



The In-House Community Counselors of the Year Awards & Celebration 2019



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In-House Community Councils of the Year 2019

The winners of this year's awards once again set the benchmark for excellence, write *Patrick Dransfield* and *Nick Ferguson*.



Left: Andrew Cooke of Flash Entertainment, our 2019 In-House Community Counsel of the Year

One definition of leadership in the workplace is to have the ability to inspire people to work together towards a common altruistic goal. The In-House Community Councils of the Year awards (99 submissions) proved that true and inspiring leadership is alive and well among the in-house teams in Asia, the Middle East and Africa.

Stand-outs include our In-House Counsel of the Year, Andrew Cooke, general counsel of Flash Entertainment, who when faced with the perfect storm of a headcount and spend freeze, and an exponential increase

in work volume due to a major cross-border dispute, dug down and sought inspiration from Taiichi Ohno's 'Toyota Production System' and implemented the Six Sigma approach to perfecting processes through eliminating waste.

As inspiring was the Schneider Asian team's immediate response, led by general counsel Paul Fredrick, to assist the 12 teenage boys trapped in a cave in Thailand's Chiang Rai province. The Schneider Southeast Asia team immediately mobilised employees to send multiple sets of electrical load and generator equipment



upon the request of the Energy Authority of Thailand and proved to be a game changer during the two-week period that resulted in the inspiring and widely reported rescue of all 12 boys.

Such leadership does not have to be so dramatic to prove successful over the long term. The winning Asia Team of the Year, MTR Corporation, led by Gillian Meller, has consistently stayed ahead of the game when it comes to providing a multi-disciplinary legal team of 70 members of staff, including engineers and risk managers. The legal team has proved instrumental in their ability to service immediate stakeholders, as well as people at large, as MTR becomes a truly international company, exploring business opportunities in major world cities including London, Stockholm, Sydney, Toronto, Beijing, Shenzhen and Hangzhou.

In the context of legion award ceremonies in the legal sector, many of the participants of the In-House Counsel Awards – whether winners or not – expressed appreciation for the consistent criteria used in determining the winning teams, namely: dedication; innovation; efficiency and value-add; integration; encouragement and improvement; corporate social responsibility; and diversity.

In addition, the In-House Team and In-House

(individual) Counsel of the Year awards are adjudicated by an independent panel of judges that includes reclused practitioners that have done the hard yards themselves and therefore can accurately assess the merits of the in-house teams, as well as sympathise with the challenges that the function is inevitably beset by.

Smart use of technology in the legal space was evident in Beijing-based Taikang Group, which registered 461 patents, thus helping the insurance company become increasingly technology-driven, as well as Korea Gas Corporation's creation of a multi-disciplinary energy and natural resources eLegal community (incidentally one of our increasing number of submissions from Korea).

It has become abundantly clear over the years that in-house teams in markets other than North America and Europe tend to be much smaller in terms of head count and therefore inevitably have to do "more with less". This became apparent for Small Team winners DNV GL (Asia) and AFGRI (Africa) – both five-people teams with coverage over multiple and various jurisdictions and diverse business groups.

In-house teams are taking increasing internal responsibility for complex transactions, including first-time nominee and winner Grab, in Other Industries - Asia, relating to its US\$3 billion series H fund; and multiple returnee Melco Resorts & Entertainment's successful completion of the US IPO of Studio City with a pre-IPO synthetic Up-C structure.

Legal teams can constructively change societies and the multiple victories of Abu Dhabi Global Markets, one of the world's most innovative and new financial centres, proved that a multi-national and dedicated team can prove to be an inspiration to other regulatory regimes around the region, not least by applying the common law of England and Wales directly to its legal regime (a first in Mena, but also 'firsts' in both fintech and crypto-currency regulation).

Top left:
AFGRI Group –
Africa In-House
Team of the Year

Top right:
MTR Corp – Asia
In-House Team of
the Year

Left:
Abu Dhabi
Global Markets -
Middle-East
In-House Team of
the Year (joint
winner) receiving
their award from
Peter Connor



Above left:
Baker McKenzie
were voted the
Most Responsive
Firm for the 10th
year running

Above centre:
Aditi Manchanda
(right) of Cyril
Amarchand
Mangaldas received
one of the firm's two
awards of the night
from Jonathan
Macey

Above right:
Andrew Beasley of
Clifford Chance
receives the
International
Visionary Client
Service Law Firm of
the Year award from
Stefan Gannon

Below:
Schneider Electric's
Paul Fredrick picked
up the team's CSR
award



Numbers matter – and CIMB once again showed its integration with its other stakeholders in winning the Banking Industry award with its across-the-board coverage assisting the parent with a record net profit of 30 percent year on year. The final number perhaps matters most of all – the US\$10,000 that the assembled in-house and private practice lawyers raised for our worthy charity, Children's Cancer Therapy Development Institute. Thank you to all who generously contributed gifts and donated money to help save children facing life-threatening cancer.

VISIONARY CLIENT SERVICES PROVIDERS

Once again, the In-House Community research team set the challenge for New Silk Road-based legal service providers to demonstrate that they can truly stand inside the shoes of their clients and provide inspiring service. Our Visionary Client Service Providers 2019 identify the very best examples of client excellence. To do so, we canvassed legal providers and asked them to provide examples of budget-orientated project management for a client; advice to a client

regarding productivity and efficiency; and exceeding client expectations.

In the non-law firm category, three-year-old Australian startup Lawcadia impressed with its innovative cloud-based legaltech platform that combines RFPs, e-billing and analytics. The platform was built in direct response to the frustrations experienced by in-house teams and has been designed to be intuitive, easy to use and simple to implement in legal teams of all sizes.

In-House Counsel of the Year shortlist, 2019

Andrew Cooke – Flash Entertainment
Andrew Kim – China Citic Bank International Limited
Christopher Stephens – Asian Development Bank
Chungjin Chung – Korea Gas Corporation
Ghada Qaisi Audi – Seddiqqi Holdings
Jiaxing Zhou – China International Capital Corporation (Hong Kong) Limited
Larry Wang – JM Huber Corporation
Paul Fredrick – Schneider Electric
Yun Choi – LG CHEM

Note: Alphabetical Order by First Name

Our Visionary Client Service Law Firm of the Year for Asia went to Cyril Amarchand Mangaldas, which launched India's first legaltech incubator in February. The judges gave credit for the fact that the whole firm has taken part in driving new ideas focused on legal service delivery and client focus. This has led to pioneering use of artificial intelligence tools in the Indian market, with the ability to provide end-to-end services based on AI for large transactions and disputes. The firm has also been on a mission to standardise documents and legal drafts to ensure consistency, quality and efficiency for clients.

In the international law firm category, Clifford Chance demonstrated real commitment to the region, devoting significant resources to initiatives aimed at ensuring its clients in Asia have the best possible experience. In partnership with the Economic Development Board in Singapore, the firm has launched the region's first legal innovation lab, Create+65, to identify, incubate, test and pilot new legal technology solutions. The lab is part of Clifford Chance's innovation and best delivery hub in Singapore.

In a difficult decision for the visionary law firm award in the Middle East, the judges eventually

selected Galadari Advocates & Legal Consultants, which demonstrated its willingness to go the extra mile for clients. In Dubai, the firm made an extremely rare request for the recusal of three judges and set an important legal precedent in a high-profile case. The judges commended Galadari for striving to operate at a high standard and in some cutting-edge areas.

DEAL FIRMS OF THE YEAR

Latham & Watkins was named International Deal Firm of the Year thanks to its role on a host of impressive transactions across the whole region, including the first Cambodian issue of offshore bonds, Vietnam's biggest ever equity offering and the first infrastructure project finance securitisation in Asia.

South-East Asia Deal Firm of the Year went to Allen & Gledhill, with notable roles on Temasek's US\$3.6 billion MTN programme that facilitates retail access to debt securities, Posco ICT's SIAC arbitration proceeding against Hitachi, the first true IPO in Myanmar and Grab's acquisition of the Southeast Asian operations and assets of Uber, among many others.

Jingtian & Gongcheng won China Deal Firm of the Year, having helped clients to raise more than US\$9 billion during the year, including on Pinduoduo's US\$1.6 billion Nasdaq IPO, Xiaomi's US\$4.7 billion Hong Kong IPO and iQiyi's US\$2.25 billion Nasdaq IPO.

In addition to being named our Visionary Client Service Law Firm of the Year for Asia, Cyril Amarchand Mangaldas also won India Deal Firm of the Year. It played key roles on a number of significant transactions during the year, including India's first national highway project undertaken on toll, operate and transfer basis, Monnet Ispat & Energy's corporate insolvency resolution process



Left:
Doreen Jaeger-Soong presents Alain Charles Veloso with his External Counsel of the Year award

and Essar Steel's auction and acquisition by ArcelorMittal.

Alain Charles Veloso from Quisumbing Torres was named External Counsel of the Year and his firm, Baker McKenzie, was once again named Most Responsive Firm of the Year.

Many thanks to everyone who joined us on the evening and to all those who took part in the process.

Below left:
Yijing Zheng and Sigrid Wettwer of DNV GL receive the Small Team of the Year, Asia award



A message from Michael Lin, Board Director of the Children's Cancer Therapy Development Institute (CC-TDI)

CC-TDI wishes to express our great and sincere appreciation to the many individual and corporate donors, Patrick, Tim, Rahul and the entire In-House Community for recognising us as their charity for 2019. The total of HK\$74,000 raised in a single night was significantly more than we expected and will go far to keep the lights (and refrigerators/freezers!) on and running at our Portland Oregon facility.

On a personal note, I was especially touched with the many personal stories that event attendees shared with me. Cancer is a truly terrible disease taking many forms – and is consistent only in how it destroys lives and families. I am deeply honoured and appreciative of the trust and kindness bestowed upon CC-TDI and I that evening.

We at CC-TDI will endeavour to be eternally worthy of your complete trust and support. CC-TDI is continuously seeking to improve our facilities and processes to achieve our long-term goal of making all childhood cancers survivable and to help preserve lives and families.

Once again, our sincerest thanks for your incredibly generous donations and support.

For more on CC-TDI, visit <https://www.cc-tdi.org/>



WINNERS: IN-HOUSE COMMUNITY AWARDS, 2019

IN-HOUSE COMMUNITY LEGAL TEAMS OF THE YEAR, 2019

Asia In-House Team of the Year, **MTR Corporation Limited**, Successful opening of High Speed Rail, West Kowloon & bids for rail projects in London, Stockholm, Sydney, Toronto, Beijing, Shenzhen & Hangzhou

Middle East In-House Team of the Year (Joint Winner), **Abu Dhabi Global Market**, Registered more than 1200 companies & authorised 80+ financial services firms; First FinTech regime in ME

Middle East In-House Team of the Year (Joint Winner), **Flash Entertainment**, Elimination of waste in legal supply chain through 6 Sigma implementation

Africa In-House Team of the Year, **AFGRI Group**, Coverage including handling landmark Silico financing; Team of 5 covering 11 jurisdictions: coverage includes Agriculture, Food, Banking & Finance

IN-HOUSE COMMUNITY COUNSEL OF THE YEAR, 2019

Andrew Cooke, Elimination of waste in legal supply chain through 6 Sigma implementation; and delivery of FIFA Club World Cup UAE 2019

IN-HOUSE COMMUNITY INDUSTRY LEGAL TEAMS OF THE YEAR, 2019

Banking - Asia, **CIMB Group**, Across the board coverage assisting parent with a record net profit 30% increase year on year

Banking - Middle East, **Abu Dhabi Global Market**, Registered more than 1200 companies & authorised 80+ financial services firms

Conglomerate, **Mahindra & Mahindra Ltd.**, Group Legal Portal (incl. Litigation) for highly diversified conglomerate

Energy & Natural Resources - Africa, **AFGRI Group**, Coverage including handling landmark Silico financing

Energy & Natural Resources - Asia & Middle East, **DNV GL**, Credit Collection Initiative, incl. debt recovery and dispute resolution

Financial Services (ex-Banking) - Africa, **Alexander Forbes Group Holdings Limited**, Innovative outsourcing solution with Exigent to ensure coverage

Financial Services (ex-Banking) - Asia, **ICBC International Holdings Limited**, Integral role in Haier / China Europe International Exchange & HK Stock Exchange consultation

Financial Services (ex-Banking) - Middle East, **SHUAA Capital Psc**, Taking more transactional work in-house, thus avoiding time and money wasted getting external counsel up to speed

Insurance, **Manulife (International) Limited**, eClaim Project for customer-friendly medical claims

Life Science & Pharma, **Sanofi (China) Investment Co., Ltd.**, Collaboration with Insurance group on improving patient awareness & access to healthcare

Manufacturing & Engineering, **Schneider Electric**, Coverage includes Thailand, Vietnam, Myanmar, S Korea, Philippines, Mongolia, Malaysia, & Taiwan

Other Industries - Asia, **Grab**, Assisted in raising USD3 billion Series H fund

Other Industries - Middle East, **Aujan Group Holding**, Working closely with Management to ensure compliance in challenging jurisdictions especially prone to international sanctions

Property, Infrastructure & Logistics - Asia, **MTR Corporation Limited**, Successful opening of High Speed Rail, West Kowloon & bids for rail projects in London, Stockholm, Sydney, Toronto, Beijing, Shenzhen & Hangzhou

Property, Infrastructure & Logistics - Middle East, **FedEx Express International BV**, Negotiated 140 sales contracts & 1100 procurement contracts & TNT / FedEx integration

Retail & Healthcare - Africa, **Life Healthcare Group**, Multi- Billion Rand Cross-border deal with India healthcare conglomerate

Retail & Healthcare - Asia, **AEON Co. (M) Bhd**, Launch of AEON Member Plus Visa Card and AEON Wallet Mobile app

Retail & Healthcare - Middle East, **Seddiqi Holding LLC**, Standardization of processes for pre-contracting and contractual legal terms with commercial team

Technology, Media & Telecoms - Asia, **Telstra International Limited**, Project Morpheus - implementing automation in advising clients

Technology, Media & Telecoms - Middle East, **Gartner**, Business alignment through 360 Risk assessment

Travel & Leisure - Asia, **Melco Resorts & Entertainment Limited**, Successful completion of US IPO of Studio City with pre-IPO synthetic Up-C structure

Travel & Leisure - Middle East, **Flash Entertainment**, Elimination of waste in legal supply chain through 6 Sigma implementation

IN-HOUSE COMMUNITY BEST PRACTICE LEGAL TEAMS OF THE YEAR, 2019

Change Management, **Swiss Re Asia Pte. Ltd.**, Advising Singapore Govt. on the proposed introduction of re-domiciliation

Compliance, **COSCO SHIPPING Ports Limited**, Corporate wide training re US sanctions & coordination with SASAC companies

Corporate Social Responsibility (Joint Winner), **Aboitiz Equity Ventures**, Rehabilitation of Wetland 4, Barangay with Dept of Environment & Natural Resources

Corporate Social Responsibility (Joint Winner), **Schneider Electric**, Essential assistance by providing power generators to rescue the trapped 12 young Thai boys, July 18.

Diversity, **Hyundai Engineering & Construction Co., Ltd.**, Team comprised engineers and lawyers, thus breaking business silos

Innovation - Asia (Joint Winner), **Korea Gas Corporation**, Creation of multidisciplinary & international Energy & Natural Resources eLegal Community

Innovation - Asia (Joint Winner), **Malayan Banking Berhad Group**, Collaboration with GRAB for eWallet

Innovation - Middle East, **Abu Dhabi Global Market**, First FinTech regime in ME

Integration, **MERALCO**, Road shows on basic legal principles for internal stakeholders, including 'Let's keep it private'

Small Team - Africa, **AFGRI Group**, Team of 5 covering 11 jurisdictions: coverage includes Agriculture, Food, Banking & Finance

Small Team - Asia, **DNV GL**, 5 lawyer team in Singapore, Shanghai and Dubai coverage includes: Maritime, Oil & Gas, Business Assurance & Digital Solutions

Technology - Asia, **Taikang Insurance Group Inc.**, Registered 461 patents in 2018

Technology - Middle East, **Accenture Middle East**, Utilization of DP chatbot directing users to tools, people and know-how on data privacy

Transactional, **Asian Development Bank**, Advised on US\$21.3 billion over 130 loans in 2018

VISIONARY CLIENT SERVICES FIRMS OF THE YEAR, 2019

Visionary Client Service Law Firm of the Year, Asia, **Cyril Amarchand Mangaldas**, Firm-wide effort to drive new ideas focused on legal service delivery and client focus, including pioneering use of AI

Visionary Client Service Law Firm of the Year, Middle East, **Galadari Advocates & Legal Consultants**, Commended for striving to operate at a high standard and in some cutting-edge areas

Visionary Client Service Law Firm of the Year, International, **Clifford Chance**, Demonstrated real commitment to the region, devoting significant resources to initiatives aimed at ensuring its clients in Asia have the best possible experience

Visionary Non-Law Firm Legal Services Provider, **Lawcadia**, Impressed with its innovative cloud-based legaltech platform that combines RFPs, e-billing and analytics

Most Responsive Firm of the Year, 2018, **Baker McKenzie**, Voted most responsive international firm of the year in the most jurisdictions by members of the In-House Community.

DEAL FIRMS OF THE YEAR, 2018

International Deal Firm of the Year, **Latham & Watkins**

South East Asia Deal Firm of the Year, **Allen & Gledhill**

China Deal Firm of the Year, **Jingtian & Gongcheng**

India Deal Firm of the Year, **Cyril Amarchand Mangaldas**

The above firms advised on the most winning deals in our 2018 Asian-mena Counsel Deals of the Year.



Sungjin Kang,
Latham & Watkins



Leonard Ching,
Allen & Gledhill



Liujie Li, Jingtian
& Gongcheng

EXTERNAL COUNSEL OF THE YEAR, 2019

Alain Charles Veloso, Charles Veloso is responsive, diligent and knowledgeable. The thing that stands out the most about Charles is that he offers practical legal advice ... working with me to strategize and provide guidance on the appropriate response"

COMMENDED EXTERNAL COUNSEL OF THE YEAR, 2019

Nominated entirely by in-house counsel and corporate decision-makers in the *In-House Community*, the following external counsel all received the outstanding recommendation of their clients. From our Commended Counsel we also announced the In-House Community External Counsel of the Year (above). Congratulations to all those below:

China

Annie Wu (Guohua), **Jincheng Tongda & Neal**
Bangmin Wang, **Tianyuan Law Firm**

Hong Kong

Alvin Ho, **Pinsent Masons**
Anthony Wong, **White & Case**
Asha Sharma, **Reed Smith**
Charmaine Koo, **Deacons**
David Watkins, **Slaughter and May**
Donovan Ferguson, **King & Wood Mallesons**
KK Cheung, **Deacons**
Lilian Chiang, **Deacons**
Mabel Lui, **Withers**
Martin Rogers, **Davis Polk**
Pattie Walsh, **Bird & Bird**
Simon Deane, **Deacons**

India

Cyril Shroff, **Cyril Amarchand Mangaldas**
Hemant Sahai, **HSA Advocates**

Indonesia

Emir Pohan, **Suhardiman Kardono Swadiri**
Hazwar
Melli Darsa, **Melli Darsa, PwC**
Dr. Mohamed Idwan Ganie, **Lubis Ganie**
Surowidjojo
Theodoor Bakker, **ABNR**
Dr. Yozua Makes, **Makes & Partners**

Japan

Akiko Monden, **Endeavour Law Office**
Lucas Oliver-Frost, **TA Lawyers**

Malaysia

Dato' Andy Low, **Low & Partners**
Deepak Sadasivan, **Adnan Sundra & Low**
Lee Shih, **Skrine**
Shannon Rajan, **Skrine**
Tan Sri Dato Cecil Abraham, **Cecil Abraham & Partners**

Myanmar

Chris Hughes, **SCM Legal**

Pakistan

Mansoor Khan, **Khan & Associates**

Philippines

Alexander Poblador, **Poblador Bautista & Reyes Law Offices**
Antero Jose M. Caganda, **ZGLaw**
Alain Charles Veloso, **Quisumbing Torres**
Danny Bunyi, **Divina Law**
Jose Cochingyan III, **Cochingyan & Partners Law Offices**
Lynn Alcantara, **Esguerra & Blanco Law Offices**
Patricia Prodigalidad, **ACCRA Law**
Ramon Esguerra, **Esguerra & Blanco Law Offices**

Singapore

Gareth Deiner, **Clifford Chance**
Gerald Singham, **Dentons Rodyk**
Josephine Choo, **WongPartnership**

South Korea

Andrew White, **Yulchon**
Keun Woo Lee, **Yoon & Yang**
Sun Chang, **Lee & Ko**
Sungjin Kang, **Latham & Watkins**

Thailand

Ampika Kumar, **Baker McKenzie**
Athistha (Nop) Chitranukroh, **Tilleke & Gibbins**
Peter Shelford, **DLA Piper**
Weerawong Chittmittrapap, **Weerawong, Chinnavat & Partners**

United Arab Emirates

Andrew Greaves, **Addleshaw Goddard**
Christopher Gunson, **AMERELLER**
Robert Flaws, **CMS**
Sara Khoja, **Clyde & Co**

Vietnam

Bu Ngoc Hong, **LNT & Partners**
Chi Anh Tran, **LCT Partners**
Dang The Duc, **Indochine Counsel**
Hoang Anh, **Mayer Brown**
Dr. Net Le, **LNT & Partners**

Our panel of independent judges



Doreen Jaeger-Soong, Managing Director, Hughes-Castell (HK) Ltd.



Michelle Gon, Partner, McDermott Will & Emery, former general counsel in China and the US



Peter Connor, Founder & CEO of AlternativelyLegal, former GC and global compliance head



Clinton Swan, Experienced law firm business development and management professional



Nigel Francis, Senior Consultant, YTL, former head of Addleshaw Goddard's Hong Kong office



In-House Community Judges:

Patrick Dransfield, Director, In-House Community



Nick Ferguson, Managing Editor, Asian-mena Counsel





Korea Gas Corp were joint winners for Innovation



Aboitiz Equity Ventures were joint winners for CSR Asia



AEON Co. – Retail & Healthcare, Asia winners



Asian Development Bank – Transactional Team of the Year



Sanofi (China) won the Life Science & Pharma Team award



Swiss Re won for Change Management



ICBC International won for Financial Services (ex-Banking), Asia



Our attending 2019 In-House Community Commended External Counsel of the Year take a well-deserved bow



CIMB won the award for Banking Team of the Year, Asia



Joint winners for Innovation, Malayan Banking Berhad



Taikang Insurance won the award for Technology