipated. Projections indicated that services inflation would remain around 4% until the end of 2024 before gradually decreasing towards 3% over the course of 2025 and 2026 as nominal wage growth slows.

Economic Growth Performance

The third quarter of 2024 saw the eurozone economy picking up speed, with real GDP increasing by 0.4% from the previous quarter, the fastest growth since the third quarter of 2022. By country, quarterly real GDP growth in the third quarter was 0.2% in Germany, 0.4% in France, 0% in Italy and 0.8% in Spain. Spain emerged as a top performer, while Germany's sluggish growth raised concerns, given its role as Europe's economic engine. France's strong growth was likely bolstered by the impact of the Olympic Games during the summer.

Outlook for the Year Ahead

Looking ahead, Europe's economic prospects are influenced by several factors. The IMF's October 2024 Regional Economic Outlook for Europe noted that while the economy is recovering, it is falling short of its full potential. Uncertainty about persistent core inflation, policy directions and geopolitical conflicts dampens the near-term outlook. In the longer term, weak productivity growth, exacerbated by such challenges as fragmentation and climate change, pose risks to growth potential. To navigate this uncertain environment, the IMF advocates for steady macro policies, transitioning to a neutral monetary policy stance, reducing fiscal deficits without hindering recovery and addressing barriers to higher potential growth. Deepening European integration is also seen as a means to strengthen economic resilience against global fragmentation pressures.



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es.law, headquartered in Vienna, Austria, is a distinguished law firm specialising in criminal law, compliance and investigations. Under the leadership of its Founder, Dr Elias Schönborn, the firm offers bespoke legal solutions to a diverse clientele, including corporations, public institutions and individuals across Austria. Its core services encompass criminal defence, preventative consulting and compliance, acting as confidential lawyers for whistleblowing systems, conducting internal investigations, representing clients in private participation and civil proceedings, providing legal opinions, as well as organising lectures and workshops.

Dr Schönborn's legal career is marked by a steadfast commitment to excellence and specialisation. After graduating with honours in Law from the University of Vienna and the London School of Economics & Political Science, he honed his expertise in criminal law, compliance and internal investigations. His professional journey includes significant roles at prominent law firms, culminating in the establishment of es.law. He is an active member of esteemed legal associations, such as the European Criminal Bar Association (ECBA), the Austrian White Collar Crime Association (AWCCA), the Commercial Criminal Law Association e.V. (Wistev) and the Association of Austrian Criminal Defense Lawyers (VÖStV). His contributions to legal literature include co-authoring the first Austrian practical handbook on criminal compliance and the first commentary on the Austrian

Whistleblower Protection Act (HSchG); meanwhile, he is a highly regarded lecturer, regularly imparting his expertise at distinguished professional forums and universities within Austria and internationally.

What sets the firm apart is its proactive and client-centric approach – emphasising early intervention in criminal proceedings and striving to resolve matters discreetly and efficiently, often circumventing the need for public trials. This strategy not only safeguards clients' reputations, but also ensures swift resolutions. Its philosophy melds modern advisory methods with traditional values, ensuring personalised and trustworthy support. Clear and transparent communication is a hallmark of es.law, making tortuous legal matters accessible and understandable. Today, es.law's clientele is truly diverse, encompassing corporations, public institutions and individuals facing criminal law challenges. Clients span various industries, including healthcare, finance and technology, each benefiting from tailored solutions that address their unique circumstances. The firm's commitment to understanding each client's specific needs ensures effective representation and support – and this personalised approach has cultivated long-standing relationships, with clients consistently expressing confidence in the firm's ability to traverse complex legal landscapes on their behalf.

Under Dr Schönborn's leadership, the firm continues to set benchmarks in excellence, offering unparalleled support and representation in navigating the intricacies of the legal system.

M&A LAW FIRM OF THE YEAR IN AUSTRIA



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Hochedlinger Luschin Marenzi Kapsch Rechtsanwälte GmbH (HLMK) is a highly specialised boutique law firm that places the greatest possible emphasis on providing personal and individual support to each client. The primary focus of HLMK is on M&A, real estate and corporate litigation.

With leading professional expertise and strong business acumen, HLMK advises clients specifically on such areas as M&A-inclusive cross-border transactions, restructuring, equity financing, real estate and corporate litigation. HLMK consistently represents the client's interest with passion and dedication in and out of court – for example, when representing injured investors or shareholders at general meetings.

Our work is targeted exclusively on the best interests of our clients. To this end, we strive to approach new challenges

with the greatest possible openness. HLMK is committed to refusing to settle for "off-the-shelf" solutions. Rather, it is our goal and ambition to develop customised and exceptional strategies. We are driven by our ambition to exceed our clients' expectations. After all, we share a common passion: success.

The international experience and network of HLMK's lawyers, as well as the long-standing collaboration of our firm's partners, are fundamental prerequisites for us to provide our clients with rapid, high-quality solutions even for complex legal problems, and to ensure the high levels of efficiency and competence for which we stand.

We can assure you that, as a client of HLMK, you will be personally accompanied and supported by a partner of our firm – from the initial consultation to the final settlement and resolution of your matter.

Dr Wolfgang Luschin

Dr Luschin's legal practice focuses on his specialism, M&A – for which he has further received

an international recommendation from European Legal Experts – corporate law, as well as real estate and property development law. He is the author of numerous publications, and has given a long list of expert lectures. Dr Luschin is also a university lecturer at the Vienna University of Economics & Business, Institute for Entrepreneurship & Innovation.

In 1994, he graduated as Magister Juris from the University of Vienna, and received a doctorate in Law from the University of Vienna with distinction in 1997. He went on to graduate from New York University Law School with a Master of Laws in 2000 – with a focus on Corporate Law and Securities Regulation – and passed the Bar in 2001, becoming a lawyer in Vienna in 2003. Since February 2009, he has fulfilled the roles of lawyer, Managing and Founding Partner of HLMK.

M&A TAX ADVISER OF THE YEAR IN AUSTRIA



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Grant Thornton Austria is a member firm of Grant Thornton International, a leading global network of independent audit and advisory firms with more than 76,000 employees in over 150 markets.

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

As a full-service provider, Grant Thornton Austria's client base typically comprises medium to large – as well as listed – businesses, both domestic and international in scope. Meanwhile, as part of the international Grant Thornton network, Grant Thornton Austria is notably present wherever its clients require assistance, and, to this end, the firm is well connected with the tax authorities,

international organisations and other relevant market players.

The firm's exceptional conversion rate from tax due diligence to structuring sets it apart, and demonstrates a capacity to seamlessly translate insight into effective strategy. Moreover, with extensive experience in tax structuring, as well as restructuring across multiple tax jurisdictions, the team is established as a reliable partner that can navigate challenging tax landscapes expeditiously.

Raphael Holzinger

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

Mr Holzinger noted: "What sets us apart is our commitment to a highly integrated service offering. Combined with various tax considerations, our expertise spans corporate finance, valuation and business restructuring.

This approach ensures our clients receive well-rounded and strategic advice addressing their broader business challenges."

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

"Our versatility in handling tax and non-tax topics is what positions us as a standout contender," he added. "Furthermore, Grant Thornton Austria remains committed to upholding a standard of excellence and prioritising client satisfaction in our service delivery, similarly to previous years. Looking ahead, we will continue to expand our tax practice, both by growing our team and by focusing on key service area development."

M&A LAW FIRM OF THE YEAR IN BELGIUM



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COTTYN lawyers are strongly represented in Europe with offices in Belgium, Poland, Slovakia, the Czech Republic, Austria, Ukraine, Hungary, Romania, the Netherlands and France. With permanent partners in all of these locations and sustainable relationships in other regions, we offer a highly international approach. Not only will you be assisted in these areas, we also regularly collaborate on cross-border projects or files.

COTTYN Belgium was founded in 1978 by a merger of three Flemish sole proprietorships under the name Advokatenkantoor Stevens, Cottyn and Roseleth. In the 1990s, there was an initial name change to Cottyn, Roseleth, Van de Steen and Co. In 2012, the more concise and powerful name, COTTYN NV – with the trade name COTTYN Advocaten – was selected. To this day, COTTYN Belgium is the beating heart of the COTTYN network, where the first contacts were made, and where new ties are forged.

Our team consists of old hands, established values and young talents – an ideal composition for perfect service. Each professional is part of a specific department, where all files within a specific legal discipline are handled. The department in question approaches each case as a team, with the most challenging legal problems forming the subject of weekly cell meetings and internal training courses, wherein experiences and know-how are shared in a sustainable manner and are made the group's own.

Our scale allows us to handle any legal problem or transaction in an appropriate manner, regardless of its size. We benefit from a team that has learnt to deal with both challenging private and professional practice, to the satisfaction of each.

Corporate / M&A

COTTYN assures you of the best possible legal assistance in the field of corporate law and support, so that your company receives every chance. We help clients with the restructuring of their companies, according to their needs, in a decisive and pragmatic way.

This encompasses: choice of legal form; establishment and drafting of articles of association; organisation of good governance; shareholders' agreements; internal regulations of companies; due diligence investigations in restructurings and M&A; temporary or permanent practical assistance in negotiations concerning various business and trade transactions across diverse industrial and commercial sectors; disputes among shareholders; criminal liability of legal entities and directors; auditing annual accounts; capital increases and decreases; issuance of shares, warrants and bonds; dividend payments; associations and foundations; acquisitions, mergers, demergers; financing; contribution/transfer of entire company/business units; conversion, dissolution and liquidation; family succession; joint ventures; as well as assistance to companies in difficulty – including for the commercial investigation service of the Commercial Court, follow-up of liquidations, judicial agreements and bankruptcies.

Marc Cottyn

Graduating in 1978 as a licentiate in law, option economic and financial law, from the Vrije Universiteit Brussel (VUB), Marc Cottyn started at the bar like any other intern. After a turbulent start, it soon became clear that entrepreneurship was in his blood. It did not take long before Mr Cottyn, together with Theo Stevens and Nestor Roseleth, founded a law firm under the name Advokatenkantoor Stevens, Cottyn and Roseleth – the current COTTYN.

In addition to being a Founding Partner and Managing Director of the firm, Mr Cottyn is also a responsible partner of the Civil Law, Tax Law, Public Procurement and Corporate Law departments, owing to his high-level experience and expertise. He also fulfils the role of coordinator of the latter three areas.

He comes highly recommended by The Legal 500 in the Corporate and M&A field. Meanwhile, he is a former member of the council of the Bar Association of Dendermonde, as well as a former Director of the Order of Flemish Bars (information and communication department), and is regularly asked to give seminars, lectures and speeches.

Within the COTTYN Network, Mr Cottyn is the responsible partner for the offices in Belgium – Aalst, Poland – Warsaw, Czech Republic – Prague, Austria – Vienna, Netherlands – Blaricum, as well as France – Paris. He noted: "My career as a lawyer did not go as expected, as my 'patron' was the victim of a serious accident, and as a result I was thrown into the water, so to speak. It was an instructive period from which I mainly remembered that one must surround oneself with good colleagues.

"At the start of my career, large law firms were not really an issue, and it was even impossible to set up a company as a lawyer. As soon as this opportunity arose, we were the first to jump on the ball. We began with three lawyers, expanded to a team of more than 40 national and 75 international personnel, and are still growing.

"Whether it concerns a file or a potential collaboration, I like to make the first contact, follow up and then present the best possible proposal with a specialised and diverse team – a consistently efficient method that we have adopted within the COTTYN Network."

COMMERCIAL LAW FIRM OF THE YEAR IN BULGARIA



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Dr. Miroslava Hristova Law Firm's philosophy is to provide legal advice of the highest quality. We work passionately and place great importance on a high level of professionalism and creativity, as well as maximum efficiency and security. Legal advice, in our opinion, requires much more than just solving the legal problem. It's a vital interest to each client that the law firm can understand the business and the associated decision-making processes. Therefore, we are closely and constantly involved in the business activities of our clients.

Not only are we excellent lawyers, but we are also practically orientated and creatively thinking pragmatists with profound knowledge of the market, which we have been able to acquire thanks to our long-standing experience in rendering legal services to our large international corporate clients. Our legal

advice is based on the business model of each individual client. Their economic goals are always at the forefront of our legal services.

As a boutique law firm, we are particularly proud of being able to support and represent the interests of a number of well-known European and international companies and corporations in their business activities in Bulgaria for many years. Our portfolio includes all services that are also provided by large law firms.

Large companies choose us because our office structure and our hands-on mentality enable us to offer pragmatic, creative and customised solutions quickly and smoothly at a competitive price.

We offer the same range of services as the large international law firms, while at the same time, we have the highly efficient structure of a boutique law firm. We offer our clients flexible, high-quality and personalised legal advice. Short lines of communication are typical for us. Every client can access

our team at any time and count on our expertise and support.

We perceive our work as a personal relationship with our clients. Therefore, we are always available and ready for personal meetings at any time. Every client is valuable to us and should receive the best legal service possible. Long-term cooperation with our clients is of the highest priority for us.

We see ourselves as an integral part of your corporate team. Our clients particularly appreciate the tailor-made creative approach and our ambition in solving even the most complicated cases. All of this, as well as the individual relationship with each of our clients, is what sets us apart from other law firms. We combine our legal expertise and business know-how with the extensive practical experience of each of our team members. This is how we develop and move forward.

COMMERCIAL LAW FIRM OF THE YEAR IN CYPRUS



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ANDREAS M. SOFOCLEOUS & CO LLC
ADVOCATES - LEGAL CONSULTANTS

Andreas M. Sofocleous & Co. LLC is one of the most successful corporate and commercial law firms in Cyprus. Headquartered in Limassol, the firm provides legal services for individuals and companies at a national and multinational level across a wide range of industries, dealing with M&A, cross-border transactions, joint ventures, IP licensing, as well as company formation and management.

Since 1995, our firm has worked successfully in the market of legal and consulting services. The skills and experience of our partners and staff, via the use of modern technology, enable us to deliver high-quality and rapid results for the benefit of our client base – which encompasses multinational corporations, public companies, as well as small and medium-sized enterprises and individuals. Over the years, we have accumulated considerable practical experience of working in demanding environments while facing increased global competition. With today's tough business climate and commercial conditions, we believe

that our energy, creativity and professionalism enable our clients to achieve their goals. We value our clients, partners, employees and business associates, as well as our well-earned reputation.

The services we provide include: incorporation and registration of companies and establishment of trusts in all major jurisdictions; consultancy in conjunction with other advisers for the purpose of international tax planning; consultancy in conjunction with leading banking institutions in relation to accounts and the arrangement of finance; full administration and management of companies, including the provision of registered and administrative offices, secretaries and directors, as well as the performance of all commercial activities, e.g. arrangement of tax matters and communication with authorities and official bodies; nominee, safe custody and escrow facilities; the administration of LLPs and administration related to collective investment schemes; trust company management services for banks and other major financial institutions; cross-border transactions and joint ventures; insolvency; partnership formation and dissolution; as well as IP rights and technology transfers.

Meanwhile, we represent our clients' interests in all courts and arbitration proceedings, whether in Cyprus or abroad, and deal with matters concerning real estate. We further offer our services in any immigration-related case.

Christina Sofocleous

Christina Sofocleous was born in Moscow, Russia, in 1990. She graduated in Law with Honours from the University of Kent and obtained her LL.M. with Merit at University College, London. She subsequently completed the Russian language course at Peoples' Friendship University of Moscow. Mrs Sofocleous was admitted to the Cyprus Bar in 2014. In March 2015, she obtained the advanced Cyprus Securities & Exchange Commission Certification, and is registered in the Public Register of Certified Persons. In July 2020, she successfully passed the Cyprus Securities & Exchange Commission AML examinations.

CRIMINAL LAW FIRM OF THE YEAR IN CYPRUS



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Elias A. Stephanou LLC was founded in 2013 by Elias Stephanou to provide specific legal services focusing mainly on issues related to criminal and disciplinary law. The firm's advisers deliver comprehensive legal support, both during criminal investigation and prosecution, as well as consultation on actions likely to constitute a criminal offence.

Elias A. Stephanou LLC represents individuals and companies in all criminal, regulatory and quasi-criminal cases, in every stage required. The team successfully represents clients as defence, prosecution, interested party to trial, as well as providing advisory services regarding criminal aspects for clients across diverse industries. Moreover, the firm provides a holistic and client-centred perspective, while the team works tirelessly to ensure the best possible outcome in every case.

Our business culture is defined by teamwork and collegiality, as well as high ethical and professional standards. We are continually

looking for alternative and innovative ways to assist our clients. To this end, our core values involve integrity to the institution of justice, respect to others and constant learning. Internally, we put a great deal of effort into ensuring we provide the highest quality advice to our clients in an environment that is professionally and personally rewarding. In everything we do, from servicing clients to our community contribution, we support and encourage fresh approaches to problem-solving and view our creative process as an investment in our client relationships.

Elias Stephanou

Elias Stephanou is the Founding Partner of the firm. He has been involved in criminal cases both as a prosecutor, representing the Attorney General of the Republic (2002–2008), as well as a defence lawyer (2000–2001 and 2008 onwards). Mr Stephanou is regularly involved in the most notable and complex criminal cases, as well as representing the interests of the clients and rendering criminal consultancy to high-profile

companies and individuals. He has been the First Secretary and founding member of Transparency International – Cyprus, as well as being a member of numerous committees. He is a member of the Cyprus Legal Council, the European Criminal Bar Association and the Committee of Experts Government for International Fair Trials.

Mr Stephanou is also a visiting lecturer at the Law School of the University of Cyprus (Evidence Law). His academic experience includes regular lecturing in criminal law and evidence law at the Law School of the University of Nicosia, lecturing in criminal justice at the Open University, as well as appearing as a speaker at the Police Academy regarding criminal law-oriented matters. He is the co-author of two sentencing books and has written many articles on criminal law and justice, constitutional rights of suspects, investigation and proof of evidence.

TAX PLANNING LAW FIRM OF THE YEAR IN CYPRUS



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ANDREAS M. SOFOCLEOUS & CO LLC
ADVOCATES - LEGAL CONSULTANTS

Andreas M. Sofocleous & Co. LLC is one of the most successful corporate and commercial law firms in Cyprus. Headquartered in Limassol, the firm provides legal services for individuals and companies at a national and multinational level across a wide range of industries, dealing with M&A, cross-border transactions, joint ventures, IP licensing, as well as company formation and management.

Since 1995, our firm has worked successfully in the market of legal and consulting services. The skills and experience of our partners and staff, via the use of modern technology, enable us to deliver high-quality and rapid results for the benefit of our client base – which encompasses multinational corporations, public companies, as well as small and medium-sized enterprises and individuals. Over the years, we have accumulated considerable practical experience of working in demanding environments while facing increased global competition. With today's tough business climate and

commercial conditions, we believe that our energy, creativity and professionalism enable our clients to achieve their goals. We value our clients, partners, employees and business associates, as well as our well-earned reputation.

The services we provide include: incorporation and registration of companies and establishment of trusts in all major jurisdictions; consultancy in conjunction with other advisers for the purpose of international tax planning; consultancy in conjunction with leading banking institutions in relation to accounts and the arrangement of finance; full administration and management of companies, including the provision of registered and administrative offices, secretaries and directors, as well as the performance of all commercial activities; in addition to cross-border transactions and joint ventures.

Meanwhile, we represent our clients' interests in all courts and arbitration proceedings, whether in Cyprus or abroad, and deal with matters concerning real estate. We further offer our services in any immigration-related case.

Antigoni Hadjiyianni

Antigoni Hadjiyianni is a Fellow of the Institute of Chartered Accountants of England & Wales (ICAEW), as well as a member of the Institute of Certified Public Accountants of Cyprus (ICPAC). In 2006, she graduated from York University in Toronto, Canada, with a degree in Administrative Studies with specialised honours in accounting. She subsequently worked at KPMG Cyprus, where she qualified as a Chartered Accountant in 2009.

In 2012, Mrs Hadjiyianni joined Andreas M. Sofocleous & Co. LLC as a Tax Manager. She has extensive knowledge of Cypriot tax legislation and more than ten years' experience helping individuals and businesses optimise their tax strategies. She has been involved in several international restructuring projects throughout her career, and has a strong background in accounting, auditing, tax and financial advisory – making her a trusted adviser for clients seeking clarity and confidence in their financial decisions.

FOOD SECTOR ADVISORY EXPERT OF THE YEAR IN DENMARK



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As our food sector practice in Denmark matures, we have been forced to adapt quickly to build an offering that provides much more than patent, trademark and contractual advice.

As experts, we recognise we must provide our clients within the food sector with a complete range of legal support so they can negotiate the current challenges they face. These include a growing demand for health-focused products, the increasing adoption of technology and automation, online convenience shopping, advancements in biotechnology (including fermentation and alternative protein sources), the need for greater supply chain resilience and the continued move towards more sustainable practices.

While the strength in depth of our European leading patent practice allows us to provide the required specialists in biotechnology, packaging and processing technologies,

as well as AI, our IP and trademark lawyers have seen a marked increase in the branding- and regulatory-related work our food and drink clients request. Much of this is intertwined, related to the marketing and presentation of High in Fat, Salt & Sugar (HFSS) Foods and other less healthy food and drink products, the rise of counterfeit foods, disputes involving geographical indications and the need to remain compliant with changing European regulations. The last area has involved us establishing a fearsome reputation with regards to advising on extremely specialist areas, including labelling, greenwashing and health-washing.

As examples, we were approached by a producer of lactic acid bacteria, who wanted to make certain health claims. We guided them through the possibilities from a health-giving perspective, explaining why this was preferential from pursuing pharmaceutical approval, which would have been complex and potentially prohibitive. Meanwhile, the former master blender of a large whisky distiller discovered that Danish oak was a

good material with which to make new barrels for use in the whisky-making process. He found that once the bark had been removed, the wood was left with a unique pink sheen, and so we worked with him to see if we could protect the term "pink oak" so he could take it to the world's whisky producers.

Looking forward, we aim to become even more entwined in the growth of our clients' businesses by ensuring our legal capabilities continue to grow in line with their very particular needs. This will rely on us staying completely up to date with how the industry itself is developing, an understanding we build by actively participating in the industry rather than just waiting for it to ask for help. It looks highly likely that in the very near future, this will almost certainly see us building on our market-leading position in foodtech by expanding into aquaculture.

CRIMINAL LAW FIRM OF THE YEAR IN ENGLAND



PCD Solicitors
Marcus Johnstone

Solicitor & Managing Director
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North West-based PCD Solicitors was founded in 2020 by experienced criminal defence solicitor Marcus Johnstone, and remains the only solicitors firm in England and Wales to specialise in defending false allegations of sexual crimes. Since then, it has grown as significant competition to larger and established general criminal law firms, with an outstanding portfolio of results, including the acquittal of all clients charged with rape last year. With an ongoing recruitment drive and regular appearances in national press and media, Mr Johnstone says the firm's existing successes are "just the beginning".

"The sustained rise in the number of sexual offences recorded by the police remains an incredible challenge for the justice system," he noted. "The prisons are full, and the police are overstretched, but we are still seeing a consistent increase in client enquiries week-on-week. The creation of new offences, an explosion in

digital-based crimes, as well as public and political pressure for the police and prosecution service to achieve arrests and convictions, means there is a huge and growing demand for specialised, nationwide defence. There's no question that general and legal aid firms are right for some people, but when individuals are facing an allegation as serious as a sexual offence, what they are increasingly looking for is the esoteric advice and aggressive advocacy of a specialist solicitor." This "aggressive advocacy" includes the firm's approach to pre-charge engagement, which Mr Johnstone describes as a "huge component" of defending a sexual offences case. During this process, the firm will engage closely with the police and the Crown Prosecution Service to identify spurious claims and prevent bad cases from going to court.

"When we are instructed on a case, we invest time and resources in understanding the real nuances: the nature of the complaint, the background of the complainant, the standard

of the evidence, the quality of the investigation and the needs of our client," he added. To accommodate such a robust approach, PCD has built a broad network that includes forensic specialists, private investigators and barristers from some of the country's leading chambers. Recent cases include a complex investigation into a high-profile client in London, which was discontinued by police; the prosecution of a university student for alleged rape, who was subsequently acquitted; and a surgeon accused of online sexual solicitation, who was not charged. "I am incredibly proud of the firm and the work we do," Mr Johnstone said. "Fair justice relies on a strong defence. Ensuring that the falsely accused are defended and the prosecution is robustly challenged is what makes our system fairer – and we are relentless in ensuring that each of our clients receives the very best."

FINANCIAL MANAGEMENT SERVICES ADVISORY FIRM OF THE YEAR IN ENGLAND



John Harrison and Company
John Harrison

Principal
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John Harrison and Company provide a financial management service designed to ensure a fully outsourced finance department to owner-managed businesses at an affordable price. Their sole commercial purpose is to increase the wealth of those whom they are privileged to serve. Using their skill with numbers, and the ideas of some of the world's leading business thinkers and achievers, they've developed a series of processes, systems and tools to help businesses become much, much more successful.

For example, they create a five-year financial performance plan to analyse key ratios, which are shown graphically to clients and benchmark the results with similar-sized companies in the same trade. The figures are also projected forward on the assumption that key performance ratios continue to move at the same rate. Working with the business owner, a five-year strategic plan is formed and then

a budget is created for the next 12 months, which produces a cash flow forecast and monthly budgets for comparison with actual results. This enables speedy correction if the company is not performing financially as it should do. As the year progresses, profit forecasts are created, which allow effective tax planning and profit extraction to take place.

John Harrison and Company's financial management service is one of the most complete options available. It provides bookkeeping and payroll, monthly financial reports and quarterly management accounts. It is designed to provide a full outsourced finance department to owner-managed businesses. This is a "back office" finance department headed by a Chartered Accountant for owner-managed businesses of all sizes.

They have also devised a tax mitigation service to ensure that their clients are paying the right amount of tax. With complex tax processes, many businesses pay more than they are legally required to.

Their "Better Business, Better Life" development programme is designed to take business owners through a full management control plan, from goal setting through to strategic planning, business modelling, customer service standards and operational efficiency. They promise the utmost level of service for their clients, and back it up with their "on time, or it is free" guarantee. Through this pledge, they will pay any penalties and surcharges that might arise if they failed to meet a filing deadline, as well as waive their fee for that work.

John Harrison and Company are also committed to many charitable causes and have adopted the "Buy1Give1" initiative. Choosing linked charities, they donate to schemes when certain business targets have been reached. Not only does this benefit those in need around the world, but it also creates a high standard of social awareness that is upheld throughout their business.

MEDIATION LAW EXPERT OF THE YEAR IN ENGLAND



Independent Mediators Limited
Michel Kallipetis KC, FCI Arb

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Michel Kallipetis KC is among the UK's most sought-after mediators. He is regarded as an authority in mediation and commercial and civil litigation. With an apparently effortless blend of charm and authority, his style is versatile and effective.

Mr Kallipetis 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 and pension rights; solicitors' and valuers' negligence claims; medical negligence and personal injuries claims; as well as construction, engineering and commercial disputes with claims over 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 the mediations

have been multi-party disputes, and others have involved international companies and the laws of other countries. He further offers the option to mediate through video link – for example, during the COVID-19 pandemic – and has mediated for the ICC and the AAA.

He initiated and was the first Chairman of the Bar Council ADR Committee, holding the position for nine years until retiring from the role in 2008. He was a member of the working party that drafted the EU Code of Practice for Mediators, and gave expert opinion to JURI, the legal service committee of the European Parliament, prior to its adopting the European ADR Directive. He was counsel for the ADR Group in Halsey v Milton Keynes, as well as in Brown v Rice and Patel.

In May 2017, Mr Kallipetis was awarded "Lawyer of the Year" in the Mediation category at the fourth annual Who's Who Legal awards, and is one of its Thought Leaders.

He is the former Head of Littleton Chambers,

and has 40 years' experience as a practising barrister in the fields of general commercial, professional negligence and employment work. He is recognised in the legal directories as an expert in mediation, commercial litigation and professional negligence. Moreover, Mr Kallipetis is an Accredited Mediator with CEDR and ADR Chambers, having been appointed to the Hong Kong HKIAC Accredited Mediator Panel and as one of the first CI Arb Mediation Fellows in 2008. In 2009, he was made a Distinguished Fellow of the International Academy of Mediators, and was its Vice President. He was the IAM's delegate to UNCITRAL WGII, which drafted the Singapore Convention.

In 2012, Mr Kallipetis was invited to become a member of the Singapore International Mediation Centre's Panel of Mediators, as well as fulfilling the role of Chartered Arbitrator. Last, but not least, he is fluent in German, and has a working knowledge of French.

PRIVATE FUNDS LAW FIRM OF THE YEAR IN ENGLAND



Simmons & Simmons LLP
David Williams

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Simmons & Simmons' Asset Management & Investment Funds practice is a core part of the firm's business. Our expertise is helping shape and drive the asset management sector, as our teams around the world are an integral part of this evolving industry.

Private funds are a key focus for our market-leading funds practice. We have an in-depth understanding of the sector, and our expertise complements and enhances our broader offering across transactional M&A, capital markets and other relevant areas. We work with both institutional and independent fund managers, assisting in the establishment of private funds, including large, established managers, new teams, platform providers and boutiques. Our services cover fund structuring, formation, financial services regulation, remuneration arrangements and operational matters.

Our relationship with investors complements our work for managers. We advise some of the world's largest investors on international investment activities, including private fund structures, managed accounts and fund

replication programmes. We address legal, tax and regulatory issues affecting private fund sponsors and investors, ensuring clients navigate the financial landscape confidently. Our familiarity with various private fund investment arrangements, from traditional blind-pool multi-investor funds to single asset or quasi-JV structures, supports this.

Our dedicated team of funds lawyers across our global network has both scale and depth, providing pragmatic and commercially focused advice on an international basis. The core team is supported by our tax and financial services regulatory practices, and we work closely with our downstream transactional teams. This strength in each of our specialist areas allows us to bring together an efficient, effective and collegiate team for each matter.

What sets Simmons & Simmons apart is our client-centric approach and commitment to innovation. We provide a high-quality, specialist service, always tailored to the specific circumstances and objectives of each client. Our first step in any new engagement is to listen – and we keep on listening as each project

proceeds. This approach, coupled with the application of our depth of experience, allows us to provide our clients with cost-effective and innovative solutions.

The private funds sector is fraught with complexities, including regulatory challenges, market volatility and evolving investor expectations. Our award-winning practice is adept at navigating these issues, offering strategic advice and practical solutions to mitigate risks and capitalise on opportunities. Over the past year, we have achieved significant successes, advising on high-profile fund formations and transactions, which have enhanced our reputation and reinforced our clients' trust.

The past 12 months have presented challenges, including considerable global economic uncertainties and geopolitical tensions. We have stayed at the forefront of these changes, ensuring we support our clients in navigating the complexities of the market.



Clyde & Co's healthcare team is a recognised market leader, delivering expert legal services across the UK. With decades of experience in both the public and private sectors, the firm is a trusted adviser on governance, regulatory matters, claims and litigation. Its strong reputation within the insurance industry enhances its ability to help clients successfully navigate risks and manage complex legal challenges effectively.

The firm offers a first-class, full-service proposition to healthcare clients across the UK, operating from nine key offices in London, Guildford, Southampton, Belfast, Birmingham, Manchester, Bristol, Glasgow and Edinburgh. Its international presence, spanning South Africa, the Middle East, the US, Canada, France, the Far East and Australia, offers a global perspective on healthcare legal issues. It acts as trusted advisers to a diverse client base, including NHS Resolution, insurers, medical defence organisations, clinics, care homes and private healthcare providers. Its expertise extends beyond negligence claims to handling fatal accident inquiries, inquests, disciplinary matters, regulatory investigations and criminal proceedings. The firm also collaborates with specialists in real estate, employment, data protection and IP/IT, ensuring seamless and integrated legal services across all areas of healthcare law.

Clyde & Co is consistently recognised for its industry expertise and the exceptional quality of its legal services,

evidenced by the firm's regular instruction on complex matters and involvement in high-profile, precedent-setting cases. The 2022 integration of BLM further strengthened its healthcare capabilities, enhancing its client relationships and expanding its reach in the healthcare insurance market. Continued investment in top-tier talent, including the 2024 expansion of its Southampton practice, reflects the firm's commitment to growth and innovation.

Why Clyde & Co?

- The firm has a strong track record of achieving outstanding results across a broad spectrum of healthcare matters.
- Its advocates specialise in all areas of healthcare, from ophthalmic and dental negligence to cosmetic surgery and prison healthcare.
- As a panel member for leading healthcare insurers, the firm is a key player in handling high-value, complex claims.
- Clyde & Co's lawyers provide expert analysis on legislative changes, shaping discussions on key healthcare legal developments.
- With a strong UK presence and growing global footprint, the firm delivers seamless support wherever clients need it.

From high-profile litigation to strategic regulatory advice, Clyde & Co remains a trusted legal partner to the healthcare sector. Its commitment to excellence, strategic growth and deep industry insight has earned it recognition as Healthcare Law Firm of the Year (UK) and Medical Malpractice Law Firm of the Year (England).



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SECURITY SERVICES ADVISORY FIRM OF THE YEAR IN ENGLAND



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SIDOS ensures a comprehensive and holistic approach to security. Whether it concerns national infrastructure, an education establishment, a corporate organisation or an individual, the team will respond with the same degree of attention, providing considered and appropriate recommendations.

With more companies, sports venues and public space management receiving advice and recommendations related to security, SIDOS offers a review service that provides a pragmatic and proportionate opinion of the physical security measures proposed by services or consultancies concerning threat vulnerability and risk perspectives. To accomplish this, all key staff members have received training at the UK Home Office Centre of Excellence, equipping them with tried-and-tested methodologies and a highly skilled approach.

Incidents of terrorism are, thankfully, rare. Unfortunately, however, criminal and antisocial behaviours are perpetuated frequently. In such cases, SIDOS provides

an independent physical security review of the environment and measures in place where the incident occurred. The depth and breadth of the firm's assignments have been extensive, ranging from subtle crime prevention advice within housing developments, to critical infrastructure facilities requiring specialist counter-terrorism measures.

Having also engaged in many hostile vehicle mitigation projects – including St Pancras, Kings Cross, Manchester Piccadilly, Birmingham New Street and Edinburgh railway stations – SIDOS has proved highly competent in this field of activity. Furthermore, the team has conducted comprehensive vehicle assessments on such complex sites as Alexandra Palace, Meadow Hall Shopping Centre, the City of London, as well as Cardiff centre and its bay area.

Meanwhile, Chris Stevens, SIDOS's Technical Security Director, is acknowledged as an expert in his field, having trained with the Royal Engineers on hostile and defensive search methodologies. During the course of his career, he has attended terrorist incidents and has engaged in R&D concerning specialist fields – interacting with suppliers to develop

point-fixed glazing and patent glazing systems for blast resistance, while promoting and supporting the use of innovative products that enable heightened security alongside architectural vision.

Today, Mr Stevens consults primarily on the security aspects of critical national infrastructure for the UK transport industry – focusing on rail, airports and other transport hubs – but has further advised on hotels, large-scale residential developments, prominent landmarks (such as the Shard), as well as the London Crossrail initiative, where he is currently engaged as sole Project Technical Security Adviser.

Last, but not least, he fulfilled the role of exclusive adviser in the early design stage of the Sydney Metro project, sat on European Council-funded security-related projects, presented at (or chaired) prominent counter-terror and transport conferences – as well as authoring international and government publications on such topics as railway station design and enhanced security.

CIVIL LAW FIRM OF THE YEAR IN FRANCE



CASEY Avocats
Jérôme Casey

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The CASEY law firm in Paris specialises in civil law, with its primary focus on family law, which is a broad appellation that covers civil partnerships, filiation, prenups, divorce, estate planning, family companies and guardianship, among other areas.

The firm is niche in scope, dealing with a wide array of high-net-worth individuals and wealthy families, and is particularly active in litigation and counselling – helping families living abroad in the running of their French properties and assessing any legal issues that may arise. These range from tax or real estate matters to conveyancing, as well as rendering assistance to foreign law companies and courts in an international setting regarding the specificities of French law.

Jérôme W Casey, Founding Partner, was a professor of civil law for 28 years at the

University of Bordeaux, and joined the Bar in 2003. He is bilingual and the author of the French code of divorce and winding up of assets (Daloz, 2025, 5th edition), as well as the author of numerous legal articles with legal publishers (Daloz, Wolters Kluwers, Lexis-Nexis and Lexbase) in divorce, matrimonial and estate law. He was the Chair of the Family Chapter of the Council of Bars & Law Societies (CCBE) in Brussels in 2014–2015.

Mr Casey noted: "Our firm is a special blend of university expertise and hard-earned litigation experience. We know how to deal with tough cases, whether technically or procedure-wise. Very often, the difference between a good or a bad result is due to small nuances that are better spotted by a university mind, combined with in-court streetwise experience. Hence our choice to remain a small, niche, law firm – as this sort of expertise cannot be delegated."

Mr Casey is regularly consulted privately to provide external opinion on cases or ongoing

litigation. These missions can be carried out for the benefit of individuals or legal professionals, but also foreign lawyers seeking opinion on the state of family law affecting a procedure in their country of origin.

He added: "Complex estate litigation has been a major feature of the past year. We have solved several court cases involving first-growth vineyards, or IT companies, avoiding years of litigation. We also cleared a major Dutch investor in southern France from a lengthy trial. In each of these cases, litigation had started, or was about to start, and what made the difference was having a clear, logical and strong reasoning on the legal issues, but also the will to find a way out. Looking ahead, we aim to retain our expertise on our traditional subjects – and further extend our tax assistance to clients, including discussions with the tax authorities."

INSOLVENCY LAW FIRM OF THE YEAR IN FRANCE



FHBX
Hélène Bourbouloux

Founder, Managing Partner & Court-Appointed Administrator
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Hélène Bourbouloux, Court-Appointed Administrator and Managing Partner, founded FHBX in 2007 – a firm of court-appointed administrators soon to include 12 partners and more than 120 staff in 17 offices across France, handling restructuring cases in both out-of-court and in-court proceedings. Covering all business sectors throughout France – from micro-businesses and startups to family-owned, financial or institutional groups, sometimes listed on the stock exchange, with single or multiple sites – FHBX has developed recognised expertise in the most complex cases, particularly financial. The firm also has more than 10,000 mandates in all sectors throughout France.

Hélène is a graduate of HEC business school and holds a law degree from the Panthéon-Sorbonne. She has been dubbed "the Madonna of bankruptcies" (Le Monde, 2013), named business personality of the year

(Décideurs Corporate Finance 2024) and crowned the world's best insolvency administrator in 2024 (Global Restructuring Review). With more than 20 years' experience, she has overseen more than 2,000 mandates, representing €100 billion of restructured debt over the last 15 years, and has developed extensive expertise in the financial restructuring of groups with a local, national or international scope.

Within FHBX, Hélène and her partners have set up specialist teams for each aspect of the cases, guided by FHBX's fundamental values – dedication, ethics and benevolence – as well as its working methods – responsiveness, precision and communication. At the same time, Hélène regularly teaches at university, where in 2008 she founded an innovative and practical workshop designed to immerse law students in real-life business distress scenarios, which she ran for 10 years. She is also deeply involved in developments in the law and financing of distressed companies, and is regularly consulted by government departments (Ministry of the Economy & Finance and Ministry of Justice).

Accolades

- Chevalier de l'Ordre National du Mérite (2015, distinction presented by the French President);
 - Chevalier de la Légion d'Honneur (Prime Minister's January 2020 list – Janvier 2020, distinction presented by the French President);
 - Winner of the Trajectoire d'HEC au Féminin award (2014);
 - Woman of Economic Influence Prize (2015) awarded by the Génération Femme d'Influence association;
 - HEC Prize of the Year 2020;
 - Insolvency Practitioner of the Year, awarded by Global Restructuring Review, in November 2024.
- ### Memberships
- International Insolvency Institute (III);
 - American Bankruptcy College;
 - INSOL, ARE, IFPPC;
 - Administrator of DROIT ET COMMERCE, administrator of the AFFIC;
 - Founding member of Women in Restructuring (WIR);
 - President of HEC We&men, HEC Alumni committee member.

INTERNATIONAL BUSINESS LAWYER OF THE YEAR IN FRANCE



Liliana Bakayoko International Business Law Firm
Liliana Bakayoko

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Liliana Bakayoko is an internationally celebrated lawyer with more than 20 years' expertise in international business law and digital law. She has built a career focused on transforming legal frameworks into strategic tools for business growth. As the founder of a highly esteemed international business law firm, she provides tailored legal solutions to clients engaged in economic activities in France and worldwide.

Liliana's exceptional contributions to the legal profession have earned her numerous international awards. She was recently honoured with the Best International Business Law Firm – 2025 prize by the Global 100 Awards and named Business Lawyer of the Year – Global for both 2025 and 2024 by International Elite 100 Global. She has also received the Best International Business Lawyer of the Year 2024 and Empowered Woman of the Year 2025 titles from the International Association of Top Professionals (IAOTP), based in New York. The Corporate

Vision Global Business Awards recognised her firm as the Best International Business Law Firm 2024 – EMEA, while USA Today named her among the Top Outstanding Lawyers to Know About. In addition, Microsoft MSN included her in its Top 10 Leading Lawyers of 2024 and Top 10 Self-Made Entrepreneurs. In recent years, she has been recognised as International Business Lawyer of the Year in France by Advisory Excellence and Leaders in Law.

At the core of Liliana's legal philosophy is her concept of the Positive Perception of the Law, which encourages businesses to view legal frameworks as enablers of innovation rather than obstacles. Her approach shifts the focus from mere compliance to strategic legal empowerment, helping businesses align their objectives with evolving regulations. By embracing this mindset, companies can transform challenges into opportunities and actively shape the legal landscape to support their growth.

Meanwhile, Liliana is at the forefront of digital law, AI and neurorights. She is a vocal advocate for granting legal personhood to autonomous AI systems and

ensuring ethical safeguards for technologies capable of interpreting human thoughts. Her legal insights make her a sought-after adviser for companies navigating the regulatory challenges posed by technological advancements. She plays a key role in connecting businesses with governments, fostering economic growth and supporting legal advancements in emerging industries. She further serves as a consultant in international investment, government relations and business development for a US-based multinational specialising in technology-focused strategic consulting.

Liliana's influence extends far beyond traditional legal practice. Through her thought leadership, legal expertise and unwavering dedication, she continues to drive innovation in the legal profession. Her groundbreaking work in IT law, AI and international business law cements her legacy as a transformative figure in the global legal community.

PRODUCT LIABILITY LAW FIRM OF THE YEAR IN FRANCE



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

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

The team includes eight partners: Dr Florian Endrös, Marguerite de Vaublanc, Myriam Bennaïm, Muriel Mazaud, Céline Lustin-Le Core, Anke Sprengel, Alexandra Berbett and Jessica Da Ponte, who manage the two offices in Paris and Munich. In 2019, the firm opened a third office in Marseille, and in 2020, a fourth in Lyon.

Assistance is rendered in French, German, English, Danish, Portuguese, Hebrew, Turkish, Russian, Spanish, Serbian and Arabic. Moreover, each member of the dynamic,

multilingual team has acquired 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 process, which involves going beyond pure legal thinking – instead combining it with a scientific, technical approach. In this regard, EBA has, over the years, established a significant network of experts across diverse industrial fields.

EBA is further aware that its multinational clients face legal and communication difficulties in their cross-border business, 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 clients are fully informed regarding the progress

of their matter, that they are aware of the potential risks, and to expose them to differing options and strategies. The team's understanding of each client's needs reflects in its ability to tailor its services to each of them.

EBA's main strength resides in its capacity to think outside the box. To this end, the team routinely advises on matters that deal with varying legal systems and requirements, and this helps develop the creativity of each team member when it comes to arriving at an optimal solution. EBA knows that, nowadays, legal services have become more and more automated, and as such, clients face constant and increasing time pressure. However, instead of choosing to rely on standard forms, the team's aim is – while embracing new technological means – to consistently offer a comprehensive yet tailored service, never losing sight of the client's unique goals and needs.

CORPORATE FINANCE ADVISORY FIRM OF THE YEAR IN GERMANY



ARTEMIS Group
Torsten Adam

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The ARTEMIS Group is an international, cross-sector corporate finance and M&A consulting boutique serving startups and mid-sized companies.

Active in the market since 2001, its core services cover M&A, corporate finance and advisory services. With offices in Munich and Singapore, along with a broad strategic partner network, the ARTEMIS Group has a footprint in all key markets.

As a trusted partner, the ARTEMIS Group guides its clients from initial venture capital financing rounds to subsequent expansion financing and classical corporate financing.

Moreover, the firm advises companies on both buy-side and sell-side M&A transactions, leading clients through these complex processes. The ARTEMIS Group also structures and executes buy-and-build concepts in collaboration with renowned family offices and entrepreneurial families.

Long-term client relationships are built on trust, reliability and long-term partnerships. The consistently excellent results achieved by the ARTEMIS Group are made possible by its experienced, highly qualified professionals and its extensive global network across all relevant markets. This enables the firm to deliver the best possible results for its clients.

Through its integrated M&A Transaction Management 4.0, the ARTEMIS Group combines all essential technical components for successful transactions, acting as the central coordinator between companies, external consultants and investors. Within the framework of M&A 4.0, the firm applies its expertise in M&A, offering integrated control tools, project management solutions and more.

Industry Focus

To maximise value in every deal, ARTEMIS Group has established best-practice groups in specific industries, each coordinated by a global lead partner. The firm's focus sectors include:

- Agriculture, Food & Beverages;
- Industrial Engineering & Manufacturing;
- Real Estate & Construction;
- Healthcare.

Our Latest Milestones

Over the past 24 months, ARTEMIS Group has supported international family offices in structuring and executing a buy-and-build craftsman holding – assisting in capital raising and the execution of buy-side transactions. During this period, the foundation was laid for a holding company generating more than €100 million turnover per year.

As part of buy-and-build strategies, comprehensive advisory services were provided for the establishment of an agricultural holding through farm acquisitions and for the consolidation of environmental laboratories. Services included business model development, financing, target evaluation and investor reporting.

Meanwhile, the firm has been actively involved in structuring and financing various buy-and-build holding companies.

ARTEMIS Group has further served as the lead adviser in fundraising efforts for multiple startups, securing funding exceeding €10 million.

Torsten Adam

Torsten Adam, Managing Partner of the ARTEMIS Group, has more than 25 years' experience in M&A, corporate finance and advisory services. His core competencies include M&A transaction management, buy-and-build projects, structured and project finance, as well as advisory services.

In addition to domestic transactions, Mr Adam has overseen various cross-border M&A transactions across Asia, Africa, the Americas and Europe.

As a trusted partner, the ARTEMIS Group guides its clients from initial venture capital financing rounds to subsequent expansion financing and classical corporate financing. Moreover, the firm advises companies on both buy-side and sell-side M&A transactions, leading clients through these complex processes. The ARTEMIS Group also structures and executes buy-and-build concepts in collaboration with renowned family offices and entrepreneurial families.

FAMILY BUSINESS CONSULTANCY FIRM OF THE YEAR IN GERMANY



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WINTERGERST
SOCIETÄT FÜR UNTERNEHMER-BERATUNG

WINTERGERST provides leading management consulting services for small and medium-sized family-owned businesses in challenging situations where an utmost degree of excellence in the fields of corporate finance, M&A, debt advisory and/or restructuring is required. Supporting these specialisms are the firm's additional competences in strategy and controlling.

The partners of WINTERGERST are experienced entrepreneurs with backgrounds in M&A advisory, consulting, auditing in certain verticals – and especially in all kinds of manufacturing, automotive/mobility, business services, technology/SaaS, as well as transport and logistics. The partners are backed by highly motivated and experienced execution team members and external business advisers with expertise in interim management, senior leadership of corporate teams in operations, finance and marketing, as well as a broad network of industry experts who are utilised to ensure clients receive tailor-made solutions. Meanwhile, the firm is a member of the International Corporate Finance Group (ICFG),

a global network of high-profile boutique corporate finance / M&A firms with entrepreneurial backgrounds and a focus to advise with integrated teams on cross-border sell- and buy-side, fundraisings, carve-outs and similar transactions, via 25 partner offices worldwide.

WINTERGERST understands the challenges and potential recourse for entrepreneurs and/or family shareholders in optimising their personal wealth and safeguarding their life's work and succession planning. To this end, the firm's in-depth technical and operational knowledge enables it to deliver comprehensive and unparalleled solutions.

According to Dr Dietmar Nienstedt, Director of M&A, the challenges currently affecting WINTERGERST's practice include rendering adequate advice based on core uncertainties in the global economy. Examples include the war in Ukraine, the change in power in the US and the shift towards deglobalisation, such as the break in trade prompted by the significant introduction of tariffs. However, he explained that these factors actually increase client demand to execute new lines of strategic and

financial thinking. WINTERGERST possesses the requisite experience of being a partner to such companies, their owners and shareholders, enabling its team to devise tailor-made solutions even in difficult and complex scenarios.

Dr Nienstedt noted: "One of our significant recent successes involved securing a successful carve-out in which three operating divisions were sold as part of a dual-track M&A process. This transaction is an ideal example of WINTERGERST's broad range of services – not only achieving international M&A processes in complex market situations, but also providing targeted transaction preparation through the refinement of structures and internal processes. Moreover, we have attracted further senior strategic professionals from corporate and investment banks with 20+ years' experience, which could only be evidence of WINTERGERST's prominent market position, particularly in the south-west – with a pre-eminent footprint shared by none of our peers."

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN GERMANY



**LexDellmeier Intellectual Property
Law Firm**
Alexandra Dellmeier

Founder, Attorney-at-Law & Certified IP
Attorney (Germany)
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LexDellmeier
intellectual property law firm

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

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

Teams, Zoom and Cisco, or onsite at our headquarters in Munich. We also advise on how to set up an IP department, as well as implement necessary IP processes and respective IP software. We offer to review IP portfolios, give strategic advice on how to broaden and strengthen IP rights and point out possible cost savings without losing protection. Through collaboration and sharing of know-how, we train our clients to be successful. Our national and international clients value our remarkable competence, flexibility and creativity, and have complete confidence and faith in us. Meanwhile, our highly qualified staff supports clients and understands their needs and business. Due to the fact that our attorneys have either overseas degrees or work experience, we can cope with diverse requirements and cultural aspects according to the highest international standards.

Passion: We love what we do;
Excellence: Our work reflects our best efforts, never less;

Communication: Quick, clear and effective communication is what we provide;
Integrity: Honesty and trustworthiness is what we stand for;
Teamwork: We believe the best client results are achieved through teamwork;
Creativity: Thinking outside of the box – solving problems with creative, cost-effective solutions;
Diversity: We treat everyone with respect, fairness and courtesy.

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

EU LAW FIRM OF THE YEAR IN HUNGARY



ELTE LAW
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ELTE | LAW

Gábor Hamza is a highly accomplished legal scholar and professor, renowned for his extensive work in legal history, as well as civil, Roman, comparative and constitutional law. His academic career spans several decades, during which he has become one of Hungary's leading legal authorities and a globally recognised expert in his field.

Dr Hamza received his law degree (JD) from Budapest in 1973, and further specialised in comparative law with a diplôme from the Faculté Internationale pour l'Enseignement de Droit Comparé in Amsterdam. He earned his doctorate in Political & Legal Sciences from the Hungarian Academy of Sciences in 1983. In addition to his academic qualifications, he completed the training required to become a Hungarian attorney-at-law in 1972, and is a member of the Budapest Bar.

Currently, Dr Hamza holds multiple prestigious

academic positions. He is a full professor at both the Department of Civil (Roman) Law at Eötvös Loránd University (ELTE) in Budapest and at the Ludovika University of Public Service in Budapest (LUPS). He also serves as the President of the Civil Law & Comparative Law Section of the Academy of European Law. Over the years, he has contributed significantly to legal scholarship with 25 books and more than 1,660 academic works, including articles, reviews and edited volumes on a variety of legal topics, focusing in particular on EU and Roman law, as well as legal history and philosophy.

Dr Hamza has been a visiting professor at many renowned institutions around the world, such as the University of Pavia, the University of Rome, Universidad del Salvador, University of Paris and others across Europe, the Americas and Asia. His teaching engagements are a testament to his widespread impact on legal education.

In addition to his academic accomplishments, Dr Hamza has held various research fellowships,

including at the Freie Universität Berlin, University of Lisbon, Max Planck Institute and the University of Munich.

A dedicated academic and professional, Dr Hamza is a member of several prestigious legal organisations, and has contributed to a high number of academic journals. He is fluent in multiple languages, having lectured globally in English, French, German, Italian, Spanish, Russian and Portuguese. His academic and professional work continues to influence legal scholarship and practice on an international scale.

Last, but not least, Dr Hamza is the recipient of numerous accolades and honours, including Hungary's highest scientific award, the Széchenyi Prize (2018), and the Commander's Cross of the Order of Merit of Hungary (2014). He was also honoured with honorary doctorates from several universities – including Ankara University in Turkey and Danubius University in Romania.

LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN IRELAND



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Principal
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AOC Anne O'Connell
Solicitors

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

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

AOC Solicitors was elevated in ranking by The Legal 500 to a Tier 2 Employment Law Firm in Ireland for 2022–2025. At the 2024 Irish Law Awards, our Principal, Anne O'Connell, was the overall winner of the Sole Principal of the

Year award. The firm was also a finalist in the categories of Law Firm of the Year, Employment Law Firm of the Year, as well as Excellence & Innovation in Client Service. The firm advises a range of employers, including large multinational companies and semi-state companies, as well as startup businesses. In addition, it advises high-level individual employees facing employment disputes, particularly executives and directors. Our client base continues to expand and diversify to include significant new clients across a range of sectors, such as technology, healthcare, transport, finance, fashion, logistics, energy, construction, consultancy, security, hospitality, media and charitable organisations. AOC Solicitors prides itself on keeping its clients abreast of updates, producing a monthly e-newsletter with practical articles on important WRC/Labour Court and Superior Court decisions, as well as any relevant legislative developments.

Over the past two decades, our Principal, Anne O'Connell, has built up a well-earned reputation as a standout leader in the field of employment law in Ireland. She is an active member of the Law Society

Employment Law Committee and the Employment Law Section of the International Bar Association. Anne lectures and tutors for the Law Society, and also speaks extensively at HR and legal conferences. She is a regular contributor to employment issues on radio and in print, as well as other media in Ireland. Anne was delighted to have again received the Lawyer Monthly Women in Law Award for Employment Law in Ireland in 2025. She was also honoured to have been named again as a Leading Individual in Employment Law by The Legal 500 in its 2025 rankings – and to be ranked as an Employment Lawyer by Chambers Europe solely on third-party submissions.

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

WHITE-COLLAR CRIME LAWYER OF THE YEAR IN ITALY



Fornari e Associati
Enrico Di Fiorino

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FORNARI E ASSOCIATI
STUDIO LEGALE

Fornari e Associati, with offices in Milan, Rome and Bari, is a professional law firm specialised in corporate criminal law. The wealth of experience of the founder, developed over the course of 30 years, is complemented by the expertise and qualities of a group of young professionals. The firm's practice areas are all integrated and work in harmony to offer a complete and personalised service.

Over the years, it has established itself as one of the most prestigious law firms in the management of the most important court cases in Italy. In addition to its litigation activities, it also provides consulting services in the area of compliance, which has ensured high-level consulting expertise for foreign operators working in Italy. By combining their knowledge of global and local corporate cultures and criminal risk assessment, the firm offers tailor-made strategic solutions to leading multinationals,

national companies and private individuals, as well as startups and non-profit organisations.

Enrico Di Fiorino, a Partner at the firm since its foundation, has distinguished himself in Italy for his versatility. During his education, he earned a Master's degree with honours in Corporate Criminal Law from LUISS Guido Carli University, and an LL.M. in Corporate & Insolvency Law from Nottingham Trent University. He is a lecturer at numerous universities (Bocconi University, Luiss Guido Carli, La Sapienza and Scuola Superiore Sant'Anna) on topics related to corporate criminal law. He is also a lecturer at the 24ORE Business School, at the Scuola Superiore della Magistratura and at the Union of Criminal Chambers.

Mr Di Fiorino has been involved in numerous criminal proceedings of national and international importance. In recent years – in addition to assisting companies in the oil & gas and energy sector, as well as banks and insurance companies – his name has been in the news for several very delicate extradition proceedings. He has assisted

high-net-worth individuals and managers in cases of extradition to the People's Republic of China, the Russian Federation, Iran and the US, obtaining decisions that represent a benchmark in the sector. Alongside his litigation work, Mr Di Fiorino advises on crime prevention and corporate vicarious liability issues, and co-edited the manuals "The Supervisory Body in the 231 System" and "Internal Investigations". He also conducts internal investigations, often cross-border, working closely with lawyers based in other jurisdictions, and has acted as expert witness in foreign jurisdictions.

Clients say, "Di Fiorino consistently demonstrates a deep understanding of complex issues, providing well-considered solutions." According to industry experts, "Di Fiorino is highly respected and extremely competent. A fixer in the most complicated of cases, he also has the ability to put the client at great ease."

ENERGY & NATURAL RESOURCES LAW FIRM OF THE YEAR IN ROMANIA



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ALMAJ
attorneys-at-law

At Almaj si Asociatii, we walk the talk. We are experienced lawyers who follow a structured approach, designed to deliver results. We are also creative problem-solvers, restlessly seeking the finest sustainable solutions for our partners to achieve their business goals and overcome legal challenges.

The professionals at Almaj si Asociatii have served clients in the energy sector for more than two decades. As such, we possess strong sector awareness and are experienced in regulatory and complex litigation matters. The firm works with major companies, natural resources developers and investment funds, while our clients acting in the energy market keep us attuned to the latest developments and ideas – and help us thoroughly comprehend their business and the industry as a whole.

We understand the legal and business challenges players in the energy industry

face due to constant changes in national regulations, high competition and volatility. Accordingly, we help our clients stay ahead of these changes, and locate the best legal solutions for everyday scenarios – as well as times of crisis.

• **Business Start & Outline:** We act as a one-stop shop and fully support clients entering the Romanian energy market by outlining the main market rules and customs, covering such matters as: acquiring an electricity/natural gas power-trading/supply/generation licence; managing relationships with the regulator (ANRE), the market operator (OPCOM, BRM) and the transmission operator (Transelectrica, Transgaz) and distribution operators. We further help clients set up their contractual products in relation to end customers and business partners, while ensuring our full support during negotiation rounds (EFETs inclusive), supply agreements, PPAs and development agreements.

• **Business Growth & Sustainment:** We provide M&A and FDI assistance, due diligence on real

estate chain ownership – including permitting and authorisation matters of generation, storage units and target companies – as well as providing transfer deeds and their registration with the public authorities.

• **Business Protection & Preserving:** Whether addressing tax measures or adverse regulatory changes and inspections, Almaj si Asociatii advises clients to help them maintain market share, preserve their patrimony, collect unpaid receivables and manage relationships with regulators, as well as other industry bodies, either through amiable means or in court. In addition, we help our clients get their voice heard during public consultations on project regulations, meaning that we protect their interests from the very start, during incipient stages of possibly adverse regulations, while also getting to improve the regulatory environment in the process.

BOUTIQUE TAX PLANNING LAW FIRM OF THE YEAR IN POLAND



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OLEŚ
RYSZ
SARKOWICZ

Oleś Rysz Sarkowicz (ORS) advises clients on succession planning and intergenerational transfer, family foundations, relationships with asset managers, optimisation of financial flows, as well as corporate relations between family-owned businesses. The practice primarily focuses on tax planning for HNW and UHNW clients, who are often the ultimate beneficiaries of large capital groups built over decades.

Founding Partner Wieslaw Oleś has supported Polish entrepreneurs in succession planning projects since the mid-1990s, and has been instrumental in building the family businesses of the wealthiest Polish entrepreneurs on the "Forbes" list, also attending to their intergenerational transfer. He assists entities operating on the domestic and foreign markets – including Luxembourg, Portugal, Malta, Cyprus and the Netherlands – and comes recommended by the Rzeczpospolita newspaper ranking in the Private Clients Advisory category.

Mr Oleś noted: "We stand out as a highly specialised, boutique firm with more than 30 years' experience and strong brand recognition. Our approach is defined by comprehensive, holistic solutions that meticulously consider the intricate interplay of tax, business and inheritance laws. Each year, we advise on high-value, cross-border transactions, and have built a trusted network of partners, allowing us to ensure the most up-to-date insight and expertise."

ORS is also a specialist in innovation, having leveraged a completely new concept that was introduced into Polish law in 2023. The firm advised on the formation of the very first private family foundation, which was registered as No 1 in the Foundations Register and offers unparalleled flexibility in managing wealth across generations.

Mr Oleś added: "A recent example that illustrates our offering is the case of the Filipiak Family, following the passing of Professor Janusz Filipiak in December 2023. The family had begun the complex process of dividing the inheritance, which was a prerequisite for establishing a strategic partnership with CVC Capital

Partners. As legal advisers to the Filipiak family, ORS played a crucial role that involved not only the division of assets, but also ensuring that the inheritance was structured in a tax-efficient manner considering that the case involved the jurisdictions of Poland, Switzerland and the US. Advising UHNW clients, we face highly individualised business histories that have undergone restructuring processes to adapt to the rapidly changing legal environment. Clients and their advisers could not anticipate how decisions regarding changes in business structures would affect their tax obligations, and only in the past year has the volatility decreased enough for us to begin better organising structures that were created in response to unexpected changes. ORS and its clients now face a year of intensive work to implement tailored solutions for each UHNW – which will stabilise their situations and allow for a calmer outlook on the future."

CRIMINAL LAW FIRM OF THE YEAR IN SPAIN



Bufete Choclán
José Antonio Choclán Montalvo

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Choclán
BUFETE

Founded in 2004 by José Antonio Choclán Montalvo, a retired magistrate with a PhD in Law, Bufete Choclán is one of the most prestigious law firms providing legal advice and criminal defence in the areas of socioeconomic, procedural, tax and constitutional protection crimes.

Over the years, the firm has earned a reputation and recognition that places it among the leading corporate and individual criminal defence firms in Spain. Its philosophy, dedication to clients, personalised attention and, of course, its results, have made it a benchmark in the Spanish legal market for the proper resolution of criminal matters and associated liabilities faced by clients. Headquartered in Madrid, it provides comprehensive services throughout Spain and collaborates with law firms abroad. The firm continues to be involved in the most important cases in the country, applying its director's extensive knowledge and

expertise to resolve a wide variety of criminal disputes before the courts, defending both corporate and individual clients.

• **Criminal Law:** Criminal defence of the client may consist of exercising criminal legal actions or, on the other side, defending against them. The client's case is undertaken on every procedural instance before every court, offering extensive experience on appeals to the Supreme Court and petitions for constitutional redress before the Constitutional Court. Our practice ordinarily coincides with criminal matters that fall under the jurisdiction of the Special Anti-Corruption Prosecutor's Office and the Specialized Economic Crimes Division. • **Corporate Defence & Compliance:** The criminal defence of a legal entity and its directors is a fundamental concern in the new conception of criminal law. The assessment of criminal risks, analysis of financial operations and the issuance of opinions on the prevention of criminal actions are indispensable tasks for the adequate management of a company.

• **International Procedural Law:** Bufete Choclán has extensive experience in extradition proceedings, European Arrest Warrants (EAWs) and in the transfer of criminal proceedings among jurisdictions, derived from the managing partner's background as a Judge of the Criminal Chamber of the Spanish National High Court. • **Reports, Legal Opinions & Memorandums:** The managing partner has significant professional experience in the preparation of reports and the issuance of legal opinions resulting from having held the position of Director of Studies & Reports of the General Council of the Judiciary. • **Tax Law:** The firm has renowned prestige on the resolution of the most serious and complex tax law cases and investigations involving natural persons and all forms of corporations.

SPORTS LAW FIRM OF THE YEAR IN SPAIN



Muñoz & Arias Sports Lawyers Daniel Muñoz

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Muñoz & Arias is an international law firm exclusively dedicated to sports law. Founded by Daniel Muñoz, a legal practitioner with a strong vocation for both law and sport, the firm was established with the objective of delivering highly specialised and forward-thinking legal counsel to a sector undergoing significant global growth and transformation.

Through a steadfast commitment to excellence, technical precision and professional integrity, Muñoz & Arias has positioned itself among the foremost international firms operating within the field of sports law. Its team of professionals is recognised for their rigour, reliability and proven capacity to operate effectively in high-performance, multinational environments. Headquartered in Valencia, Spain, the firm maintains an active international footprint with operational presence in Spain, Mexico and Saudi Arabia. This global structure

enables the firm to offer cross-border legal services with a deep understanding of local regulatory frameworks, ensuring a comprehensive and strategic approach to every matter.

Muñoz & Arias offers its clients continuous legal oversight and advisory support, grounded in meticulous preparation, advanced technical knowledge and extensive experience across all areas of sports law. The firm is distinguished by its ability to provide tailored legal solutions that reflect the specific needs of each client.

A core value of Muñoz & Arias is its unwavering ethical commitment, based on deontological principles and strict adherence to professional standards. This ethical framework underpins every aspect of the firm's practice, ensuring a service model based on trust, transparency and long-term client relationships.

The firm advises a diverse international clientele, including professional athletes, sports clubs, federations, intermediaries and other entities

operating within the sports ecosystem. Its portfolio includes clients engaged in top-tier competitions, such as La Liga, the English Premier League, the Qatar Stars League, the Chinese Super League, the UAE Pro League, as well as the Arabian Gulf League and the Saudi Professional League, among others. This global reach and sector focus constitute one of the firm's most valuable assets.

In recognition of the increasingly global and dynamic nature of the sports industry, Muñoz & Arias has developed a network of strategic alliances with leading national and international law firms and specialised agencies. These collaborations enhance the firm's ability to deliver seamless and high-calibre legal services across jurisdictions. Through this strategic vision and exclusive dedication to the sports sector, Muñoz & Arias provides clients with the clarity, adaptability and legal certainty required to navigate the complexities of professional sport at the highest level.

COMPANY LAW FIRM OF THE YEAR IN SWITZERLAND



Prager Dreifuss AG Verena Morscher, LL.M.

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PRAGER DREIFUSS ATTORNEYS AT LAW

We are Prager Dreifuss – a renowned Swiss law firm with an international practice. We apply in-depth expertise, efficiency and creativity to our work for our clients, producing tailor-made solutions of the highest quality.

Our 45 lawyers are experts in their fields. We focus not only on legal issues, but also on monitoring business risks. Our efficient, interdisciplinary organisation guarantees flexibility, speed and impact. Our advice is competent, tailored and solution-orientated, as we set our sights on one single goal: our clients' success and satisfaction.

We advise both national and international companies, entrepreneurs and private individuals; meanwhile, we possess wide-ranging experience in all areas of business law. Our lawyers engage in continuous professional development, and have high-level prior experience working abroad, meaning they have the necessary insight to identify tailor-made,

sustainable solutions for the trickiest cases. You can communicate with us in English, German, French, Italian and Rhaeto-Romanic – or if you prefer, in Mandarin, Spanish, Portuguese, Swedish or Afrikaans. We will advise you on all concerns and issues, protecting your interests in legal actions and representing you in court when necessary.

It is important to us to see ourselves not only as your lawyers, but above all, as your sparring partners. This means that you can enjoy the benefit of our expertise right from the start. Naturally, you know your individual business model best. However, we will of course be in constant dialogue with you – because this way, we can take your actual input and needs on board, and can support and advise you at all times, in all matters and in all situations as effectively as possible. We know from experience when we have to ask the right questions to protect you from legal pitfalls.

Moreover, it should be noted that a company's employees are its most crucial resource. Employers can also ensure that they remain motivated and

productive with the legal framework of the employment relationship. Accordingly, we advise all stakeholders in personnel issues, obtain official permits and assist with regulatory matters. With our many years' experience, we are comprehensively equipped to offer tailor-made solutions in the HR field, as well as during corporate restructurings. We advise our clients in the establishment of appropriate compensation structures that make them attractive employers.

Verena Morscher, LL.M.
Verena Morscher, LL.M., advises Swiss and foreign companies on all corporate and commercial matters, especially regarding issues of corporate law and corporate governance. She frequently supports and represents private individuals and legal entities in various areas of contract law. In addition to her legal work, Verena fulfils the roles of Hiring Partner and Head of Human Resources & Marketing at Prager Dreifuss.

BLOCKCHAIN & CRYPTOCURRENCY LAW EXPERT OF THE YEAR IN SWITZERLAND



Zürcher Rechtsanwälte AG Sebastian Hepp

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Sebastian Hepp, Attorney-at-Law at Zürcher Rechtsanwälte AG, advises and supports startups and established companies in implementing their innovative business models in the blockchain, technology and financial sector. He guides his clients from the initial conceptualisation and structuring through to their operational business, with a focus on the realisation of their vision and regulatory compliance.

Legal Expertise for Blockchain Startups & Companies

Mr Hepp has gained several years' experience at leading Swiss business law firms, with a primary focus on blockchain/DLT and financial market regulation. He has advised numerous global blockchain projects on establishing their businesses and launching their crypto ventures in Switzerland. Clients value Mr Hepp for his ability to bridge legal, technical and strategic perspectives – a key strength when navigating the complexities of blockchain-based innovation. He is dedicated to enabling innovation through law, supporting

clients in transforming disruptive ideas into compliant and scalable businesses for the Web3 era.

Legal Services for Blockchain Startups & Companies
Mr Hepp's legal practice focuses on the structuring and regulatory assessment of blockchain-based business models. His areas of expertise include:

- Legal classification of tokens;
- Structuring and documentation of token offerings (TGE, ICO, STO), including drafting of relevant agreements (SAFT, Early Contribution Agreements, Token Purchase Agreements);
- Regulatory assessment and structuring of decentralised applications (dApps) and DeFi platforms;
- Legal structuring of DAOs and incorporation of legal entities to protect token holders;
- Tokenisation of Real-World Assets (e.g. tokenised shares, real estate and other assets);
- Compliance with AML and KYC obligations in blockchain-related business models.

Track Record Across Industries & Technologies
Before joining Zürcher Rechtsanwälte AG, Mr Hepp gained experience at several leading Swiss business

law firms. He is admitted as both an attorney and notary public in the Canton of Zug – Switzerland's renowned "Crypto Valley". His legal expertise is particularly valued in interdisciplinary settings, where legal innovation must keep pace with technological progress – from structuring tokenised issuances to developing regulatory-compliant DeFi infrastructures. His extensive practical experience in advising blockchain companies, combined with ongoing doctoral research at the University of Zurich on blockchain technology and financial market law, enhances his ability to anticipate regulatory developments and translate them into practical, forward-looking strategies for his clients.

Zürcher Rechtsanwälte AG

Zürcher Rechtsanwälte AG is a Zurich-based commercial law firm with a strong focus on digital innovation. With its boutique approach, the firm delivers practical, business-orientated and legally sound solutions to entrepreneurs, investors and financial institutions.

INHERITANCE LAW EXPERT OF THE YEAR IN SWITZERLAND



Erismann Legal Erik Erismann

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

As a qualified Trust & Estate Practitioner (TEP), his activities focus on advising, assisting and litigating for individual families in matters related to cross-border estate planning, taxes, succession, as well as trusts. He further advises HNWLs and entrepreneurs on marriage contracts and shareholders' agreements. In addition to this, he assists international clients in matters of domiciliation under the lump-sum taxation regime ("fortfait fiscal") and advises them on all their cross-border issues, such as application for residence permits, real estate acquisition, art collection transfer and admission into Swiss boarding schools. With a Brazilian mother and a Swiss father himself, Mr Erismann has made it a priority to actively advise Brazilian nationals when they settle in Switzerland. Today, his practice also focuses on corporate and transactional matters for corporations, with an especially strong focus on real estate transactions.

As a certified member of the Swiss M&A Experts Chambers, he is active in domestic and cross-border commercial transactions, including M&A and transmission of family businesses. He is also a Certified Information Privacy Professional (CIPP/E), a role that means he advises entrepreneurs on the negotiation of agreements in matters of IP and technology transfer. Previously, he served as in-house counsel in a renowned Swiss private bank, before practising business law for several years in two major Swiss law firms in Geneva and Zurich.

Expertise

- Wealth and estate planning (structuring of private wealth and business assets, including transmission of family businesses);
- Assisting in the administration of trust and estates (including acceptance of Protectorship mandate);
- Assisting in the establishment of family office;
- Immigration (residence permit application, tax-ruling negotiations);
- Inheritance disputes (including international assets worldwide);
- Family law (in particular negotiation of marital property agreement);

- Real estate law (advice of individuals in the acquisition/sale and financing of real estate);
- Art law (legal advice and support to collectors and galleries on art-related matters, in particular acquisition/sale structuring of art collections).

Professional Affiliations

- Swiss Bar Association (SAV/FSA/S-BA)
- Bar Association of the Canton of Valais (OAVS)
- Geneva Business Law Association (AGDA)
- The Society of Trust & Estate Practitioners (STEP)
- International Association of Privacy Professionals (IAPP)
- Swiss International Law Association (SSDI/SVIR)
- Club CEDIDAC (Business Law Centre of the University of Lausanne)
- Swiss-Brazilian Chamber of Commerce (SWISSCAM)

DEBT COLLECTION ADVISORY FIRM OF THE YEAR IN THE UK



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Nightfox Investigations & Debt Recovery offers specialist services that are ideal for both commercial or personal debt collection.

Nightfox will assess each and every case before taking you on as a client. One of our first objectives is to open lines of communication with your debtor. Normally this is what our clients have lost, and this is usually because the debtor is prioritising other creditors over you. The most important factor in a successful recovery is to take action quickly. If the debtor won't pay, there will no doubt be other debts they are treating similarly. You must let them know you are serious in order to get to the front of the queue. We will begin each case within 24 hours; there are no hidden costs, and your administration fees are fully recoverable.

You may have already tried a small claims court or the Money Claim Online service,

although most of our customers are let down by these services. In fact, more than 85% of our customers don't use High Court enforcement officers, such as court bailiffs. They don't need to, as our face-to-face debt collectors are highly experienced and effective at getting your money back. We're experts at assisting our clients in a speedy and professional manner, and are extremely proud of our high success rates and fantastic reputation within the industry.

Some clients use our services when they have obtained a court judgment, while others have tried debt recovery solicitors and third-party debt collectors without success. We offer old-fashioned, face-to-face debt recovery across the whole of the UK, and have regional offices in London, Manchester, Bristol, Solihull and Edinburgh.

It should be noted that when a collection is conducted face-to-face, there is always a risk that the debtor could make false claims. Nightfox ensures that a body cam is recording from the

moment the collections agent walks to the door, as the possibility of unwelcome behaviour doesn't purely apply to debtors. Through the use of time- and date-stamped video technology, we are granted a complete document of events and can be certain that our exacting standards are met.

International markets can also cause problems for companies who are engaged in export or overseas trading, and selecting the most efficient and cost-effective route to recovering debt is key. International legal action can be costly, and without the requisite local knowledge, selecting reputable and competent representation is difficult. To this end, Nightfox has developed a network of highly skilled recovery agents and legal associates – and has further devoted our time and expertise to maintaining trusted, sustainable trading links in 50 countries worldwide.

INSOLVENCY ADVISORY FIRM OF THE YEAR IN THE UK



Middlebrooks Business Recovery & Advice Claire Middlebrook

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Middlebrooks

We are insolvency practitioners, which means we will deal with all aspects of getting you out of debt. Our goal is to ensure you know what's involved in the process, what consequences can arise from insolvency, and to make sure everything is jargon-free and easy to understand. You can trust us to be honest, caring and understanding. We will put our arm around you and guide you through the entire process.

Not only do we work with hundreds of individuals facing financial uncertainty, we also provide sound advice to company directors in difficulty. We help you navigate the complex world of administration, liquidation, company restructuring and advice. In times of distress, we know where to focus to get things done. That's why at Middlebrooks, we offer a range of professional advisory options so we can support you with corporate and commercial finance, restructuring and consulting.

Our services can help your business, whether it's a major international corporation or owner-managed company. We'll work with your management teams to spread best practices, improve your capital management and introduce systems that will monitor and maximise liquidity and profit. We understand every business is different, and so are its needs. That's why every advisory situation is tailored to you. Generally, these are the most common areas you might need support with: negotiating "Time to Pay" arrangements with HMRC; Reverse Stress-Testing cashflows for viability; assistance with shareholder disputes; assistance with unlocking cashflow to assist in growth; unlocking funding options.

Financial Options

You might be looking to secure finance for a whole range of purposes. Perhaps you'd like to purchase a vehicle or property, or want to maintain a healthy cashflow. Whatever your goal, we will deliver independent and tailored advice to you on: raising finance from banks and other sources; finding and working with investors;

cashflow solutions and invoice financing/factoring; dispute resolution; business protection to allow for restructuring; formal deferral of payments to creditors.

Restructuring

When cashflow stops working as it should, things can deteriorate quickly. Debts can mount up, and insolvency becomes a real concern. If increasing productivity, sales and profit margins hasn't helped, then restructuring could be a way out of this situation. Our experienced team can help you analyse your business, the costs, the essential and non-essential resources, staff, offices and more. By understanding exactly what is essential and what can be changed, we can help reduce costs and move out of poor cashflow and debt. Restructuring is more than just looking at costs and staff, however – we make sure to look at the legal and operational aspects too.

MATRIMONIAL LAWYER OF THE YEAR IN THE UK



Sheryl Perry Solicitors

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Sheryl Perry
Principal Solicitor & Owner
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Sheryl Perry Solicitors is a boutique firm offering expert advice on all aspects of private family law. This includes divorce, financial remedy matters, pre- and post-nuptial agreements, separation agreements, cohabitation agreements, declaration of trusts, change of name deeds and child arrangements.

Sheryl Perry is the senior solicitor and owner of the firm, with 16 years' qualified experience in all aspects of private family law. Ms Perry started the firm in 2019, but has previously worked at top law firms located in the City, having advised on a range of complex cases and often representing her clients in court, where appropriate.

Summer Croft is the other solicitor at the firm, and has three years' qualified experience in all aspects of private family law. Ms Croft joined Sheryl Perry Solicitors in 2023, having previously trained and qualified at a

large, well-known law firm. To date, she has handled complex child matters in the High Court at the Royal Courts of Justice, and has been involved in a number of financial cases requiring a high degree of specialism. Where appropriate, Ms Croft also often carries out her own litigation for clients.

Sheryl Perry Solicitors' core values include ensuring the firm provides detailed – yet succinct – advice, enabling clients to make clear and informed decisions. It further prides itself on rendering affordable advice to those in need, offering a free 30-minute consultation to all new or prospective clients.

Meanwhile, as specialists in family law, the firm ensures it takes a sympathetic approach in all matters, as its staff are mindful that a number of clients are in vulnerable situations or stages in their lives. Sheryl Perry Solicitors goes the extra mile to check that those individuals feel supported and well advised throughout the process.

The firm has recently been involved in a number of complex issues within the court arena, both in relation to private child law and financial remedy matters. Its client base comprises a diverse mix of high-net-worth individuals within the financial remedy sector, as well as those with extremely limited financial resources to support themselves through funding advice. The professionals at Sheryl Perry Solicitors are, as a result, highly experienced in dealing with a wide range of client needs.

Last, but not least, objectives for the coming year are to continue providing top-tier advice and support for clients in relation to all aspects of private family law – as well as furthering positive relationships with third parties within this arena. Sheryl Perry Solicitors is committed to achieving positive outcomes for all clients, and, to this end, endeavours to build positively upon each of the referrals it receives.

REGULATORY ADVISORY FIRM OF THE YEAR IN THE UK



Adempi Associates LLP Gillian Roche-Saunders

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Adempi Associates LLP, a leading boutique regulatory consultancy in the UK, has been recognised in the Global Advisory Experts Annual Awards 2025. The award reflects Adempi's ongoing commitment to delivering specialist advice, practical support and tailored training with a commercial edge and personal touch.

Over the past year, Adempi has seen a notable rise in demand for in-person training. While online courses surged during the pandemic, many clients are now returning to face-to-face sessions as office-based work resumes. These sessions allow for deeper engagement with technical topics, such as client money and assets (CASS), risk management and financial promotions. Bespoke workshops ensure compliance officers, MLROs and risk professionals receive targeted, practical guidance.

Board-level support has also grown in popularity, particularly around Consumer

Duty expectations and CASS governance. These sessions have helped leadership teams strengthen their understanding of regulatory responsibilities. In parallel, firms are increasingly requesting financial crime health checks and internal process updates, driven in part by the FCA's heightened focus on business-wide risk assessments.

Adempi continues to position itself as a long-term strategic partner, adapting its services to meet the evolving needs of the financial services sector. Its expanding eLearning library and hands-on support packages are designed to keep clients ahead of the curve. "Our approach helps clients stay compliant while fostering a culture of continuous improvement," noted Gillian Roche-Saunders, Founding Partner. "Each engagement is tailored, drawing on our team's deep expertise and commercial insight."

The firm's growth is underpinned by the recent appointment of Nadine Waya, Partner, who brings in-house asset management experience and a full-scope AIFM perspective. Adempi has also

introduced flexible in-house support solutions, further strengthening its ability to respond to client needs.

When questioned on the growth of the UK financial services industry, Ms Roche-Saunders added: "We're seeing increasing interest from firms seeking FCA authorisation – particularly in asset management, consumer credit and payment services. This reflects growing recognition that getting compliance right from day one and submitting a strong application is crucial when entering or expanding in regulated markets."

At Adempi, the advisers' strengths lie in their simplicity and clarity. By avoiding unnecessary bureaucracy while relying on experienced professionals, the firm offers practical solutions that work. Whether supporting firms long-term or advising on one-off projects, Adempi remains a trusted, cost-effective regulatory partner to the industry.

TAX LAW FIRM OF THE YEAR IN THE UK, ENGLAND



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devereux

Rebecca Murray has a tax litigation and advisory practice at Devereux Chambers, specialising in private clients, corporate tax, VAT and judicial review – advising and representing all sizes of corporates and individuals, as well as acting for HMRC on the full range of direct and indirect tax issues.

Recent reported cases include: Executors of Keith Beresford v HMRC [2024] UKFTT 952; Brindleyplace Holdings SARL v HMRC [2024] UKFTT 808; HMRC v Elite [2024] UKFTT 567; Benoit d'Angelin v HMRC [2024] UKFTT 462; Oculus v HMRC [2024] UKFTT 271; AD Bly v HMRC [2024] UKUT 104; Benoit D'Angelin v HMRC [2024] UKFTT 462; Bell & Ors v Revenue & Customs [2023] UKFTT 989 (for HMRC, tax relief claimed for shares gifted to charity); Mypay [2023] (umbrella company, temporary workplace travel expenses); NWM [2023] (travel and subsistence); Nourish [2023] EWHC (interim relief by way of restoration of VAT registration); AML Tax (UK) Limited (DOTAS) [2022]; A D BLY [2021] (expense in accounts not wholly and exclusively for the purposes of the trade); Ball Europe [2021] (discovery assessments); Smartpay (DOTAS) [2022] UKFTT; White-Collar Financial [2020] UKFTT (DOTAS); Wilson (UT, question whether a member of an LLP was an employee); Sippchoice [2020] UKUT (payment of shares in discharge of a debt obligation a "contribution paid" to a SIPP); Sippchoice [2017] UKUT 87 (whether pension provider acted reasonably); Atholl House [2019] UKFTT (IR35, whether Kaye Adams was, hypothetically, employed by the BBC); K5K [2019] (IR35); HMRC v Goldsmith [2019] UKUT 325 (landmark case on late filing penalties); HMRC v Rogers [2019] UKUT 406 (landmark case on late filing penalties); Donaldson v HMRC [2016] EWCA Civ 761 (landmark case on late filing penalties); as well as Arthur v HMRC [2017] EWCA Civ 1756 (separation in circumstances likely to be permanent).

Ms Murray also recently acted as sole tax counsel in several ultra-high-net-worth individual divorces, including as parties' joint expert to the family court, advising on maximising available reliefs and avoiding traps in the course of the separation of UK and overseas assets, main residences and investments – as well as interests in differing types of trusts (EBTs, disabled persons trusts and protected foreign-source income trust structures, including advice on transfers of assets abroad). In addition, she advised on the sale and restructure of large businesses and corporate structures, including for private reasons (such as IHT and CGT relief maximisation), combined with restructuring for IPO purposes, in particular on transactions in securities. She acted as counsel for non-UK domiciled individuals on the statutory residence and domicile tests and planning for income tax, CGT and IHT. She advises private equity houses, and is well versed in private equity structures, as well as having experience in offshore discovery matters and HMRC investigations.

Meanwhile, Ms Murray has held a varied indirect tax practice and has advised on a range of VAT issues related to apportionment, acquisition of capital assets, whether goods are standard- or zero-rated, partial exemption methods, intra-group supplies, fixed establishments, place of supply, nature of supplies by a partnership with partners of differing status, Grenfell snagging issues, the application of anti-avoidance rules and the principle of abuse. She recently advised on the application of EU principles through the transitional period of (and post-) Brexit.

She noted: "The tax code in the UK is tremendously complicated. Any structuring or restructuring involves consideration of many differing sets of provisions, including targeted anti-anti-avoidance rules, case law principles and the general anti-abuse rule, as well as tax treaty considerations.

"Private equity structures have thus far been afforded capital gains tax treatment to carried interest; however, there are a number of income tax avoidance provisions to consider in deciding what structure should be adopted. There is a consultation underway.

"I have also encountered several clients with international discoveries and investigations, as well as UK-based non-disclosure cases in which HMRC has made assessments based on estimated income from an individual's lifestyle. Each case involves its own considerations, and all involve consideration of complex provisions. These include the transfer of assets abroad rules, requirement to correct, disclosure facilities, penalties – and the application of Article 6 of the ECHR, which still applies after Brexit under the Human Rights Act 1998."

Awards

- Pro Bono Awards Highly Commended Pro Bono Junior of the Year 2018;
- Shortlisted: Chambers and Partners "Tax Junior of the Year" 2015;
- STEP "Young Practitioner of the Year" Finalist 2013;
- Winner of the Tax Journal 40 Under 40 2012/13;
- Winner of "Taxation's Rising Star" Award 2013;
- Shortlisted for BLT's "Indirect Tax Rising Star" Award 2012.

Professional Memberships

Attorney General's Panel of Counsel (B Panel); CIOT (Fellow), ATT, TEP, RBA, VAT Practitioners Group.

Publications

- Tax Avoidance (Sweet & Maxwell, 4th edition 2020);
- CCH British Tax Guide on Corporation Tax 2007–2008;
- Contributor to British Tax Review, Private Client Business, Simon's Direct Tax Service and CCH British Tax Guide;
- Frequently posts her own articles to followers on LinkedIn on a wide variety of technical topics.

ENERGY PROJECTS LAW FIRM OF THE YEAR IN AZERBAIJAN



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LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN BELGIUM



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M&A LAW FIRM OF THE YEAR IN BOSNIA & HERZEGOVINA



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INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN BULGARIA



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IMMIGRATION LAW FIRM OF THE YEAR IN CYPRUS



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INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN THE CZECH REPUBLIC



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ASBESTOS LAW EXPERT OF THE YEAR IN ENGLAND



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DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN ENGLAND

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FORENSIC ACCOUNTANTS OF THE YEAR IN ENGLAND



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PERSONAL TAX ADVISORY FIRM OF THE YEAR IN ENGLAND

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CIVIL LITIGATION EXPERT OF THE YEAR IN FRANCE



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INTELLECTUAL PROPERTY LAW EXPERT OF THE YEAR IN FRANCE



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TRUST & ESTATE LITIGATION LAW FIRM OF THE YEAR IN FRANCE



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LEGAL TECHNOLOGY ADVISORY FIRM OF THE YEAR IN FRANCE



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WHITE-COLLAR CRIME EXPERT OF THE YEAR IN FRANCE



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TAX LAW FIRM OF THE YEAR IN GEORGIA



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SHIPPING LAW FIRM OF THE YEAR IN FRANCE



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COMMERCIAL LAW FIRM OF THE YEAR IN GERMANY



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TRADEMARK LAW FIRM OF THE YEAR IN FRANCE



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CONSTRUCTION LAW FIRM OF THE YEAR IN GERMANY



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CORPORATE RESTRUCTURING & INVESTMENT LAW FIRM OF THE YEAR IN GERMANY



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CORPORATE TAX CONSULTING FIRM OF THE YEAR IN GERMANY



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DISTRIBUTION LAW FIRM OF THE YEAR IN GERMANY



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EUROPEAN PATENTS LAW FIRM OF THE YEAR IN GERMANY



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EXPORT CONTROL LAW FIRM OF THE YEAR IN GERMANY



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INHERITANCE LAW FIRM OF THE YEAR IN GERMANY



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INTELLECTUAL PROPERTY ADVISORY EXPERT OF THE YEAR IN GERMANY



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IP LAW FIRM OF THE YEAR IN GERMANY



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LIFE SCIENCES LAW EXPERT OF THE YEAR IN GERMANY



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M&A ADVISORY FIRM OF THE YEAR IN GERMANY



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QUAAN
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PRÜFER
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REAL ESTATE LAW FIRM OF THE YEAR IN GERMANY



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TRANSPORT LAW FIRM OF THE YEAR IN GERMANY



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ANTI-COUNTERFEITING LAW EXPERT OF THE YEAR IN GREECE



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BANKRUPTCY LAW FIRM OF THE YEAR IN GREECE



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CIVIL LAW FIRM OF THE YEAR IN GREECE



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**THESIS
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IP LITIGATION LAW FIRM OF THE YEAR IN GREECE

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PATENT LAW EXPERT OF THE YEAR IN GREECE



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PATENT LITIGATION LAWYER OF THE YEAR IN GREECE



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IMMIGRATION LAW FIRM OF THE YEAR IN ITALY



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APRIGLIANO
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TRADEMARK LAW EXPERT OF THE YEAR IN GREECE



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TRANSACTION LAW FIRM OF THE YEAR IN MONACO



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DL
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FUND ADMINISTRATION SERVICE PROVIDER OF THE YEAR IN GUERNSEY



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CAPITAL MARKETS LAW FIRM OF THE YEAR IN POLAND



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Prof. Wierzbowski
& PARTNERS

LITIGATION LAW EXPERT OF THE YEAR IN THE ISLE OF MAN



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Whittles.
Whittles | Incorporating Advocate John Rimmer Limited

CORPORATE LAW FIRM OF THE YEAR IN PORTUGAL



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CALCADA
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DATA PRIVACY LAW FIRM OF THE YEAR IN ITALY



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PATENT LAW FIRM OF THE YEAR IN ROMANIA



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EUROPEAN PATENT AND TRADEMARK ATTORNEYS

30 OF UNWAVERING MISSION TO PROTECT IP

FAMILY LAW FIRM OF THE YEAR IN SPAIN



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REAL ESTATE LAW FIRM OF THE YEAR IN SPAIN



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BUSINESS CRIME LAW FIRM OF THE YEAR IN SWITZERLAND



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CAPITAL MARKETS LAW EXPERT OF THE YEAR IN SWITZERLAND



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INHERITANCE LAW FIRM OF THE YEAR IN SWITZERLAND



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SEA & OCEAN LAW FIRM OF THE YEAR IN SWITZERLAND



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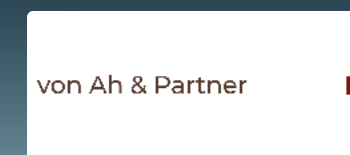
TAX LAW FIRM OF THE YEAR IN SWITZERLAND



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BANKING & FINANCE LAW EXPERTS OF THE YEAR IN TURKEY

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CONSTRUCTION LAW FIRM OF THE YEAR IN TURKEY



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BARRISTER & CHAMBERS MARKETING EXPERT OF THE YEAR IN THE UK



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FAMILY LAWYER OF THE YEAR IN THE UK



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



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MEDICAL NEGLIGENCE EXPERT WITNESS OF THE YEAR IN THE UK



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MEDICAL NEGLIGENCE RELATING TO PAEDIATRIC HAEMATOLOGY EXPERT WITNESS OF THE YEAR IN THE UK



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**DR RUSSELL
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PALLIATIVE MEDICINE EXPERT WITNESS OF THE YEAR IN THE UK



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PRIVATE CLIENT TAX PLANNING EXPERT OF THE YEAR IN THE UK



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THE AMERICAS WINNERS

Over the past six months, the economies of the Americas have experienced marked shifts, driven by domestic policy changes, evolving global trade relationships and broader macroeconomic trends. These developments, unfolding against a backdrop of heightened geopolitical tension and recovering supply chains, paint a complex picture of resilience tempered by risk. As 2025 progresses, both the opportunities and challenges facing the region have come into sharper focus.

US: Resilient Growth Amid Policy Shifts

In January 2025, the IMF revised its growth forecast for the US upwards, projecting real GDP growth of 2.7% – a notable increase from its October 2024 estimate of 2.2%. This revision reflects the strength of the US consumer economy, bolstered by solid household balance sheets, robust labour market conditions and encouraging gains in productivity. The country's service sector, in particular, has demonstrated continued expansion, supported by elevated domestic demand and improving business confidence.

However, the IMF also sounded a note of caution regarding the new Trump administration's policy trajectory. Proposed changes to immigration, trade and regulatory frameworks have introduced a degree of uncertainty that may affect business investment decisions and inflation expectations in the near term. The return of protectionist trade policies, coupled with a more isolationist tone in foreign economic relations, could have repercussions for both inflationary pressures and supply chain stability.

Trade Policy & Global Ripple Effects

Trade policy remains a central source of both economic risk and political contention. As reported by Reuters and other global outlets, President Trump has proposed a sweeping set of tariffs, including a 10% blanket tariff on all imports, a 25% tariff on goods from Canada and Mexico and a 60% levy on Chinese imports. While the administration argues that such measures will bolster domestic manufacturing and reduce reliance on foreign producers, international institutions have expressed concern over their potential impact on global growth.

The World Bank has issued a warning that these tariffs, if fully enacted, could shave up to 0.3 percentage points from global GDP in 2025 alone. Such a contraction would have disproportionate effects on emerging and developing economies, which are already contending with sluggish investment and elevated debt burdens. Analysts further highlight the risk of retaliatory trade measures, which could further distort global supply chains and increase costs for consumers and businesses alike.

While the White House recently announced a temporary 90-day pause on the implementation of the tariffs to allow for further negotiations, markets remain unsettled. According to The Guardian, this abrupt policy shift has raised questions about the administration's consistency and strategic direction. Business leaders are increasingly wary of planning around trade policies that may shift dramatically with little notice, undermining long-term investment confidence.

Inflation, Interest Rates & the Path Forward

Global inflation, which surged in the aftermath of the COVID-19 pandemic and Russia's invasion of Ukraine, has shown signs of abating. The IMF now expects worldwide inflation to decline to 4.3% in 2025, down from 6.7% in 2023. In advanced economies, including the US and Canada, inflation is projected to return to central bank target levels of around 2% by the end of the year.

This progress has been achieved with surprisingly limited damage to economic growth, due in part to aggressive but timely monetary tightening by central banks. Having raised interest rates sharply between 2022 and 2023, the US Federal Reserve and other central banks have recently begun to ease rates, responding to the cooling of inflation and improved supply chain efficiency. This monetary recalibration is expected to support consumption and private investment, helping to sustain momentum into the second half of the year.

Global Growth Forecasts: Moderate but Uneven

The January 2025 World Economic Outlook from the IMF projects global growth at 3.3% for both 2025 and 2026 – moderate by historical standards and below the 20-year average of 3.7%. The US remains a relative bright spot, with its upward revision balancing out weaker performance in parts of Europe and Asia. However, other advanced economies, notably Germany and Japan, are expected to post subdued growth due to persistent structural issues and dampened export demand.

The World Bank's own projections are slightly more conservative, anticipating global growth at 2.7% for 2025 and 2026. This rate, while stable, is insufficient to reverse the setbacks in poverty reduction caused by the twin shocks of the pandemic and ongoing geopolitical disruptions. Growth in developing countries is projected at approximately 4%, which remains below the pace required to meet key Sustainable Development Goals. Weak investment flows, high external debt servicing costs and climate vulnerability continue to constrain the region's economic potential.

Outlook for the Americas

Across the Americas, economic performance in 2025 will likely diverge along national lines. While the US outlook remains broadly positive, thanks to resilient domestic demand and a strong labour market, risks tied to trade and fiscal policy remain prominent. In contrast, many Latin American economies face structural headwinds, including limited fiscal space, exposure to commodity price volatility and weak institutional capacity to implement reforms.

In Mexico and Canada, uncertainty surrounding US trade policy presents a significant challenge. With the US being the primary trading partner for both nations, changes to tariff structures or immigration policy could have immediate cross-border effects. Canada is also navigating its own inflationary dynamics and housing affordability concerns, while Mexico continues to grapple with governance challenges and uneven industrial productivity.

In summary, the Americas face a nuanced and multifaceted economic environment in 2025. The US is poised for moderate growth, albeit tempered by policy uncertainty under a returning Trump administration. Trade tensions and the risk of global economic fragmentation loom large, with potentially far-reaching consequences for investment and price stability. Navigating this complex landscape will require deft policy-making and a renewed commitment to international cooperation. For both the US and its neighbours, maintaining momentum while adapting to evolving geopolitical and economic realities will be the defining challenge of the year ahead.

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN THE BAHAMAS



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Dupuch & Turnquest (incorporating ADR Bahamas) is a full-service law firm, having served local and international clients continuously since 1960. Over the past 15 years, the practice has grown to include mediation and arbitration services.

Managing Partner Caryl AE Lashley has practised at the Commercial Bar since 1979, and has – over the past decade – been involved in all areas of ADR, including drafting of legislation, tutoring at the law school and elsewhere, as well as participating in webinars, seminars and other forms of education. A Fellow of the Chartered Institute of Arbitrators, she has further distinguished herself through memberships with global organisations that place her on industry panels. Such associations include NAM, AAA and ICSID. Similarly, she is a current member of the Permanent Court of Arbitration.

In addition to acting as a neutral, Mrs Lashley is qualified to teach mediation and train

prospective mediators under the auspices of the Chartered Institute of Arbitrators, and has received accreditation through the training programme provided by mediation guru Ken Cloke. Moreover, she is accredited by the Chartered Institute of Arbitrators to teach the course "Introduction to International Arbitration". She firmly believes it is of paramount importance to "Practise the Pause" – creating the space to reflect and choose a considered response.

Mrs Lashley explained that while business development is important, so is nation-building, being on the board of a local children's home or becoming a member of the National HIV/AIDS Resource Committee. "More time is being spent on public education and awareness in the ADR realm," she said, "because the enormous value of relationships cannot be overly stressed. While commercial, financial and insurance services have been more readily sought and attained, family matters are equally important. Yet, fairness and the win/win concept is not the norm for people in conflict; they usually just want to succeed."

According to Mrs Lashley, in practice, the ADR sphere attracts less in fees. However, with consistent application, the volume is steadily increasing. Dupuch & Turnquest's client base is diverse, attracting construction industry disputes, family disputes, contractual and tortious disputes, maritime seafarer issues, as well as disputes involving property.

"All of our commercial clients include ADR clauses in their documentation," she added. "Really, the greatest challenges come from individuals not properly acquainted with ADR. Education regarding the process, as well as information concerning rights, personal obligations and parties' participation, as opposed to attorneys' control, are the biggest hurdles. Therefore, we advocate for good basic training, consistent and active participation in global learning and commitment to excellence. These are the attributes that set us apart and position us as leaders within the ADR realm of the Bahamas."

CORPORATE TAX LAW FIRM OF THE YEAR IN BRAZIL



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With more than 55 years' experience, **Dias de Souza Advogados Associados** is one of the most highly regarded law firms in the country, particularly in its area of expertise: tax law.

The firm is made up of qualified and experienced professionals, who have state-of-the-art technological infrastructure and perform high-level services in both litigation and advisory matters.

In litigation, the firm is recognised for its distinguished performance before judicial and administrative courts, including in leading cases and in claims for compensation against the public authorities for losses caused by economic plans, pricing policies and restrictions on commercial activity.

In the advisory area, it stands out for its analysis of issues related to public law, with guidance and legal opinions, as well as opinions regarding preventative practices,

definition of strategies related to ongoing processes and tax planning, with serious and detailed risk assessment, which differentiates the results obtained due to its solidity and innovation.

The firm also provides legal advice to improve legislation on issues that affect the market, including proposals to amend the Federal Constitution. Among several issues of national interest, examples include participation in the complementary bill that resulted in the validation of ICMS incentives (LC 160/2017) and in the various projects discussed in the National Congress with the aim of regulating the figure of habitual tax debtors.

Dias de Souza Advogados Associados is located in São Paulo and operates throughout the country via correspondent or partner offices. The results achieved, stemming from intense dedication and commitment to clients' causes, justify its reputation and recognition, both nationally and internationally.

Moreover, the firm develops innovative tools to boost its team's performance, automate information

sharing with its clients' systems and streamline document preparation through automated workflows. This approach reflects its commitment to excellence and the concept of "customer centricity", which prioritises the client in all of the firm's activities.

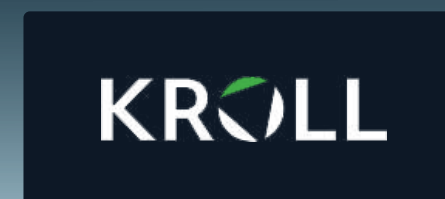
Hamilton Dias de Souza
Hamilton Dias de Souza has an LLB degree in Tax Law and an LLM in Economics & Financial Law. He is a member of the Lawyers Institute of São Paulo, the Academy of Law in São Paulo, the Brazilian Academy of Tax Law, the Judicial Council of the Federation of Industries of São Paulo State (FIESP), CAEFT (where he is on the Board of Advanced Studies in Finance & Taxation) and the Advisory Board of ETCO, the Brazilian Institute for Ethical Competition. He is further active as a Professor of Tax Law at the University of São Paulo (USP), and has published numerous papers on tax.

M&A ADVISORY FIRM OF THE YEAR IN BRAZIL



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Kroll is the leading independent provider of risk and financial advisory solutions, leveraging unique insight, data and technology to help clients stay ahead of complex demands. Its team of +6,000 professionals worldwide continue the firm's nearly 100-year history of trusted expertise spanning risk, governance, transactions and valuation. Its advanced solutions and intelligence provide clients with the foresight they need to make faster, smarter and more sustainable decisions, creating an enduring competitive advantage.

In Latin America, Kroll has +200 professionals and dedicated M&A/Transaction Advisory Services teams offering local expertise, combined as leading local and cross-border buy- and sell-side financial advisory services. In Brazil, its M&A team has been recognised by Leaders League as one of the best boutiques in the region.

Alexandre Pierantoni is a Managing Director and Head of Latin America & Brazil Corporate

Finance in the M&A and Transaction Advisory Services practices of Kroll, based in the São Paulo/Brazil office. Mr Pierantoni has more than 30 years' corporate finance experience, with particular expertise in the consumer, industrial, IT, healthcare and educational sectors. Moreover, he possesses a strong M&A background in both origination and execution of buy- and sell-side mandates for financial and strategic investors – as well as economic valuations and strategic analysis for corporate development. His international experience is grounded by living and working in Latin America, the US and Europe. Frequently responsible for the origination and execution of acquisitions and sales in Brazil and Latin America, he has represented large national and multinational companies, as well as financial investors.

Mr Pierantoni noted: "A senior team of professionals, regional knowledge and experience – attending family-owned companies and combining business – are core to our practice. Our global reach, combined with domestic expertise, creates a unique offering with a foundation of market and cultural knowledge.

In addition, insight into the financial sponsor profile, and an appetite for the region, qualifies Kroll's Brazil team to lead and advise on transactions for international strategic players and financial sponsors."

Mr Pierantoni further commented on how global markets currently face substantial challenges and uncertainties. With a local presence and senior dedicated investment bankers and advisers, the firm is therefore primed and ready to leverage local culture to advise regional and international companies to complete transactions. He added: "Looking ahead, Kroll's Brazil Investment Banking team plans to expand its capacity, building on our foundation established in LatAm in 2017. The dedicated team will continue to attend – and excel at – buy- and sell-side M&A mandates, because when companies partner with Kroll, they gain access to a suite of financial and risk advisory services that no other firm can offer."

COMPANY INCORPORATION ADVISORY FIRM OF THE YEAR IN THE BRITISH VIRGIN ISLANDS



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CCP Financial Consultants Limited (CCP) is a leading multi-disciplinary financial services firm based in the British Virgin Islands (BVI). Established in 1991, CCP has built a reputation for delivering bespoke solutions in company management, ship registration, liquidations, accountancy, economic substance compliance and assistance with opening bank accounts. With over three decades' industry experience, the firm has become a trusted partner for clients worldwide, offering services that adhere to the highest international standards.

CCP's comprehensive suite of services is designed to meet the diverse needs of businesses and individuals seeking to establish or manage entities in the BVI:

- **Company Incorporation & Management:** Leveraging the BVI Business Companies Act, 2004, CCP facilitates the incorporation and management of BVI Business Companies (BVIBCs), providing a

flexible and efficient framework for international business operations.

- **Ship Registration:** Assisting clients through the process of registering ships in the BVI, CCP ensures compliance with local regulations and streamlines maritime operations.

- **Liquidations:** With extensive experience in managing both solvent and insolvent liquidations, CCP oversees the orderly winding up of companies, adhering to legal and regulatory requirements.

- **Accountancy Services:** Through its affiliate, Crowe (BVI) Limited, CCP offers accounting, auditing, consulting and ancillary financial services.

- **Economic Substance Compliance:** CCP aids entities in meeting the BVI's Economic Substance (Companies & Limited Partnerships) Act 2018 requirements, ensuring that businesses demonstrate adequate economic presence in the jurisdiction.

- **Bank Account Assistance:** Utilising established relationships with global financial institutions, CCP assists clients in opening bank accounts, facilitating seamless financial transactions.

In addition, CCP operates under the stringent oversight of the BVI Financial Services Commission, maintaining compliance with local and international standards. The firm is also an active member of IR Global, a multi-disciplinary professional services network, serving as the exclusive Corporate Services Member for the BVI. This affiliation enhances CCP's ability to provide high-quality, cross-border advisory services, addressing complex client requirements with tailored solutions.

At the helm of CCP is Glenn Harrigan, a UK-trained Chartered Accountant with more than 25 years' experience in audit, accounting, financial services, insolvency and consultancy. As a Director of both CCP Financial Consultants and Crowe (BVI), Mr Harrigan brings a wealth of knowledge and practical insight, ensuring clients receive effective and efficient solutions to their financial and corporate needs.

BUSINESS EXIT PLANNING ADVISORY FIRM OF THE YEAR IN CANADA



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Rizolve specialises in assisting established business owners in the lower mid-market who plan to exit their businesses within a three- to five-year timeframe. The firm emphasises achieving justifiable value, aligning owner objectives with the expectations of professional buyers. By focusing on tailored strategies that encompass value creation, comprehensive planning and market education, the firm is a trusted adviser for business owners facing critical transition periods.

Stephen Cummings, Managing Partner and CEO, is a leading adviser and financial expert who works with private business owners to drive value and put in place transformational strategies that position them for exit on optimal terms. He has a successful track record in the private equity and venture capital industry, managing large portfolios of private companies, developing growth strategies, executing transformations and achieving numerous liquidity events. He has international credentials, being a qualified CPA and CA in Ontario, as well as an FCA in England and Wales.

Stephen makes the clear distinction that Rizolve is an advisory firm, not a consulting firm, and should be viewed as a group of multi-disciplinary advisers with significant experience in leading companies through growth and accretion in value, while preparing an exit for shareholders. They advise on putting strategies in place to improve the quality of a company's assets, driving an increase in value. This advice is typically given ahead of a liquidity event, where the need to also create an exit plan is imperative for owners wishing to achieve optimal value for their lifetime's work. He differentiates that consultants

do the work, whereas Rizolve advises on optimal strategies. "That is not to say we won't help out where needed," he noted, "but our clients continually state that where we make the difference is that we help create a plan, and then we are there for the duration – overseeing and helping to navigate the path to success." To this end, Rizolve's experts possess deep competencies in strategy, finance, sales acceleration, marketing, human resources, valuation, deep data mining and dashboarding.

The Rizolve Partner Difference

Many business owners in the lower mid-market have never been through a transaction, and others lack experience, resources or staff. "Market participants often approach these owners to sell their siloed wares," said Stephen. "Rizolve spends much of its time educating such owners on the end-to-end story of 'How To Prepare To Sell Their Business'. It is not, however, like selling a house; it is a complicated transaction that requires understanding of the process and the many pitfalls, and requires advice from an aligned group of advisers. Rizolve brings that aligned group together."

He added that the perspective Rizolve has on the end-to-end process is invaluable to the client in minimising missteps, which can be costly; and the "secret sauce" is that the firm is with them through the whole journey. Similarly, Rizolve advocates having a personal financial adviser on the team at commencement of the exit-planning process, as this prepares the owner to signal early on what their needs are to the buyer – and equips them to finally say yes to an offer that may not meet their aspirational price, but which meets their needs.

Crucially, Rizolve also works alongside the strategic partners who actually facilitate the transaction. These include investment bankers, brokers, M&A lawyers, personal financial advisers, accountants and tax experts – combined with other consultants wherein specific expertise is required to facilitate value building-strategies or liquidity events.

Rizolve Is Growing Quickly & Acquiring New Clients

Stephen noted: "All told, there is a growing need for advice on value growth and exit planning ahead of a transition to ensure the liquidity achieved on exit meets the needs and expectations of the business owner in funding their family's goals. Currently, there is a demographic age wave of business owners at retirement age who have a need to sell, but don't know where to start.

"Rizolve educates its market on what needs to be done and how we can help. Often, the difficulty for business owners is realising the need to start the process. It is frequently necessary to 'pivot' to a value mindset towards the end of the ownership period to ensure actions are taken that create a transferable asset, as 75% of businesses brought to market do not sell. This requires changes to be made to eliminate blockers, but also to create a path towards an agreement to transfer ownership. Our challenge, therefore, is to find business owners who are motivated to do what they need to do: to create a saleable asset and build a collection of intangible assets such that, collectively, they command a valuation that meets an owner's expectation. At the point where it does, then the likelihood of agreeing to an acceptable offer for the business goes up."

MERCHANT BANKING ADVISORY FIRM OF THE YEAR IN CANADA



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Capital Corp Merchant Banking offers the comprehensive capabilities and deep industry knowledge necessary to help our clients obtain the funding they need for their project. The firm, a subsidiary wholly owned by Montreal-based Capital Corp Group, has operated in the international project financing field for nearly 40 years, and each year we grow our list of clients because they know we're the best at what we do.

What Exactly Is Project Financing?

Project financing is a specialised method of funding large-scale ventures where repayment is secured primarily from the cash flows generated by the project itself, rather than relying solely on the overall creditworthiness of the project sponsors. This approach has become increasingly popular among infrastructure, energy and industrial sectors because it can offer unique advantages.

At its core, project financing involves a detailed funding structure that isolates a

project's assets, liabilities and cash flow from those of its sponsors. This type of non-recourse or limited recourse financing mechanism means funders have a claim only on the project's revenue streams and collateral, rather than on the parent companies' broader financial resources. A financing structure like this minimises risk exposure for the sponsors/funders, and provides a more focused evaluation of the project's viability. However, such a financing model requires merchant bankers to possess a deep understanding of risk assessment, cash flow analysis and legal structuring to ensure the debt instruments are secured and the project remains financially sustainable over its lifecycle.

Project Financing Services From an Award-Winning Firm

We work with a wide variety of businesses in diverse industries and sectors that include: energy, hotels and resorts, real estate, marinas, entertainment and film, waste management, healthcare, mining, as well as manufacturing.

If you have a project in one of these categories that requires capital or debt refinancing, we can help. We've been honoured to receive numerous awards for our services, including the Business Hall of Fame Award in 2019 and the Gamechanger Award in 2020.

We have a deep wealth of knowledge and an extensive network of connections that we've developed over several decades in the business. No matter what industry you're in, we can find a way to help. Our project financing services offer no application fees, no revision fees, no stand-by fees and no retainers, so you get the capital you need without any over-inflated costs. We also work with leading names in the financial and corporate services industry, including Amimar International Inc, CBRE, Ackerman and Duff, as well as Phelps – to provide our clients with the professional connections they need to succeed.

COMMERCIAL LAW FIRM OF THE YEAR IN COLOMBIA



ACUÑA - ACUÑA & BERMÚDEZ Law Firm SAS
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AAB Law Firm was established more than 40 years ago and has distinguished itself as a boutique firm, wherein client relationships and personalised attention, combined with technical expertise and professionalism, have set it apart in the legal market. Its Founder, Consuelo Acuña, is widely recognised as one of the pioneering female commercial law attorneys.

The practice specialises in commercial law, corporate governance, dispute resolution, business reorganisation and tax advisory. Its core strength lies in its ability to offer tailored solutions that address complex business challenges, leveraging in-depth legal knowledge and a thorough understanding of clients' business needs.

Mauricio Bermúdez, Administrative & Public Law Specialist, noted: "Some of the primary challenges inherent in our practice stem from the complexities of navigating evolving regulatory frameworks, managing multifaceted companies and stakeholder interests, as

well as addressing disputes involving local and cross-border or multi-jurisdictional issues. In addition, increasingly dynamic business environments demand agility in adapting to shifting legal landscapes while ensuring our clients' strategic objectives are upheld."

According to Mr Bermúdez, the firm makes sure to partner with associates to address these complexities, and employs a highly analytical and technical approach, utilising its extensive legal expertise and deep understanding of industry practices. It further adopts a proactive strategy to anticipate potential legal risks, and offers solutions that align with clients' overarching business goals. A recent case that demonstrates the firm's expertise involved advising a multifunctional law corporation on a complex corporate restructuring. The matter required intricate coordination across multiple jurisdictions, combined with a comprehensive understanding of legal and financial intricacies. AAB Law Firm successfully facilitated the reorganisation, mitigating risk and ensuring business continuity – ultimately achieving a favourable outcome for the client.

"Meanwhile, we are at the forefront of exploring and incorporating AI solutions into our legal practice," Mr Bermúdez added. "This leverages innovative technology to improve efficiency, enhance decision-making and deliver more accurate and timely legal solutions – and allows us to stay ahead of the curve, offering our clients cutting-edge tools. Looking ahead, we aim to deepen our focus on providing tailored solutions in the areas of corporate law and governance, dispute resolution and business reorganisation – ensuring that we continue to meet the evolving needs of our clients in an increasingly complex regulatory and economic environment. Moreover, given the growing global interconnectivity of our clients' operations, we plan to enhance our capabilities in managing national and cross-border legal matters. This includes expanding our international network, as well as fostering stronger collaborations with key legal partners abroad to better serve national and multinational clients."



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Holland & Knight



Holland & Knight is a global law firm with approximately 2,200 lawyers and other professionals in 35 offices around the world. The Colombian team has comprehensive experience providing bilingual and bicultural representation to companies – handling complex transactions and possessing the skills, experience and knowledge to meet all requirements and legal needs.

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

Partner José Zapata has more than 30 years' experience in the natural resources sector, with clients including electric, oil and gas, mining, agrochemical and industrial companies, whom he advises on the structuring of foreign investment transactions, corporate reorganisations and M&A. He is a regular speaker at conferences in Latin America, and has published multiple books and

articles on such topics as sustainable development and climate change. He has served on various boards of directors, headed numerous successful companies and served as professor of corporate responsibility, environmental liability and sustainable development in some of the most important universities in the country.

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

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

He added: "A case at hand – which speaks for itself – was one of the largest projects in Colombia, wherein more than five constitutional injunctions were sought by communities alleging failure to consult them appropriately and compensate for alleged damages. By working with the client's technical team we were able to explain: what had been done; the absence of impacts; the fact that any damages would in fact be compensated; as well as clarifications of the legal requirements for permitting – all while ensuring paramount respect for social issues."



CLAIM, S.A., Legal Consultants and Agents of Inventions and Trademarks
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We are a law firm specialised in intellectual property, whose objective is the representation and advice to third parties on issues related to the acquisition, maintenance, advice, protection and defence of their rights.

Among our main services, we offer representation, search, registration and renewal requests, annotations of changes and licences of all modalities related to intellectual property.

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

Our official agents take representation before the Cuban Industrial Property Office (CIPO).

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

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

Our clients are characterised by their fidelity, perseverance and organisation.

Our Strengths

- Seven official agents of the different modalities of industrial property;
- Excellent geographical location;
- Team of professionals with a high level of specialisation;
- Availability of payment gateways from abroad.

Complexities of Industrial Property That We Assist Clients With

- We offer continuous and timely administrative monitoring of the matters we handle;
- We provide specialised advice in accordance with current Cuban legislation;
- Payment facilities from abroad.

Recent Successes & Market Position

- We were named the leading industrial property firm in Cuba;
- Substantial participation in international events.

Professional Challenges of the Past 12 Months

- Economic and financial blockade;
- We adapt to such challenges by expanding the range of services provided by our firm, providing greater comprehensiveness.

Goals for Next Year

We aim to strengthen our services related to copyright and related rights, as well as health registries, in order to achieve greater comprehensiveness in satisfying customer needs.

BANKING & FINANCE LAW FIRM OF THE YEAR IN COSTA RICA



LatamLex Abogados
Mario Gómez Pacheco

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LatamLex Abogados's policy focuses on excellence and commitment to providing services through a quality management system, while complying with applicable requirements to enhance customer satisfaction, ensure the achievement of objectives and foster continuous improvement of the management system.

As connoisseurs of economic potential, the firm has honed its presence across multiple jurisdictions, developing a legal team with a truly international vision. This enables LatamLex to deal effectively with both the interests of local entrepreneurs and multinational companies who wish to operate in the region. With the purpose of maximising the business potential of each of its clients, the firm's offices specialise in a comprehensive array of legal areas, spanning corporate and M&A; administrative and competition; constitutional; banking, finance and the stock market; hydrocarbon and energy; real estate; labour and immigration; litigation and arbitration; environmental; estate planning; IP; tax; as well as insurance.

Its banking, financial and securities experts ensure high-quality services for financial institutions in the region, which include financial entities, as well as national and international banks – for whom LatamLex provides detailed advice and follow-up in handling complex transactions and business in any of the region's countries, as well as on an international scale. They represent global clients in their procedures before governmental authorities, and in their day-to-day activities before local financial entities. The firm's services encompass: special bank contracting; financial derivatives; issue of bonds; business structuring; trust funds (inheritance, family protection, guarantee and management); project finance; real and personal guarantees; leasing; syndicated loans; restructuring, insolvency and bankruptcy; as well as securities. Meanwhile, LatamLex has been internationally recommended by industry publications, such as Chambers and Partners, The Legal 500, Latin Lawyer and the International Finance Law Review (IFLR), among others, recognising the firm's leadership across key jurisdictions.

Mario Gómez Pacheco
Mario Gómez Pacheco, Partner, specialises in

maximising the business potential of clients both nationally and internationally. He previously founded Gómez y Galindo, shaping a legal team with an international perspective that eventually evolved into the current LatamLex office in Costa Rica and contributed to the establishment of the regional firm. This vision enabled him to support leading local businesses while also advising foreign companies and multinationals looking to establish or expand their presence in the region.

Together with LatamLex's team of specialists, he renders legal advice on banking, finance and securities; compliance; consumer and commercial law; as well as litigation and arbitration. His speciality in banking matters led him to become a Legal Advisor for the Costa Rican Banking Association for more than 20 years – supporting high-profile public and private companies in their daily activities and driving the country's economic development.

WEALTH MANAGEMENT ADVISORY FIRM OF THE YEAR IN CURAÇAO



Sadekya
Rudsel J Lucas TEP

Founder & CEO
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Sadekya: Building Legacies, Securing Investments & Navigating the Online Gaming Frontier

For 17 years, Sadekya has stood as a beacon of sophisticated financial and legal expertise, a testament to the vision of its Founder and CEO, Rudsel J Lucas TEP. Rooted in the experience Mr Lucas gained as a financial engineer at a leading international bank, and bolstered by rigorous professional training in international taxation, Sadekya has evolved into a multifaceted service company, dedicated to safeguarding wealth and facilitating business in complex environments.

Notably, Mr Lucas is the author of two influential books: "Ditch the Uncertainty", which equips investors with strategies to utilise investment protection treaties and best practice methods for safeguarding investments in emerging markets, as well as "Death is Not the Absolute End", a guide for families and their advisers on leveraging legal tools and strategies to build lasting legacies

and ensure seamless patrimony transfer.

Sadekya's core business rests on three distinct pillars, each addressing the unique needs of a discerning clientele. Firstly, the company plays a pivotal role in the dynamic world of online gaming. Sadekya empowers online casino operators by providing comprehensive corporate structuring, licensing and ongoing legal compliance services. In an industry marked by rapid evolution and stringent regulations, Sadekya ensures its clients remain compliant and competitive.

Secondly, Sadekya extends its expertise to families and their advisers, specialising in estate planning. Recognising the importance of legacy preservation, the company guides clients through the intricacies of available legal instruments and best practices. Sadekya's approach, informed by the principles outlined in Mr Lucas's book, "Death is Not the Absolute End", is designed to foster unity and ensure continued prosperity after the patriarch's passing, creating a lasting legacy for future generations.

Finally, Sadekya provides crucial support to investors venturing into politically high-risk countries.

In these volatile environments, the company helps clients implement investment protection treaties, drawing from the insights presented in "Ditch the Uncertainty", offering a shield against unjust licence revocations, harmful legal changes, disguised or outright expropriation of assets, as well as ensuring fair and equitable treatment in court. This proactive approach safeguards investments and provides peace of mind in challenging jurisdictions. Sadekya's impeccable service style, characterised by its meticulous attention to detail and unwavering commitment to client success, sets it apart. The company's deep-rooted understanding of international finance and law, combined with its dedication to building lasting relationships, has earned it a reputation for excellence. Sadekya is more than a service provider; it is a trusted partner, empowering clients to navigate the complexities of the global landscape with confidence in order to achieve their long-term objectives.

CORPORATE LAW FIRM OF THE YEAR IN HAITI



LEBLANC & ASSOCIES Camille Leblanc

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Headquartered in Pétionville, LEBLANC & ASSOCIES is a prestigious law firm established in 1990, offering specialised services to businesses and solidifying its position as a leader in Haiti's legal landscape, particularly in corporate law. The team of experts advises and supports companies across diverse areas, such as corporate law, contract law, M&A and business restructuring. Thanks to the firm's deep expertise and comprehensive understanding of both legal and commercial matters, it delivers effective, personalised solutions tailored to each client's specific needs.

Choosing the firm means benefiting from a trusted partnership and high-quality service, focused on success and the protection of your business interests.

LEBLANC & ASSOCIES' lawyers firmly believe that every client deserves personalised, quality representation. To this end, the firm endeavours to place its clients at the heart of everything it does, providing them with full-fledged support and tailored legal assistance at all times.

Client-Focused Legal Representation

LEBLANC & ASSOCIES' lawyers firmly believe that every client deserves personalised, high-quality representation. The firm places its clients at the centre of everything it does, offering full support and tailored legal assistance at every stage.

Comprehensive Corporate Legal Services & Visionary Leadership

LEBLANC & ASSOCIES offers a wide array of corporate legal services tailored to meet the needs of businesses operating in Haiti. The firm's expertise encompasses:

- **Corporate Law:** Strategic advice on company formation, governance and compliance with Haitian corporate regulations.
- **Contract Law:** Drafting, reviewing and negotiating contracts to align with clients' business goals and legal requirements.
- **M&A:** Navigating the complexities of mergers, acquisitions and corporate restructuring to ensure seamless transactions.
- **Tax & Fiscal Law:** Assisting businesses in optimising tax strategies while ensuring full compliance with Haitian tax regulations.
- **Customs Law:** Advising on import-export regulations and creating advantageous customs regimes tailored to specific business activities.

This all-encompassing suite of services positions LEBLANC & ASSOCIES as a one-stop shop for corporate legal needs in Haiti, serving a client base that is both local and international. At the heart of LEBLANC & ASSOCIES is a powerhouse leadership team. With decades of experience, a strong international presence and a steadfast commitment to justice, the firm's partners have consistently shaped the corporate legal landscape and influenced key developments across the nation.

Camille Leblanc – Managing Partner

A towering figure in Haiti's legal and political history, Camille has long been recognised as one of the country's most respected legal minds. With more than 20 years' experience, his career has been marked by leadership in high-profile class actions, constitutional advocacy and transformative legal reform. His early tenure at the legendary Guy Malar's law firm laid the groundwork for his lifelong commitment to justice and institutional integrity. Known for his diplomatic approach and ability to resolve even the most complex disputes, Camille remains a cornerstone of the firm's identity and a mentor to generations of Haitian lawyers.

Ludwig Leblanc – Senior Partner

A specialist in corporate and transactional law, Ludwig brings strategic clarity and deep technical knowledge to the firm's business law practice. He is a trusted adviser to multinational clients, navigating them through M&A, restructuring and compliance with precision and foresight. His role in developing frameworks for international business within Haiti has positioned him as a pivotal figure in fostering economic growth and corporate transparency in the region.

Daphné Leblanc – Senior Partner

Representing the next generation of legal leadership, Daphné embodies the firm's future-facing vision. Now serving as Senior Partner, she brings a unique combination of international training, global legal experience and a profound understanding of Haiti's evolving legal environment. Her work bridges innovation and tradition, introducing cutting-edge legal strategies while maintaining the firm's high standards of service and advocacy. A passionate advocate for business development, women's leadership and legal modernisation, Daphné plays a vital role in expanding the firm's influence and driving its long-term growth.

Recognition & Awards

- The Lawyers Global Awards: Named "Country Winner" for Haiti in 2018 and 2020–2022.
- Chambers Global Guide: Ranked Band 2 in General Business Law in Haiti (2024 edition). Camille and Ludwig were ranked in Band 3.

Client-Centric Approach

At the heart of LEBLANC & ASSOCIES' philosophy lies a steadfast commitment to:

- **Personalised Representation:** Tailored legal solutions aligned with each client's unique objectives.
- **Comprehensive Support:** End-to-end assistance, from initial consultation through to resolution.
- **Confidentiality & Integrity:** Unwavering adherence to ethical standards and the protection of client trust.

Vision & Mission

At LEBLANC & ASSOCIES, our mission is rooted in an unwavering commitment to justice, integrity and client success. We view the practice of law not only as a profession but as a responsibility – to defend rights, uphold ethical standards and contribute meaningfully to the advancement of Haiti's legal and business landscape. Our vision is to be the benchmark for legal excellence in Haiti and a trusted partner to businesses navigating complex legal challenges. We achieve this through:

- **Attentive Listening:** Understanding each client's unique context and objectives is the foundation of our approach.
- **Precision & Diligence:** Every detail matters. We conduct thorough legal research and maintain meticulous documentation to support informed, strategic decisions.
- **Client Advocacy:** We are unwavering in our pursuit of justice and work tirelessly to protect the interests of those we represent.
- **Ongoing Support:** Legal counsel is not a one-time service, but a long-term relationship. We stand by our clients at every stage of their journey.
- **Confidentiality & Respect:** We uphold the highest standards of discretion, professionalism and mutual respect in all client interactions.

LEBLANC & ASSOCIES continues to lead with purpose, combining tradition with innovation to deliver world-class legal solutions – anchored in trust, driven by results.



Junquera Legal Mauricio Junquera Fernández

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Junquera Legal is a dynamic and modern Mexican law firm with an international presence, composed of highly skilled professionals specialising in various areas of law.

- **Litigation in Civil, Commercial & Criminal:** Representation and defence in judicial proceedings.
- **Corporate Legal Advisory:** Formation and structuring of companies, assistance in shareholders' meetings and boards of directors, drafting corporate documents, mergers, spin-offs, transformations, dissolutions and liquidation of companies, as well as negotiating business associations and consortiums.
- **International Legal Consulting:** Advising on foreign investments, international contracts, corporate taxation, immigration matters and the recovery of exported assets in Mexico.
- **Administrative:** Guidance on administrative procedures, licences, permits, concessions and government relations.
- **Banking & Financial:** Structuring of financing operations, securities offerings, guarantees and recapitalisations.
- **Energy:** Consulting on renewable and conventional energy projects, regulatory compliance and specialised contracts.
- **Labour:** Advising on labour relations, employment contracts, collective bargaining negotiations and litigation.
- **IP & Industrial:** Registration and protection of trademarks, patents, copyrights and litigation management.
- **Real Estate:** Advising on real estate transactions,

long-term financing, establishment of guarantees, contract execution, promotion of public auctions, sales and leases, condominium structuring, mortgage negotiations and credit arrangements.

Junquera Legal has established a solid network of professional law firms and specialised organisations in Mexico, the US, Latin America and Europe. The firm maintains correspondent relationships and reciprocal assistance with law firms in major cities to ensure broad professional coverage for clients with international legal needs. It stands out for its commitment to excellence, professional ethics and personalised client service, while its multidisciplinary approach and global reach allow it to offer comprehensive and effective solutions. With a solid track record, highly qualified team and a strategic network of alliances, Junquera Legal is a reliable and effective choice for clients seeking top-tier legal services in Mexico and abroad. Moreover, at the helm of Junquera Legal is Mauricio Junquera Fernández, a highly recognised legal professional both nationally and internationally for his expertise and quality of service across multiple disciplines. Mauricio has worked in both the Federal Public Administration and the private sector, and is a leader in pro bono services, demonstrating a strong commitment to social responsibility and actively contributing to societal improvement. Since the firm's founding, he has fostered a culture that emphasises the importance of pro bono work.

COMMERCIAL LAW FIRM OF THE YEAR IN PERU



Thorne, Echeandía & Lema Abogados Alfred Kossuth

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Thorne, Echeandía & Lema Abogados is a multi-service law firm based in Lima, providing high-quality legal representation to businesses and private clients of various sizes and economic sectors, including some of the key players in local and global markets. In the commercial sector, the firm offers services spanning: M&A advisory, incorporation of companies, business law consulting, as well as compliance systems advisory.

Alfred Kossuth, Partner, has 25 years' experience in commercial law, and has participated in complex local and international transactions, including M&A, business transfers and financing – having recently expanded his areas of expertise to further specialise in compliance and FinTech.

His notable publications, wherein he shares his experience and expertise, include: "El derecho de información de los accionistas en la pretensión social de responsabilidad" (Revista Vox Juris, Vol 27, No 1, 2014);

"Project Finance 2007–10 – Peru", Getting the Deal Through, Law Business Research Ltd, Official Research Partner of the International Bar Association, London, England (2007–10); "Mergers & Acquisitions 2006–07 – Peru", Getting the Deal Through, Law Business Research Ltd, Official Research Partner of the International Bar Association, London, England (2006–07); as well as "International Agency & Distribution Law 2006 – Peru", Centre for International Legal Studies, Salzburg, Austria (2006).

Mr Kossuth noted: "We distinguish ourselves from our competitors by delivering tailored legal solutions in the most cost- and time-effective manner, with the permanent involvement of our partners in the transactions. The core strengths of our offering are specialisation, vast experience and personalised service. Especially in the legal area that I represent, our core strength is building personal relationships with the client and understanding their business." In the past 12 months alone, Mr Kossuth structured a pivotal carbon credit project involving territories of native communities in the Peruvian Amazon jungle,

and also had the opportunity to collaborate, as a representative of the firm, in the "Doing Business Chapter for Peru" published by Chambers and Partners.

In addition, he explained that the primary issue – and complexity – for Thorne, Echeandía & Lema Abogados's practice is to align the commercial interests of the client with the legal security required to protect their business and mitigate the risks of a transaction. In order to do so, it is fundamental to understand the needs and expectations of the client, and to know the track record of the counterparty.

Mr Kossuth added: "Looking ahead, our objectives are to expand our client base and consolidate in the M&A market – so that we continue to best serve our client base, which spans businesses of all sizes and economic sectors, who are seeking corporate advisory, often in the key areas of commercial, tax and labour."

GAMING LAW FIRM OF THE YEAR IN PERU



Varela Vidal Abogados
Jaime Guillermo Varela Vidal

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Varela Vidal Abogados is the law firm led by Dr Jaime Varela Vidal, an attorney with more than 25 years' extensive experience specialising in corporate law, litigation, administrative law, tax law, IP, M&A and foreign investment, with a proven track record in the gaming and entertainment industry across Latin America. Dr Varela has successfully collaborated on the establishment and legal operation of casinos in Mexico, Guatemala, Dominican Republic, Ecuador, Colombia, Brazil, Argentina, Paraguay, Venezuela, Chile and Peru, providing expert legal advice to manufacturers, distributors, marketers and operators of casinos, slot machines, lotteries and sportsbooks. Varela Vidal Abogados currently applies its team's deep knowledge and industry expertise to the rapidly evolving sector of online gambling and sports betting, offering strategic advice and innovative legal solutions to leading digital gaming companies.

Our Services

- **Comprehensive Legal Advisory:** Varela Vidal Abogados delivers full-spectrum legal support to gaming and betting

operators, covering regulatory, corporate, tax and commercial matters. Our approach ensures clients have a solid legal foundation for sustainable growth and compliance.

- **Regulatory Compliance:** We guide companies through the complexities of gaming regulations in Peru and other jurisdictions. Our team ensures strict adherence to applicable laws and provides strategic advice on meeting all compliance obligations, including AML/FT requirements.

- **Licensing & Authorisations:** Our firm assists clients in securing the necessary licences and permits to legally operate gaming, sports betting and casino platforms. We handle all interactions with regulatory bodies, such as MINCETUR, ensuring a smooth and efficient licensing process.

- **Contracts & Commercial Transactions:** We draft, review and negotiate a wide range of commercial agreements – including technology supply contracts, affiliate agreements, sponsorships and service-level agreements – always ensuring our clients' legal security and business interests.

Our Experience

- **Online Gambling & Sports Betting:** We have advised numerous international operators and platforms on launching and managing their

operations in Peru, including licensing, tax structuring and compliance with the latest digital gambling laws.

- **Land-Based Casinos & Slot Halls:** Varela Vidal Abogados also represents leading brick-and-mortar casinos and slot machine operators in matters involving regulatory compliance, licensing, contractual arrangements and administrative procedures.

- **Regulatory Guidance & Defence:** Our team has successfully handled legal challenges and regulatory audits on behalf of clients, offering strategic advice and legal representation before governmental agencies and courts.

Why Choose Us

- **In-Depth Regulatory Knowledge:** We maintain an up-to-date understanding of national and regional legislation, enabling us to provide accurate and proactive guidance.
- **Client-Centred Approach:** We are committed to offering practical, business-orientated legal solutions that align with our clients' commercial goals.

REAL ESTATE LAW FIRM OF THE YEAR IN TURKS AND CAICOS ISLANDS



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MISICK & STANBROOK

Misick & Stanbrook, founded by Ariel Misick OBE KC in 1981, is one of the longest established firms in the Turks and Caicos Islands. Today, it is a multi-service law firm with a strong team of attorneys, providing clients with a high level of service across all areas. The firm is best known for its abilities in litigation, corporate and commercial, tourism and resort development, as well as real estate.

The Turks and Caicos Islands' economy has grown dramatically in the last 20 years as the jurisdiction has changed from a sleepy backwater to a thriving centre of luxury tourism and a major regional centre for FDI. During this time, Misick & Stanbrook's corporate and commercial team has become a go-to source of advice for a plethora of international investors and their advisers, both in relation to matters with a Turks and Caicos element, as well as for cases and transactions of a purely offshore focus (the latter typically involving a Turks and Caicos company or trust). The corporate and commercial team is responsive, accurate and sophisticated, and is noted for negotiating hard on the clients' behalf, as well as receiving praise for the quality and clarity of its legal drafting.

Real Estate

Much of the islands' recent economic growth has derived from resort development, and, as such, the region has become a mecca for a high influx of luxury seekers. Accordingly, Misick & Stanbrook's resort development group has acted for several of the largest mixed-use resort developments in recent years.

As tourism and development have grown, so has the firm – to accommodate the extensive levels of acquisition by foreign high-net-worth clients, primarily in villas and condominiums. The real estate team

has therefore acted for condominium and villa developers, as well as purchasers of villas and condominiums, and has earned a reputation for being astute, hard-headed and focused on the core points of such transactions without becoming unnecessarily bogged down in irrelevant minutiae.

Moreover, Misick & Stanbrook is the Turks and Caicos member of a number of leading networks, namely Lex Mundi and Terralex, whose members have set themselves apart as centres of excellence. Similarly, the firm is the exclusive Turks and Caicos member of World Services Group, a leading network of independent elite professional services companies, with the added benefit that that much of Misick & Stanbrook's work now comes either directly or by referral from international advisers.

The firm is also home to a corporate services subsidiary, Caribbean Management Services (CMS), which renders company formation and domiciliary services to an international clientele; as well as an insurance management affiliate, Caribbean Insurance Management Services (CIMS), a leading provider of insurance management services.

Armed with its local knowledge and established contacts, Misick & Stanbrook's real estate team is well placed to guide corporate and private clients through the sale and acquisition process expeditiously and cost-effectively. Indeed, the team assists clients with all elements of the process concerning commercial, resort and residential real estate, at all levels of the financial spectrum. Its experts further possess considerable experience and expertise related to the commercial banking and lending arenas in both non-contentious and contentious matters, while its financing

team is highly active in preparing and registering real estate secured financing. As a result, the firm's expert advisers are routinely retained by a number of major international commercial banks for that very purpose.

Tremmaine Harvey

Tremmaine Harvey is a Partner in Misick & Stanbrook's real estate and real estate finance team. For the last 18 years, she has represented purchasers and vendors in every type of real estate transaction, from raw land, condominiums, single-family homes, as well as commercial complexes, with sales and acquisitions ranging from a few thousand to millions of dollars. She has represented various commercial banks in Turks and Caicos as retained counsel – a role that encompasses drafting and registering security documents, leading foreclosure and recovery proceedings, as well as providing ongoing legal advice as required.

In addition, Mrs Harvey has sat on various government statutory boards, which has provided her with a heightened understanding of Turks and Caicos' business environment from both a public and private sector view. Meanwhile, she is a noted public speaker, and is regularly invited to appear at events and conferences, covering a wide array of topics. Her practice extends to estate administration, which includes drafting wills, applying for probate and letters of administration, managing estate assets, as well as selling estate assets.

She noted: "I believe in providing my clients with superior service and have earned a reputation for efficiency, which manifests in repeat and new clients. I attend to all client matters with promptness and due diligence, and endeavour to achieve the best outcome and results in any transaction I work on – which usually yields commendations from clients."

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN VENEZUELA



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With more than 70 years of experience, Bentata Abogados has earned its reputation as one of Venezuela's foremost IP law firms. Established in 1954, the firm has consistently demonstrated its commitment to protecting innovation, creativity and brand identity for clients across the globe.

Over the decades, Bentata Abogados has cultivated a diverse client base, ranging from Fortune 500 companies to emerging enterprises and SMEs, spanning various industries.

Today, the firm offers a full suite of IP services designed to protect, manage and enforce clients' rights. In addition to its core offerings – such as trademark registration and enforcement, patent prosecution, as well as copyright and industrial design protection – the firm is highly experienced in IP portfolio management, assisting both domestic and international clients craft strategies that align with their broader commercial goals and long-term vision.

With a dedicated litigation team, Bentata Abogados handles a wide range of disputes, from administrative actions to complex judicial proceedings. Moreover, the firm offers transactional IP services by providing expert guidance on technology transfers, licensing agreements and franchise arrangements – ensuring clients are well equipped to commercialise their IP assets and navigate evolving regulatory frameworks.

A defining strength of Bentata Abogados is its multilingual capabilities and international perspective. As such, the firm offers services in English, Spanish, French and German, allowing it to serve a diverse client base with greater ease and clarity. Its team includes US and European-trained professionals, whose knowledge of global IP systems enhances the firm's ability to provide internationally aligned legal strategies.

In addition, Bentata Abogados benefits from a strong international network of trusted law firms and IP professionals, enabling it to manage complex, cross-border matters with efficiency and consistency.

This blend of global insight and local legal expertise ensures the firm is uniquely positioned to advise foreign clients entering the Venezuelan market, while also supporting Venezuelan businesses looking to expand internationally.

Through its decades of experience, client-centred approach and global perspective, Bentata Abogados continues to set the standard for IP law in Venezuela – providing innovative, reliable and forward-thinking legal solutions to clients around the world.

A defining strength of Bentata Abogados is its multilingual capabilities and international perspective. The firm offers services in English, Spanish, French and German, allowing it to serve a diverse client base with greater ease and clarity.

R&D TAX CREDIT SOFTWARE ADVISORY FIRM OF THE YEAR IN THE US



Boast
Imad Jebara

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Boast is a leading FinTech company specialising in simplifying the process of claiming R&D tax credits and government incentives across North America. Founded in 2011 by Alex Popa and Lloyd Lobo, Boast has experienced remarkable growth, now serving more than 1,500 companies and facilitating the access of more than \$600 million in innovation funding.

Mission & Vision

Boast's mission is to accelerate innovation by helping eligible companies gain quicker access to R&D tax credits. The company aims to remove the complexity from the tax credit process, enabling businesses to focus on their core mission of innovation.

Services & Solutions

Boast offers a comprehensive suite of services designed to maximise R&D tax credit claims and streamline the associated processes.

Boast R&D: This service simplifies the complexities of traditional R&D tax credit offerings, ensuring businesses can access eligible incentives with greater ease.

Boast SR&ED: Tailored for Canadian businesses, this service helps companies claim up to 64% back on their R&D expenditures from the Canada Revenue Agency (CRA), leveraging Boast's AI technology and in-house expertise.

AI Platform: Boast's advanced AI and Machine Learning (ML) technology enhances the claims process by increasing speed, accuracy and audit readiness, ensuring businesses receive optimal returns with minimal risk.

AuditShield™: In the event of an IRS or CRA audit, Boast provides comprehensive defence, compiling detailed audit documents and representing clients throughout the audit process to alleviate potential burdens.

QuickFund™: This service offers advanced funding solutions for Scientific Research & Experimental Development (SR&ED) tax credits, enabling businesses to access funds promptly to support ongoing innovation.

Guided Service: Boast's team of experts assists businesses by authoring technical reports, reviewing claims and eligibility, as well as ensuring all possible avenues are explored to maximise claims.

Leadership Team

Boast's leadership team brings a wealth of experience from various sectors:

Imad Jebara, Chief Executive Officer: With more than two decades' experience in operations and customer success, Imad has previously served as Senior Vice President of Global Customer Operations at Diligent, supporting more than one million users worldwide.

Toan Dinh, Chief Revenue Officer: Specialising in customer acquisition and revenue growth, Toan has extensive experience working with companies ranging from startups to those achieving \$100 million in Annual Recurring Revenue (ARR).

Shahed Khalili, Chief Product Officer: Shahed led product management and design teams at Galvanize, playing a pivotal role in transforming the company into a SaaS unicorn specialising in Governance, Risk & Compliance (GRC) platforms.

CONSTRUCTION EXPERT WITNESS OF THE YEAR IN THE US



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ARCHforensic@LLC is a leading architectural expert witness firm that specialises in providing impartial, technical expertise in legal disputes involving the built environment. The team of licensed architects and construction professionals offers forensic architecture services, including standard-of-care analysis, code compliance reviews, design defect evaluations, as well as causation assessments.

Its experts assist attorneys and their clients by providing clear, defensible expert opinions grounded in decades of practical experience and industry knowledge. They have served as trusted advisers on a wide range of construction litigation and arbitration matters, including residential, commercial and public-sector projects. With architectural licences across multiple states and certifications – such as NCARB and AIA – the team frequently contributes to continuing legal education (CLE) programmes and has authored the Amazon best-selling book, "The Architect's Standard of Care: A Forensic Analysis". They are also active members of expert witness and forensic architecture

networks, ensuring their methodologies remain current and rigorous.

Christopher Ling, Principal Forensic Architect, noted: "Our singular focus on expert witness work ensures we deliver objective, case-ready reports and testimony tailored to educate the court regarding design and construction. Our core strengths lie in our ability to translate complex design and construction issues into understandable, thorough expert opinions for attorneys, arbitrators, judges and juries alike."

Mr Ling explained that architectural disputes often involve nuanced coordination issues between design professionals, misinterpretation of building codes or failures in construction documentation and inspection. In a recent matter involving a luxury condominium project, analysis by ARCHforensic@LLC uncovered critical design coordination failures that led to waterproofing failures across multiple units. The firm's clear documentation and expert report contributed to a successful resolution through mediation, avoiding protracted litigation.

Mr Ling added: "Over the past year, we have been engaged in several high-profile cases, including

multimillion-dollar commercial disputes and public infrastructure claims. We were instrumental in helping legal teams settle claims related to many building types with construction defects and design flaws. These successes have strengthened our reputation as the go-to resource for attorneys seeking architectural insight in complex construction defect cases. We aim to expand our regional presence and incorporate ever-changing AI tools into our processes to stay on the forefront of technology. We further plan to continue developing tools and training for attorneys, such as CLE materials and white papers defining construction norms. The evolving legal landscape and increasing reliance on remote proceedings has posed both logistical and communication challenges – and we adapt by investing in secure digital platforms for remote inspections, virtual depositions and 3D modelling presentations. These enhancements not only streamline our internal operations, but also improve our responsiveness and collaboration with geographically dispersed legal teams."

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PERSONAL INJURY LAW FIRM OF THE YEAR IN CALIFORNIA, US



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Law firms and attorneys talk a lot about their experience. The truth is, you will be forming a strong bond with your lawyer over the next several months as you work towards a full and fair settlement or jury verdict for your injuries or wrongful death claim. At the personal injury law firm of Ashton & Price, we promise to provide the kind of responsive and assertive legal representation that you deserve.

Our attorneys have been aggressive advocates for personal injury and wrongful death victims in Northern and Central California since 1996, and have more than 100 years' combined experience specialising in accident and insurance litigation, including both negotiations and trials. As a result, they have won major settlements and jury awards from many of the nation's largest insurance companies, corporations and municipalities.

While we're proud of those accomplishments, we know that helping our clients is about more than dealing with insurance companies or filing legal briefs. We're fully aware that you and your family need medical care and emotional support right now too. Rest assured, we will be here to support you from the first moment you retain us until long after your case has been fully resolved.

In Most Cases, No Medical Insurance & No Out-of-Pocket Expenses

Personal injury litigation is our only area of practice. We handle all matters related to accident and insurance litigation, ranging from soft tissue injuries to catastrophic loss and wrongful death. We work with highly qualified medical experts, forensic professionals and investigators in Northern California. As our client, you may elect to receive care from leading doctors, surgeons and other medical specialists who are willing to provide the quality healthcare you need to recover – even if you have no medical insurance or can't pay any out-of-pocket expenses.

Craig F Ashton

One of the closest living relatives of George Washington, with his fourth great-grandfather Bushrod Washington serving as an Associate Justice on the US Supreme Court, Craig F Ashton spent his formative years in the San Francisco Bay Area, attending Serra High School, and then graduated with a BA in History from UC Berkeley, as well as a Juris Doctorate from Pepperdine University School of Law.

Prior to founding Ashton & Price with his law partner Christopher A Price, Mr Ashton was an Associate Attorney for the Law Offices of Arnold Laub in San Francisco, California, and received guidance from the King of Torts, Melvin Belli. Mr Ashton also clerked for the Honorable Chief Judge Parlen McKenna at the Department of the Interior in Washington DC, with an emphasis on environmental law.

Over the course of his career, he has represented clients who were involved in auto accidents and premises injuries, and has facilitated hundreds of millions of dollars in personal injury settlements, awards, judgments and jury verdicts. His secret to success has been personal client interaction, which he says makes all the difference in terms of the outcome in a case.

Mr Ashton is not only an accomplished lawyer and a descendent of George Washington, but also an award-winning athlete who holds five Ironman titles under his belt. With hundreds of millions in settlement funds recovered for clients over his career – as well as 30-plus years' experience under his belt – there's no question that he knows how to get results when it comes time for injury settlements or jury verdicts.

Christopher A Price

Christopher A Price graduated second in his high-school class of more than 700, and then completed his undergraduate work at the University of California, at LA, majoring in Political Science & Business and graduating in 1989 in four years. Thereafter, Mr Price attended and graduated from Pepperdine University School of Law in 1992, and passed the California Bar Exam on the first try.

After passing the State Bar, he went to work for his father's reputable Orange County law firm, Sikora & Price, where he principally practised business litigation. In 1996, Mr Price moved to the Sacramento area and, with fellow Pepperdine School of Law graduate Craig F Ashton, formed Ashton & Price. Mr Price is admitted to practise before all of the Superior Courts of California and the California Supreme Court, as well as all of the Federal District and Appellate Courts of the 9th Circuit.

He has successfully litigated claims involving motor vehicle accidents, big rig accidents, motorcycle accidents, pedestrian accidents, boating accidents, dog bites, products liability, premises liability, as well as slips and falls. Meanwhile, he has successfully litigated cases against major corporations and trucking companies, as well as claims against the largest insurance companies, such as State Farm, Allstate, Farmers Insurance, CSAA, Liberty Mutual and Mercury. In addition, Mr Price has obtained significant results for his clients who have been injured as a result of the negligence of many of the largest government entities – including the Federal Government, the State of California, Regional Transit, as well as the City and County of Sacramento.

COMPANY RESTRUCTURING EXPERT OF THE YEAR IN DELAWARE, US



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**GAVIN /
SOLMONESE**

Gavin/Solmonese provides turnaround, workout and restructuring advisory services, including: engagements as Chief Restructuring Officer or Independent Director; financial adviser for debtors, committees and creditors; expert witness in bankruptcy-related litigation; independent fiduciary assignments, including trustee; M&A advisory; as well as dispute resolution and mediation.

Ted Gavin, Managing Director, was the 2018 President of the American Bankruptcy Institute, created that organisation's Task Force for Veterans' & Service Members' Affairs, and is distinguished as a professional with deep experience in complex bankruptcy litigation. He is well respected for his practical approach to conflict resolution, seeking win-win solutions where possible, while possessing a keen understanding of litigation where not.

According to Mr Gavin, the driving complexity in restructuring is how long

parties are waiting through the distress cycle to seek resolutions, as deepening distress eliminates solutions that would have otherwise been available earlier on. This narrows options, and so preserving value and saving jobs requires a creative approach that seeks to exploit every opportunity available. In a recent engagement, the firm took a company into bankruptcy after negotiating with a key vendor to be able to sell a large pre-payment credit that the debtor could no longer use. Monetising this asset made it possible to fund a Chapter 11 case, run a sales process and save the debtor's technology and its jobs – as well as tens of millions of dollars of taxpayer funds.

Today, Gavin/Solmonese is a boutique advisory firm that regularly punches above its weight class, engaging opposite the industry's largest. The firm is recognised for its efficiency and cost-management approach to engagements, as well as for its seamless integration with clients. Gavin/Solmonese becomes integrated without ever being intrusive or disruptive.

Mr Gavin noted: "Our referral sources are typically attorneys; meanwhile, our clients can primarily be categorised as mid-market companies experiencing distress or the impact of another company's distress on their business. Each case successfully concluded is a win. For instance, we've had cases where creditors were paid in full; likewise, we've also had cases where the company got a chance at a new chapter.

"It should be noted that each case is different, and as the market evolves, every firm has to approach – head-on – the evolving needs of clients. Sometimes that requires staff changes, whereas other times it requires doing things differently. Looking ahead, I hope to expand the team by two or three professionals, including mid-level and younger practitioners, to position us well into the future – because we recognise the need for these evolutionary steps and don't shy away from them. We wouldn't trade the respect in the marketplace that we have earned for anything."

FORENSIC ACCOUNTING ADVISORY FIRM OF THE YEAR IN ILLINOIS, US

Trusted forensic expertise when it matters most

CRA's award-winning Forensic Services Practice supports companies' commitment to integrity by assisting them and their counsel in independently responding to allegations of fraud, waste, abuse, misconduct, and non-compliance, often in moments of crisis. We deliver deeper insights more quickly as a result of our commitment to deploying cross-trained teams of experienced forensic professionals. Our Practice – including our state-of-the art digital forensics, eDiscovery, and cyber incident response lab – has been certified under International Organization for Standardization (ISO) 27001:2022 requirements as part of our industry-leading commitment to our clients and their information security. Operating from ten countries around the world, CRA's clients over the past two years included 97% of the AmLaw 100 law firms and 82% of the Fortune 100 companies.

Awards and recognition

The Practice has been recognized by the *National Law Journal* for being one of the **top-three Forensic Accounting Providers** in America. *Global Investigations Review* ranked us one of the **top-10 investigative consultancies** from around the world for handling sophisticated cross-border, government-driven, and internal investigations. *Chambers* ranked us for our deep litigation support, crisis, and risk management competencies. Learn more at crai.com/forensics.



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Who's Who Legal: Global Leader | Thought Leader |
Expert Investigations Forensic Accountant |
Digital Forensic Investigations Expert

CRA Charles River
Associates

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN MASSACHUSETTS, US



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Seyfarth Shaw LLP's IP practice offers clients powerful protection for their most valuable assets. Backed by the resources of one of the nation's premier law firms, the veteran team of IP attorneys represents a diverse roster of clients, from Fortune 500 and multinational corporations to fast-growing startups. With broad experience in all areas of IP law, Seyfarth helps clients identify and secure their rights, exploit them in the marketplace and enforce or defend them anywhere they do business.

Brian Michaelis, Partner and Co-Chair of Seyfarth's IP Practice, works with leading companies in almost all of the markets serviced by the firm. In his more than 35 years of IP practice, he has assisted with the development of strategies and protection, implementing patents, trademarks, copyrights and trade secrets to protect clients' valuable IP assets. Such clients range from early stage, emerging tech

companies to global innovators. With nearly a decade of in-house engineering experience, as well as R&D, Mr Michaelis played an integral role in the innovation of tech he now strives to protect. In addition, with substantial knowledge of manufacturing environments, he is attuned to using the right mechanisms at the right time to achieve high-level protection at an appropriate cost.

Meanwhile, as practice group Chair, Mr Michaelis leads teams in the procurement and enforcement of IP rights, assembling the appropriate combination to match the firm's resources to client needs. His IP practice group solves information management challenges through an inventive blend of tech and process design. With the assistance of the firm's Lean Solutions group, he helps create software solutions that interface with Seyfarth-Link to aid in information management. For example, in patent prosecution work, he helped develop an electronic disclosure form to provide a means for inventors to submit and store invention disclosures to the client company.

Mr Michaelis noted: "While IP is the most unique asset of any company, it does not exist in a vacuum. Our IP litigators draw on the business-solution experience of Seyfarth's entire platform to assemble an ideal mix of employment, corporate, tax and international colleagues – to provide counsel on the implications of each decision along the path of IP development, protection or litigation. Complementing our team's strong technical background, the IP Litigation team includes IP prosecution attorneys, seasoned trial attorneys and litigators, many of whom are well versed in computer forensics and eDiscovery. We have helped thousands of companies develop, protect and/or monetize their IP assets. Over the years, we have worked across industries ranging from consumer goods to retail, semiconductor fabrication, software, business methods, food and beverage, medical devices, Internet and telecoms, as well as pharmaceuticals."

BUSINESS VALUATION EXPERT WITNESS OF THE YEAR IN NEW YORK, US



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Ronald G. Quintero, CPA, CFA, ABV, CDBV

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Chartered Capital Advisers provides M&A, valuation and corporate financial advisory services on behalf of corporate clients, investors, financial institutions, attorneys, accountants and participants in employee benefit plans. Since the firm opened its New York City office in 1988, it has served more than 600 clients of all sizes throughout the world in a broad range of industries. Today, it offers a unique blend of seasoned professionals with extensive financial advisory and operational experience. All of its professionals have occupied senior positions at Big Four accounting firms, investment banks, commercial banks, valuation and appraisal firms – or in the private industry.

Key services rendered include: business valuations and fairness opinions; pricing options, warrants, equity and debt securities; valuing intangible assets, as well as other unique assets and liabilities; goodwill and intangible asset impairment analyses; financial and operational review of acquisition

candidates; negotiating assistance; expert testimony; business plans and financial projections; as well as market and industry analyses.

Meanwhile, the firm's affiliate, R. G. Quintero & Co., is actively involved in: turnarounds and workouts; financial restructuring; corporate bankruptcy; financial training; as well as CFA review programmes.

Ron Quintero

Ron Quintero, Founder, has provided financial advisory services to several hundred clients representing nearly every major industry. During a career spanning five decades, he has been involved in a broad range of activities in connection with M&A, valuations, bankruptcy and restructuring, expert testimony, as well as financial training. In addition to his role as Founder of Chartered Capital Advisers and R. G. Quintero & Co., he has been a member of the Investment Banking team in the Corporate Finance consulting practice of KPMG, insolvency consultant at Zolfo Cooper, and has also testified as an expert witness on more than 60 occasions.

An award-winning lecturer, writer and scholar, he has further earned the following licences: Certified Public Accountant; Chartered Financial Analyst; AICPA Accredited in Business Valuation; Certification in Distressed Business Valuation; Certified Fraud Examiner; AICPA Certified in Financial Forensics; Certified Management Accountant; Certified Insolvency & Restructuring Advisor; Certified Turnaround Professional; as well as Certified Financial Planner.

Last, but not least – equipped with an AB in Economics from Lafayette College, an MS in Accountancy and an Advanced Professional Certificate in Investment Management from the New York University Stern School of Business – he has served as a member or Chairman of several committees of the New York State Society of Certified Public Accountants, and has been the Treasurer and a member of the Executive Committee of the Board of Directors of the Turnaround Management Association.

RENEWABLE ENERGY ADVISORY EXPERT OF THE YEAR IN OREGON, US



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Michael W. Grainey
Consulting LLC
Renewable Energy/Climate Change/CleanTech
Strategic Planning and Finance/Development

Michael W. Grainey Consulting, LLC is an energy consulting firm in Salem, Oregon. The firm advises businesses and other organisations on energy issues, especially renewable energy, energy efficiency and climate change. In addition, the firm provides advice and consulting on federal and state energy policies and regulatory requirements, as well as on project finance and development.

Consulting services have included review of energy markets for investment firms; review of utility least-cost plans; review of federal and state energy policies and regulatory requirements, including the federal energy policies on climate change contained in the Infrastructure Investment & Jobs Act of 2021 and the Inflation Reduction Act of 2022; assistance on capital fundraising; as well as development of strategic and business plans for project development.

While consulting services have focused primarily on renewable energy technologies,

the firm has also researched issues of high technology, fossil fuels and nuclear energy, combined with investment opportunity research in renewable energy projects for potential investors. Recent consultations have further involved analysis of how federal energy policies and incentives may be changed or eliminated by the new Trump Administration.

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

degree in English from Gonzaga University in Spokane, Washington. Mr Grainey is also a council member for the Gerson Lehrman Group (GLG), providing advice to clients of GLG on prospective energy investments. Meanwhile, he is a member of various business organisations supporting action to address climate change, and has worked on climate issues as a member of the Oregon State Bar's Sustainable Future Section, where he serves on the Executive Committee.

Last, but not least, Mr Grainey has published numerous papers in law reviews and in conference proceedings of renewable energy organisations, and has spoken at many conferences on energy policy. He spoke on the Biden Administration's energy policies, including the Infrastructure Investments & Jobs Act and the Inflation Reduction Act – and how these policies could be affected by the new Trump Administration.

AVIATION LAW FIRM OF THE YEAR IN WASHINGTON DC, US



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JETLAW

Jetlaw, LLC ("Jetlaw") is a full-service aviation law firm headquartered in Washington DC, with offices in Kansas City and Chicago, IL. Jetlaw's practice spans a wide range of aviation-related legal services, including corporate M&A, domestic and international aircraft transactions and financing, aircraft ownership and operations structuring, as well as FAA/DOT/TSA/CBP regulatory compliance. We also offer expertise in air carrier compliance, tax planning and federal state audit defence, securing private equity funding, as well as airport and airport tenant representation – including development and concession agreements, government contracting and DOD-related projects.

In response to the rapidly growing drone (UAS) and Advanced Air Mobility (AAM) industries, the firm has expanded its practice to provide legal and regulatory services for these sectors. Jetlaw's team of experienced regulatory attorneys and advisers guide drone operators, manufacturers and service providers through the complex FAA and DOT regulations,

ensuring compliance and fostering safe operations within the National Airspace System (NAS).

Jetlaw's attorneys and advisers have a unique and deep understanding of clients' aviation needs and challenges, drawing on their own experiences as aircraft operators. "We work with companies not only from the legal standpoint," said Managing Partner Kent S Jackson, a former chief pilot for an air carrier. "We have operated aircraft for 30 years and have been involved in writing about and creating FAA regulations for 30-plus years." Kali Hague, Partner – who worked for a charter operator and airport authority before joining Jetlaw – added: "I spot issues that other attorneys didn't even know existed because I've actually lived in my clients' shoes." This first-hand experience allows Jetlaw to offer valuable insight, helping clients to identify and assess risks in their aviation projects and make informed and business-focused decisions.

In 2024, Jetlaw welcomed Matt D Mentzer to the team as a new Partner and CPA. In addition to his legal expertise, Mr Mentzer

has more than 15 years' combined tax and accounting experience, and advises clients on complex federal and state tax planning for aircraft acquisitions, sales and financing transactions.

Mr Jackson's experience also includes representing clients on FAA aviation rulemaking committees, including the rulemaking committee that developed and drafted the fractional aircraft rules in 14 CFR Part 91, Subpart K.

To keep current with the evolving FAA regulations, Mr Jackson and Ms Hague published the 2025 edition of the "Jetlaw Explained" book series, "Pilot Edition" and "Charter Edition", ensuring it accurately reflects the latest legal updates. Mr Jackson is also a writer for various aviation magazines and journals, as well as being a type-rated airline transport pilot, a flight instructor and repairman – and an active speaker throughout the aviation industry.

MARITIME PERSONAL INJURY LAW FIRM OF THE YEAR IN TEXAS, US



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Spagnoletti Law Firm is a leader in maritime personal injury law, with a long history of representing seamen, longshoremen and other maritime workers in third-party lawsuits.

While our firm is based in Texas, our reach extends globally, allowing us to advocate for injured maritime workers from a wide variety of countries and continents. We pride ourselves on handling cases involving catastrophic accidents of all kinds. No other firm in the US has represented as many plaintiffs from diverse international backgrounds in single-event maritime personal injury claims as Spagnoletti Law Firm.

The firm handles all kinds of maritime lawsuits, including Jones Act cases, 905(b) cases, offshore platform cases, cases brought under the General Maritime Law, Limitation of Liability Proceedings, vessel arrests pursuant to Rule C, vessel/asset attachments

pursuant to Rule B, lawsuits for wrongful vessel arrest, as well as the improper use of foreign labour on the Outer Continental Shelf.

Our ability to navigate the numerous types of offshore accident personal injury litigation demonstrates our comprehensive understanding of maritime law and our commitment to advocating for maritime workers worldwide. Our track record of success is built on decades of experience, in-depth knowledge of maritime law and a relentless dedication to our clients. We believe that our broad global experience, combined with our deep expertise in handling complex maritime personal injury cases, sets Spagnoletti Law Firm apart. Our dedication to navigating complex maritime laws and ensuring that our clients are compensated fairly has remained a cornerstone of our success. We work tirelessly to ensure that injured maritime workers, whether they are based in Texas, Louisiana or halfway across the globe, have access to the justice and compensation they deserve.

Our firm's approach to every case is marked by an aggressive and creative strategy. We understand the complexities and unique challenges presented by maritime personal injury cases, and we are committed to fighting for the rights of seamen who might otherwise be cast aside by large corporations and indifferent legal systems. Many of these workers come from regions where they have little to no legal recourse, and without our firm's intervention, their injuries and suffering would go unaddressed.

At Spagnoletti Law Firm, we view it as our mission to fight for the injured seamen that no one else is fighting for. Our ability to take on complex cases, no matter where they arise, and navigate the intricacies of maritime law is what sets us apart. The dedication and tenacity we bring to each case ensure that injured workers receive not only compensation, but justice.

LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN BRAZIL



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Figueiredo
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TRADE & CUSTOMS LAW FIRM OF THE YEAR IN ECUADOR



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M&A LAW FIRM OF THE YEAR IN BRAZIL



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COMMERCIAL LAW FIRM OF THE YEAR IN GUATEMALA



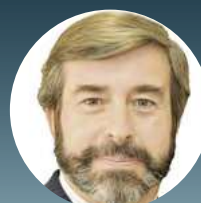
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ANTITRUST & COMPETITION LAW FIRM OF THE YEAR IN CHILE



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SHIPPING & MARITIME LAW FIRM OF THE YEAR IN CHILE



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BUSINESS CRIME LAW FIRM OF THE YEAR IN MEXICO



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INTERNATIONAL ARBITRATION EXPERT OF THE YEAR IN COSTA RICA



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COMPLIANCE LAW FIRM OF THE YEAR IN MEXICO



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Y COMPLIANCE

EMPLOYMENT LAW FIRM OF THE YEAR IN MEXICO



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FAMILY LAW FIRM OF THE YEAR IN FLORIDA, US



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TAX SPECIALIST LAW FIRM OF THE YEAR IN PANAMA



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INSURANCE & REINSURANCE LAWYER OF THE YEAR IN FLORIDA, US



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LAND INVESTMENT BROKERAGE OF THE YEAR IN URUGUAY



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M&A ADVISORY FIRM OF THE YEAR IN FLORIDA, US



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INTERNATIONAL TAX LAW FIRM OF THE YEAR IN CALIFORNIA, US



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LITIGATION LAW FIRM OF THE YEAR IN INDIANA, US



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WORKERS COMPENSATION LAW FIRM OF THE YEAR IN CALIFORNIA, US



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EMPLOYMENT LAW FIRM OF THE YEAR IN NEVADA, US



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FINTECH ADVISORY FIRM OF THE YEAR IN NEW YORK, US



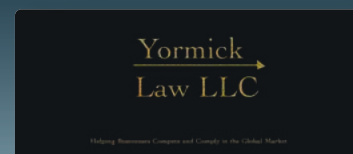
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INTERNATIONAL TRADE LAW FIRM OF THE YEAR IN NEW YORK, US



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



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COMMERCIAL LITIGATION LAW FIRM OF THE YEAR IN TEXAS, US



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MEDICAL MALPRACTICE LAW FIRM OF THE YEAR IN WASHINGTON DC, US



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ASIA & OCEANIA WINNERS

In recent years, the economies of Asia and Oceania have been subject to a complex interplay of global trade tensions, regional disparities in growth and rapid technological transformation. These dynamics have continued into 2025, shaping current conditions and informing economic projections across the region. From major tariff escalations to divergent growth forecasts and shifting labour market trends, a nuanced picture emerges – one that will require agile policymaking and regional cooperation to manage effectively in the year ahead.

Heightened Trade Tensions & Tariff Implications

In April 2025, global markets were rattled by the imposition of wide-ranging tariffs by the US, with President Donald Trump announcing a sweeping 104% tariff on Chinese imports. This marked one of the most significant developments in global trade policy since the original US-China trade dispute began in the late 2010s. The latest measures, which also included tariffs ranging from 32% to 54% on exports from Taiwan, Vietnam and other key Asian economies, triggered a chain reaction throughout the region.

The consequences have been both immediate and far-reaching. Established supply chains across Asia, particularly those involved in electronics and intermediate goods manufacturing, have been significantly disrupted. Australia, as a major supplier of iron ore, coal and other raw materials to Asia, has also felt the impact. Reduced Chinese demand, coupled with general uncertainty in commodity markets, has weighed on Australian export revenues and investor sentiment.

In response to Washington's latest tariffs, Beijing imposed retaliatory measures in the form of an 84% levy on a wide range of US goods. The tit-for-tat escalation between the world's two largest economies has heightened fears of a prolonged trade war, with ripple effects being felt across global financial markets. Major indices in the US and Europe saw sharp declines in Q2 2025, reflecting investor anxiety over the potential for a wider economic downturn.

Countries like South Korea, Bangladesh and Pakistan have moved swiftly to mitigate the fallout, pursuing trade diversification strategies and bilateral agreements with non-US markets. Meanwhile, multilateral platforms, such as ASEAN and the Regional Comprehensive Economic Partnership (RCEP), have assumed greater importance as nations seek alternative avenues for economic cooperation and stability.

Regional Growth: Divergence & Deceleration

Against this backdrop of geopolitical uncertainty, growth across Asia and Oceania is expected to moderate over the coming years. The Asian Development Bank (ADB), in its latest forecasts cited by Reuters, projects that developing Asia will grow by 4.9% in 2025, easing further to 4.7% in 2026. This marks a softening from the 5.0% recorded in 2024, largely attributable to the full-year effects of US tariff measures and the continued slowdown of the Chinese economy.

China, still grappling with long-standing structural issues, including an overstretched property sector and waning consumer confidence, is forecast to see its growth rate decline to 4.3% by 2026. The combination of weak domestic demand, tightening global financial conditions and diminished export competitiveness due to tariffs is constraining the country's recovery trajectory.

Conversely, South Asia continues to stand out as a bright spot, with the region expected to post robust growth of 6.2% in 2026. This resilience is underpinned by strong domestic consumption, favourable demographics and increased public investment in infrastructure and digitalisation – particularly in India and Bangladesh. Southeast Asia, meanwhile, is anticipated to experience a more modest deceleration, reflecting broader regional trends but supported in part by recovering tourism sectors and ongoing FDI in manufacturing.

Inflation Moderation & Monetary Policy Responses

Inflation across the Asia-Pacific region has broadly declined since its post-pandemic peaks, creating more policy space for central banks. According to the World Bank's East Asia & Pacific Economic Update, most economies in the region have seen price pressures ease in 2024 and into early 2025. This has allowed several central banks to pivot towards monetary easing to support domestic demand, though the pace and scope of such measures vary by country.

Nonetheless, structural challenges remain. In particular, some economies continue to grapple with stubbornly low labour force participation among women and youth, which poses long-term risks to productivity and inclusive growth. Addressing these gaps will be essential as governments seek to ensure that monetary policy is complemented by structural reforms and targeted fiscal interventions.

Technological Transformation & the Evolving Labour Market

The accelerated adoption of AI, robotics and other advanced technologies is reshaping employment landscapes across Asia and Oceania. While these innovations offer significant productivity gains and opportunities in high-value sectors, they also risk displacing lower-skilled jobs, especially in manufacturing and traditional services.

For example, automation is gaining traction in textile factories in Vietnam and logistics hubs in Japan, altering the skills mix required by employers. Policymakers face the dual challenge of fostering innovation while safeguarding livelihoods. National strategies in such countries as Singapore and South Korea are increasingly focused on upskilling initiatives, lifelong learning programmes and education system reforms to ensure workforce adaptability.

Moreover, there is a growing recognition of the need to align technological progress with inclusive development. This includes investing in digital infrastructure for rural areas, encouraging greater participation of underrepresented groups in STEM fields and supporting small and medium-sized enterprises (SMEs) in their digital transitions.

Outlook for 2025 & Beyond

Looking ahead, the economic trajectory of Asia and Oceania will be shaped by several interlinked factors:

- **Trade Relations:** The outcome of ongoing US-China trade negotiations will remain pivotal. Further escalation could dampen investment and export prospects, while progress on trade diplomacy could ease tensions and stabilise markets.
- **Growth Divergence:** The marked divergence in regional growth rates underscores the importance of tailored policy responses. South Asia's continued expansion offers potential spillover benefits for neighbouring economies, while North and East Asia must contend with more acute external shocks and structural headwinds.
- **Monetary Policy Flexibility:** Declining inflation provides scope for monetary easing, yet central banks must tread carefully to avoid reigniting inflationary pressures, particularly in economies with high levels of private debt.
- **Technological Integration:** Embracing digital transformation is essential, but it must be accompanied by comprehensive workforce development strategies to ensure equitable outcomes.

Asia and Oceania stand at a critical juncture. The challenges are manifold – ranging from global trade frictions and inflation management to labour market shifts driven by technology. Yet opportunities abound for those economies able to respond with agility, strategic foresight and a commitment to inclusive growth. Regional collaboration, investment in human capital and coherent policy frameworks will be instrumental in navigating the uncertainties of the global economic environment and securing sustainable prosperity for the decade ahead.

INVESTIGATIONS ADVISORY FIRM OF THE YEAR IN ASIA



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A Legacy of Leadership in Investigation & Security

Established in 1965, Globe Detective Agency (GDA) has grown from humble beginnings into one of the most respected names in private investigation and security. Founded by the late Prem Kumar – India's first professionally trained private detective in the US and UK – GDA was built on a foundation of skill, integrity and innovation.

Over the decades, the firm has played a pivotal role in many landmark cases and has continually evolved to meet the demands of a fast-changing world. Today, GDA serves a broad spectrum of clients including corporations, law firms, financial institutions and government entities.

Global Capabilities, Local Expertise

With a workforce of more than 3,500 staff members and strategic partners around the globe, GDA offers comprehensive investigative and security solutions spanning all jurisdictions. Our international presence, combined with local expertise, enables us to operate seamlessly across borders, delivering corporate investigations, litigation support and more – with accuracy and confidentiality.

Whether tracking hidden assets, assessing merger risks or uncovering internal fraud, our teams deliver accurate intelligence and actionable results, wherever the assignment leads.

Our Core Services

- **Background Verification:** Employment, education and criminal checks to protect organisations from hidden risks.
- **Corporate Investigations:** Identifying fraud, IP theft or employee misconduct discreetly and effectively.
- **Asset Tracing:** Locating concealed or disputed assets in complex legal and financial cases.
- **Litigation Support:** Gathering admissible evidence and intelligence to strengthen legal strategy.
- **Due Diligence:** Evaluating businesses or individuals before partnerships, acquisitions or investments.
- **Surveillance & Undercover Work:** Monitoring sensitive situations or embedding personnel to uncover misconduct.
- **Risk Advisory:** Identifying and mitigating security threats, from digital vulnerabilities to reputational exposure.

Built on Trust, Driven by Innovation

GDA's reputation is anchored in trust and reliability. Our longstanding relationships with clients are the result of consistently delivering on high-stakes assignments, often in sensitive or high-risk environments.

Our commitment to quality extends beyond our services. We maintain stringent recruitment, rigorous training and regular performance reviews to ensure that our team operates at the highest standard. Client feedback is integrated into our processes, helping us stay aligned with evolving needs and expectations.

Positioned for the Future

As threats grow more complex and global operations become the norm, GDA is investing in the future. Our growth strategy focuses on:

- **Expanding International Reach:** Strengthening global alliances and opening new markets.
- **Adopting Advanced Technologies:** Enhancing efficiency and service delivery through smart tech.
- **Elevating Investigative Standards:** Continuing to set the benchmark for accuracy, discretion and professionalism.
- **Enhancing Security Offerings:** Developing tailored solutions that meet the dynamic needs of today's businesses.
- **Driving Innovation:** Evolving our capabilities to stay ahead of industry challenges.

A Reputation You Can Rely On

With thousands of successful cases and glowing client endorsements, GDA has built a strong track record of outcomes that speak for themselves. Clients trust us not just for our capabilities – but because we deliver with integrity, confidentiality and results that matter.

From Fortune 500 firms to legal teams navigating international disputes, our clients turn to us when precision, speed and discretion are non-negotiable.

GDA remains committed to setting new standards in private investigation and security – globally, ethically and intelligently.



With a workforce of more than 3,500 staff members and strategic partners around the globe, GDA offers comprehensive investigative and security solutions spanning all jurisdictions. Our international presence, combined with local expertise, enables us to operate seamlessly across borders, delivering corporate investigations, litigation support and more – with accuracy and confidentiality.



O'Brien Criminal & Civil Solicitors Peter O'Brien

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With more than 20 years in operation, O'Brien Criminal & Civil Solicitors is a leading law firm in Sydney providing top-tier legal services across Australia. Principal Solicitor Peter O'Brien and his team have a proven track record in criminal defence, civil law and defamation cases, and are dedicated to justice, integrity and achieving the best possible outcomes for their clients.

Moreover, the firm – led by Mr O'Brien – are deeply committed to promoting equal access to justice, while addressing the systemic shortcomings within law enforcement agencies. Before the firm's inception, the deficiencies within law enforcement agencies went largely unchallenged – until Mr O'Brien conceived a practice that focused on holding police accountable through civil actions. As pioneers in this area, Mr O'Brien's team has led the way in numerous cases involving unlawful arrest, police misconduct and abuse.

He noted: "What makes us stand out from other plaintiff law firms is our holistic and deeply personal approach to client service. We understand that legal issues are often one piece of a much larger puzzle, and so we aim to address the full spectrum of our clients' needs, whether legal, personal or financial. Our approach is rooted in empathy, commitment to justice and a dedication to making a tangible difference to people's lives, especially when many of our clients have

been exploited or harmed by private or governmental institutions, such as police, the church or the state – institutions that are trusted to promote safety and accountability."

A significant proportion of the firm's cases involve people who are marginalised, disadvantaged and facing substantial challenges, such as poverty, homelessness or mental health issues.

Mr O'Brien added: "Our passion to achieve the goal of equity is demonstrated through our ongoing commitment to the community, combined with our proactive efforts to make legal services more accessible. Whether it's providing pro bono support to underrepresented communities, volunteering at organisations like the Redfern Legal Centre or stepping in to assist with major legal crises, we are driven by a desire to ensure no one is left without the legal help they need.

"Our pro bono work and community involvement go beyond corporate responsibility; they are integral to our values and commitment to making a meaningful impact. In 2024, we received the Pro Bono Service Award from the Law Society of New South Wales. This award recognises O'Brien Criminal & Civil Solicitors' efforts in our pro bono work that, in the words of the President of that organisation, 'truly goes above and beyond in terms of the delivery of pro bono legal services to the most vulnerable in our community'."

CONVEYANCING LAW FIRM OF THE YEAR IN AUSTRALIA



Ishaks Peter Ishak

Founder
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Established in 2003, Ishaks is a leading national conveyancing and legal services provider, with offices in both Sydney and Perth. With more than 20 years' experience, our firm offers premium, end-to-end support across a wide range of property and legal matters. Our services include: residential, commercial and industrial conveyancing; contract review and property law advice; wills, probate and estate planning; business law and commercial leasing; family law, debt recovery and civil litigation.

Experience & Expertise: Our legal team is composed of highly experienced solicitors and licensed conveyancers, many of whom are members of the Law Society of NSW, the Australian Institute of Conveyancers, as well as other professional bodies. Over the years, we've built a solid reputation through thousands of successful settlements and long-standing client relationships. Our multidisciplinary knowledge allows us to approach every matter with insight and precision, particularly in the field of property law, where timelines, compliance and client confidence are key.

What Sets Us Apart: What distinguishes Ishaks is our client-first approach, accessibility and commitment to transparent communication. We're available seven days a week to meet the demands of modern clients and work closely with them through every stage of their transaction. Our ability to combine tailored legal expertise with genuine care and responsiveness makes us a trusted name in a competitive market.

Industry Complexities & Our Approach: Conveyancing and property law can be complex, with issues ranging from contract misinterpretations and title irregularities to compliance with ever-evolving regulations. For example, we recently supported a commercial client navigating a multi-property acquisition that involved complex zoning and finance clauses – delivering a smooth settlement through proactive negotiation and strategic documentation. Our depth of experience ensures we manage risks before they arise.

Recent Successes: In the past year, we've expanded our service capabilities, streamlined our processes

with PEXA integration and achieved record client retention. These milestones have strengthened our market position and allowed us to support even more people through their property and legal journeys.

Challenges & Resilience: Like many in the industry, we've faced challenges from interest rate shifts, legislative changes and client hesitations. We adapted by enhancing digital service delivery, increasing client education efforts and maintaining flexibility across our operations.

Looking Ahead: Our goal for the year ahead is to further enhance our national footprint, deepen our service offerings and continue leading with integrity and innovation.

Our Clients: Our typical clients include individuals purchasing their first home, property investors, developers, families planning their estates, as well as small to medium businesses seeking legal guidance.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN AUSTRALIA



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Founded in 1888, Phillips Ormonde Fitzpatrick is a specialist IP firm that transforms creativity and innovation into commercial edge.

We provide tailored, end-to-end IP services that protect our clients' most valuable business assets, and we've been active in this field for more than 130 years. We have offices in Melbourne, Sydney, Adelaide and Brisbane, and have been entrusted by many organisations in a diverse range of fields to assist with IP services in Australia, New Zealand and elsewhere.

The POF Group protects investment in innovation through three key areas of operation, each specialising in a different aspect of IP:

Phillips Ormonde Fitzpatrick (POF) – Our patent and trademark attorney firm specialising in obtaining and maintaining patents, trademarks and registered designs.

Phillips Ormonde Fitzpatrick Lawyers (POFL) – An associated law firm with a strong reputation in IP litigation, as well as advising on and drafting IP agreements.

IP Organisers (IPO) – A specialist search and investigations company providing IP research and searching services, as well as IP portfolio audits and reporting services.

As one of Australia's leading IP firms, we provide our clients with a team of attorneys and lawyers whose experience matches their needs. Our patent and trademark attorneys are registered to act directly before IP Australia and the Intellectual Property Office of New Zealand.

We aim to differentiate ourselves from other service providers by delivering a superior level of personalised client service at a moderate cost. We regard our team of patent and trademark attorneys as among the best in Australia. As a firm that solely focuses on IP, we

match our clients with attorneys that have qualifications and experience relevant to your industry and technology. Our patent and trademarks attorneys are scientists or engineers, ensuring they understand the specific technical issues relevant to protecting IP; moreover, the expertise of our attorneys has been recognised through our rankings in a number of directories. We also have experience in a wide variety of industries, including ICT and computer software, medical technology and devices, pharmaceuticals, mining and resources, defence, as well as consumer products and anti-counterfeiting.

We are privately owned and independent. This independence enables us to be flexible and to invest in our people and our business – and ensures we remain focused on providing a high level of client service, developing long-term relationships built on trust and mutual success.

PERSONAL INJURY LAW FIRM OF THE YEAR IN AUSTRALIA

LawPartners
PERSONAL INJURY LAWYERS

Law Partners

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Law Partners was established in 2004, and has since grown to become Australia's largest specialist personal injury firm*. Our original mission was to set new industry standards by ensuring injured Australians receive all the support and compensation they deserve. We achieve this through a commitment to fees transparency and exceptional client care, characterised by empathy, compassion and clear communication – an approach that continues to this day.

Our services cover key practice areas, including workers' compensation, motor vehicle accidents, total and permanent disability, medical negligence, public liability and institutional abuse claims. We offer free legal advice via phone or live chat, and our website provides numerous resources, including videos, articles, guides and client stories to assist clients in their recovery journey. Our dedication to providing comprehensive support has made us a trusted source of information for Australians navigating the complexities of personal injury claims.

A Wide-Ranging Client Base

Our clients are individuals who have suffered injuries or illnesses and seek fair compensation. We cater to a diverse range of clients, from workers injured on the job to victims of motor vehicle accidents and medical negligence. Each client is matched with a lawyer specialising in their specific claim type, ensuring they receive expert guidance and support throughout the legal process. Our client base includes people from various walks of life, all united by the need for justice and fair compensation. We pride ourselves on being accessible and approachable, making it easy for clients to reach out and receive the help they need.

Deep Experience in Personal Injury Law

With more than 20 years' experience, Law Partners has built a reputation for excellence in personal injury law. Our Principals, Chantille Khoury and Shane Butcher, are multi-award-winning specialists with extensive experience in many facets of personal injury law. Both have been recognised by Doyle's Guide for their outstanding contributions to the field. Chantille Khoury, a pre-eminent workers' compensation specialist, has more than 20 years' experience and provides feedback on policy changes for various government bodies. Shane Butcher, an accredited specialist in personal injury law, has nearly two decades' experience and serves as a spokesman for the Australian Lawyers Alliance.

In addition, Law Partners has been awarded Australia's Personal Injury Law Firm of the Year by Lawyer Monthly magazine for three consecutive years (2022–2024), reflecting our dedication to achieving the best outcomes for our clients. Our team of more than 150 legal professionals is committed to delivering exceptional service and results. In recognition of our services, Law Partners is proud to have received more than 1,250 five-star Google reviews** from the Australian community.

What Makes Law Partners Different?

Law Partners stands out in the market due to our unwavering commitment to client care, fairness and fees transparency. Our "no win, no fee" policy, which includes covering disbursements (or case costs), sets a benchmark for fairness in the industry. We win more than 99% of our cases, regardless. However, clients have the additional peace of mind that they will not incur any costs if their claim is unsuccessful.

Our personalised approach ensures we understand the full impact of our clients' injuries, allowing us to secure maximum compensation. Our tagline, "More personal, more compensation", captures our dedication to building strong relationships with clients and uncovering all aspects of their situation. We invest time in understanding the true impact of our clients' injuries or illnesses, which enables us to identify additional compensation opportunities that might otherwise be overlooked. This empathetic approach not only sets us apart, but also ensures our clients receive the maximum compensation they are entitled to.

Objectives for the Coming Year

In 2025, Law Partners aims to continue expanding our reach and enhancing our services. As we grow, we plan to open new offices and further develop our online offerings to ensure accessibility for all clients. Our focus will remain on listening to our clients and providing tailored support to meet their needs. We are committed to maintaining the principles of trust, empathy, fairness and human connection that have driven our success. Our goal is to find ways to improve our services while staying true to our core values, ensuring we continue to achieve the best possible results for our clients. We also plan to invest in new technologies and training programmes to enhance our team's capabilities and efficiency. By staying at the forefront of legal innovation, we aim to provide even better support and outcomes for our clients. Our future plans are embedded in the process of listening to our clients, providing exactly what they need and want, and continuously improving our services to meet their evolving needs.

*Based on the number of employed lawyers in firms practising solely in the area of personal injury law. Liability limited by a scheme approved under professional standards legislation.

**Based on the Sydney Google My Business listing.



CORPORATE LAW FIRM OF THE YEAR IN CHINA



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匯業律師事務所
HUI YE LAW FIRM

Hui Ye is a leading comprehensive law firm with a strong reputation in commercial legal services. With its headquarters in Shanghai, the firm has additional offices in such locations as Beijing, Guangzhou, Shenzhen, Chengdu, Hangzhou, Wuhan, Chongqing, Xi'an, Hong Kong and LA.

Senior Partner Wu Dong holds a Master of Laws (LLM) from Northwestern University School of Law (US), and serves as a Graduate Supervisor at the East China University of Political Science & Law. He has previously held formal positions as a Member of the Company Law Committee of the All China Lawyers Association, Deputy Director of the Company Law Committee of the Shanghai Bar Association, as well as Council Member of the Shanghai Institute for Equity & Securities Research.

He currently serves as an Arbitrator at the

Shanghai International Arbitration Center; Arbitrator for the Shanghai, Guangzhou and Nanjing Arbitration Commissions; and is a Member of the Xuhui District Committee of the Chinese People's Political Consultative Conference (CPPCC) in Shanghai. Meanwhile, he acts as an Independent Director for two publicly listed companies: TianYu Ecology Co., Ltd. (Stock Code: 603717), and YouAn Design Co., Ltd. (Stock Code: 300983).

For more than 30 years, Mr Dong has provided legal services in corporate and M&A, and is considered an expert in his field, exacting an extraordinary influence on the industry as a whole. He has provided legal services for investments, acquisitions, joint ventures and corporate operations to numerous prominent enterprises, including the Commercial Aircraft Corporation of China (COMAC), China Eastern Airlines, China Great Wall Asset Management, CITIC Group, Founder Group, Uni-President Enterprises Group, Bright Food Group, The Paper News and Dada-NJD.com.

Recognised as a "Dingxin (Foreign-Related) Legal Talent" by the Shanghai Municipal Bureau of Justice, Mr Dong has been consistently ranked by Chambers Global, Chambers Greater China Region and The Legal 500 Asia-Pacific in the "Corporate and M&A" practice area for multiple consecutive years.

He has been further named by LEGAL-BAND as one of the "Top 15 Transactional Lawyers in China", "Top 15 M&A Lawyers in China" and a "Leading Lawyer in Corporate M&A", and his representation of China Eastern Airlines in the issuance of RMB 300 billion bonds was awarded "Deal of the Year 2020" by China Business Law Journal.

In addition, Mr Dong notably advised Quacquarelli Symonds Limited (QS) on its acquisition of 100% equity in three wholly owned subsidiaries of Global Study in China.

INTERNATIONAL DISPUTE RESOLUTION EXPERT OF THE YEAR IN CHINA



King & Wood Mallesons Jessica Fei

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金杜律师事务所
KING & WOOD
MALLESONS

King & Wood Mallesons (KWM) is the largest international law firm based in Asia, with a top-quality, full-service offering in mainland China, Hong Kong SAR and Australia, in addition to other international offices in Asia and the US.

Meanwhile, Jessica Fei is a widely recognised leading international arbitration and dispute resolution specialist with more than 30 years' experience working alongside arbitration institutions and leading firms. She is currently the Joint Global Head of the International Arbitration practice of KWM. Consistently ranked and recommended by leading legal media – including Chambers and Partners, The Legal 500 and ALB – Ms Fei is one of the very few international arbitration practitioners (acting as counsel and arbitrator) with dual qualifications (China and New York), as well as extensive cross-border dispute resolution experience between Chinese/Asian and Western parties.

Prior to joining KWM, Ms Fei practised as an Arbitration Partner for a number of years with prestigious US and UK international law firms based in Hong Kong, Beijing, Shanghai and Singapore.

Today, she predominantly focuses on international arbitration, litigation and ADR, also representing and assisting clients in global arbitration. These include arbitral matters instituted by the HKIAC, SIAC, ICC, CIETAC, LCIA, SCC, AAA/ICDR, BAC, SCIA and UNCITRAL – as well as litigation inside and outside China, in both English and Chinese languages. She further handles disputes related to energy/power, mining, infrastructure and construction, trade, international investment, M&A, manufacturing and distribution, as well as matters of IP (including licence agreements), among other key areas.

Ms Fei has become especially well known for her work in the area of international arbitration, due to her highly successful track record

of winning cases for clients as lead counsel. She sits regularly as arbitrator in commercial arbitration cases, and is listed on the international arbitrator panels of the CIETAC, ICDR/AAA, HKIAC, SIAC, AIAC, KCAB and CEAC. She is also a court member of the SIAC Court of Arbitration, a member of the International/Asia Advisory Committee of the AAA/ICDR, a member of the CEAC Advisory Board, Vice President of the UIA Litigation Committee, as well as China Chapter Chair of the NYSBA (New York State Bar Association) International Section.

Ms Fei is qualified in the PRC and New York State.

Ms Fei has become especially well known for her work in the area of international arbitration, due to her highly successful track record of winning cases for clients as lead counsel.

TRADEMARK ATTORNEY OF THE YEAR IN CHINA



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Ray Lei Zhao

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Since its establishment in 1994, **Unitalen Attorneys at Law** has assumed its place as China's pre-eminent full-service IP law firm. Its staff – comprised of 700 attorneys, paralegals and law clerks – provides IP law services to clients from our branch offices all over China and worldwide. Unitalen offers the full suite of IP and other technology services, including procuring, licensing and enforcing IP rights, as well as providing guidance to avoid infringement of existing third-party IP rights.

On behalf of its clients throughout China and the world, the firm has chalked up an impressive list of litigation successes in disputes over infringement, cybersquatting, counterfeiting, trade secrets, unfair competition and other IP issues. It is adept at representing the unique interests and needs of international businesses, litigating before people's courts, as well as coordinating and overseeing international dispute proceedings.

Ray Lei Zhao, Senior Partner, joined Unitalen in 2002, bringing more than 22 years' professional experience in the IP field. He successively served as the Director of the Legal Department and the Director of the International Trademark Department, and personally handled or guided other lawyers and agents to tackle a large number of IP cases. Meanwhile, he is affiliated with many international organisations, such as FICPI, INTA, ECTA, MARQUES and AIPPI, which further informs his expertise. He is a member of the All-China Lawyers Association, China Intellectual Property Research Society and China Trademark Association (CTA), as well as being a council member of the Program Advisory Council (2024–2025) of INTA – and was Co-Chair of the China Global Advisory Council (GAC) for INTA (2020–2022), responsible for providing advice and suggestions to the Chairman and CEO for promoting regional policy development and cross-industry communication.

Mr Zhao commented: "Our firm stands out in a competitive legal market through a combination

of deep expertise, elite team members, client-centric service and innovative, tailored advice. We prioritise not only legal excellence, but also strategic IP protection blue maps – ensuring our clients receive comprehensive support that aligns with their long-term IP protection objectives.

"It should be noted that one of the primary issues affecting our sector of late is the enforcement of trademark rights and dealings with counterfeits in the market, and so my team plays a crucial role in representation to protect clients' interests. This involves analysing the first-instance judgment, developing an appeal strategy and preparing appeal documents with legal arguments, evidence and precedents, advocating for a favourable outcome at all times. It helps that our client base is large, diverse and professional – valuing proactive IP strategy and possessing a deep understanding of both legal frameworks and industry-specific challenges."

CORPORATE SERVICES ADVISORY FIRM OF THE YEAR IN HONG KONG



Zzzzip
William Probert

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Zzzzip is an innovative professional services firm providing company secretarial, cloud accounting, payroll and outsourced human resources services, as well as digital and creative services.

Zzzzip works with established businesses, as well as startups and entrepreneurs. We assist our Hong Kong-based clients with regional and international expansion, and also facilitate business establishment in Asia for multinational businesses. While we are Hong Kong and Singapore specialists, we also manage entities in multiple jurisdictions.

As long-established industrial economy business models give way to the disruptive forces inherent in the connection economy, the world of professional and corporate services is ripe for change. The connection economy embodies the idea that value is generated by making connections – by helping to solve problems and answering

questions. Using integrity, leadership and vision, connection economy success is founded on who you know, what you know, as well as how your knowledge assists, defines and influences the relationships you build.

William Probert

Born in the UK and raised in Hong Kong, William Probert has more than 20 years' experience in the offshore, recruitment, outsourcing, corporate and fiduciary services industries, and has lived and worked in Hong Kong and the British Virgin Islands.

He is a Co-Founder of Zzzzip, and provides holistic advice to corporate groups and entrepreneurs on all aspects of business establishment and market entry, from ownership, corporate structure, immigration and employment, to financial and operational issues.

William has helped to establish hundreds of new and existing businesses, and manages a

truly diverse international client base. He is also currently Chair of the British Chamber of Commerce in Hong Kong's SME & Startups Committee. The committee provides SMEs and startups with support, and acts as a voice on their behalf within the chamber. Meanwhile, it has regular external liaison with government and additional business bodies, offers a platform to network with other chamber members and organises and hosts events that are of value to the SME and startup community.

As long-established industrial economy business models give way to the disruptive forces inherent in the connection economy, the world of professional and corporate services is ripe for change. The connection economy embodies the idea that value is generated by making connections.

CORPORATE SERVICES EXPERT OF THE YEAR IN HONG KONG



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Leader Corporate Services Limited (Leader) specialises in corporate services, i.e. company incorporation and corporate compliance. It was founded in 2010 by Belinda Wong, the author of the Hong Kong Company Secretary's Practice Manual (five editions), as well as the Hong Kong Company Secretary Checklist (two editions). Belinda is also a frequent speaker on Hong Kong corporate law and its practice at seminars organised by professional accounting bodies.

Leader's work not only covers incorporation, but its advisory role helps companies connect with other countries, particularly China and those in South-East Asia, to obtain such additional services as staff recruitment, auditing and banking. Meanwhile, the firm is a corporate member of both the Hong Kong General Chamber of Commerce and the Chinese Manufacturers' Association of Hong Kong, wherein committee meetings and business visits ensure the firm

is fully apprised of government policy and changes to the business environment. Similarly, Belinda is an associate member of the HK Chartered Governance Institute, and a fellow member of the HK Institute of Directors – as well as the HK Securities & Investment Institute.

Many individuals outside of Asia are unaware that although Hong Kong is a Special Administrative Region of China, it has its own legal and tax systems, and is therefore a beneficial location for bridging people from other regions with China and most Asian countries. Accordingly, Belinda has published articles for the Private Wealth & Family Office Association, registered in Switzerland, on Hong Kong and entrepreneurship to promote the region as a business hub in Asia. This strengthens Leader's brand, but crucially, it increases clients' confidence in the firm, as they know they will receive a comprehensive perspective on good governance.

For more than a decade, Hong Kong has seen advancements in startups and entrepreneurship, and so in 2020, Belinda accepted an invitation to manage

the Startup China Club platform in Hong Kong, which encourages startup entrepreneurs around the globe to submit their pitch decks. When this occurs, Belinda takes an active role in ensuring they are connected with the appropriate accelerator programmes or investors.

Furthermore, Belinda is an advisory board member of Unify Platform AG (Unify), which aims to connect researchers with investors via a management team in Japan. A token, known as a UPT, was issued in 2024, which is tradable in a South Korean exchange, while an office has been established in Karolinska Institutet's Working Lab in Sweden. Such measures help clients better understand the opportunities inherent in connecting with Hong Kong – and cement Leader's connection services for clients who wish to harness the region's possibilities to conduct business.

AVIATION FINANCE LAW EXPERT OF THE YEAR IN INDIA



RNC Legal / Rajinder Narain & Co. LLP
Ravi Nath

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RNC Legal / Rajinder Narain & Co. LLP is internationally renowned for specialising in aircraft finance and leasing, regulatory advice, M&A, cross-border finance, as well as securitisation and enforcement. Ravi Nath, Partner, is ranked among the top ten aviation lawyers in the world, with The Legal 500 stating: "Ravi Nath's esteemed reputation as an aviation expert puts clear blue water between RNC and its rivals."

Established in 1950, the firm has advised major industry players, including Airbus, ATR, Bombardier, Boeing, Rolls-Royce, GE, Pratt & Whitney, AerCap, Carlyle, SMBC, BBAM and TrueNoord. Its advisory capacity extends to such high-profile banks and insurers as HSBC, MUFG, ITASCA, US Exim, Japan Exim, Export Development Canada, as well as the Aviation Working Group (AWG), the Indian government and European agencies in the UK, Germany, France and Italy.

It maintains affiliations with the Legal Advisory Panel of AWG (Aviation Working Group);

the International Bar Association, for which Mr Nath is Aviation Committee Past Chair and current adviser; and the Inter-Pacific Bar Association, wherein Mr Nath was previously President, currently acting as council member.

In his 35 years of experience, Mr Nath has rendered sophisticated advice on bankruptcy enforcements, including judgments that set landmark precedents. Challenges remain, however. For example, it is key to ensure that transactions avoid ever-changing legal complications related to tax, foreign exchange and bankruptcy. Similarly, for enforcements, there may be delays affecting regulatory action and the courts, as well as conflicting laws, although these are set for a dramatic reduction, as the Bill to implement the Cape Town Convention has been passed by both Houses of the Indian Parliament and will shortly be notified as the law of the land as soon as the President of India signs it.

Mr Nath noted: "The High Court of Delhi handed down two landmark judgments in 2015 and 2024 – both of which our firm was heavily involved in, and they have been instrumental in alleviating difficulties.

Meanwhile in the past year, we advised on and negotiated major aircraft financing transactions based on structures routed through India's GIFT City, as well as several thorny issues regarding taxation, bankruptcy and foreign exchange. In the enforcement area, we spearheaded the precedent-setting Writ Petition before the High Court of Delhi, resulting in many others joining our cause. We should note that delays at the regulatory level have amounted to a global crisis, as apprehension has developed among financiers and lessors when leasing aircraft to the Indian subcontinent. However, this hesitation is proving short-lived due to the aforementioned precedent and the aforesaid statute, which will make all provisions of the Cape Town Convention as ratified by India enforceable. Looking ahead, we will assist in building up India's civil aviation sector – as well as training professionals to move forward with confidence."

TAX DISPUTES EXPERT OF THE YEAR IN INDONESIA



Mul & Co
DR Mulyono SH, SE, AK, MH,
MM, MKn, CPA, CA, CFP, CMA, BKP

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MUL & Co
INDONESIA TAX LAW FIRM

Mul & Co, one of very few law firms in Indonesia specialising in taxation, was 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 the best possible solution to tax matters. Our firm brings a rich understanding of Indonesia's unique business and legal culture. We are also independent and free from lengthy conflict checks processes, which can be time-consuming.

In the case that taxpayers receive an unfavourable 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. Moreover, in an overpayment position (income tax and 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. It should be noted that efficient and early tax planning adds value by reducing transaction tax costs.

At the helm of Mul & Co is DR 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, in addition to such professional qualifications as: 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), as well as a registered tax consultant.

Before setting up Mul & Co, he had extensive legal experience in tax environments, including disputes, due diligence, advisory, compliance and company restructuring. Today, he serves a variety of multinational clients from such industries as manufacturing, trading, real estate, mining, oil and gas, telecoms and hospitality.

LIFE SCIENCE AND HEALTHCARE LAW FIRM OF THE YEAR IN JAPAN



ABE & PARTNERS
Takanori Abe

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ABE & PARTNERS
阿部国際総合法律事務所

ABE & PARTNERS is always ready to provide optimal strategies for your company and meet your business goals, because serving clients as a valued business partner is our philosophy and belief.

We provide specialist solutions from viewpoints shared with clients and based on thorough legal research. We share the perspectives of our clients by fully understanding their goals, businesses and the environments in which their companies operate. We comprehensively investigate all legal and technical matters from the client's perspective, proposing tailored solutions to minimise risk and ensure maximum benefit at all times. Our global strategies stem from abundant experience in global litigation, further extending to our knowledge of foreign laws and regulations, as well as how we apply this knowledge in litigating international cases – drawing upon such resources as the networks we have forged with our

overseas partners. We strive to optimise the speed and efficiency of our services on all fronts to adapt to today's rapidly changing economy and society. We are always primed and ready to support clients' corporate activities by making proposals, acting flexibly at the turn of the tide and making strategic decisions in matters of negotiation, mediation, arbitration and lawsuits to ensure we reach an advantageous solution.

Markets in life science and healthcare have expanded in step with social changes, such as ageing populations and globalisation, as well as technical innovations, including iPS cells, antibody drugs and AI, allowing entry from other industries. Therefore, ABE & PARTNERS' attorneys and patent attorneys possess abundant knowledge and skills in the practical business applications and technologies of the market. Its advisers include a guest professor at the Osaka University Graduate School of Medicine, as well as an expert with experience residing at pharmaceutical companies, working alongside an adviser with training and credentials

as a pharmacist. Using our combined expertise, the firm has handled diverse IP disputes related to pharmaceutical products and medical devices, and has delivered complete solutions to a truly cross-border client base.

Moreover, enterprises in the life science and healthcare industry are required to observe IP rights and comply with complicated statutory regulations set forth in such laws as the Pharmaceuticals & Medical Devices Act, the Act on the Safety of Regenerative Medicine, as well as the Act against Unjustifiable Premiums & Misleading Representations, further extending to numerous additional related guidelines. To this end, ABE & PARTNERS ensures clients receive detailed guidance to resolve all forms of legal issues spanning research, development, manufacturing and marketing. This encompasses licences, permits and approvals – as well as attending to breaches of compliance, product recalls and IP disputes.

CORPORATE LAWYER OF THE YEAR IN JAPAN



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御堂筋法律事務所
MIDOSUJI LPC

Akihiro Terai is a Japanese business lawyer with more than 20 years' experience. As a Partner at Midosuji LPC, he has dealt not only with all kinds of general corporate matters, but also with a large number of differing dispute resolution cases (involving litigation, arbitration and mediation), as well as insolvency.

Midosuji is a leading law firm established in Osaka in 1963, and as of May 2025, has multiple offices in Tokyo, Nagoya, Osaka and Hiroshima, with more than 100 attorneys.

To meet the needs of a wide variety of clients, including numerous companies across diverse industries – such as finance, mining, manufacturing, construction, real estate, wholesale and retail, telecoms and services, as well as various other organisations, such as government agencies, medical corporations and educational institutions – Midosuji covers

an extensive range of legal practice areas. These encompass Corporate Law, Litigation & Dispute Resolution, Finance, M&A, Antitrust & Competition Law, Construction & Real Estate, Labour & Employment, Insolvency & Restructuring, IP, International Legal Affairs (Cross-Border), Medical Care (Healthcare), Business Ventures (Startups), Digital Technology, Tourism, Tax, Data Protection & Privacy, as well as Sports & Entertainment.

In addition, Midosuji has several attorneys with secondment experience at key government agencies, such as the Financial Services Agency (FSA); the Japan Fair Trade Commission (JFTC); the Japan Patent Office (JPO); the National Tax Agency (NTA); the Ministry of Land, Infrastructure, Transport & Tourism (MLIT); and the Ministry of Foreign Affairs (MOFA). Leveraging the specialised knowledge and experience of these attorneys, Midosuji provides legal services meticulously tailored to the specific requirements of each client.

Akihiro graduated from the University of Michigan Law School (LLM) in 2010 and obtained admission to the New York State Bar in 2011. Having worked at a full-service law firm and an IP law firm in the US, Akihiro is a corporate lawyer who is able to handle both domestic and international legal matters for globally operating corporate clients, focusing on cases involving cross-border M&A, international cartels and other antitrust law (competition law) matters, as well as commercial transactions.

In recent years, he has begun to take on matters related to the topic of "Business & Human Rights" (e.g., inquiries regarding sustainability and environmental, social and governance [ESG], including human rights due diligence [HRDD]) – and further provides consultation and other legal services concerning all aspects of group compliance, including overseas subsidiaries.

LABOUR & EMPLOYMENT LAW FIRM OF THE YEAR IN NEW ZEALAND



Dyhrberg Drayton
Employment Law
www.ddelaw.co.nz



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Dyhrberg Drayton Employment Law's partners have a wealth of knowledge in New Zealand employment law, providing advice to clients both domestically and globally. The firm has clients in the private and public sectors, private businesses, government departments, ministries, Crown entities, local government, individuals, charitable trusts and unions.

Johanna Drayton and Jordan Boyle, Partners, use their considerable commercial experience to help agencies in the critical area of successfully managing their staff by taking a proactive, supportive approach to resolving employment law problems. They predominantly advise on employee issues, collective bargaining matters and major restructuring exercises. Moreover, the firm helps employer clients to improve their workplace agreements, policies and processes to avoid disputes arising – as well as helping employer and employee clients to resolve employment relationship issues and personal grievances quickly and effectively. By working alongside

clients to achieve the very best outcomes in difficult employment cases, the partners have become established as highly trusted advisers.

Today, Dyhrberg Drayton Employment Law emphasises the importance of quality, results-driven advice rendered in a cost-effective and pragmatic manner. Most contentious matters the firm advises on are resolved through negotiation and mediation, although the partners also possess extensive experience before the Employment Relations Authority, the Employment Court and appellate courts, as well as in providing targeted training and workshops. They have appeared before the Employment Relations Authority and Employment Court many times on issues related to facilitation in collective bargaining, status cases, complex medical issues in disciplinary processes, as well as defending personal grievances for employers.

As leaders in the field of independent workplace investigations for employers, the partners both hold the AWI-CH distinction from the AWI Training Institute for Workplace Investigators, and excel at running independent investigations, as well as

proffering advice on initiating and conducting investigations. They have wide-ranging expertise investigating allegations of bullying, harassment, sexual harassment, discrimination and other alleged inappropriate conduct – and this extends to investigations conducted under the Protected Disclosures Act. Their approach to workplace investigations ensures they are carried out in a procedurally correct and justifiable way, minimising risk to the employer. To this end, Mr Boyle and Ms Drayton are members of the Australasian Association of Workplace Investigators (AAWI).

Last, but not least, Dyhrberg Drayton Employment Law was the recipient of the Employment Law Specialist Firm of the Year accolade at the New Zealand Law Awards 2015, and for the period 2020–2024. The firm was further named Australia Pacific (APAC) New Zealand Employment Law Specialist Firm of the Year for 2024.



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ACCRALAW is the largest law firm in the Philippines, with more than 50 years' experience. The firm has seven practice departments, including the Labour & Employment Department (LED), and maintains branch offices in Cebu and Davao. ACCRALAW's LED principally handles the firm's labour and employment practice. It has gained recognition locally and internationally for its expertise in advocating for employers' rights. ACCRALAW's LED is composed of 23 lawyers with extensive experience in various labour-related matters, such as employee benefits and relations, administrative investigations, data privacy, labour aspect of M&A, labour inspections, independent contractor agreements, as well as collective bargaining negotiations. As a testament to ACCRALAW LED's prowess in handling even the most novel and complicated employment issues, the firm has successfully engaged clientele from a wide spectrum of industries, including corporations engaged in manufacturing, retailing, banking, education, hotel and restaurant management, oil, pharmaceutical, insurance, semiconductors, software development, IT, telecoms, transport, mass media and outsourcing.

Key individuals comprising ACCRALAW's LED are

Mr Emerico O De Guzman, Mr Clarence Darrow C Valdecantos and Mr Neptali B Salvanera.

Mr De Guzman was the Managing Partner of ACCRALAW 2014-2021, Head of LED from 2008-2013 and is now an Of Counsel with the firm. He has taken active roles heading and acting for the Personnel Management Association of the Philippines, the Philippine Bar Association and the Integrated Bar of the Philippines. He is currently an employer representative to the National Tripartite Industrial Peace Council.

Mr Valdecantos is a Senior Partner of the firm and the Head of ACCRALAW's LED. With 30 years' experience in handling various labour matters - including termination disputes, collective bargaining negotiations, strikes and lockouts, certification elections and voluntary arbitration cases - he is consistently recognised by leading legal publications as a top employment lawyer and litigator.

Mr Salvanera has been a Partner at the firm since 2010 and serves as the Monitor of ACCRALAW's LED. He specialises in labour law litigation, illegal dismissal, unfair labour practice, strikes, union organisation issues, the labour aspect of M&A, manpower reduction programmes, workplace investigations and data privacy. As a seasoned labour law practitioner and law professor, he has written extensively on employment law, authoring several notable books and articles in this field.

As the Head and Monitor of the LED, respectively, Mr Valdecantos and Mr Salvanera proactively lead the team by keeping its members informed of current issues and providing exposure to a wide range of employment matters. This approach enables the team to consistently deliver word-class legal services to its diverse and expansive clientele.

PATENTS LAW FIRM OF THE YEAR IN THE PHILIPPINES



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Romulo Law Firm's mission is to pursue the path of excellence, to develop our capabilities to the fullest, and to extend ourselves to the limit. Our vision is to faithfully adhere to the principles of dedicated service in the finest traditions and highest ideals of a learned and noble profession.

From a modest commercial law practice in downtown Manila at the turn of the 20th century, we are today one of the largest and most highly regarded law firms in the Philippines, with a full offering of legal services. This includes banking and finance, capital markets and securities, energy and infrastructure, immigration, IP, employment, litigation and arbitration, real estate and natural resources, taxation, as well as TMT.

We are composed of more than 90 lawyers, all of whom speak English fluently, and a good number of whom have received training and graduate degrees from universities abroad. Our lawyers are also active officers and

members of business and civic associations in the Philippines and around the world.

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

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

Rogelio Nicandro

Rogelio Nicandro's practice focuses on IP, litigation and arbitration. He has acted as panel chairman and arbitrator in significant cases, and has been elected since 1996 as trustee of the Philippine Dispute Resolution Center. In 1999, Mr Nicandro became

the Head of the IP department at Romulo. He regularly attends international IP congresses, where he contributes country reports and position papers, and is Vice President of the Intellectual Property Lawyers' Association of the Philippines, as well as past president of the Licensing Executives Society International, Philippine Group.

In 1987-2011, he was a legal consultant of the Asian Development Bank, and taught election law in Ateneo Law School for eight years. Moreover, he was lead counsel of the National Movement for Free Elections (NAMFREL), particularly for its successful accreditation as the citizen's arm for the snap presidential elections of 1986 - before the Marcos-controlled Commission on Elections. He has likewise handled human rights cases and served as Counsel General of the Brotherhood of Nationalistic, Involved & Free Attorneys to Combat Injustice & Oppression (BONIFACIO).

ADMIRALTY & MARITIME LAW FIRM OF THE YEAR IN SINGAPORE

Haridass Ho & Partners

Haridass Ho & Partners is a medium-sized firm with a niche practice in the fields of Admiralty, Shipping and International Trade whilst handling a broad spectrum of legal services.

Haridass Ho & Partners believe in the importance of personalised service and solicitor-client relationship, which are vital building blocks in the successful completion of any instructions. The firm aims to provide speedy cost-efficient legal advice and solutions to problems. With this in mind, the firm is structured to allow for the formation of project groups to undertake specific matters and instructions in a variety of areas of practice. This system of grouping allows for multi-disciplinary teams of lawyers to render collective expertise to a particular project or matter if there is a need for this approach.

PRACTICE AREAS:

- Arbitration & Alternative Dispute Resolution
- Admiralty, Commercial & Corporate Litigation
- Vessel Sale & Purchase
- Real Estate/Conveyancing
- Corporate/Corporate Secretarial

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Haridass Ho & Partners

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BUSINESS FORMATIONS LAW FIRM OF THE YEAR IN SOUTH KOREA



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HwaHyun

HwaHyun prides itself on offering the highest level of international litigation and arbitration services in Korea. Dr Kyung Han Sohn of our International Litigation & Arbitration Group is internationally known as counsel and arbitrator, and has maintained a strong record of success in numerous international dispute cases over the years.

HwaHyun provides the full range of legal services in this area, including pre-litigation/arbitration analysis and strategic advice, interim measures and emergency arbitration, representation before international arbitration or mediation tribunals, as well as enforcement proceedings of foreign judgments and arbitral awards. The areas where HwaHyun has successfully carried out its cases are extensive, including automotive, construction, maritime (disputes in both dry side and wet side), as well as software and IT.

A forward-looking, passionate and scholarly jurist, Mr Sohn is one of the most renowned partners, and was Vice President of Korea

Arbitration Association, Director of Korea Arbitrators Society, as well as President of Korea International Trade Law Association and Korea Private International Law Association. As counsel or arbitrator of ICC, KCAB, NAF and IFTA, Mr Sohn has specialised in cross-border transactions and helped pioneer such areas as IP, healthcare and medical services, science and technology, as well as international arbitration. He has been involved in a number of high-profile arbitration cases in recent years, and further advised as an expert witness for litigations that included protracted legal issues. He also participated in a conciliation procedure in a patent infringement litigation between a pharmaceutical company in Switzerland and a similar company in Korea, a case wherein the Korean Patent Court had requested conciliation from the KCAB.

In disputes between large and small businesses, where evidence and resources are highly unbalanced, HwaHyun has ensured favourable outcomes by efficiently utilising arbitration rules and procedures on behalf of small businesses. In an ICC arbitration case held in 2023, HwaHyun represented a Hong Kong-based small business

against a conglomerate affiliate, which was a prominent display manufacturer in Korea, and achieved an award that ordered payment for compensation while dismissing the respondent's counter-claims.

HwaHyun's client base is not limited to Korea. With Ashurst, a global law firm headquartered in London, HwaHyun founded the joint venture Ashurst Korea JV as the first collaboration between a Korean and foreign law firm since the country's legal market opened in 2011. Through collaboration with Ashurst and Ashurst Korea JV, HwaHyun's high-quality services are available to a wide range of overseas clients who wish to enter the Korean market. This advantage is available not only for legal advisory services, but also for representing either party in disputes between international companies, especially in cases where complicated governing law issues are involved.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN SRI LANKA



Julius & Creasy
Anomi Wanigasekera

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Julius & Creasy practises all aspects of IP law, such as prosecution and enforcement of trademarks; conducting trademark and proprietor searches at the National IP Office; applications; filing submissions and attending hearings; records of assignment, change of name and address of trademark owners; drafting and filing licence agreements and renewals; as well as conducting patent searches, including prior art searches; and the filing and renewal of industrial designs.

Even though there is no provision to register copyrights in Sri Lanka, the firm advises on such copyright matters as contract drafting and agreements related to IP, sending cease-and-desist letters on behalf of clients, drafting and advising on licence and distributorship agreements, advising on IP-related digital infringement, as well as liaising with clients and counsel on litigation.

In recognition of its prowess in these areas, the IP Division has earned numerous awards,

such as: Chambers and Partners Asia-Pacific Band 1 IP: 2008–2024, Sri Lanka Patent Firm of Year – Asia IP Awards 2023, Award-Winning Law Firm 2023/2024 – The Trademark Lawyer, IP Law Firm of the Year in Sri Lanka – ACQFIVE 2024, as well as IP Law Expert for Sri Lanka – Adviser Society 2024/2025.

Meanwhile, Anomi Wanigasekera, Managing Partner and Head of the IP Division, has also received considerable acclaim – including from The Legal 500 Hall of Fame. She noted: “We are known for offering a wide variety of expertise and excellent teamwork to ensure a comprehensive service, and are always willing to accommodate highly specific needs.”

Ms Wanigasekera went on to explain that, in the modern era, infringement through digital media – which involves tracking the physical location of the infringer – can be cumbersome, and the unique details of each case are therefore pivotal in the context of enforcement. As a result, conducting thorough investigation and

searches inconspicuously is one of the most important methods of combatting digital infringement. To this end, there is a Registry to obtain .lk domain names separately from the National Intellectual Property Office, and a party must subsequently confirm they are not infringing rights by obtaining a particular domain name. In the event there is a violation/dispute, the Registrar will attempt to settle the matter, with litigation being the last resort.

She added: “Our ongoing aim is to continue to maintain and improve our high level of service quality. Presently, our clients represent numerous multinational companies, which include a majority of the Fortune 500 companies. We further act for several leading Sri Lankan conglomerates, and are regularly instructed by some of the leading trademark agents in the UK, the US, Europe, Australia, Japan, Hong Kong, Singapore, Malaysia and India.”

TRADEMARK LAW FIRM OF THE YEAR IN VIETNAM



MINERVAS
Le Quang Minh

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Founded in 2007, Minervas was, and still is, deeply rooted in Le Quang Minh's love for the legal profession. Vietnam was opening its doors to foreign investments, and lawyers with international experience were pouring in to help foreign corporations do business in the region. However, there were areas where native lawyers would have the advantage over their foreign counterparts, owing to the former's deep knowledge of history, cultures, customs and relations, in addition to local laws and practices. Minervas was founded to take these advantages and combine them with the experience its founder had accumulated while studying abroad and travelling the world as a lawyer.

Nowadays, Minervas is a team of licensed lawyers who are admitted to local Bars, as well as patent and trademark attorneys who are licensed to represent clients in every aspect of IP – including trademarks, patents, industrial designs, geographical indications, layout design of integrated circuits, copyright

and related rights, as well as plant variety protection.

Minervas serves clients from North America, the EU and Asia, many of whom are leading multinational corporations, in addition to its established client base in Vietnam. Its geographical coverage further extends to Laos, Cambodia and Myanmar. Whatever a client entrusts to Minervas, the former will feel, in every detail, the latter's determination, sincerity, faithfulness, thoroughness and professionalism, as well as warmth of the companionship.

Minervas and its lawyers are also members of domestic and international professional organisations. These include the Vietnam Bar Association, the Vietnam Intellectual Property Association, the International Trademark Association (INTA), the Asian Patent Attorneys Association (APAA), as well as the International Association for the Protection of Intellectual Property (AIPPI). The purpose of these affiliations is not only about being a member, but about keeping abreast with relevant developments in pertinent fields in order to serve clients more effectively.

At Minervas, the lawyers inherently seek innovative approaches, like an inventor looking for a solution to an existing problem using a technical approach. As a result, every case – whether a trademark search or application filing, or taking action against infringement – will be tailored for the client's maximum protection and interest. The net result of this is that when the lawyers at Minervas hear words like “you are the best” from clients thousands of miles away, they experience a great sense of gratitude and move forward with ever more enthusiasm.

One might ask whether the lawyers at Minervas work too hard. This is not the case; they are happy doing the things they truly love and enjoy, which includes family care, arts, music, sport and travelling – but also serving clients in a new, more effective and efficient way.

AUDIT & ASSURANCE SERVICES EXPERT OF THE YEAR IN TURKMENISTAN



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Maksat Sahedov is a private auditor and business consultant in Turkmenistan, providing audit and assurance, tax advisory and business compliance services to FLEs that have operations or potential business interests in the developing market of Turkmenistan. Maksat Sahedov offers more than 15 years' professional experience in auditing, consulting and compliance, including 12 years in leading international audit and consulting firms.

Practice areas include, among others, audit and assurance, taxation and business compliance advisory.

Audit & Assurance:

- Audit and audit-related services;
- Financial due diligence;
- Accounting outsourcing.

Taxation:

- Recurring consultancies on taxation matters, including local and cross-

border taxation;

- Proper interpretation and application of international double taxation treaties;
- Support during tax audits, tax litigation and dispute resolution, appeal preparation and defence of clients in the courts;
- Tax planning and tax structuring.

Business Compliance Advisory:

- Business setup compliance advisory (getting to know the host country);
- Tax registration of PEs and branch offices of FLEs;
- Evaluation of the effectiveness of existing compliance policies and procedures;
- Keeping track of regulatory developments to ensure immediate reaction;
- Payroll & HR consultancies.

Maksat Sahedov is unique in servicing operators and subcontractors that operate in Turkmenistan. This uniqueness is achieved through deep knowledge and expertise in production sharing agreements (PSAs), 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 the complexities of numerous engagements, and serve as the foundation for multiple success stories.

Maksat Sahedov's mission is to be possessive not only of professional technical attributes related to practice areas, but also to be a solid attorney, combining 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 put into action. With uncompromising integrity and leading professionalism in the market, he guides his clients in reaching, and in most cases exceeding, their goals and expectations.

CORPORATE LAW FIRM OF THE YEAR IN AUSTRALIA



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SPORTS LAW FIRM OF THE YEAR IN AUSTRALIA



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CRIMINAL DEFENCE LAW FIRM OF THE YEAR IN AUSTRALIA



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WORKPLACE RELATIONS LAW FIRM OF THE YEAR IN AUSTRALIA



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CRIMINAL LAW FIRM OF THE YEAR IN AUSTRALIA



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AI & BIG DATA LAWYER OF THE YEAR IN CHINA



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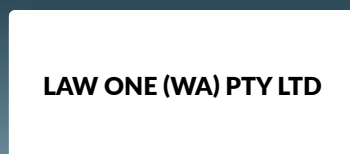
DEFAMATION LAWYER OF THE YEAR IN AUSTRALIA



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EMPLOYMENT LAW EXPERT OF THE YEAR IN CHINA



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FRANCHISE LAW EXPERT OF THE YEAR IN AUSTRALIA



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TAX LAW FIRM OF THE YEAR IN CHINA



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CONSTRUCTION LAW EXPERT OF THE YEAR IN HONG KONG



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INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN INDIA



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DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN HONG KONG



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BANKING & FINANCE LAW EXPERT OF THE YEAR IN INDONESIA



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BANKING & FINANCE LAW FIRM OF THE YEAR IN INDIA



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IP LAW EXPERT OF THE YEAR IN INDONESIA



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BOUTIQUE INTELLECTUAL PROPERTY RIGHTS PROTECTION LAW FIRM OF THE YEAR IN INDIA



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



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COMMERCIAL ARBITRATION FIRM OF THE YEAR IN INDIA



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EMPLOYMENT LAW EXPERT OF THE YEAR IN JAPAN



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INFORMATION TECHNOLOGY LAW FIRM OF THE YEAR IN JAPAN



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MORI HAMADA

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CITY-YUWA PARTNERS

TRADEMARK LAW FIRM OF THE YEAR IN JAPAN



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DIVORCE LAW FIRM OF THE YEAR IN MALAYSIA



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TRADEMARK ADVISORY FIRM OF THE YEAR IN MALAYSIA



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IPMAN

IP LAW EXPERT OF THE YEAR IN NEW ZEALAND



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**MinterEllison
RuddWatts.**

AFRICA & THE MIDDLE EAST WINNERS

Over the past year, the economies of Africa and the Middle East have navigated a complex landscape marked by geopolitical tensions, policy reforms and shifting global economic conditions. These factors have not only shaped the current economic climate but also set the stage for the year ahead. This analysis delves into the regional economic developments, highlighting key challenges, reform initiatives and strategic investments that are influencing the trajectory of these regions.

Middle East Economic Landscape

The Middle East has experienced notable economic fluctuations, influenced by a combination of external shocks and internal reforms. In April 2025, the US imposed tariffs on several Middle Eastern nations, including a 10% tariff on Gulf Cooperation Council (GCC) countries, with higher rates for others, such as Iraq and Syria. These tariffs, coupled with a nearly 15% decline in Brent crude oil prices over five days to just over \$64 per barrel – a 30% decrease from the previous year – have placed significant strain on the economies of energy-producing nations. Stock markets across the region, including Dubai, Abu Dhabi and Saudi Arabia's Tadawul, suffered substantial losses, with major companies like Saudi

Aramco experiencing notable declines in market value. Saudi Arabia's economic agenda has been particularly challenged by the oil price plunge, which threatens to reduce government revenues and complicate efforts to fund Vision 2030, the kingdom's ambitious economic diversification plan. The government may need to increase debt or reduce spending to manage fiscal deficits, which had already deepened in 2024. In addition, the conflict in the Red Sea region has disrupted vital shipping routes, increasing insurance costs for commercial vessels and affecting countries like Egypt, which heavily relies on revenues from the Suez Canal.

North Africa's Energy Sector

In North Africa, Italy's energy company Eni has announced plans to invest approximately €24 billion (\$26.24 billion) in Algeria, Libya and Egypt over the next four years. This investment aligns with Italy's broader efforts to strengthen economic and political partnerships with Africa under the Mattei Plan. Eni aims to enhance regional energy production to meet increasing domestic demand and bolster Europe's hydrocarbon supply.

Sub-Saharan Africa's Economic Challenges

Sub-Saharan African countries have faced economic headwinds due to the US tariffs, with such nations as Lesotho and Madagascar experiencing rates of up to 50%. These tariffs threaten jobs, economic growth and international relations, potentially pushing affected countries to align more closely with China. Despite these challenges, Fitch Ratings has indicated that African credit ratings are resilient enough to withstand aid cuts and global trade tensions. The region's limited integration into global supply chains and export composition cushion it from extensive adverse effects, unlike regions like Asia. However, countries like Ethiopia, Mozambique, Uganda and Lesotho, where US assistance plays a critical role, may experience fiscal instability due to the aid suspension.

Climate Change Initiatives

Addressing climate change, the World Bank and the IMF have initiated the Enhanced Cooperation Framework for Climate Action. Madagascar has become the first beneficiary, with coordinated efforts to promote green and resilient investments, adaptation interventions and the expansion of renewable energy. The initiative aims to mobilise additional climate financing and strengthen the country's resilience to climate-related challenges.

Egypt's Economic Reforms

Egypt has implemented significant economic reforms, including currency flotation, fiscal measures to raise the tax-to-revenue ratio and the acceleration of state-owned company privatisations. The end goal of these reforms is to strengthen public finances and attract foreign investment. Notably, private investment exceeded public investment in the final quarter of 2024, marking a significant shift in the country's economic landscape. This shift represents a marked departure from the dominance of public investments in Egypt's recent economic history.

Outlook for the Year Ahead

The economic outlook for Africa and the Middle East in the coming year is shaped by several key factors:

- **Trade Relations:** The impact of US tariffs and the potential for further trade tensions will significantly influence regional economies.
- **Oil Prices:** Fluctuations in oil prices will continue to affect the revenues of energy-producing nations, particularly in the Middle East.
- **Climate Initiatives:** Ongoing climate action initiatives, such as the Enhanced Cooperation Framework, offer opportunities for sustainable development but require effective implementation and financing.
- **Economic Diversification:** Efforts to diversify economies beyond oil dependence, exemplified by Saudi Arabia's Vision 2030, will be crucial for long-term resilience.
- **Geopolitical Stability:** Addressing conflicts and ensuring regional stability will be essential for sustained economic growth and development.

In summary, the economic landscapes of Africa and the Middle East in 2024 and early 2025 have been characterised by significant challenges and emerging opportunities. Navigating these complexities will require coordinated policy responses, strategic investments and international collaboration to encourage sustainable and inclusive growth in the region. The coming year presents both risks and prospects, and so actions taken now will shape the economic trajectories of these regions for years to come.

COMMERCIAL LAW FIRM OF THE YEAR IN THE DEMOCRATIC REPUBLIC OF THE CONGO



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Having worked for several years in the private sector, Alexis Thambwe-Mwamba practised law as a Partner in two separate firms before creating his own legal structure, Thambwe-Mwamba & Associés, in 2005. In doing so, he recruited Liliane Mubanga Wetungani, his first collaborator, and entrusted her as Officer Manager to lead the firm while keeping an eye on its administration. In the years since, Maître Mubanga Wetungani has taken on the role of Senior Executive, recruiting other lawyers who accompany her in advising and defending the interests of clients, and has been a Partner since 2023.

Today, Thambwe-Mwamba & Associés is one of the leading law firms in DR Congo, offering high-quality services tailored to the needs of a clientele comprising individuals and companies. The firm is driven by its values of thoroughness, confidentiality, integrity, availability and reactivity.

During any economic and/or commercial activity, there are a multitude of transactions, from the simplest to the most complex – and all of them involve differing types of commercial or special contracts. Thambwe-Mwamba & Associés' approach ensures a thorough understanding of the activities of its clients to propose the appropriate solution. The firm assists with the drafting of deeds or other contracts and statutes, as well as rendering contract analysis and review, amendments, evaluation and follow-up. In the case of litigation or disputes, it assists in reconciliation and negotiation, and – as a last resort – will defend or request the intervention of the courts and tribunals.

Meanwhile, to remain at the forefront of her profession, Maître Mubanga Wetungani takes part in training courses and has, to date, obtained such qualifications as: Certificate in Hydrocarbons, OHADA Certificate, Certificate in Public Procurement and Certificate in Insurance, as well as an International Certificate in Corporate Finance (ICCF) from HEC Paris. In 2019, she received

a Master's in International Commercial Law from Robert Kennedy College in Zurich in association with the University of Salford, Manchester. She also possesses extensive practical experience in matters of private law, business and corporate law, real estate, mining and hydrocarbon law, as well as insurance – and further acts as a mining and quarrying agent. In addition, she was a member of the Bar Council of Kinshasa-Gombe during 2013–2016, wherein she also served as treasurer from 2014–2016.

Maître Mubanga Wetungani noted: "Commerce is at the core of a democratic society, and in order to be strong economically, it must be attractive to businesses. One way of achieving this is to have a strong set of laws and regulations protecting businesses that enter into agreements with others – as well as providing resolutions when things don't go to plan. Commercial law provides that platform."

DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN KENYA



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While Madhani Advocates LLP is a newly incorporated entity, the founding members have a long-standing, combined history of more than 60 years in various legal sectors delivering excellence with experience. The founding members pride themselves on providing service-orientated, client-driven legal advice. Meanwhile, the name Madhani itself is well known in the legal sector, and that history shall remain with us as we forge a brighter future for this new entity. Our past success is a foundation into our future accomplishments.

Madhani Advocates puts the interests of our clients at the heart of our work, serving a clientele spanning numerous banks, insurance companies, government organisations, multinational corporations and private clients. Our expertise is far-ranging in all legal sectors, while our service delivery is swift without compromising on quality. In addition, our highly efficient litigation department deals with a wide

range of contentious matters arising from commercial and civil interactions, including: contentious banking and company matters; industrial and labour-related litigation; prosecution and defence of subrogation and other insurance-related claims; enforcement of securities; enforcement of IP rights; judicial review and public law litigation; contentious commercial transactions; consumer protection and professional negligence claims; secured and unsecured debt recovery through judicial proceedings; prosecution, defence and representation in subrogation and other insurance-related claims; as well as enforcement of civil rights through prosecution and defence in tortious liability claims.

The department further undertakes consultancy services in such areas as labour law, regulatory framework, formation, management and reorganisation of business enterprises. The litigation team, which also acts as the debt recovery unit, has acquired considerable experience in bankruptcy, as well as winding-up proceedings and receivership in Kenya, and some of our advocates have been appointed as receivers and managers of several companies.

Harshil Shah

An Advocate of the High Court of Kenya with more than seven years in practice. Prior to his admission, Mr Shah obtained his LLB (Hons) from the University of Nottingham (UK), and thereafter pursued his postgraduate diploma at the College of Law in London, Bloomsbury. During his time in the UK, he specialised in dispute resolution, M&A and public companies, as well as equity finance.

Mr Shah is the Managing Partner of Madhani Advocates. He has specialised majorly in the litigation and dispute resolution areas, and also oversees the firm's Probate & Administration department. To date, he has worked on a variety of complex and high-value matters in a variety of tribunals and courts of all stature, including most recently in the Supreme Court, as well as arbitration and mediation settings. Select engagements include successfully handling a multifaceted estate dispute revolving around the fraudulent acquisition of assets from the deceased person.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN KENYA



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CFL Advocates is a leading law firm in Kenya, recognised for its expertise in IP. The firm offers end-to-end IP advisory, including registration and enforcement across all types, IP litigation and anti-counterfeiting measures, as well as managing commercial IP aspects – such as due diligence and portfolio optimisation for M&A. With a strong network of legal partners across Africa, CFL ensures comprehensive IP protection for clients ranging from startups to multinational corporations.

CFL is at the forefront of IP protection in Kenya and beyond, actively contributing to legal publications, industry discussions and policy development. As thought leaders, the lawyers have moderated and spoken on various IP issues at conferences and industry forums. The team has also played a role in shaping IP legislation by making proposals and engaging with policymakers across Africa.

Similarly, CFL is a member of such leading international networks as INTA, PTMG and Advoc, and actively participates in global IP events, including those organised by AIPPI

and INTA, among others. Through these strategic partnerships, CFL ensures seamless cross-border solutions and advises clients across diverse industries, including FMCG, technology, pharmaceuticals, fashion and hospitality.

Lorna Mbatia, Managing Partner, noted: "CFL differentiates itself through a client-centric approach, offering more than routine services, but rather holistic IP strategies tailored to business goals. We are a recognised leader in IP litigation, actively collaborating with regulatory bodies like the Anti-Counterfeit Authority (ACA) and the Kenya Industrial Property Institute (KIPI).

"Today, a significant challenge in IP law is enforcement against counterfeiting and trademark infringement. As such, CFL works with regulators to conduct enforcement actions, leading anti-counterfeit raids and ensuring counterfeit goods are seized and destroyed. We also partner with online marketplaces – through MoUs – to combat digital counterfeiting by securing rapid removal of suspected fake products to safeguard client brands."

Over the past year, CFL has successfully prosecuted multiple trademark oppositions and infringement

cases, securing favourable rulings. The firm has also led anti-counterfeiting efforts in collaboration with regulatory authorities and law enforcement. Beyond litigation, it has structured licensing, franchising and technology transfer agreements to help businesses maximise their IP assets. Meanwhile, the rapid advancement of digital platforms has presented new challenges, particularly in protecting brands online, and so the firm has adapted by expanding its expertise in digital IP protection.

"We have strengthened our regional collaborations to address cross-border IP challenges," added Ms Mbatia. "Moreover – looking ahead to the coming months – we aim to further expand our presence in Africa by enhancing our IP litigation capabilities and increasing engagement with global IP networks. We endeavour to focus on emerging legal areas, such as AI and digital copyright, to ensure we provide cutting-edge legal solutions for our clients."

LITIGATION LAW FIRM OF THE YEAR IN KENYA



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Founded by our Senior Partner, Julius Kipkosgey Kemboy, in 2006, Kemboy Law Advocates is a mid-sized firm at the heart of Nairobi, Kenya.

Our practice provides a wide array of legal services both locally and internationally. We especially pride ourselves as experts in ADR, banking and securities, corporate and commercial transactions, dispute resolution, IP, oil and gas, real estate and conveyancing, as well as tax. Our diverse experience and depth of knowledge in these fields of law places us in a unique position to best address and satisfy our clients' demands.

Our advocates' mastery of the law and ability to adjust to emerging trends in the legal sector gives us an edge over our competitors. We believe in providing quick, strategic and innovative solutions to our clients' legal problems.

Our approach to legal practice is embodied in our competence, consistency and attention to detail, be it in the pleadings we file, constant updates to clients and the fearless representation of our clients' interests, irrespective of the subject matter, forum or adversary.

We are dedicated to knowing our clients, understanding their needs and providing perspectives that are uniquely individual, away from the cookie-cutter, "one size fits all" practice. This approach makes us zealous in the pursuit of our clients' interests, and relentless in achieving the best possible results.

Kemboy Law is a vibrant legal practice. Our team of advocates' impressive legal knowledge and experience across numerous practice areas enables us to explore all legal options, be they specific and unique to each client, to come up with a dynamic strategy and solution.

The firm offers a wide range of litigation services that include: civil, commercial, tax, constitutional and human rights law, environment and land law, employment and labour relations law, specialised tort litigation, as well as defamation, among other areas.

Our Litigation Department handles the entire spectrum of the dispute resolution process: from offering detailed legal opinions, to conducting investigative work, to the exploration of all possible channels to settle the matter pre-litigation, in addition to finally conducting the trial. In all matters, we take a nimble and flexible approach that allows our strategy to morph to the needs of our client and protect their best interests.

Our team has handled briefs that run the gamut from complex commercial disputes, to criminal trials at the International Criminal Court (ICC), to high-profile shareholder disputes and intergovernmental relations.

Julius Kipkosgey Kemboy

Our Senior Partner, Julius Kipkosgey Kemboy, founded Kemboy Law in 2006. From the outset, Mr Kemboy was particular on commencing a firm that would guarantee him a fresh start and independence. However, he nurtured the firm into an organisation that embodies justice, equal opportunities for all, the guarantee of proper training for young advocates and an indiscriminate fortress of legal aid for all those who may need it.

Mr Kemboy's deep grasp of multiple areas of law has allowed him to develop a wide practice that has seen him represent clients at the ICC, the East Africa Court of Justice and the Supreme Court of Kenya. He has participated in a number of international arbitrations and negotiated huge contracts for foreign governments,

various conglomerates in Africa and India, as well as a plethora of multinational companies. Our Senior Partner has also had the privilege of representing a Chief Justice of the Republic of Kenya, and holds a Master's degree in Oil & Gas / Renewable Energy, consulting when required for the government and prospecting companies.

In a world where many leaders lack character and integrity, we at Kemboy Law are fortunate to have a leader and mentor who is the personification of these virtues. No one understands the concept of "service above self" more than our Senior Partner. He pushes himself beyond the typical boundaries to ensure that all of our clients' interests are well protected, and all of their needs are met.

Those who have had the privilege of being his pupils or mentees will tell you that his willingness to share his skills, knowledge and expertise is unparalleled. They will also tell you that his persistent guidance and unwavering belief in their potential, despite their shortcomings, is the extra nudge that inspires them to discover their hidden strengths and move beyond their limitations.

Asked to describe his journey to success, Mr Kemboy's response is often a simple one: "Success is the result of perfection, hard work, discipline and consistency. These are the things I have had to keep alive both in times of hardship and triumph." He is thereafter likely to refer to a Nelson Mandela quote, which is the first thing you will see as soon as you walk into his office, that: "There is no easy walk to freedom anywhere, and many of us will have to pass through the valley of the shadow of death again and again before we reach the mountaintop of our desires." Indeed, a fitting response from a man who came to Nairobi some 20 years ago with nothing but hope and determination.

DISPUTE RESOLUTION LAW EXPERTS OF THE YEAR IN NIGERIA



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Compos Mentis Legal Practitioners, established in 1985, is a distinguished Nigerian law firm renowned for delivering high-quality legal services in both domestic and international matters. With offices strategically located in Warri, Lagos and Abuja, the firm caters to a wide range of clients, including individuals, corporations, multinationals, state-owned enterprises, financial institutions and government bodies across multiple sectors. The firm stands out for its extensive geographical reach, independence and unwavering commitment to service excellence.

As a forward-thinking and ultra-modern legal practice, Compos Mentis expertly combines the enduring traditions of the legal profession with the demands of the digital era, ensuring its services remain both relevant and sophisticated. The firm leverages deep expertise in the Nigerian business environment and an astute understanding of the country's sociopolitical climate to provide clients with comprehensive legal guidance across a broad spectrum of issues.

A testament to its quality and commitment to global standards, Compos Mentis is proud to be the first Nigerian law firm to attain the ISO 9001:2015 certification, which recognises compliance with international quality management systems.

The firm maintains a robust and active litigation department that has successfully handled numerous cases across various areas of law. Compos Mentis is highly experienced in representing clients in courts and tribunals nationwide, managing high-profile election petitions, defending major Nigerian commercial banks and serving as external counsel for key federal government agencies. The firm is particularly proficient in debt recovery and dispute resolution for banking and financial institutions.

In addition to traditional litigation, Compos Mentis strongly advocates for modern, efficient dispute resolution methods. It actively represents clients in arbitration and other ADR proceedings, such as negotiation and mediation, both within Nigeria and before international arbitration panels.

A prominent leader within the firm, Emokiniovo Dafe-Akpedeye brings an impressive academic and professional background. She is a first-class graduate in Economics of Management and an Oxford University-trained lawyer. Ms Dafe-Akpedeye has significant experience in drafting complex commercial agreements and interfacing with major regulatory bodies like the Nigerian Midstream & Downstream Petroleum Regulatory Authority and the Federal Inland Revenue Service. A qualified solicitor in the UK and a member of the Chartered Institute of Arbitrators (CIARB), she holds the institute's highest academic qualification, the Diploma in International Commercial Arbitration. Recognised by her peers for her dedication, strong work ethic and client-focused approach, Ms Dafe-Akpedeye exemplifies the firm's ethos of excellence. Her personal mantra, "Only the best is good enough", reflects her commitment to consistently delivering outstanding results for clients.

INSURANCE BROKERAGE FIRM OF THE YEAR IN NIGERIA



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Founded in 1972, Ark Insurance Brokers is a trusted leader in the insurance industry, renowned for helping clients navigate, mitigate and manage risks across a wide range of sectors. Fully licensed by the National Insurance Commission and a proud member of the Nigerian Council of Registered Insurance Brokers, Ark stands as a pillar of expertise in risk management. As the only Nigerian company in the Worldwide Brokers Network - the world's largest network of independent brokers - Ark blends deep local market knowledge with a wealth of global insurance experience.

With offices in Lagos, Port Harcourt, Abuja and Accra (Ghana), as well as representative offices in Lome (Togo) and Cotonou (Benin), we employ more than 90 professionals with diverse expertise, handling more than 2,500 claims annually for more than 800 corporate clients. Our London-based Africa Desk, staffed by four seasoned professionals, specialises in managing large-scale risks and placing

coverage across the continent, adhering to the unique regulatory requirements of each country. Our leadership team is driven by a commitment to innovation and operational excellence, leveraging cutting-edge technology to foster remarkable growth and deliver exceptional client outcomes.

Our clientele includes multinational corporations across several industries, ranging from oil and gas to financial services, construction and the arts. We also proudly serve a diverse portfolio of small and medium-sized enterprises. To meet the needs of our varied client base, we offer a broad spectrum of core services:

- **General Insurance:** Motor, fire, marine and liability insurance.
- **Employee Benefits (Life):** Group life, personal accident and disability coverage.
- **Complex Risks:** Energy, power, aviation, construction and engineering.
- **Reinsurance:** Facultative and treaty arrangements.
- **Employee Benefits (Health):** Domestic and international health plans.

We enhance these core offerings with value-added services that set us apart:

- **Risk Analytics:** Our actuarial team provides in-depth coverage assessments, reinsurance recovery analysis and industry insights for optimal risk placement.
- **Engineering:** On-site asset inspections for pre-loss surveys, identifying hazards and implementing risk control measures.
- **Claims Handling:** Dedicated teams to support clients in the efficient processing and tracking of claims.
- **Technology:** Our cloud-based, proprietary platform gives clients easy access to policies, claim logging, reports and real-time insurance spend tracking.
- **Lenders Advisory:** Expert insurance due diligence and advisory services for lenders and borrowers.

While no one can predict the future, Ark is committed to safeguarding it, ensuring that our clients are well-prepared for whatever lies ahead - especially for operations across the African continent.

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN QATAR



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www.jahcoip.com



JAH Intellectual Property, established in 2004, is a leading IP firm with a regional office in Qatar specialising in the full spectrum of IP services, offering protection, registration, enforcement, infringement watch and legal representation in the Arab region through its fully staffed operating offices spanning the Middle East countries, as well as affiliated IP firms in Africa.

Jihad Ali E Hasan, CEO, has more than three decades of experience in IP in the Middle East and North Africa, with a strong presence in Qatar and the UAE. He is also a member of esteemed organisations, such as the International Federation of Intellectual Property Attorneys (FICPI), the International Trademark Association (INTA), the European Communities Trademark Association (ECTA) and the Pharmaceutical Trade Marks Group (PTMG), and is recognised by such leading publications as World Trademark Review and IP Stars. Meanwhile, the firm actively contributes

to IP discourse through publications in Asia IP, FICPI and other reputable platforms.

Mr Ali E Hasan noted: "Over the years, JAH Intellectual Property has cultivated an unparalleled understanding of the region's IP intricacies, including evolving legal frameworks, cultural sensitivities and market dynamics. This depth of experience allows us to anticipate challenges, mitigate risks and capitalise on opportunities."

According to Mr Ali E Hasan, navigating the intricate landscape of IP law can present a formidable challenge, particularly when operating across diverse legal jurisdictions. A critical aspect of this complexity stems from the variety in legal frameworks, requiring a deep understanding of each region's specific regulations and enforcement practices. Such issues as trademark infringement, counterfeiting and the urgent need for robust brand protection are paramount concerns for businesses operating in these regions. To address these challenges, the firm employs a comprehensive approach, beginning

with meticulous and exhaustive trademark searches to identify potential conflicts before they arise. Its experts further bolster brand protection through the implementation of vigilant watch services, which involve the continuous monitoring of official gazettes and other relevant publications to detect any potential infringements.

Mr Ali E Hasan added: "In the past 12 months, JAH Intellectual Property has solidified its market position through a consistent and demonstrable track record of success, marked by significant milestones in the realm of IP management. Our strategic approach involves not only securing registrations but also providing comprehensive counsel on portfolio management, enabling clients to maximise the value of their IP assets. This is particularly evident in our work within Qatar, where we have earned the trust of such prestigious entities as the Aspire Zone Foundation and the Torch Doha."

INTELLECTUAL PROPERTY LAW FIRM OF THE YEAR IN THE UAE



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Ishraga Abutaha

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Abutaha Intellectual Property is a prominent IP company providing protection, enforcement and commercialisation of IP rights in the Middle East and North Africa (MENA), Europe and the US.

As one of the leading IP companies in the region, the firm provides a comprehensive portfolio of IP services, including: trademark – registration, opposition, cancellations, renewals and enforcement; patent – drafting, prosecution and litigation, focusing on complex technical innovations; copyright – protection of creative works, including software, music, digital content and literary works; IP litigation and dispute resolution – representation before local and regional courts, arbitral tribunals and administrative bodies of IP disputes; as well as trade secrets and licensing – protection of business innovations through franchising arrangements, for example.

With a seasoned team of litigators, consultants and lawyers, the firm combines local expertise

with global experience, offering solid IP protection founded on the legal and business landscape of every market it serves.

Meanwhile, with more than 25 years' IP specialisation, Ishraga Abutaha, Founder and Managing Director, has built a reputable career providing counsel to multinational corporations, regional businesses and government entities. Her services extend beyond her advisory offering in IP litigation and arbitration, as she has played a key role in setting precedents in the MENA region. During the course of her career, Mrs Abutaha served for 15 years as a court-appointed expert, providing technical and legal expertise in landmark IP cases. She has also successfully developed judicial principles aligning regional IP law with international best practices, and has acted as an arbitrator and mediator in numerous IP disputes, helping clients achieve fair and enforceable solutions. She is affiliated with AIPPI UAE, INTA, WIPO, DIAC, DIFC, TAHKEEM and ICCA, as well as being a member of the Chartered Institute of Arbitrators.

Mrs Abutaha noted: "My commitment to thought leadership in IP law is reflected in published research, legal articles and contributions to regional frameworks. Moreover, unlike general practice firms, our specialisation in IP allows us to deliver greater expertise, as we are not only skilled at registering and protecting IP assets, but also at litigating high-stakes cases before courts and arbitration forums. We have been instrumental in shaping IP jurisprudence, making us a key player in legal reforms.

"Recent cases include assisting a major international record label in successfully enforcing digital copyright in the MENA region, as well as acting for a multinational automotive company in a case against unauthorised parallel imports in the UAE courts. We also recently expanded into Saudi Arabia, Qatar and Oman, strengthening our presence in the GCC marketplace, and have increased our coordination with regulatory authorities to shape IP protection systems in new sectors."

ARBITRATION LAW FIRM OF THE YEAR IN THE UAE

PRIMECASE

PRIMECASE

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Primecase is a globally recognised leader in arbitration and dispute resolution, serving clients across the UAE, Turkey, Jordan, Egypt and the UK. As an award-winning firm ranked by The Legal 500 and Chambers, we specialise in high-stakes, cross-border disputes, delivering sophisticated legal strategies that ensure optimal outcomes. Our expertise spans commercial, investment and institutional arbitration, and we have successfully represented multinational corporations, financial institutions and government entities before premier arbitration forums, such as the ICC, DIAC, LCIA, DIFC and AAA.

Led by Mohammad Alshraideh and Dr Mohammed Zaidan, Primecase's arbitration team is composed of seasoned legal professionals recognised for their strategic acumen and deep understanding of complex disputes. Our attorneys have served as arbitrators and counsel in high-profile cases across the MENA region and beyond, shaping the landscape of international arbitration. Our membership in esteemed legal associations, combined with contributions to industry publications

and conferences, cements our status as thought leaders in dispute resolution. What sets Primecase apart is our commitment to excellence, innovation and client-centric strategies. Our multilingual team possesses expertise in both civil and common law systems, enabling us to navigate cross-border disputes with precision. We craft tailored arbitration strategies aligned with our clients' business objectives, ensuring cost-effective, enforceable and precedent-setting solutions. Our ability to secure favourable settlements, enforce arbitral awards and mitigate risk distinguishes us from competitors, making us the preferred arbitration partner for industry leaders worldwide.

International arbitration often involves intricate jurisdictional issues, enforcement challenges and procedural divergences. Primecase excels at overcoming these complexities through our mastery of such international treaties as the New York Convention. A testament to our expertise is a recent high-stakes case where we represented a Saudi client in a multibillion-dirham ICC arbitration against a global corporation, securing a decisive victory and strategically neutralising counterclaims.

Over the past year, Primecase has achieved groundbreaking victories that have reshaped the arbitration landscape. We successfully represented a leading Emirati contracting firm in an AED 1 Billion dispute against Nakheel Group, and we enforced an AED 180 million award for EXPO under LCIA/DIFC Arbitration Rules – an award recognised by DIFC courts. Our market-defining successes continue to attract high-profile clients and reinforce our dominant position in the arbitration field.

In an era of geopolitical shifts and evolving legal frameworks, Primecase remains at the forefront of arbitration by embracing cutting-edge technologies, such as virtual arbitration platforms and AI-driven legal analytics. We aim to further expand our global reach, enhance our ADR offerings and set new benchmarks in arbitration law. Our unwavering commitment to innovation, legal excellence and client success ensures that Primecase remains the premier choice for arbitration worldwide.

INTERNATIONAL COMMERCIAL LAW EXPERT OF THE YEAR IN ZIMBABWE



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Nothing but the Best Is Good Enough

A Robertson Law Chambers was established in January 2021 with its head office in Harare, Zimbabwe, and is governed by the Law Society of Zimbabwe in the conduct of its practice. Renowned among its peers as a boutique law firm and a full-service interdisciplinary practice, A Robertson Law Chambers boasts extensive experience in handling cross-border matters, managing and defending clients' portfolios from a local level to a global scale.

Today, the firm is predominantly knowledge-based, wherein its decisions and direction are informed by data as it seeks to integrate into the current global knowledge economy. The law firm does not seek to assist its clients within a vacuum, but rather ensures its experts are apprised of updates to legislation and technological innovation across all spheres so that it operates comprehensively within a diverse array of communities and regions.

At all times, A Robertson Law Chambers' vision is to play an informed and participatory role at national, regional and global levels, and this is backed up by the firm's mission statement to achieve results that exceed expectations through its diligence. The firm's expert advisers believe in making the law accessible and practical for everyone – from seasoned investors to first-time property buyers.

Moreover, in 2024, A Robertson Law Chambers was admitted to the esteemed network of legal firms, World Law Alliance (WLA), to further expand and enhance its offering. The firm brings a unique blend of expertise and vision to WLA, elevating the network's collective prowess. With a wealth of accumulated experience and expertise related to cross-jurisdictional legal matters, A Robertson Law Chambers is adept at safeguarding client portfolios locally, as well as navigating global landscapes – an area in which the firm's professionals excel.

What sets them apart? A commitment to data-informed

decisions, integrating seamlessly into the global knowledge economy. Their approach transcends client assistance; they thrive within their community and region, envisioning active participation at national, regional and global tiers. Their mission echoes dedication, aiming not only to meet, but surpass, expectations through unwavering diligence.

Meanwhile, Dr Audrey Robertson-Tarugarira, Managing Partner at A Robertson Law Chambers, is an experienced legal practitioner with a demonstrated history of working in the law practice industry. Skilled in legal writing, corporate law, civil litigation, conveyancing, appeals and legal work – as well as family and investment law – she is a leading professional with a Master's in International Commercial Law from the University of Salford, as well as a DBA from UCAM in Madrid.

ARBITRATION LAW FIRM OF THE YEAR IN EGYPT



Kosheri, Rashed & Riad – Legal Consultants & Attorneys at Law

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INTERNATIONAL ARBITRATION LAW FIRM OF THE YEAR IN QATAR

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CRIMINAL LAW FIRM OF THE YEAR IN SOUTH AFRICA



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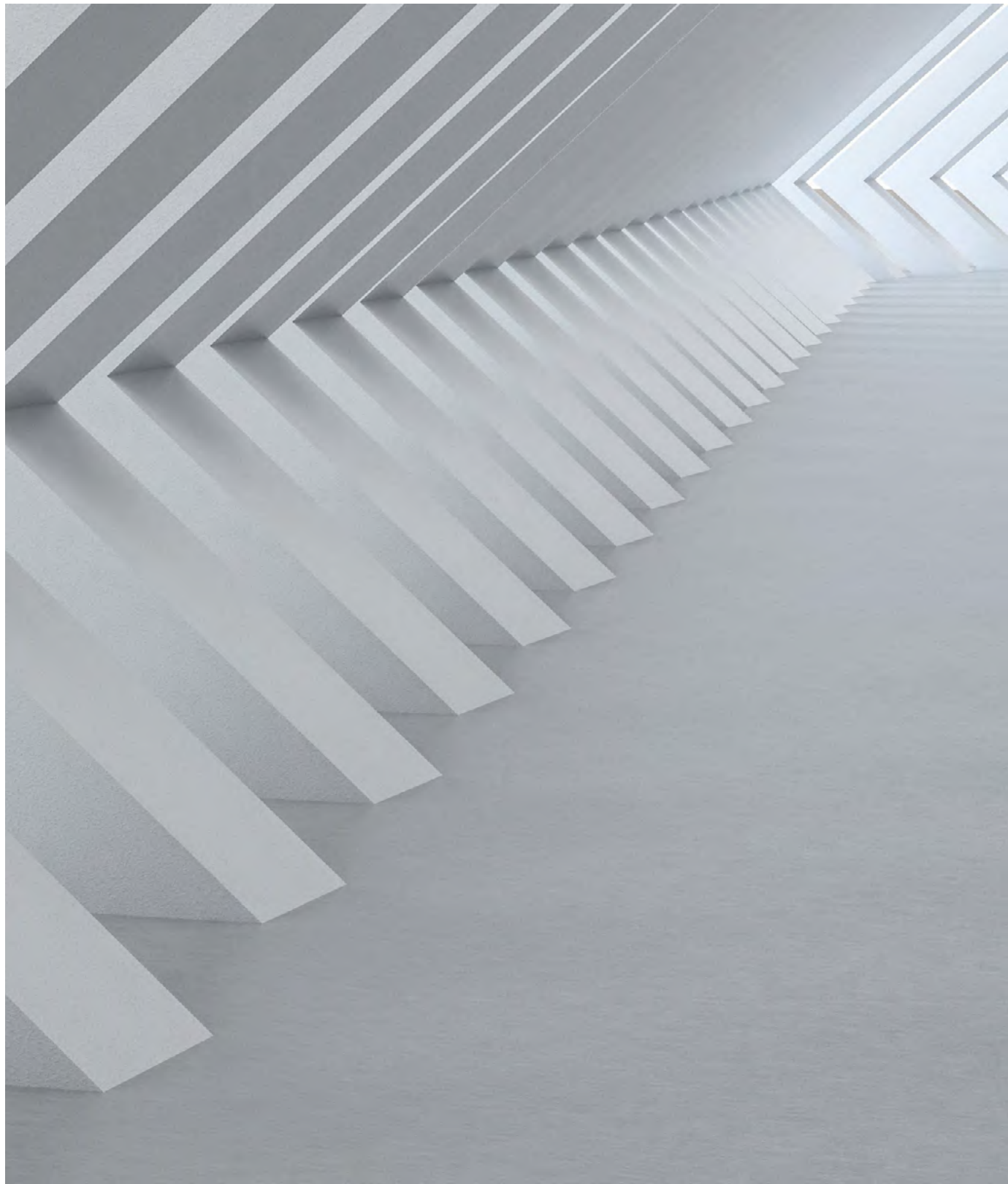
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