Welcome to IFLR1000 Women Leaders

Women Leaders is a new supplement by the IFLR1000, the guide to the world’s leading financial law firms, which recognises 300 female lawyers we consider to be among the best transactional specialists in their markets and practice areas.

All the lawyers in Women Leaders are IFLR1000 Leading Lawyers. On The IFLR1000 we rate lawyers using similar criteria to how we rate law firms, on the basis of transactional experience and market feedback, and all the individuals who appear in this guide have impressive track records and are consistently recommended by clients and peers.

The proportion of women in the legal profession is increasing at entry level and the hope is women will soon be better represented in senior positions too. With this guide IFLR1000 aims to promote women who, in spite of working in what has traditionally been a male dominated profession, have progressed to the top of the financial and corporate law market.
Ana Cláudia Rangel
Raposo Bernardo
Angola

Bar admission: Portugal
Industry sector: Energy
Practice area: Banking

Fátima Freitas
Fátima Freitas Advogados
Angola

Bar admission: Angola
Industry sector: Energy, Oil and gas, Mining
Practice area: M&A, Project development, Project finance

Catarina Levy Osório
ALC Advogados
Angola

Bar admission: Angola, Portugal
Practice area: M&A

Paulette Lopes
FBL Advogados
Angola

Bar admission: Angola
Industry sector: Energy, Real estate, Oil and gas
Practice area: Banking, M&A, Project development, Project finance

Alexia Rosenthal
Tanoira Cassagne Abogados
Argentina

Bar admission: Argentina
Practice area: Banking, Capital markets: Debt

Yuen-Yee Cho
King & Wood Mallesons
Australia

Bar admission: England & Wales, New South Wales
Industry sector: Banking, Financial services, Media, Transport, Food and beverage
Practice area: Banking, Project finance

Sarah Dulhunty
Ashurst
Australia

Bar admission: Australia
Practice area: Capital markets: Equity, M&A

Shelley Hemmings
Johnson Winter & Slattery
Australia

Bar admission: Australia
Industry sector: Financial services
Practice area: Capital markets: Debt, Investment funds
Rebecca Maslen-Stannage
Herbert Smith Freehills
Australia

Bar admission: Australia
Industry sector: Media, Technology and telecommunications, Mining
Practice area: Capital markets: Equity, M&A

Philippa Stone
Herbert Smith Freehills
Australia

Bar admission: Australia
Practice area: Capital markets: Equity, M&A

Edith Hlawati
CHSH Cerha Hempel Spiegelfeld
Hlawati
Austria

Bar admission: Austria
Practice area: Capital markets, M&A

Ursula Rath
Schoenherr
Austria

Bar admission: Austria
Practice area: Capital markets

Julie Alexander
Baker McKenzie
Bahrain, Saudi Arabia

Bar admission: Australia
Industry sector: Construction and materials, Mining, Social infrastructure, Transport
Practice area: Banking, Islamic finance, Project finance, Trade finance

Tatiana Emelianova
VMP Vlasova Mikhel & Partners
Belarus

Bar admission: Belarus
Practice area: Banking, Capital markets, M&A

Deborah Janssens
Freshfields Bruckhaus Deringer
Belgium

Bar admission: New York, Brussels
Practice area: M&A

Sylvia Kierszenbaum
Allen & Overy
Belgium

Bar admission: Brussels, England & Wales
Practice area: Banking, Capital markets, Financial services regulatory
Julie Alexander
Baker & McKenzie Limited (Bahrain, Qatar & associated offices in Saudi Arabia)
Principal
T: +973 3941 9010 | julie.alexander@bakermckenzie.com | www.bakermckenzie.com

Julie is a banking and finance partner and has been resident in Bahrain since 2001. Specialising in Islamic finance, project finance and contractor finance transactions, Julie represents banks, borrowers, project sponsors and contractors primarily in the Saudi Arabian and Bahrain markets.

Overview of the firm’s Diversity Programmes:
Baker McKenzie does not see gender equality as a “women’s” issue, but rather a business issue, and one that both men and women must champion particularly at a leadership level. The Firm has pledged its global commitment to the UN’s HeForShe movement and supports a global agile working program amongst other initiatives to support and develop female talent. On a local level and as part of our ongoing commitment to developing female talent in Saudi Arabia, our associated office in Riyadh has been supporting female law students from Prince Sultan University for many years under a work placement scheme. Our female lawyers have also actively participated in Saudi Arabia’s first women in leadership conference and the first Women Power Summit in Bahrain.

Recent transactional highlights:
• Advised syndicate of banks on facilities to Joannou & Paraskevaides (Saudi Arabia) Limited for the development of two significant government infrastructure projects in Saudi Arabia;
• Advised syndicate of banks on multi-option Islamic and trade finance facilities to Saudi Binladin Group for the development of the King Abdulaziz International Airport, Jeddah, Saudi Arabia;
• Advised Saudi Arabian Mining Company and Saudi Basic Industries Corporation (SABIC) on the project financing of a phosphate mine and beneficiation plant and a fertilizer production complex in the Kingdom of Saudi Arabia;
• Advised banks on an Islamic project finance facility for the development of a government housing project in Bahrain.

Bar admissions: Supreme Court of Queensland, Australia
Association memberships: Queensland Law Society
Academic qualifications: B. Econ / LLB (Hons), University of Queensland
Marieke Wyckaert
Eubelius
Belgium

Bar admission: Brussels
Practice area: Banking, M&A, Private equity

Kehinde George
ASW Law
Bermuda

Bar admission: Bermuda, England and Wales
Practice area: Restructuring and insolvency

Claudette Christian
Hogan Lovells
Brazil

Bar admission: Brazil, District of Columbia
Industry sector: Energy, Oil and gas
Practice area: Project development, Project finance

Isabel Costa Carvalho
Hogan Lovells
Brazil

Bar admission: Brazil, Portugal
Practice area: Capital markets, M&A

Maria Cristina Cescon
Cescon Barrieu Flesch & Barreto
Advogados
Brazil

Bar admission: Brazil
Practice area: M&A, Private equity

Adriana Pallis
Machado Meyer Sendacz Opice
Advogados
Brazil

Bar admission: Brazil
Practice area: M&A

Laurie Barrett
Osler Hoskin & Harcourt
Canada

Bar admission: Ontario
Industry sector: Banking, Financial services
Practice area: Banking

Pamela Huff
Blake Cassels & Graydon
Canada

Bar admission: Ontario
Practice area: Restructuring and insolvency
**Dawn Jetten**  
Blake Cassels & Graydon  
Canada  

**Bar admission:** Ontario  
**Industry sector:** Banking, Financial services  
**Practice area:** Financial services regulatory

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**Patricia Olasker**  
Davies Ward Phillips & Vineberg  
Canada  

**Bar admission:** Ontario  
**Industry sector:** Investment management, Mining  
**Practice area:** Capital markets: Equity, M&A

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**Sandie Corbett**  
Walkers  
Cayman Islands  

**Bar admission:** Anguilla, British Virgin Islands, Cayman Islands, England and Wales  
**Practice area:** Restructuring and insolvency

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**Ingrid Pierce**  
Walkers  
Cayman Islands  

**Bar admission:** British Virgin Islands, Cayman Islands, England and Wales  
**Industry sector:** Financial services, Investment management  
**Practice area:** Investment funds

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**Caroline Williams**  
Walkers  
Cayman Islands  

**Bar admission:** Cayman Islands, England and Wales  
**Industry sector:** Investment management  
**Practice area:** Investment funds, Private equity

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**Jacqueline Richomme**  
Mourant Ozannes  
Channel Islands: Jersey  

**Bar admission:** Jersey, England & Wales  
**Industry sector:** Investment management  
**Practice area:** Banking, Capital markets, Investment funds, M&A

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**Emma Davies**  
Clifford Chance  
China  

**Bar admission:** England & Wales, Hong Kong  
**Industry sector:** Healthcare, Pharmaceuticals and life sciences  
**Practice area:** M&A

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**Ling Huang**  
Cleary Gottlieb Steen & Hamilton  
China  

**Bar admission:** New York  
**Industry sector:** Aviation, Energy, Financial services, Insurance, Media, Pharmaceuticals and life sciences, Technology and telecommunications  
**Practice area:** M&A, Private equity
Wang Ling  
King & Wood Mallesons  
China  

Bar admission: China  
Industry sector: Banking, Financial services  
Practice area: Banking, Project finance

Xiaolei Yang  
King & Wood Mallesons  
China  

Bar admission: China  
Practice area: Capital markets: Equity, M&A

Fang Yi  
JunHe  
China  

Bar admission: China  
Industry sector: Energy, Oil and gas  
Practice area: Project finance

Xiaolian Zhang  
King & Wood Mallesons  
China  

Bar admission: China  
Industry sector: Healthcare, Pharmaceuticals and life sciences, Technology and telecommunications, Transport, Aviation, Automotive, Oil and gas  
Practice area: M&A, Project development

Mariana Posse  
Posse Herrera Ruiz  
Colombia  

Bar admission: Colombia  
Industry sector: Banking  
Practice area: Banking, Capital markets

Helen Rodwell  
CMS Cameron McKenna Nabarro Olswang  
Czech Republic  

Bar admission: Australia, Czech Republic  
Industry sector: Banking, Financial services  
Practice area: M&A

Pernille Bigaard  
Plesner  
Denmark  

Bar admission: Denmark  
Industry sector: Industrials and manufacturing, Aviation, Real estate, Shipping  
Practice area: Restructuring and insolvency

Piya Mukherjee  
Horten  
Denmark  

Bar admission: Denmark  
Industry sector: Financial services  
Practice area: Restructuring and insolvency
Mariana Posse
Posse Herrera Ruiz - Colombia

Founding Partner - Head of Financial Law and Capital Markets
T: +57 1 3257300 | mariana.posse@phrlegal.com | www.phrlegal.com

Mariana is a founding partner of Posse Herrera Ruiz. She leads the capital markets and finance practice group. Mariana has counselled multilateral credit agencies and leading American and European commercial banks in the financing of the major corporate groups in Colombia and in various sectors of the economy such as retail, telecommunications, mining, energy, oil and gas, infrastructure and manufacturing among others. In Capital Markets Mariana has acted as local counsel for national and international banks and companies in most important debt restructurings in Colombia; she has been responsible for the structuring, drafting and negotiation of loan agreements and securities including bond and securities issues in the local markets and under Rule 144A Reg S markets.

Overview of the firm’s Diversity Programmes:
Posse Herrera Ruiz has prided itself in being, from its inception, an organization in which knowledge, abilities and commitment are the sole factors taken into consideration for promotion. It is part of the corporate culture. An evidence of this is the fact that it has the highest proportion of women lawyers amongst the largest law firms not only in Colombia but in Latin America. Although no set programme is in place, the values are so ingrained within the culture that the results speak for themselves.

Recent transactional highlights:
• Advised Concesión Ruta al Mar S.A.S. in the financing of the 4th generation private initiative PPP for a road in Colombia using both international bonds and local loans;
• Advised leading insurance company Grupo Sura in the issuance of bonds for USD 350 million with Merrill Lynch and Morgan Stanley being the initial purchasers;
• Advised Odinsa in an ordinary bond issue and allocation in Colombia’s primary markets.

Bar admissions: Colombia
Association memberships: IBA, Meritas, Interlaw
Marianne Philip  
Kromann Reumert  
Denmark  
Bar admission: Denmark  
Industry sector: Financial services, Healthcare  
Practice area: Capital markets, M&A, Restructuring and insolvency

Rikke Schiøtt Petersen  
Gorrissen Federspiel  
Denmark  
Bar admission: Denmark  
Practice area: Capital markets, M&A

Sara Hinton  
Ibrachy Legal Consultancy  
Egypt  
Bar admission: England & Wales  
Industry sector: Construction and materials, Social infrastructure, Transport, Utilities  
Practice area: M&A, Project development, Project finance

Ragia Omran  
Zaki Hashem & Partners  
Egypt  
Bar admission: Egypt  
Practice area: Banking, Project finance

Mona Zulficar  
Zulficar & Partners  
Egypt  
Bar admission: Egypt  
Practice area: Banking, Capital markets, M&A, Project development, Project finance

Marina Tolmatshova  
Cobalt  
Estonia  
Bar admission: Estonia  
Practice area: Banking

Merja Kivelä  
Castrén & Snellman  
Finland  
Bar admission: Finland  
Industry sector: Financial services, Investment management  
Practice area: Capital markets, Private equity

Paula Linna  
Roschier  
Finland  
Bar admission: Finland  
Industry sector: Technology and telecommunications  
Practice area: Capital markets: Debt, Capital markets: Equity, M&A
A conference presented by the IBA North American Regional Forum and the IBA African Regional Forum, supported by the IBA European Regional Forum, the IBA Asia Pacific Regional Forum and the IBA Banking Law Committee, as well as the IBA Mining Law Committee, IBA Power Law Committee and IBA Oil and Gas Law Committee, all of the Energy, Environment, Natural Resources and Infrastructure Law Section (SEERIL)

4th Annual
Investing in Africa
Conference


Topics include:

• Lusophone Africa: growing beyond oil and gas and mining
• Investing in francophone Africa: growing beyond language barriers
• Renewable energy in Africa: pushing the low carbon agenda forward
• Africa-originated metals and minerals – issues and guidelines
• Oil and gas: investment, regulation, and tackling the uncertainties ahead
• Opportunities and challenges for investors, and how advisors can assist

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Päivi Toivari
Krogerus
Finland

Bar admission: Finland
Industry sector: Energy, Financial services, Food and beverage, Insurance, Technology and telecommunications
Practice area: Banking, Capital markets, Private equity

Tanja Törnkvist
White & Case
Finland

Bar admission: Finland
Industry sector: Real estate
Practice area: Banking, Project finance, Real estate finance

Tarja Wist
Waselius & Wist
Finland

Bar admission: Finland
Industry sector: Banking, Investment management
Practice area: Banking, Capital markets, M&A

Paule Biensan
White & Case
France

Bar admission: Paris
Industry sector: Energy, Government and public policy, Mining, Social infrastructure, Transport
Practice area: Project finance,

Alexandra Bigot
Willkie Farr & Gallagher
France

Bar admission: Paris
Practice area: Financial restructuring, Restructuring and insolvency

Marie Bouvet-Guiramand
Gide Loyrette Nouel
France

Bar admission: Paris
Industry sector: Energy, Government and public policy, Social infrastructure, Transport
Practice area: Project development, Project finance

Véronique Delaittre
Linklaters
France

Bar admission: Paris
Practice area: Capital markets: Debt

Nathalie Duguay
Willkie Farr & Gallagher
France

Bar admission: Paris, Québec
Industry sector: Real estate
Practice area: Investment funds, M&A, Private equity
Tarja Wist
Waselius & Wist - Finland
Partner, member of the Board of Directors
T: +358 (0)9 668 95233 | tarja.wist@ww.fi | www.ww.fi

Tarja is a founding partner of Waselius and Wist and an internationally renowned expert of Banking and Finance and Capital Markets laws. Alongside her private practice, Tarja has participated in legislative work, including the implementation of the EU Takeover Directive and the 2012 Securities Law reform. Tarja has been inducted into The Legal 500 Hall of Fame based on her continued excellence and her recognition as an elite leading lawyer in the field of Capital Markets in Finland.

Overview of the firm’s Diversity Programmes:
We find it important to hire and maintain a gender diverse workforce and to provide equal opportunities to all employees. Women comprise more than half of the people in the firm and are represented in all levels up to the top management. Both men and women regularly take parental leave and may stay on child care leave until the child turns three. The parent is fully paid for the first three months of maternity leave and 18 days of paternity leave. Employees with small children may work reduced hours and may work from home. The firm also offers emergency childcare.

Recent transactional highlights:
• Refinancing of Sponda: Advised BAWAG P.S.K. as an original lender. Total deal value EUR 1,600 million;
• Takeover of Nets A/S: Advised the bidder, Hellman & Friedman LLC in the Finnish law aspects of the public takeover bid for Nets A/S and the related financing. Total deal value DKR 33,000 million;
• Leasing of 6 Airbus A321 to Finnair;
• Refinancing of Fingrid: Represented the arranger, ING Bank N.V., and the other dealers in Fingrid Oyj’s EMTN Debt Issuance Programme of 2018;
• Advising of the global banking and investment service industry in its Brexit-work relating to Finland.

Academic qualifications: University of Helsinki, LL.M. 1989

Founding partner of Waselius & Wist, Tarja Wist boasts more than 20 years’ in practice, making her one of the most experienced finance lawyers in Helsinki. Her work has included advising Santander on one of the first and to-date most significant auto-loan securitisations in the country's history.
Joanna Gumpelson
De Pardieu Brocas Maffei
France

Bar admission: Paris
Practice area: Restructuring and insolvency

Emmanuelle Henry
Weil Gotshal & Manges
France

Bar admission: Paris
Practice area: M&A, Private equity

Valérie Lemaitre
Cleary Gottlieb Steen & Hamilton
France

Bar admission: Paris, New York
Practice area: Banking, Capital markets: Debt, Capital markets: Structured finance and securitisation

Laetitia Lemercier
Gide Loyrette Nouel
France

Bar admission: Paris
Industry sector: Real estate
Practice area: Banking, Project finance

Sharon Lewis
Hogan Lovells
France

Bar admission: England & Wales, Paris
Industry sector: Financial services, Insurance
Practice area: Capital markets: Debt, Capital markets: Derivatives, Capital markets: Structured finance and securitisation

Christine Poyer-Rufenacht
Allen & Overy
France

Bar admission: Paris, New York
Industry sector: Energy
Practice area: Project development, Project finance

Martine Samuelian
Jeantet
France

Bar admission: Paris, Luxembourg
Industry sector: Banking
Practice area: Banking

Marie-Laurence Tibi
Cleary Gottlieb Steen & Hamilton
France

Bar admission: Paris, New York
Practice area: Capital markets: Equity, M&A
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<td>Daniela Favoccia</td>
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<td>Reed Smith</td>
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<td>Alexandra Hagelüken</td>
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<td>Barbara Mayer-Trautmann</td>
<td>Clifford Chance</td>
<td>Germany</td>
<td>England &amp; Wales, Germany</td>
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<td>Bettina Steinhauer</td>
<td>Clifford Chance</td>
<td>Germany</td>
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<tr>
<td>Merene Benyah</td>
<td>JLD &amp; MB Legal Consultancy</td>
<td>Ghana</td>
<td>Ghana, England &amp; Wales</td>
<td>Energy, Oil and gas, Mining</td>
<td>Capital markets, M&amp;A, Project development</td>
</tr>
</tbody>
</table>

Industry sectors and practice areas are given in cases where the lawyer's work primarily encompasses these areas.
Merene Botsio Benyah has years of experience advising international companies working and investing in Ghana. Merene’s extensive experience covers all facets of corporate and commercial practice. She has been intimately involved in leading groundbreaking transactions in Oil & Gas, Mining, cross border Mergers & Acquisitions and Capital Markets. Merene set up the first in-house legal department of Ashanti Goldfields Company Limited in 1995 and, following the merger with AngloGold Limited of South Africa, was appointed as Group General Counsel. She is a leading legal authority in Mining, Oil, Gas and Petroleum law, Capital Markets, Mergers and Acquisitions and Aviation, and she has received multiple recognitions over her career, including most recently, her recognition as a Highly Regarded Lawyer in Banking and Capital Markets, Energy and Infrastructure, M&A, Project Development (IFLR1000, 2017).

Overview of the firm’s Diversity Programmes:
Diversity and inclusion are at the core of JLD & MB’s culture. The diversity of our lawyers’ qualifications, experience and backgrounds enable us to serve the diverse needs of our local and international client base. The Firm encourages team building and training exercises. We also provide mentoring and internship opportunities.

Recent transactional highlights:
• Advised Exxon Mobil Corporation on its entry into Ghana’s Oil & Gas Upstream Sector;
• Advised the Government of Ghana in the 2006 $750 million Sovereign Bond Issue. The Bond was over subscribed;
• As Head of in house legal team, advised Ashanti Goldfields Ltd, Ghana’s largest gold producer in its merger with AngloGold limited of South Africa in its $1.89bn merger.

Bar admissions: Bar of England and Wales, Ghana Bar

Merene Benyah heads JLD & MB Legal Consultancy and is a capital markets and M&A specialist. She is particularly experienced in deals in the aviation, oil and gas, and mining sectors as evidenced by her client roster which includes Ghana Civil Aviation Authority, Ghana Air Transport Licensing Authority, Ghana Airways, and AngloGold Ashanti Ghana.
Ekua Hayfron-Benjamin
Ashong Benjamin & Associates
Ghana

Bar admission: Ghana, Trinidad & Tobago
Industry sector: Banking, Energy, Mining, Natural resources
Practice area: Banking, M&A, Project development, Project finance

Rosa Kudadzi
Sesi Legal
Ghana

Bar admission: Ghana
Practice area: M&A, Restructuring and insolvency

Zoe Phillips Takyi-Appiah
JLD & MB Legal Consultancy
Ghana

Bar admission: England & Wales, Ghana
Industry sector: Energy, Mining, Natural resources
Practice area: Banking, M&A, Project finance

Catherine Karatzas
Karatzas & Partners
Greece

Bar admission: Greece, New York
Industry sector: Shipping
Practice area: Capital markets, M&A

Christina Papanikolopoulou
Zepos & Yannopoulos
Greece

Bar admission: Greece
Practice area: Banking, Capital markets

Athanasia Tsene
Bernitsas Law
Greece

Bar admission: Greece
Practice area: Banking

Evangelina Lardizábal
Arias
Honduras

Bar admission: Honduras
Practice area: Banking, Capital markets, M&A

Bonnie Chan
Davis Polk & Wardwell
Hong Kong

Bar admission: Hong Kong, New York
Practice area: Capital markets; Equity
Prior to participating in the establishment of Ashong Benjamin & Associates, Ekua Hayfron-Benjamin was for around 21 years a partner in Reindorf Chambers, a leading Ghana law firm. She was first called to the Trinidad and Tobago Bar in 1987 and then to the Ghana Bar in 1992. Ekua has spent her legal career essentially in private legal practice both in Trinidad and Tobago and in Ghana.

Overview of the firm’s Diversity Programmes:
To give an indication of Ashong Benjamin’s approach to diversity: two of our three partners are female; three of our six associates are female and two of our three interns are female. We do not have a formal diversity programme as such and have not felt that there is a need to have one.

Recent transactional highlights:
Currently advising the sponsors in respect of a project to construct Phase 1 of a planned 93MW Isopentane fuelled gas-turbine based power plant in Ghana. The project value for this phase is about USD 70,000,000 and involves a put call option agreement now being provided by the Government of Ghana in support of certain independent power projects;
Lead role in advice to the arrangers on the structure for the refinancing of significant Ghana Cedi and USD debts owed by a major public utility to certain banks based on repayment from certain levies under the Energy Sector Levies Act. A binding term sheet was settled based on which repayments commenced;
Major part of the legal team that provided Ghanaian legal advice to a major international bank in respect of the financing of the construction and development of a seawater desalination plant in Accra;
Lead role in advice to the foreign acquirers of a Ghana insurance company and to the foreign lenders in their USD100m financing of mine support service providers.

Bar admissions: Ghana, Trinidad and Tobago
Association memberships: International Bar Association, Ghana Bar Association, Ghana Association of Restructuring and Insolvency Advisors
Academic qualifications: LLB, University of London, 1984; Certificate of Legal Education, Hugh Wooding Law School, Trinidad; called to the Trinidad and Tobago Bar in 1986
Zoe Phillips Takyi-Appiah
JLD & MB Legal Consultancy - Ghana
Senior Partner
T: ++233 302 782711/784298 | zoe@jldmblaw.net | www.jldmblaw.net

Zoe Phillips Takyi – Appiah has significant experience in various facets of the law, including Mergers and Acquisitions, Banking and Finance, Minerals and Mining and Energy and Natural Resources. She has advised several major Ghanaian and international companies and investors on their corporate and commercial activities and investments in Ghana. Her experience includes advising on transactional matters, regulatory and licensing matters, financing, mergers and acquisitions, corporate restructuring and labour issues. She spearheads the Firm’s Minerals and Mining and Telecommunications and Technology practice areas. Zoe also provides leadership in commercial and regulatory advisory services to the Firm’s Insurance clients. Zoe is the recipient of several accolades including her ranking as a Highly Regarded Lawyer - Banking, M&A (IFLR1000, 2017). She was also recently honoured as one of Ghana’s most influential and accomplished lawyers under forty years, which recognised the impact she has made in the legal sector (40 under 40 Awards - 2017).

Overview of the firm’s Diversity Programmes:
Diversity and inclusion are at the core of JLD & MB’s culture. The diversity of our lawyers’ qualifications, experience and backgrounds enable us to serve the diverse needs of our local and international client base. The Firm encourages team building and training exercises. We also provide mentoring and internship opportunities.

Recent transactional highlights:
• Advised a top global power company based in Hong Kong on multi-million dollar investments and operations in Ghana;
• Advised an Australian mining company with respect to the acquisition of multi-million dollar assets in Ghana;
• Part of the team that represented the Government of Ghana in international arbitration proceedings in The Hague and in London with respect to a multi-million Dollar power deal;
• Obtained judgement in excess of USD 8 million in favour of an international client in the mining sector.

Bar admissions: Bar of England and Wales, Ghana Bar
Association memberships: International Bar Association, Member of Gray’s Inn
Catherine Marie Karatzas
Karatzas & Partners - Greece
Managing Partner
T: +30 210 3713600 | c.karatza@karatza-partners.gr | www.karatza-partners.gr

Catherine holds an LLB from the National and Kapodistrian University of Athens and an LLM from Columbia University. She worked in New York as an associate with Shearman and Sterling (1988-1992) and then as an associate (1992-1996) and managing partner (1996-) with Karatzas and Partners Law Firm.

Overview of the firm’s Diversity Programmes:
The firm is led by a woman, the majority of the partners are women and the same applies for the majority of the associates. The firm offers flexible working arrangements for young mothers.

Recent transactional highlights:
• Advised the Hellenic Republic in all its bond issues and all its bond swaps after the onset of the financial crisis, which signify the normalisation of the position of the Hellenic Republic as borrower in the international markets;
• Advised the National Bank of Greece in all its recapitalisation transactions during the financial crisis;
• Advised BC Partners Limited on an indirect acquisition of a majority stake in Pharmathen S.A.;
• Advised Carrefour in its capacity as a major creditor of Marinopoulos in the negotiations of the former with the latter in the context of a rehabilitation process of the latter before Greek courts, the largest such process in Greece.

Bar admissions: Athens Bar, New York Bar

Association memberships: Member of the Board of Directors and of the Executive Committee of the Foundation for Economic and Industrial Research a leading Greek think tank.

Academic qualifications:
LLB National and Kapodistrian University of Athens (1987)
LLM Columbia University (1988)
Marcia Ellis
Morrison & Foerster
Hong Kong

Bar admission: Hong Kong, New York
Practice area: M&A, Private equity

Julie Gao
Skadden Arps Slate Meagher & Flom
Hong Kong

Bar admission: California
Practice area: Capital markets: Debt, Capital markets: Equity, M&A

Anne-Marie Godfrey
Akin Gump Strauss Hauer & Feld
Hong Kong

Bar admission: England & Wales, Hong Kong, Ireland
Industry sector: Banking, Investment management
Practice area: Investment funds

Sharon Hartline
White & Case
Hong Kong

Bar admission: Hong Kong, New York
Industry sector: Investment management
Practice area: Investment funds

Nathalie Hobbs
Linklaters
Hong Kong

Bar admission: England & Wales, Hong Kong (registered foreign lawyer)
Practice area: Banking

Kathryn King Sudol
Simpson Thacher & Bartlett
Hong Kong

Bar admission: Hong Kong, New York
Industry sector: Technology and telecommunications, Food and beverage, Oil and gas
Practice area: M&A, Private equity

Teresa Ko
Freshfields Bruckhaus Deringer
Hong Kong

Bar admission: Hong Kong, England & Wales
Practice area: Capital markets: Equity, M&A

Celia Lam
Simpson Thacher & Bartlett
Hong Kong

Bar admission: Australia, England & Wales, Hong Kong
Industry sector: Banking, Technology and telecommunications
Practice area: Capital markets: Debt, Capital markets: Equity, M&A
Amy Lo
Clifford Chance
Hong Kong
Bar admission: Hong Kong, England & Wales, New York
Industry sector: Banking, Energy, Natural resources
Practice area: Capital markets: Equity, M&A

Mary Matson
Linklaters
Hong Kong
Bar admission: Hong Kong, England & Wales
Industry sector: Financial services
Practice area: Capital markets: Structured finance and securitisation

Minny Siu
King & Wood Mallesons
Hong Kong
Bar admission: Hong Kong
Industry sector: Banking
Practice area: Banking, Investment funds

Anna-Marie Slot
Ashurst
Hong Kong
Bar admission: Hong Kong, New York
Industry sector: Banking, Financial services
Practice area: Banking, Capital markets: Debt

Michelle Taylor
Jones Day
Hong Kong
Bar admission: Hong Kong, England & Wales
Industry sector: Consumer goods and services, Energy, Industrials and manufacturing, Insurance, Aviation, Real estate
Practice area: Banking, Capital markets: Structured finance and securitisation

Effie Vasilopoulos
Sidley Austin
Hong Kong
Bar admission: New South Wales, Hong Kong (registered foreign lawyer)
Industry sector: Investment management
Practice area: Investment funds

Cathy Yeung
Latham & Watkins
Hong Kong
Bar admission: Hong Kong
Industry sector: Banking
Practice area: Capital markets: Equity, M&A, Private equity

Benita Yu
Slaughter and May
Hong Kong
Bar admission: Hong Kong, England & Wales
Practice area: Capital markets: Debt, Capital markets: Equity, M&A
<table>
<thead>
<tr>
<th>Name</th>
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<td>CMS Cameron McKenna Nabarro Olswang - Ormai és Társai</td>
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<td>Dave &amp; Girish &amp; Co</td>
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<td>Cyril Amarchand Mangaldas</td>
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<td>Banking, Capital markets, M&amp;A</td>
<td></td>
</tr>
</tbody>
</table>
Ira Eddymurthy
Soewito Suhardiman Eddymurthy
Kardono
Indonesia

Bar admission: Indonesia
Industry sector: Banking, Consumer goods and services, Financial services, Healthcare, Insurance, Natural resources
Practice area: Banking, Capital markets, M&A, Project finance, Restructuring and insolvency

Indri Pramitaswari Guritno
Hadiputranoto Hadinoto & Partners
Indonesia

Bar admission: Indonesia
Industry sector: Banking
Practice area: Banking

Linda Widyati
Linda Widyati & Partners
Indonesia

Bar admission: Indonesia
Practice area: Banking, Capital markets, M&A, Project finance, Restructuring and insolvency

Catherine Deane
McCann FitzGerald
Ireland

Bar admission: Ireland
Industry sector: Aviation
Practice area: Asset finance, Capital markets: Structured finance and securitisation

Catherine Duffy
A&L Goodbody
Ireland

Bar admission: Ireland
Industry sector: Pharmaceuticals and life sciences, Aviation, Shipping
Practice area: Asset finance, Capital markets: Structured finance and securitisation

Eithne FitzGerald
A&L Goodbody
Ireland

Bar admission: Ireland
Industry sector: Food and beverage, Insurance
Practice area: Capital markets: Equity, M&A, Private equity

Myra Garrett
William Fry
Ireland

Bar admission: Ireland
Industry sector: Technology and telecommunications
Practice area: Capital markets: Equity, M&A, Private equity
Tara Doyle
Matheson - Ireland
Partner and Head of the Asset Management and Investment Funds Department
T: +353 1 232 2221 | tara.doyle@matheson.com | www.matheson.com

Tara practises Irish financial services law, advising many of the world’s leading financial institutions, investment banks, asset management companies, broker-dealers and corporations carrying on business in Ireland or through Irish vehicles. Tara has extensive experience in advising a wide range of domestic and international clients on the structuring, establishment, marketing and sale of financing and investment vehicles and products.

Overview of the firm’s Diversity Programmes:
44% of new partners from the last three years are female; 35% of Matheson’s partners are women; Diversity is one of the firm’s five core values – Pride, Respect, Innovation, Diversity, Entrepreneurship. With female partners playing a leading role at Matheson, and recognising that maternity leave and parenting can impact career development, we launched the Matheson Maternity Coaching Programme. The bespoke programme supports lawyers throughout the entire maternity transition, before and during leave, as well as when they return to work. Integrated partner coaching is a key pillar of the initiative while a separate partner coaching programme, applying to senior male and female colleagues, operates in tandem.

In 2018 we established the Matheson Diversity and Inclusion Committee with the aim to ensure full commitment to our value of Diversity and to focus on all facets of Diversity and Inclusion in the workplace.

Matheson supports its female partners in holding key positions within influential business associations. Tara is a member of the governing council of Irish Funds, the representative body for the Irish funds industry, and was Council Chair for 2017/2018.

Recent transactional highlights:
- Advising Ireland’s largest money market funds on changes to their products to comply with the new EU Money Market Funds Regulation;
- Advising a number of clients on loan originating structures, particularly in light of recent Central Bank of Ireland rule changes;
- Tara served as Chair of Irish Funds for the 2017/2018 term. The association represents 132 firms servicing over €4.4 trillion in assets.

Bar admissions: Law Society of Ireland
Association memberships: International Bar Association, 100WHF, Chair of Irish Funds for 2017/2018, Council Member of Irish Funds
Academic qualifications: LLM, London School of Economics, LLB, Trinity College Dublin

Head of the asset management and investment funds practice at Matheson – one of Ireland’s best commercial firms – Tara Doyle is experienced in advising on all areas of structuring, financing and selling funds, and is knowledgeable on funds regulation. Her past transactional experience includes several novel deals such as the first AIFM authorised in Europe.
**Elaine Hanly**
William Fry
Ireland

- **Bar admission:** Ireland
- **Industry sector:** Banking, Financial services
- **Practice area:** Banking, Capital markets: Structured finance and securitisation, PPP/PFI, Project finance

**Grainne Hennessy**
Arthur Cox
Ireland

- **Bar admission:** Ireland
- **Industry sector:** Banking, Energy, Financial services, Social infrastructure, Transport, Utilities
- **Practice area:** Banking, PPP/PFI, Project finance

**Claire Lenny**
McCann FitzGerald
Ireland

- **Bar admission:** Ireland
- **Industry sector:** Energy, Transport, Utilities, Social infrastructure
- **Practice area:** PPP/PFI, Project finance

**Hilary Marren**
McCann FitzGerald
Ireland

- **Bar admission:** Ireland
- **Industry sector:** Aviation
- **Practice area:** Asset finance

**Jane Marshall**
Independent
Ireland

- **Bar admission:** Ireland
- **Practice area:** Restructuring and insolvency

**Tara O’Reilly**
William Fry
Ireland

- **Bar admission:** Ireland
- **Industry sector:** Investment management
- **Practice area:** Investment funds

**Ilanit Landesman Yogev**
Herzog Fox & Neeman
Israel

- **Bar admission:** Israel
- **Industry sector:** Investment management
- **Practice area:** Capital markets: Equity, M&A, Private equity

**Janet Levy Pahima**
Herzog Fox & Neeman
Israel

- **Bar admission:** Israel, New York
- **Industry sector:** Investment management, Technology and telecommunications
- **Practice area:** M&A, Private equity
GLOBAL EXPERIENCE. LOCAL EXPERTISE.

MORE Women in Leadership Roles
MORE Diversity
MORE Innovation
MORE Client Satisfaction
MORE Success
**Dalia Tal**  
Meitar Liquornik Geva Leshem Tal  
Israel  

- **Bar admission:** Israel  
- **Industry sector:** Banking, Financial services  
- **Practice area:** Banking  

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**Tani Zahavi**  
Meitar Liquornik Geva Leshem Tal  
Israel  

- **Bar admission:** Israel, New York  
- **Industry sector:** Energy, Transport, Utilities  
- **Practice area:** Project development, Project finance  

---

**Carola Antonini**  
Chiomenti  
Italy  

- **Bar admission:** Italy  
- **Industry sector:** Energy, Oil and gas  
- **Practice area:** Banking, Project development, Project finance  

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**Monica Colombera**  
Legance  
Italy  

- **Bar admission:** Italy  
- **Industry sector:** Energy, Oil and gas  
- **Practice area:** Banking, Project finance  

---

**Emanuela Da Rin**  
Bonelli Erede Pappalardo  
Italy  

- **Bar admission:** Italy  
- **Industry sector:** Banking, Real estate  
- **Practice area:** Banking, Capital markets: Debt, Real estate finance  

---

**Claudia Parzani**  
Linklaters  
Italy  

- **Bar admission:** Italy  
- **Industry sector:** Consumer goods and services  
- **Practice area:** Capital markets: Debt, Capital markets: Equity, M&A  

---

**Tanja Svetina**  
Clifford Chance  
Italy  

- **Bar admission:** Italy  
- **Industry sector:** Financial services  
- **Practice area:** Capital markets: Debt, Capital markets: Structured finance and securitisation  

---

**Catia Tomasetti**  
Bonelli Erede Pappalardo  
Italy  

- **Bar admission:** Italy, England & Wales  
- **Industry sector:** Energy  
- **Practice area:** Banking, Project development, Project finance  

---
Miyuki Ishiguro
Nagashima Ohno & Tsunematsu
Japan
Bar admission: Japan
Practice area: Capital markets: Debt, Capital markets: Equity, M&A

Satoko Kuwabara
Mori Hamada & Matsumoto
Japan
Bar admission: Japan
Practice area: Banking, M&A

Reiko Sakimura
Clifford Chance
Japan
Bar admission: Japan
Practice area: Capital markets: Debt, Capital markets: Equity

Jumana Toukan
Ali Sharif Zu’bi Advocates & Legal Consultants
Jordan
Bar admission: Jordan
Industry sector: Energy, Technology and telecommunications, Transport, Oil and gas
Practice area: Banking, M&A, Project development, Project finance

Rainbow Field
Coulson Harney
Kenya
Bar admission: Western Australia
Industry sector: Energy, Mining, Natural resources
Practice area: M&A

Alexandra Kontos
Walker Kontos
Kenya
Bar admission: Kenya
Practice area: Banking, M&A, Project finance

Rosa Nduati-Mutero
Anjarwalla & Khanna
Kenya
Bar admission: Kenya
Practice area: Capital markets, M&A

Sonal Sejpal
Anjarwalla & Khanna
Kenya
Bar admission: England & Wales
Industry sector: Energy, Transport, Social infrastructure
Practice area: Banking, Capital markets, Project finance
Alexandra Kontos
Walker Kontos - Kenya
Senior Partner
T: +254 20 2713023-6 | akontos@walkerkontos.com | www.walkerkontos.com

LL. B, LL.M. F.C.I. Arb, CPS (K) Born in 1944 in Sudan, Alexandra grew up in Ethiopia and has lived in Kenya since 1979. She holds an LL.B from Haile Selassie I University and an LL.M from the University of London. She qualified as an Advocate in three jurisdictions: Ethiopia, Greece and Kenya. Alexandra is one of the founding partners of Walker Kontos, a top tier law firm in Kenya and has received numerous accolades over the years for her professional achievements, in one of which she has been ranked as Senior Statesman in Corporate Law: Real Estate.

Overview of the firm’s Diversity Programmes:
Walker Kontos was founded in 1988 by Peter Walker and Alexandra Kontos. At that time the number of women advocates in Kenya who had equity partner status were less than five. The employment policy of Walker Kontos is and has always been to observe absolute gender equality and we have never felt the need to take extraordinary steps to promote one gender over another. Thirty years later we are proud to say that one-half of the professionals in the Firm are women, four of whom are partners.

Recent transactional highlights:
• Advised I&M Bank Limited in relation to the consolidation of securities of US$16.4million and KES70million created by a group of companies in the manufacturing (confectionery) sector;
• Advised Standard Chartered Bank Limited, Barclays Bank of Kenya Limited and Stanbic Bank Kenya Limited in relation to security restructuring relating to a company in the manufacturing (roofing materials) sector;
• Advised International Finance Corporation in a €8,525,000.00 financing to a company in the horticultural sector and in the creation of several charges over agricultural land.

Association memberships: Fellow, Chartered Institute of Arbitrators (Kenya Chapter), Member, Law Society of Kenya, Member, Institute of Certified Public Secretaries, Kenya
Academic qualifications: LL.B (Great Distinction) Haile Selassie I University (Now Addis Ababa University), LL.M, University of London (University College)

Alexandra Kontos is a founding partner of Walker Kontos, one the strongest commercial firms in Kenya. Admitted to practice in three jurisdictions, she has a broad focus but is particularly noted for experience in lending and financing work.
<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Eva Berlaus</td>
<td>Sorainen</td>
<td>Latvia</td>
<td>Latvia</td>
<td>Financial services, Food and beverage, Forestry, Insurance</td>
<td>M&amp;A, Private equity, Restructuring and insolvency</td>
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<tr>
<td>Andram &amp; a Rubene</td>
<td>TGS Baltic</td>
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<tr>
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<td>Cobalt</td>
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<tr>
<td>Randa Abousleiman</td>
<td>Abousleiman &amp; Partners</td>
<td>Lebanon</td>
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<td>Banking, Capital markets, M&amp;A</td>
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<tr>
<td>Chadia El Meouchi</td>
<td>Badri &amp; Salim El Meouchi Law Firm</td>
<td>Lebanon</td>
<td>New York</td>
<td>Oil and gas</td>
<td>Banking, Capital markets, Investment funds, M&amp;A</td>
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<tr>
<td>Joana Baublytė-Kulvietė</td>
<td>Ellex</td>
<td>Lithuania</td>
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<td>Insurance, Investment management</td>
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<td>Akvilė Bosaitė</td>
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<td>Dovilė Burgienė</td>
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</table>
Eugénie Sutkiené
TGS Baltic
Lithuania

Bar admission: Lithuania
Industry sector: Energy, Real estate, Technology and telecommunications
Practice area: M&A, PPP/PFI, Project finance, Restructuring and insolvency

Michele Eisenhuth
Arendt & Medernach
Luxembourg

Bar admission: Luxembourg
Practice area: Investment funds

Joëlle Hauser
Clifford Chance
Luxembourg

Bar admission: Luxembourg
Industry sector: Investment management
Practice area: Investment funds

Toinon Hoss
Elvinger Hoss Prussen
Luxembourg

Bar admission: Luxembourg
Practice area: Capital markets: Equity, M&A, Private equity

Josée Weydert
NautaDutilh
Luxembourg

Bar admission: Luxembourg
Industry sector: Financial services, Insurance, Real estate
Practice area: Banking, Capital markets

Margareth Wilkenhuysen
NautaDutilh
Luxembourg

Bar admission: Brussels, Luxembourg
Industry sector: Financial services, Media, Technology and telecommunications
Practice area: M&A

Manuela António
Manuela António - Lawyers and Notaries
Macau

Bar admission: Macau, Portugal
Practice area: Banking, M&A

Sook Kwan Chin
Zaid Ibrahim & Co
Malaysia

Bar admission: Malaysia, New Zealand
Industry sector: Banking
Practice area: Banking, Capital markets: Debt, Capital markets: Structured finance and securitisation
Joëlle Hauser is the head of Clifford Chance Luxembourg Investment Funds department.

Her practice includes UCITS, real estate, infrastructure, debt, private equity and other alternative funds. Joelle holds a licence in law, specialisation economic and social law (magna cum laude), from the University of Louvain-la-Neuve in Belgium in 1990.

Overview of the firm’s Diversity Programmes:
As a leading law firm, we recruit the best talent from around the world. It is essential for our commercial strategy that we foster an inclusive culture so that we can provide our clients with the best advice.

Our clients are made up of a diverse range of businesses. To find better solutions to our clients’ most important challenges, we must build the best team, made up of people from a wide range of backgrounds, which is nurtured and developed in an inclusive and collegiate environment.

We are committed to increasing diversity within the firm and report yearly on the inclusion and diversity commitments we have made. These include our target of improving the gender balance in our partnership, so that women make up at least 30%.

In 2016, we signed a formal statement of support for the Women’s Empowerment Principles, an initiative created by UN Women in collaboration with the UK Global Compact. The Women’s Empowerment Principles are seven principles, which promote and guide corporate action in pursuit of gender equality. They encourage high-level corporate leadership on gender issues and transparent reporting on progress.

Bar admissions: Luxembourg Bar
Association memberships: Joelle is a member of the "Comité GFI" (Asset Manager Committee) of the CSSF and a member of various working groups of ALFI.
Academic qualifications: Licence in law, specialisation economic and social law (magna cum laude), from the University of Louvain-la-Neuve in Belgium (1990).
<table>
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<tr>
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<tr>
<td>Mei Mei Loh</td>
<td>Zul Rafique &amp; Partners</td>
<td>Malaysia</td>
<td>Australia, Malaysia</td>
<td>Banking, Financial services</td>
<td>Banking, Capital markets: Debt</td>
</tr>
<tr>
<td>Lilian Liew</td>
<td>Zaid Ibrahim &amp; Co</td>
<td>Malaysia</td>
<td>Malaysia</td>
<td>Banking</td>
<td>Banking, Capital markets: Debt, Capital markets: Equity, Capital markets: Structured finance and securitisation</td>
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<tr>
<td>Grace Yeoh</td>
<td>Shearn Delamore &amp; Co</td>
<td>Malaysia</td>
<td>England &amp; Wales, Malaysia</td>
<td>Energy</td>
<td>M&amp;A, Project development</td>
</tr>
<tr>
<td>Fernanda Lopes</td>
<td>Fernanda Lopes &amp; Associados</td>
<td>Mozambique</td>
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<td>Banking, M&amp;A</td>
<td>M&amp;A, Project development</td>
</tr>
<tr>
<td>Swee Gim Cheah</td>
<td>Kelvin Chia Yangon</td>
<td>Myanmar, Singapore</td>
<td>Singapore, New York</td>
<td>Financial services</td>
<td>Banking, Capital markets: Equity, Investment funds, M&amp;A</td>
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<td>Femke Bierman</td>
<td>Allen &amp; Overy</td>
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<tr>
<td>Sigrid Jansen</td>
<td>Allen &amp; Overy</td>
<td>Netherlands</td>
<td>Netherlands</td>
<td>Restructuring and insolvency</td>
<td>Restructuring and insolvency</td>
</tr>
</tbody>
</table>
Mei Mei heads the Banking & Finance Practice Group and has advised on some of the largest and most complex landmark financing transactions in Malaysia. She is recognised as a leading practitioner and for her strong commercial acumen. She has extensive experience in financing transactions including Islamic finance, project financing, Sukuk and debt capital market transactions.

Overview of the firm’s Diversity Programmes:
ZUL RAFIQUE & partners recognises the challenges and commitment of our female staff outside of the office as they usually assume the role of main caregiver of their family. Our policies therefore include giving flexibility in working patterns and career choices and providing practical support.

Recent transactional highlights:
- Advised GOHL Capital Limited and Genting Berhad in the issuance of U.S.$1.0 billion guaranteed notes by GOHL Capital Limited in reliance on Regulation S under the United States Securities Act of 1933, guaranteed by Genting Overseas Holdings Limited and has the benefit of a keepwell deed entered into with Genting Berhad;
- Advised Maxis Broadband Sdn Bhd in its establishment of an Islamic Medium Term Notes Programme of MYR10.0 Billion. This transaction won the Asia Deal of the Year 2017 by Asia Business Law Journal;
- Advised the syndicate lenders in the MYR500.0 million syndicated commodity murabahah term financing granted to the project companies for the development of the mega beachfront project development in Desaru, Johor, Malaysia;
- Advised MEASAT Broadcast Network Systems Sdn Bhd in its maiden establishment of a Medium Term Notes Programme of MYR3.0 billion;
- Advised Island Hospital Sdn Bhd in the MYR450.0 million credit facilities for the refinancing of existing debt, acquisition of real property, development of a hospital and general corporate purposes. Assisted the client to navigate through the strict financial assistance rules in Malaysia.

Bar admissions: Supreme Court of Victoria as Barrister & Solicitor (1986), High Court of Malaysia as Advocate & Solicitor (1988)
Association memberships: Banking Committee of the International Chamber of Commerce Malaysia
Academic qualifications: Monash University Australia (BSc) (1983), Monash University Australia (LLB) (1985)
<table>
<thead>
<tr>
<th>Name</th>
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<tr>
<td>Heleen Kersten</td>
<td>Stibbe</td>
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<td>Karine Kodde</td>
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<td>Annelies van der Pauw</td>
<td>Stibbe</td>
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<td>Mariëtte van’t Westenide</td>
<td>Loyens &amp; Loeff</td>
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<td>Petra Zijp</td>
<td>NautaDutilh</td>
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<tr>
<td>Pip Greenwood</td>
<td>Russell McVeagh</td>
<td>New Zealand</td>
<td>New Zealand</td>
<td>Technology and telecommunications</td>
<td>Capital markets: Equity, M&amp;A</td>
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<tr>
<td>Mei Nah</td>
<td>Mayne Wetherell</td>
<td>New Zealand</td>
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<td>Banking, Financial services</td>
<td>Banking, Capital markets: Debt</td>
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<tr>
<td>Cathy Quinn</td>
<td>MinterEllisonRuddWatts</td>
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<td>Capital markets: Equity, M&amp;A, Private equity</td>
</tr>
</tbody>
</table>
Bertha Argüello
Arias
Nicaragua

Bar admission: Costa Rica, Nicaragua
Practice area: Banking, Capital markets, M&A

Gloria María de Alvarado
Alvarado & Asociados
Nicaragua

Bar admission: Nicaragua
Industry sector: Banking, Technology and telecommunications, Natural resources
Practice area: Banking Capital markets, M&A

Myma Belo-Osagie
Udo Uduma & Belo-Osagie
Nigeria

Bar admission: Ghana, Nigeria
Industry sector: Oil and gas, Technology and telecommunications
Practice area: Banking, M&A, Project development, Project finance

Yinka Edu
Udo Uduma & Belo-Osagie
Nigeria

Bar admission: Nigeria, England & Wales
Practice area: Banking, Capital markets

Olubunmi Fayokun
Aluko & Oyebode
Nigeria

Bar admission: Nigeria
Industry sector: Energy, Oil and gas, Mining, Natural resources
Practice area: Banking, Capital markets, M&A

Felicia Kemi Segun
Adepetun Caxton-Martins Agbor & Segun
Nigeria

Bar admission: Nigeria
Industry sector: Energy, Oil and gas
Practice area: Banking, M&A, Project finance

Oghogho Makinde
Aluko & Oyebode
Nigeria

Bar admission: Nigeria
Industry sector: Energy, Oil and gas
Practice area: Banking, M&A, Project development, Project finance

Ozofu Olatunde Ogjemudia
Udo Uduma & Belo-Osagie
Nigeria

Bar admission: Nigeria
Practice area: M&A, Private equity
Dr. Belo-Osagie is the firm’s Senior Partner and heads its telecommunications and oil & gas teams. She has advised a wide variety of local and international clients on matters involving corporate restructuring, acquisitions, foreign investment matters, telecommunications regulation, oil and gas investment and financing matters and infrastructure projects. She assisted with the drafting of the Nigerian Communications Act 2003, and the Nigeria Sovereign Investment Authority Act 2011. She was recently elected as an International Honorary Member of the American Academy of Arts and Sciences.

Overview of the firm’s Diversity Programmes:
The firm has associates from all over Nigeria and an equal number of male and female partners. Currently the firm has more female than male associates. In support of gender diversity, the firm implements policies that support female employees, such as a 6-month paid maternity leave (100% more than the statutory requirement). There is a staffed creche / playroom on the premises. In addition to memberships in various professional associations the firm sponsors the attendance and participation of female members of staff in professional associations and events tailored to women - such as “Women in Private Equity (PEWIN)” and “Women in Management, Business and Public Service (WIMBIZ).

Recent transactional highlights:
• Advised a Canadian-led Consortium looking into the possibility of developing a pipeline project to transport freshwater from various West African States to the Sahel;
• Advised the co-arrangers on the structuring of a =N= 19 billion Syndicated Underwritten Note Issuance Facility granted to MTN Nigeria Communications Limited;
• Advised NEPA on the establishment by Enron of a 270mw barge-mounted power project at Egbin in Lagos State;
• Advised on the proposed establishment of an independent power project in Bonny, Rivers State by Mobil Producing Nigeria Unlimited.

Bar admissions: Ghana, New York, Nigeria
Ozofu is a partner in the firm’s Corporate Advisory, Private Equity and M&A teams. She was recently appointed by the President of the Senate of the Federal Republic of Nigeria to chair the Technical Advisory Committee on the bills to amend the Companies and Allied Matters Act and the Investments & Securities Act. She is a vice-chair of the NBA-SBL Committee on M&A and Corporate Restructuring.

Overview of the firm’s Diversity Programmes:
The firm has associates from all over Nigeria and an equal number of male and female partners. Currently the firm has more female than male associates. In support of gender diversity, the firm implements policies that support female employees, such as a 6-month paid maternity leave (100% more than the statutory requirement). There is a staffed creche / playroom on the premises. In addition to memberships in various professional associations the firm sponsors the attendance and participation of female members of staff in professional associations and events tailored to women - such as “Women in Private Equity (PEWIN)” and “Women in Management, Business and Public Service (WIMBIZ).

Recent transactional highlights:
• Led the team that advised Carlyle on its US$38.5 million investment in Global Credit Rating;
• Was part of the team that advised Carlyle on its US$147 million investment in Diamond Bank Plc.;
• Led the team that advised Kellogg on its US$450 million acquisition of a 50% stake in Multipro Nigeria (a member of the Tolaram group);
• Led the team that advised the Emerging Capital Partners-led consortium on its US$60 million divestment of its controlling interest in Continental Reinsurance Plc to Saham Finances;
• Led the team that advised Synergy Capital on its US$16.5 million investment in Northstar Finance Services Ltd.

Bar admissions: Nigeria
Association memberships: Nigerian Bar Association
Yinka Edu is in the Banking & Finance team, heads the Capital Markets team and recently stepped down as the Chairperson of the Capital Market Solicitors Association. A significant part of her practice involves Mergers and Acquisitions of listed entities.

Overview of the firm’s Diversity Programmes:
The firm has associates from all over Nigeria and an equal number of male and female partners. Currently the firm has more female than male associates. In support of gender diversity, the firm implements policies that support female employees, such as a 6-month paid maternity leave (100% more than the statutory requirement). There is a staffed creche / playroom on the premises. In addition to memberships in various professional associations the firm sponsors the attendance and participation of female members of staff in professional associations and events tailored to women - such as “Women in Private Equity (PEWIN)” and “Women in Management, Business and Public Service (WIMBIZ).

Recent transactional highlights:
• Advised the Joint Lead Managers on various Eurobond issuances by the Federal Government of Nigeria;
• Advised on the merger of the various SAB Miller entities operating in Nigeria;
• Advised on the establishment of the first Sukuk bond programme by the FGN;
• Advised Lafarge Africa Plc on its acquisition of US$1.35 billion interests in Lafarge South Africa Holdings (Proprietary) Ltd, Atlas Cement Company Ltd, AshakaCem Plc and United Cement Company of Nigeria Ltd.;
• Advised Citibank N.A. and various other lenders on a €153 million facility granted to Frigoglass Finance B.V.

Bar admissions: Nigeria, England and Wales

Yinka Edu is the leader of the Capital Markets team. She is known for her impressive depth of experience on debt and equity issues and public M&A, and recently advised Unilever when it increased its shareholding in Unilever Nigeria.
<table>
<thead>
<tr>
<th>Name</th>
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<th>Country</th>
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<tr>
<td>Camilla Skøie Mørkve</td>
<td>Schjødt</td>
<td>Norway</td>
<td>Norway</td>
<td>Oil and gas, Shipping</td>
<td>Banking, Capital markets: Debt</td>
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<td>Mary Allan</td>
<td>Curtis Mallet-Prevost Colt &amp; Mosle</td>
<td>Oman</td>
<td>England &amp; Wales</td>
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<td>Project development, Project finance</td>
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<td>Maheen Faruqui</td>
<td>Kabraji &amp; Talibuddin</td>
<td>Pakistan</td>
<td>Pakistan</td>
<td>Energy</td>
<td>Project finance</td>
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<tr>
<td>Monalisa Dimalanta</td>
<td>Puyat Jacinto &amp; Santos</td>
<td>Philippines</td>
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<td>Agnieszka Janicka</td>
<td>Clifford Chance Janicka Krużewski Namiotkiewicz</td>
<td>Poland</td>
<td>Poland</td>
<td>Consumer goods and services, Energy, Healthcare, Technology and telecommunications</td>
<td>M&amp;A, Private equity</td>
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<tr>
<td>Vanda Cascão</td>
<td>VdA Vieira de Almeida</td>
<td>Portugal</td>
<td>Portugal</td>
<td>Energy</td>
<td>Project finance</td>
</tr>
<tr>
<td>Maria Castelos</td>
<td>Campos Ferreira Sá Carneiro &amp; Associados</td>
<td>Portugal</td>
<td>Portugal</td>
<td>Banking, Capital markets, Private equity, Project finance</td>
<td></td>
</tr>
<tr>
<td>Teresa Empis Falcão</td>
<td>VdA Vieira de Almeida</td>
<td>Portugal</td>
<td>Brazil, Portugal, England &amp; Wales</td>
<td>Energy</td>
<td>Project development</td>
</tr>
</tbody>
</table>
Monalisa Dimalanta
Puyat Jacinto & Santos - Philippines
Partner; Head, Energy Practice Group
T: +63 2 8405025 | mcdimalanta@pjslaw.com | www.pjslaw.com

Overview of the firm’s Diversity Programmes:
The Partnership is currently made up of nine (9) female lawyers and five (5) male lawyers. Each of the 9 female lawyers currently heads different practice groups. PJS Law is one of the first firms to implement a telecommuting program in the Philippines, and probably the only Philippine law firm today that has institutionalized such program. The partners had anticipated the growing concern on work-life balance resulting from worsening traffic conditions in Metro Manila.

Since the Firm’s inception, PJS Law is also known for its mentoring program whereby women partners who are mothers mentor associates who are mothers/expectant mothers to provide coaching on balancing the demands of work and parenthood (solo parent or as part of a husband-wife/partners team).

Recent transactional highlights:
• Advised Atimonan One Energy, Inc. and its subsidiaries in the PhP107B 2x600MW coal fired power plant project in Quezon Province, Philippines. The financing is considered to be the Philippines’ largest all-peso project finance transaction to date;
• Assisted EGCO in the divestment of its 49% equity interests in Masinloc Power Partners Co. Ltd. to the power unit of conglomerate San Miguel Corporation;
• Counsel to Aboitiz Power; more recently, assisted in the Group’s acquisition of beneficial interests in 604MW and 2x668MW coal-fired power projects in Bataan, Philippines. The transaction was the first big-ticket deal to be reviewed and approved by the Philippine Competition Commission, and has obtained awards/citations from regional legal publications.

Bar admissions: 1998 to present
Association memberships: Member, Philippine Bar (1998 to present), Inter-Pacific Bar Association (current)
Paula Gomes Freire  
VdA Vieira de Almeida  
**Portugal**

**Bar admission:** Portugal, England & Wales  
**Practice area:** Capital markets: Debt, Capital markets: Equity, Capital markets: Structured finance and securitisation

Maria João Ricou  
Cuatrecasas Gonçalves Pereira  
**Portugal**

**Bar admission:** Portugal  
**Practice area:** Banking, Capital markets: Structured finance and securitisation, Project finance

Adriana Gaspar  
Nestor Nestor Diculescu Kingston  
**Romania**

**Bar admission:** Romania  
**Industry sector:** Transport  
**Practice area:** M&A, Project development

Mona Muşat  
Muşat & Asociaţii  
**Romania**

**Bar admission:** Romania  
**Industry sector:** Utilities, Real estate, Construction and materials  
**Practice area:** Banking, Project development, Project finance, Real estate finance

Narcisa Oprea  
Schoenherr & Asociaţii  
**Romania**

**Bar admission:** Romania  
**Practice area:** Banking, Capital markets

Alina Radu  
Nestor Nestor Diculescu Kingston  
**Romania**

**Bar admission:** Romania  
**Practice area:** Banking, M&A, Project finance, Real estate finance

Natalia Baratiants  
Akin Gump Strauss Hauer & Feld  
**Russia**

**Bar admission:** Russia  
**Industry sector:** Energy, Oil and gas  
**Practice area:** Capital markets, M&A, Project development

Victoria Bortkevich  
Clifford Chance  
**Russia**

**Bar admission:** England & Wales, Russia  
**Industry sector:** Healthcare, Industrials and manufacturing, Pharmaceuticals and life sciences, Utilities, Aviation, Shipping  
**Practice area:** Banking, PPP/PTI, Project development, Project finance, Restructuring and insolvency
Laura Brank  
Dechert  
Russia  
**Bar admission:** England & Wales, New York  
**Industry sector:** Energy, Mining, Technology and telecommunications  
**Practice area:** M&A

Jelena Gazivoda  
JPM Janković Popović Mitić  
Serbia  
**Bar admission:** Serbia  
**Industry sector:** Energy, Transport  
**Practice area:** M&A, Project development

Kate Allchurch  
Ashurst  
Singapore  
**Bar admission:** England & Wales  
**Industry sector:** Banking  
**Practice area:** Banking

Elaine Chan  
WongPartnership  
Singapore  
**Bar admission:** England & Wales, Singapore  
**Industry sector:** Financial services  
**Practice area:** Financial services regulatory

Margaret Chin  
Allen & Gledhill  
Singapore  
**Bar admission:** Singapore  
**Practice area:** Capital markets: Debt, Capital markets: Structured finance and securitisation

Rachel Eng  
WongPartnership  
Singapore  
**Bar admission:** England & Wales, Singapore  
**Industry sector:** Investment management, Real estate  
**Practice area:** Capital markets: Equity, REIT

Naomi Ishikawa  
Milbank Tweed Hadley & McCloy  
Singapore  
**Bar admission:** New York  
**Practice area:** Capital markets: Debt, Capital markets: Equity

Stephanie Keen  
Hogan Lovells Lee & Lee  
Singapore  
**Bar admission:** Singapore, England & Wales  
**Practice area:** Investment funds, M&A, Private equity
Highly regarded legal expert with more than 20 years of practice, advising in landmark transactions and projects of strategic importance in M&A and infrastructure in the Republic of Serbia and the SEE region. Skilled in M&A, Corporate Law, Energy and Projects, PPP and Concessions, Mining, Insurance, Restructuring and Bankruptcy Law. Lecturer on postgraduate studies at the Faculty in Law, University of Serbia and at the Advocacy Academy of Serbian Bar Chamber.

Overview of the firm’s Diversity Programmes:
JPM Janković Popović Mitić highly regards its female partners and associates, entrusting them the leading roles in the most complex transactions. JPM instigates and cordially supports further professional development and continuous academic education of its female colleagues, publishing of professional and academic articles and delivering lectures to general and professional public, as well as internal trainings.

Recent transactional highlights:
- Advised the Ministry of Finance and Economy of the Republic of Serbia in completed EUR 281 million transaction related to transfer of respective portion of assets and liabilities of special purpose bank Nova Agrobanka Belgrade to Postal Savings Bank, being the very first P & A transaction ever implemented in the Republic of Serbia;
- Advised Hemslade Trading in completed EUR 932.5 million transaction related to the sale of 100% of Delta Maxi Group, Serbia’s largest food retailer. The transaction is considered to be the largest private transaction in the Republic of Serbia in retailer sector ever;
- Advised Veolia Central Europe & Eastern Zone in EUR 350 million PPP project of the City of Belgrade for the provision of services of treatment and disposal of residual solid waste;
- Advised Hemslade Trading in completed EUR 202.75 million project related to the sale of 100% of its ownership quota in companies owning and operating the Delta City Shopping Malls in Belgrade and Podgorica to Hyprop Investments (South Africa) and Homestead Group.

Bar admissions: Belgrade Bar Association
Academic qualifications: PhD, Faculty of Law – University of Belgrade (2016) , Mag. iur., Faculty of Law – University of Belgrade (2003), LL.M, Faculty of Law – University of Cambridge (UK) (2003), LL.B, Faculty of Law – University of Belgrade (1996)
Naomi Ishikawa
Milbank Tweed Hadley & McCloy - Singapore
Partner
T: +65 6428 2525 | nishikawa@milbank.com | www.milbank.com

Naomi is the senior member of Milbank’s capital markets team in Singapore where her practice focuses on cross-border corporate transactions including offerings of equity, convertible bonds and high-yield debt securities, liability management transactions, privatizations, mergers and acquisitions and private equity investments. Naomi has more than 20 years of experience representing clients in the Asia-Pacific region and her practice spans many industries, including natural resources, power and energy, financial institutions, telecom, real estate and consumer products.

Overview of the firm’s Diversity Programmes:
Milbank fosters a culture of opportunity for women lawyers through its partner-led Women’s Initiative, which offers professional development, flexible work-life policies, mentoring, and recruiting outreach. The associate-run Women@Milbank affinity group organizes networking events and other opportunities for women lawyers to develop leadership skills, exchange ideas and strengthen their connections.

Recent transactional highlights:
Naomi’s recent experience includes representing:
• The underwriters in multiple high-yield debt issuances by Delhi International Airport Private Limited, which operates New Delhi’s Indira Gandhi International Airport, one of the largest airports in the world, and sister company GMR Hyderabad International Airport;
• The purchasers in connection with the acquisition of a controlling stake in mining company PT Newmont Nusa Tenggara from, among other vendors, Newmont Mining Corporation and Sumitomo Corporation and the related acquisition financing. The transaction, valued at US$2.1 billion, was one of Southeast Asia’s largest M&A deals at the time;
• The dealers and underwriters on the establishment of a US$15 billion Global Medium Term Notes program and a $5 billion offering of bonds and sukuk certificates by Malaysia’s state-owned oil and gas company, Petroliam Nasional Berhad (PETRONAS). The transaction was the largest G3 issuance – denominated in dollars, yen and euros – by a Southeast Asian company at the time.

Bar admissions: New York
Association memberships: New York State Bar Association
Academic qualifications: Columbia University School of Law, J.D., University of California, Santa Cruz, B.A.

Naomi Ishikawa focuses on cross-border equity and high-yield offerings, M&A, and private equity investments throughout Southeast and South Asia. She is known for capital markets work relating to Indonesia, including acting for the Jababeka Group.
Congratulations to our partners ranked as IFLR1000 Women Leaders

Naomi Ishikawa
Capital Markets, Singapore

Carolina Walther-Mead
Project, Energy & Infrastructure Finance and Latin America, New York

Karen Wong
Project, Energy & Infrastructure Finance, Los Angeles

Milbank is committed to fostering a culture of support and advancement for women. Our partner-led Women’s Initiative provides opportunities for networking, leadership, learning and outreach in our offices around the world.
<table>
<thead>
<tr>
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<th>Firm</th>
<th>City</th>
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<tr>
<td>Mei Lim</td>
<td>Allen &amp; Gledhill</td>
<td>Singapore</td>
<td>Bar admission: Singapore</td>
<td>Practice area: Capital markets: Equity, M&amp;A</td>
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<td>Suet-Fern Lee</td>
<td>Morgan Lewis Stamford</td>
<td>Singapore</td>
<td>Bar admission: Hong Kong (registered foreign lawyer), Singapore</td>
<td>Practice area: Capital markets: Debt, Capital markets: Equity, M&amp;A</td>
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<td>Rosabel Ng</td>
<td>WongPartnership</td>
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<td>Bar admission: England &amp; Wales, Singapore</td>
<td>Industry sector: Financial services, Technology and telecommunications</td>
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<td>Practice area: Capital markets: Derivatives, Capital markets: Structured finance and securitisation, Financial services regulatory</td>
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<td>Gail Ong</td>
<td>WongPartnership</td>
<td>Singapore</td>
<td>Bar admission: New York, Singapore</td>
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<td>Tze Gay Tan</td>
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<tr>
<td>Katarina Cechova</td>
<td>Cechova &amp; Partners</td>
<td>Slovak Republic</td>
<td>Bar admission: Slovak Republic</td>
<td>Practice area: Banking, M&amp;A, Real estate finance, Restructuring and insolvency</td>
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<tr>
<td>Susan Wong</td>
<td>WongPartnership</td>
<td>Singapore</td>
<td>Bar admission: Singapore</td>
<td>Industry sector: Banking</td>
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<td>Practice area: Banking, Project finance</td>
</tr>
</tbody>
</table>
Nina Šelih  
Odvetniki Šelih & Partners  
Slovenia

- **Bar admission:** Slovenia  
- **Industry sector:** Energy, Technology and telecommunications  
- **Practice area:** Banking, Capital markets, M&A

Brigette Baillie  
Herbert Smith Freehills  
South Africa

- **Bar admission:** South Africa  
- **Industry sector:** Energy, Transport, Oil and gas, Mining, Social infrastructure  
- **Practice area:** Project development, Project finance

Karen Couzyn  
Webber Wentzel  
South Africa

- **Bar admission:** South Africa  
- **Practice area:** Banking, Capital markets: Debt, Capital markets: Structured finance and securitisation

Sally Hutton  
Webber Wentzel  
South Africa

- **Bar admission:** South Africa  
- **Practice area:** Capital markets: Equity, M&A, Private equity

Jacqueline King  
Cliffe Dekker Hofmeyr  
South Africa

- **Bar admission:** South Africa  
- **Industry sector:** Banking  
- **Practice area:** Capital markets: Debt

Ulrike Naumann  
Bowman Gilfillan  
South Africa

- **Bar admission:** South Africa  
- **Practice area:** Banking

Safiyya Patel  
Webber Wentzel  
South Africa

- **Industry sector:** Financial services, Media, Construction and materials, Mining  
- **Practice area:** M&A

Pippa Reyburn  
ENSafrica  
South Africa

- **Bar admission:** South Africa  
- **Industry sector:** Energy, Transport, Utilities, Social infrastructure  
- **Practice area:** Project development
Hyun Ju Helen Pak
Shin & Kim
South Korea
Bar admission: South Korea
Industry sector: Energy
Practice area: Banking, Project finance

Angela Simpson
Webber Wentzel
South Africa
Bar admission: South Africa
Practice area: Private equity

Yolanda Azanza
Clifford Chance
Spain
Bar admission: Spain
Practice area: Capital markets: Debt, Capital markets: Equity

Paloma Fierro
Linklaters
Spain
Bar admission: Spain
Industry sector: Banking, Financial services
Practice area: Capital markets: Derivatives, Financial services regulatory

Gloria Hernandez
Independent
Spain
Bar admission: Spain
Industry sector: Financial services
Practice area: Financial services regulatory

Eva Hägg
Mannheimer Swartling
Sweden
Bar admission: Sweden
Practice area: Capital markets: Equity, M&A

Mary-Pia Hope
Vinge
Sweden
Bar admission: Sweden
Practice area: Banking, Restructuring and insolvency

Christina Kokko
Vinge
Sweden
Bar admission: Sweden
Practice area: M&A, Private equity
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<tr>
<td>Malin Leffler</td>
<td>Roschier</td>
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<td>M&amp;A, Private equity</td>
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<td>Charlotte Levin</td>
<td>Vinge</td>
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<td>Capital markets: Equity, M&amp;A</td>
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<td>Elisabet Lundgren</td>
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<td>Dunja Koch</td>
<td>Froriep</td>
<td>Switzerland, UK</td>
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<tr>
<td>Amy Chin</td>
<td>LCS &amp; Partners</td>
<td>Taiwan</td>
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<td>M&amp;A</td>
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<tr>
<td>Shamiza Ratansi</td>
<td>AT'Z Law Chambers</td>
<td>Tanzania</td>
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<tr>
<td>Lucy Sondo</td>
<td>Abenry &amp; Co</td>
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<td>Weerawong Chinnavat &amp; Partners</td>
<td>Thailand</td>
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<td>Banking, Energy, Food and beverage, Shipping</td>
</tr>
</tbody>
</table>
Amy Chin is a co-founder and senior counsel of LCS. Ms. Chin was the first-term Commissioner of Taiwan’s Financial Supervisory Commission between 2005 and 2006. Ms. Chin is recognized as a leading individual in the areas of Corporate M&A and/or Capital Markets by IFLR, Asia Law, The Legal 500 and Chambers.

Overview of the firm’s Diversity Programmes:
LCS was selected as Best Firm in Taiwan by EUROMONEY’s Women in Business Law Award in 2015, 2016 and 2017, respectively. Approximately 50% of our attorneys are female. Our female attorneys enjoy the highest degree of the equal opportunity in their promotion, compensation and chances to work on major deals. Further, we provide our female attorneys with flexibility in terms of their work time and places. Our female partners act as chair persons of various Committees within the firm.

Recent transactional highlights:
• Advised TPG in its acquisition of OPC Group (in CRO business);
• Advised Coadna (a Taiwan Stock Exchange listed company) in its merger with II VI (a NASDAQ listed company);
• Advised Summiview Consortium in its merger with ISSI (a NASDAQ listed company) with US$700 million.

Bar admissions: New York
Association memberships: New York Bar Association; Mentor of AAMA (NGO for coaching start-up companies)
Academic qualifications: 1991 Duke Law, LL.M.
Shamiza Ratansi
ATZ Law Chambers - Tanzania
Managing Partner
T: +255 22 260 1151; 1152 | snr@tz.africalegalnetwork.com | www.africalegalnetwork.com

Shamiza is the Managing Partner of ATZ Law Chambers and her practice focuses mainly on corporate, commercial, merger & acquisitions, banking & finance, private equity, telecommunications, mining, capital markets and competition. Shamiza is considered as one of the leading finance experts in Tanzania and is consistently involved in prominent, complex and cross border transactions. Shamiza is ranked as leading lawyer by Chambers Global, IFLR and Legal 500.

Overview of the firm’s Diversity Programmes:
The firm has a no discrimination policy and invests significantly in promoting and training female lawyers. From the 4 secondments done by the firm in its Nairobi offices 3 have been female. Currently 85% of the firms lawyers are female.

Recent transactional highlights:
• Acting for Reliance Group in connection with its auction sale of the Gulf Africa Petroleum Corporation, a company with significant presence in Eastern Africa in the downstream petroleum sector to Total Outer-Merl;
• Advising on Millicom’s acquisition of an 85% stake in Zanzibar Telecom (Zantel) from Etisalat Group which resulted in Millicom International Cellular becoming the second largest operator in Tanzania;
• Acting for Kuramo Capital Management, an independent investment management firm, in connection with its investment for 24.99% of the shares in Trans-century, a company listed on the Nairobi Securities Exchange;
• Acting for Africa Export-Import Bank, in connection with a USD 315 million multi-jurisdictional syndicated debt facility to a leading telecommunication group;
• Acting for IFC, CDC Group and AFCAP, in connection with the first ever underwriting of CRDB Bank being the second largest commercial bank in Tanzania Rights Issue of TZS 152 billion.

Bar admissions: Advocate of the High Court of Tanzania
Association memberships: Tanganyika Law Society, East African Law Society
Passawan Navanithikul
Weerawong Chinnavat & Partners - Thailand
Partner
T: + 66 2 264 8000 | passawan.n@weerawongcp.com | www.weerawongcp.com

Passawan Navanithikul is a partner at Weerawong C&P. She advises local and international banks, corporations and other clients in banking, finance and project finance throughout the Asia Pacific region. Her practice includes domestic and cross-border acquisition finance, investment facilities, energy and infrastructure projects and asset-based lending facilities.

Overview of the firm’s Diversity Programmes:
Weerawong C&P has a diverse and inclusive working environment, with equal opportunities in recruitment and advancement. The ratio of women to men lawyers is 60:40 and one third of the partners are women. The firm’s ‘Be the CEO of your own career’ program recognizes that the definition of hard work and a balanced life is different for each person. All lawyers are encouraged to define their goals, plan and adopt their work and routine accordingly to create a ‘well-designed life’. To support this, new technology systems have been implemented so that lawyers may work anywhere at any time. The program also involves individual reward and development plans which provide the opportunity for women to create their own ideal work life balance and professional development with the support of partners.

Recent transactional highlights:
• Advised Thai Beverage in the USD 5 billion financing for the acquisition of a stake in Saigon Alcohol Beer and Beverage Corporation by Vietnam Beverage, the largest acquisition financing deal in Thailand and Vietnam in 2017;
• Advised BSR Joint Venture in the USD 1.9 billion financing in relation to the public-private partnership with the Mass Rapid Transit Authority for new monorail systems (pink and yellow lines) in Thailand;
• Advised Berli Jucker in the financing for the €3.2 billion acquisition and THB 88 billion tender offer facilities in the largest acquisition financing deal in Thailand in 2016, as well as the THB 88 billion refinancing for a majority stake in Big C Supercenter;
• Advised Green Earth Power on the financing for the largest solar power plant in Minbu, Myanmar.

Bar admissions:
Thailand

Academic qualifications:
<table>
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<tr>
<th>Name</th>
<th>Firm</th>
<th>Country</th>
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<tbody>
<tr>
<td>Wilailuk Okanurak</td>
<td>Linklaters</td>
<td>Thailand</td>
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<tr>
<td>Ratana Poonsombudlert</td>
<td>Chandler MHM</td>
<td>Thailand</td>
</tr>
<tr>
<td>Donia Hedda Ellouze</td>
<td>Cabinet Hedda-Ellouze &amp; Belajouza-Felli</td>
<td>Tunisia</td>
</tr>
<tr>
<td>Meltem Akol</td>
<td>Akol Özok Namlı</td>
<td>Turkey</td>
</tr>
<tr>
<td>Elvan Aziz</td>
<td>Paksoy</td>
<td>Turkey</td>
</tr>
<tr>
<td>Selin Bayar</td>
<td>Pekin &amp; Bayar</td>
<td>Turkey</td>
</tr>
<tr>
<td>Zeynep Çakmak</td>
<td>Çakmak</td>
<td>Turkey</td>
</tr>
<tr>
<td>Senem Denktaş</td>
<td>Hergüner Bilgen Özeke</td>
<td>Turkey</td>
</tr>
</tbody>
</table>

**Bar admission**

- Thailand
- Istanbul
- Ankara

**Industry sector**

- Energy, Utilities, Oil and gas
- Energy, Oil and gas, Mining
- Automotive, Technology and telecommunications
- Energy, Social infrastructure
- Bank, Energy, Healthcare, Insurance, Technology and telecommunications
- Energy, Transport, Oil and gas, Social infrastructure
- Healthcare, Technology and telecommunications

**Practice area**

- Banking, Capital markets: Debt, Capital markets: Equity, M&A, Project finance
- Banking, Capital markets: Debt, Capital markets: Equity, M&A, Project development, Project finance
- Banking, Capital markets: Debt, Capital markets: Equity, M&A, Project developm ent, Project finance
- Banking, Capital markets: Debt, Capital markets: Equity, M&A, Project finance
- Capital markets: Equity, M&A, Private equity, Project finance
- Competition, M&A, Project development, Project finance
- M&A, Private equity
Elvan Aziz is the partner heading the corporate practice and the co-head of the M&A practice at Paksoy. Elvan has extensively advised sellers, strategic buyers and PE clients in M&A projects in her nearly 20 years in the legal profession. She leads the largest team of Paksoy in the corporate practice advising clients on all of their daily corporate and commercial issues, including employment law and real estate matters.

Overview of the firm’s Diversity Programmes:
At Paksoy, female employees take the largest part in the head count which is a strong indicator of the importance given to female staff: Female attorneys constitute 68% of all attorneys; 78% of senior attorneys are females; 54% of partners/counsel are females; 70% of all employees are females. Also, Paksoy provides to its female attorneys and administrative staff, the opportunity to attend to secondment programmes in reputable international law firms which add value to its employees and attorneys as well as help them expand their vision. Paksoy is also being open and accommodating needs of female attorneys who have recently given birth or married, to move into flexible hours to reach work-life balance in changing personal conditions.

Recent transactional highlights:
• Advised CJ CGV on the acquisition of Mars Entertainment Group
• Advised EBRD on its various equity acquisitions in Alfen Renewables, Korozo and Ariel companies in separate transaction
• Advised Anadolu Endüstri Holding and Bedminster Capital in sale of Ana Gida to Bunge
• Advising The Hongkong and Shanghai Hotels on the establishment of a joint venture with Doğuş Holding within Salıpazarı Port Project for the development of the first Peninsula Hotel in Istanbul
• Advised Coventya on the acquisition of Politeknik

Bar admissions: Istanbul
Association memberships: IBA
Academic qualifications: Maltepe University, School of Law, 2004, University of Sheffield, UK, School of Law, LL.B., 1998, Middle East Technical University, Sociology, LL.B., 1996
<table>
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<tr>
<th>Name</th>
<th>Firm</th>
<th>Country</th>
<th>Bar admission</th>
<th>Industry sector</th>
<th>Practice area</th>
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</thead>
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<tr>
<td>Güniz Gökçe</td>
<td>GKC Partners</td>
<td>Turkey</td>
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<td>Banking, Construction and materials, Financial services</td>
<td>Banking, Project finance</td>
</tr>
<tr>
<td>Sera Somay</td>
<td>Paksoy</td>
<td>Turkey</td>
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<td>Banking, Financial services</td>
<td>Banking, Islamic finance</td>
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<td>Yulia Kyrpa</td>
<td>Aequo</td>
<td>Ukraine</td>
<td></td>
<td>Banking, Financial services, Insurance</td>
<td>Banking, Financial restructuring, Financial services regulatory</td>
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<td>Penny Angell</td>
<td>Hogan Lovells</td>
<td>United Kingdom</td>
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<td>Banking, Financial services</td>
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</tr>
<tr>
<td>Parya Badie</td>
<td>Allen &amp; Overy</td>
<td>United Kingdom</td>
<td></td>
<td>Financial services</td>
<td>Capital markets: Derivatives, Capital markets: Structured finance and securitisation</td>
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<tr>
<td>Kirstene Baillie</td>
<td>Fieldfisher</td>
<td>United Kingdom</td>
<td></td>
<td>Financial services, Investment management</td>
<td>Financial services regulatory, Investment funds</td>
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<td>Bridget Barker</td>
<td>Macfarlanes</td>
<td>United Kingdom</td>
<td></td>
<td>Investment management, Real estate</td>
<td>Investment funds</td>
</tr>
<tr>
<td>Cathy Bell-Walker</td>
<td>Allen &amp; Overy</td>
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<td>Banking</td>
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</tr>
</tbody>
</table>
Sera Somay is the partner heading the banking and finance practice of the firm. Sera works on financing transactions, representing lenders and borrowers including club loans, syndicated loans, regulatory capital, ECA covered loans, acquisition financing, various forms of secured financing and other structured financings. Sera's practice also focuses on Islamic finance transactions and she is a very well-known figure of the Turkish Islamic finance market.

Overview of the firm’s Diversity Programmes:
At Paksoy, female employees take the largest part in the head count which is a strong indicator of the importance given to female staff:

Female attorneys constitute 68% of all attorneys; 78% of senior attorneys are females; 54% of partners/counsel are females; 70% of all employees are females. Also, Paksoy provides to its female attorneys and administrative staff, the opportunity to attend to secondment programmes in reputable international law firms which add value to its employees and attorneys as well as help them expand their vision. Paksoy is also being open and accommodating needs of female attorneys who have recently given birth or married, to move into flexible hours to reach work-life balance in changing personal conditions.

Recent transactional highlights:
• Advised Albaraka Türk Katılım Bankası on USD 205m Additional Tier 1 mudaraba sukuk (first Additional Tier 1 issuance in Turkey);
• Advised QNB Finansleasing on TL 1 bn wakala sukuk issuance (first sukuk issuance in Turkey by a non-bank financial institution);
• Advised Ziraat Bankası on USD 1.44 bn syndicated loan with the participation of 44 lending banks;
• Advised AKA Ausfuhrkredit-Gesellschaft mbH, Commerzbank Aktiengesellschaft, DZ Bank AG Deutsche Zentral-Genossenschaftsbank, ING Bank, a branch of ING-DiBa AG and UniCredit Bank AG on EUR 161.5m HERMES covered loan facility to Maren Maraş.

Bar admissions: Istanbul
Association memberships: IBA
Academic qualifications: New York University, School of Law, LL.M., 2004, Istanbul University, School of Law, 2000
Global Law Diversity (GLD) aims to profile and highlight work being done by law firms and key institutions in the legal and financial services sectors in promoting diversity and inclusion internally and in the market in the United Kingdom and the United States.

Minorities, Women, LGBTQ persons, Individuals with disabilities/special needs

In-house counsel, Law school students, Private practice

For further information please contact:
Danielle Ngwana-Joseph
Tel: +44 20 7779 8151 | email: danielle.ngwana-joseph@euromoneyplc.com
Farmida Bi
Norton Rose Fulbright
United Kingdom
Bar admission: England & Wales, New York
Industry sector: Financial services
Practice area: Capital markets: Debt, Islamic finance

Vanessa Blackmore
Sullivan & Cromwell
United Kingdom
Bar admission: England & Wales
Industry sector: Financial services
Practice area: Capital markets: Debt, Capital markets: Equity, Financial restructuring, M&A

Tamara Box
Reed Smith
United Kingdom
Bar admission: England & Wales, New York
Industry sector: Financial services
Practice area: Capital markets: Debt, Capital markets: Structured finance and securitisation

Helen Burton
Ashurst
United Kingdom
Bar admission: England & Wales
Industry sector: Banking
Practice area: Banking

Melissa Butler
White & Case
United Kingdom
Bar admission: New York
Industry sector: Financial services
Practice area: Capital markets: Debt, Capital markets: Equity

Margaret Chamberlain
Travers Smith
United Kingdom
Bar admission: England & Wales
Industry sector: Financial services, Investment management
Practice area: Financial services regulatory

Angela Clist
Allen & Overy
United Kingdom
Bar admission: New Zealand, England & Wales (registered foreign lawyer)
Industry sector: Real estate
Practice area: Capital markets: Structured finance and securitisation

Aedamar Comiskey
Linklaters
United Kingdom
Bar admission: England & Wales
Practice area: M&A
Kate Downey
Fried Frank Harris Shriver & Jacobson
United Kingdom
Bar admission: England & Wales
Industry sector: Investment management
Practice area: Investment funds

Charlotte Hill
Covington & Burling
United Kingdom
Bar admission: England & Wales
Industry sector: Banking, Financial services
Practice area: Financial services regulatory

Fiona Hobbs
Linklaters
United Kingdom
Bar admission: England & Wales
Industry sector: Energy, Transport
Practice area: M&A, Project development

Rebecca Jarvis
Linklaters
United Kingdom
Bar admission: England & Wales
Industry sector: Financial services
Practice area: Financial restructuring, Restructuring and insolvency

Jacky Kelly
Weil Gotshal & Manges
United Kingdom
Bar admission: England & Wales
Industry sector: Banking, Investment management
Practice area: Banking, Capital markets: Derivatives, Capital markets: Structured finance and securitisation

Lene Malthasen
Latham & Watkins
United Kingdom
Bar admission: England & Wales
Industry sector: Financial services
Practice area: Capital markets: Debt, Capital markets: Equity

Caroline Miller Smith
White & Case
United Kingdom
Bar admission: England & Wales
Industry sector: Energy, Transport
Practice area: Product development, Project finance

Sarah Murphy
Freshfields Bruckhaus Deringer
United Kingdom
Bar admission: England & Wales (registered foreign lawyer), New York
Industry sector: Banking
Practice area: Capital markets: Debt, Capital markets: Equity
Nilufer von Bismarck  
Slaughter and May  
United Kingdom  

Bar admission: England & Wales  
Practice area: Capital markets: Equity, M&A

Barbara Becker  
Gibson Dunn & Crutcher  
United States  

Bar admission: New York  
Industry sector: Consumer goods and services, Healthcare, Technology and telecommunications  
Practice area: M&A

Erica Berthou  
Kirkland & Ellis  
United States  

Bar admission: New York  
Industry sector: Investment management  
Practice area: Investment funds

Stephanie Breslow  
Schulte Roth & Zabel  
United States  

Bar admission: England & Wales (registered foreign lawyer), Ohio, New York,  
Practice area: Investment funds

Elizabeth Cooper  
Simpson Thacher & Bartlett  
United States  

Bar admission: New York  
Industry sector: Banking, Financial services  
Practice area: M&A

Linda Curtis  
Gibson Dunn & Crutcher  
United States  

Bar admission: California  
Practice area: Banking

Leigh Fraser  
Ropes & Gray  
United States  

Bar admission: New York, Massachusetts  
Industry sector: Investment management  
Practice area: Hedge funds, Investment funds

Marilyn French Shaw  
Weil Gotshal & Manges  
United States  

Bar admission: Massachusetts  
Industry sector: Financial services  
Practice area: Private equity
Madlyn Gleich Primoff
Freshfields Bruckhaus Deringer
United States
Bar admission: District of Columbia, New York
Practice area: Restructuring and insolvency

Marcia Goldstein
Weil Gotshal & Manges
United States
Bar admission: New York
Industry sector: Technology and telecommunications, Real estate
Practice area: Restructuring and insolvency

Franca Harris Gutierrez
WilmerHale
United States
Bar admission: New York, District of Columbia
Industry sector: Banking, Financial services
Practice area: Financial services regulatory

Carol Hitselberger
Mayer Brown
United States
Bar admission: New York, Illinois, North Carolina
Industry sector: Banking, Aviation, Automotive
Practice area: Capital markets: Structured finance and securitisation

Jennifer Hobbs
Simpson Thacher & Bartlett
United States
Bar admission: New York
Industry sector: Investment management
Practice area: Banking

Nora Jordan
Davis Polk & Wardwell
United States
Bar admission: New York
Industry sector: Investment management
Practice area: Investment funds

Stacy Kanter
Skadden Arps Slate Meagher & Flom
United States
Bar admission: New York
Industry sector: Healthcare, Pharmaceuticals and life sciences
Practice area: Capital markets: Debt, Capital markets: Equity

Elizabeth Lenas
Cleary Gottlieb Steen & Hamilton
United States
Bar admission: New York
Industry sector: Investment management
Practice area: Investment funds
Cleary Gottlieb provides clients with simple, actionable approaches to their most complex legal and business challenges, whether domestic or international. We support every client relationship with intellectual agility, commercial acumen and a human touch.

We represent a diverse range of international and domestic companies and financial institutions in large-scale mergers, acquisitions and standard-setting transactions in the United States, Europe, Latin America and Asia. Our M&A teams have deep knowledge of local law and business custom and a peerless global reputation for handling headline transactions across the full array of industries.

New York    London    Rome    Buenos Aires
Washington  Moscow   Milan    São Paulo
Paris       Frankfurt Hong Kong Abu Dhabi
Brussels    Cologne   Beijing    Seoul
Cathleen McLaughlin  
Paul Hastings  
United States

Bar admission: New York  
Practice area: Capital markets: Debt, Capital markets: Equity

Linda Myers  
Kirkland & Ellis  
United States

Bar admission: New York, Illinois  
Industry sector: Banking, Financial services  
Practice area: Banking

Cathleen McLaughlin  
Paul Hastings  
United States

Bar admission: New York  
Practice area: Capital markets: Debt, Capital markets: Equity

Linda Myers  
Kirkland & Ellis  
United States

Bar admission: New York, Illinois  
Industry sector: Banking, Financial services  
Practice area: Banking

Eileen Nugent  
Skadden Arps Slate Meagher & Flom  
United States

Bar admission: New York  
Practice area: M&A

Francesca Odell  
Cleary Gottlieb Steen & Hamilton  
United States

Bar admission: New York  
Industry sector: Financial services  
Practice area: Capital markets, M&A

Eileen Nugent  
Skadden Arps Slate Meagher & Flom  
United States

Bar admission: New York  
Practice area: M&A

Francesca Odell  
Cleary Gottlieb Steen & Hamilton  
United States

Bar admission: New York  
Industry sector: Financial services  
Practice area: Capital markets, M&A

Donna Parisi  
Shearman & Sterling  
United States

Bar admission: New York  
Industry sector: Banking, Financial services  
Practice area: Capital markets: Derivatives, Capital markets: Structured finance and securitisation

Margaret Peponis  
Cleary Gottlieb Steen & Hamilton  
United States

Bar admission: New York  
Industry sector: Energy, Healthcare, Investment management  
Practice area: Banking

Donna Parisi  
Shearman & Sterling  
United States

Bar admission: New York  
Industry sector: Banking, Financial services  
Practice area: Capital markets: Derivatives, Capital markets: Structured finance and securitisation

Margaret Peponis  
Cleary Gottlieb Steen & Hamilton  
United States

Bar admission: New York  
Industry sector: Energy, Healthcare, Investment management  
Practice area: Banking

Jennifer Perkins  
Kirkland & Ellis  
United States

Bar admission: New York  
Practice area: M&A, Private equity

Anna Pinedo  
Mayer Brown  
United States

Bar admission: New York  
Industry sector: Banking, Financial services  
Practice area: Capital markets

Jennifer Perkins  
Kirkland & Ellis  
United States

Bar admission: New York  
Practice area: M&A, Private equity

Anna Pinedo  
Mayer Brown  
United States

Bar admission: New York  
Industry sector: Banking, Financial services  
Practice area: Capital markets
Elizabeth Raymond
Mayer Brown
United States

Bar admission: Illinois, New York
Industry sector: Financial services
Practice area: M&A

Roxane Reardon
Simpson Thacher & Bartlett
United States

Bar admission: New York
Practice area: Capital markets: Debt, Capital markets: Equity

Allison Schneirov
Skadden Arps Slate Meagher & Flom
United States

Bar admission: New York
Practice area: M&A, Private equity

Faiza Saeed
Cravath Swaine & Moore
United States

Bar admission: New York
Industry sector: Financial services
Practice area: M&A

Antonia Stolper
Shearman & Sterling
United States

Bar admission: New York
Industry sector: Banking, Energy
Practice area: Capital markets: Debt, Capital markets: Equity

Melissa Raciti-Knapp
Freshfields Bruckhaus Deringer
United States

Bar admission: New York
Industry sector: Energy, Transport, Utilities
Practice area: Banking, Project finance

Alison Ressler
Sullivan & Cromwell
United States

Bar admission: California, New York
Practice area: M&A, Private equity

Allison Schneirov
Skadden Arps Slate Meagher & Flom
United States

Bar admission: New York
Practice area: M&A, Private equity

Joanne Soslow
Morgan Lewis & Bockius
United States

Bar admission: Pennsylvania
Industry sector: Pharmaceuticals and life sciences, Technology and telecommunications
Practice area: Capital markets: Debt, Capital markets: Equity, Private equity
Cynthia Urda Kassis
Shearman & Sterling
United States

Bar admission: New York
Industry sector: Energy, Mining
Practice area: Project finance, Restructuring and insolvency

Carolina Walther-Meade
Milbank Tweed Hadley & McCloy
United States

Bar admission: New York
Industry sector: Energy, Oil and gas, Mining
Practice area: Project development, Project finance

Karen Wong
Milbank Tweed Hadley & McCloy
United States

Bar admission: California
Industry sector: Energy
Practice area: Project development, Project finance

Dao Nguyen
DN Legal
Vietnam

Bar admission: Hong Kong, New York, California
Industry sector: Banking, Energy, Real estate
Practice area: Banking, M&A, Project development
Carolina Walther-Meade is a partner in the New York office and a member of the firm’s Global Project, Energy and Infrastructure Finance Group and Latin America Practice. Carolina has extensive experience in cross-border financings and international project finance and development, with an emphasis on infrastructure, energy, oil and gas and mining projects throughout Latin America. She has also been involved in numerous multi-jurisdictional acquisition financings and structured financings in the region.

Overview of the firm’s Diversity Programmes:
Milbank fosters a culture of opportunity for women lawyers through its partner-led Women’s Initiative, which offers professional development, flexible work-life policies, mentoring, and recruiting outreach. The associate-run Women@Milbank affinity group organizes networking events and other opportunities for women lawyers to develop leadership skills, exchange ideas and strengthen their connections.

Recent transactional highlights:
Carolina’s practice includes representation of commercial bank syndicates, multilateral and export credit agencies and other lenders, as well as corporate developers and industrial groups.

- Lenders on range of mining projects in Chile, the Dominican Republic and Mexico, including the Pueblo Viejo Gold Mine in the Dominican Republic;
- Sponsors in a variety of toll road and other transportation infrastructure projects in Peru, Panama and Mexico, including the Pacifico 3 Toll Road in Colombia and the Santiago Airport Expansion in Chile;
- Providers of financing in numerous acquisitions in Latin America, including EIG in the acquisition of interest in the Cerro Dominador Project in Chile;
- Parties in energy-related projects throughout the region, including the Melo Tacuarembó Transmission Line in Uruguay.

Carolina is consistently recognized as a leading project finance lawyer by Chambers Latin America, Chambers USA and Legal 500 Latin America. She was one of 15 attorneys in the United States selected by Latin Lawyer as an “Inspiring Woman in Law”; was named to the “Private Practice Powerlist: US-Mexico” published by Legal 500; and identified as one of “Latin America’s Top 100 Female Lawyers” by Latinvex.

Bar admissions: New York
Association memberships: Advisory Board, Women in Law Empowerment Forum
Academic qualifications: J.D., Stanford University; B.A., University of San Diego

Carolina Walther-Meade
Milbank Tweed Hadley & McCloy - United States
Partner
T: +1 212 530 5238 | cwalther-meade@milbank.com | www.milbank.com
Karen Wong
Milbank Tweed Hadley & McCloy - United States

Partner

T: +1 424 386 4419 | kwong@milbank.com | www.milbank.com

A senior member of Milbank’s Global Project, Energy and Infrastructure Finance Group, Karen has spearheaded the development and financing for some of the largest energy projects in the world. In over 31 years of practice, she has led large-scale thermal and renewable energy power projects amounting to tens of billions of dollars across the United States, China, Southeast Asia, and South America, including innovative concentrated solar power projects, gasification facilities involving carbon capture and sequestration, and the US’s first offshore wind project.

Karen is consistently recognized as a leader in project finance in Chambers Global, Chambers USA, and IFLR 1000, among others. She was named to the inaugural A Word About Wind 2017 Women’s Power List, the Daily Journal’s “Top 25 Clean Tech Lawyers” in California, California’s “Top 75 Women Lawyers” and Institutional Investor’s “Guide to the World’s Leading Project Finance Lawyers.” Karen is the editor of The Renewable Energy Law Review, and co-authored the U.S. chapter in The Projects and Construction Law Review (Law Business Research Ltd). Karen serves on Milbank’s Diversity and Recruiting Committees, is an active member of the firm’s Women’s Initiative, and advises the firm’s Asian Pacific Islander Network and LA Diversity & Inclusion Group.

Overview of the firm’s Diversity Programmes:
Milbank fosters a culture of opportunity for women lawyers through its partner-led Women’s Initiative, which offers professional development, flexible work-life policies, mentoring, and recruiting outreach. The associate-run Women@Milbank affinity group organizes networking events and other opportunities for women lawyers to develop leadership skills, exchange ideas and strengthen their connections.

Recent transactional highlights:
Karen’s recent experience includes representing
• Multiple tax equity investors in five utility scale wind projects in Illinois, Montana, Nebraska, New Mexico, and Texas;
• A consortium bidding to acquire a 26-solar project portfolio;
• The project sponsor in the development and financing of a petroleum coke gasification facility in Louisiana.

Bar admissions: California
Association memberships: California State Bar Association
Academic qualifications: University of Southern California, J.D. (1986), University of Southern California, B.S. (magna cum laude 1983)

Based in the US, Karen Wong specialises in project finance and M&A for energy and infrastructure clients in North America and Asia. Her experience in energy spans the sector, including advising on coal, gas, geothermal, hydroelectric, wind, and solar projects.
Dao is the managing partner of DN Legal. She advises on all aspects of doing business in Vietnam. Her practice includes corporate and M&A, banking and finance, real estate, energy and infrastructure.

**Overview of the firm’s Diversity Programmes:**
Over 60% of our lawyers are women. We invest in all of our lawyers and promote those who work and live to the highest standards and embody the Firm’s 5 core values: Passion, Respect, Integrity and Honesty, Excellence and Accountability. Respect for our colleagues, clients and for different points of view, regardless of gender or any other superficial differences, is a key one.

Having worked at and became Managing Partner for two international firms in Vietnam for over 20 years, I know the sacrifices and hard work required to make it. It is hard for both men and women. Therefore, I use my experiences to create a collaborative workplace to nourish and grow talent and actively work with all lawyers to take them to the highest level of personal and professional development.

In less than 3 years from opening in 2014, I have promoted one lawyer as partner and another as Senior Associate.

We do not carve out a separate programme for diversity, because we live it every day.

**Recent transactional highlights:**
- Foreign developers and the **government of Vietnam** on several landmark projects including the first licensed BOT project in Vietnam;
- **Indochina Land**, the manager of three private, institutional closed-ended real estate funds with total capital of approximately US$500 million, invested in over US$1 billion of projects across Vietnam;
- **Ho Tram Project Company, Ltd**, an international developer of the $4.2 billion (USD) 164 hectares integrated resort on the Ho Tram Strip in Ba Ria – Vung Tau;
- **TAEI Partners**, a private equity fund, investing in Cotec Healthcare, which builds hospitals on land owned by public hospitals and share medical resources and equipment with them to provide affordable, high quality healthcare.

**Bar admissions:** New York, California

**Association memberships:** NYSBA, California Bar Association

**Academic qualifications:** Harvard B.A. 1987, UCLA J.D, 1991

Dao Nguyen is the founder and managing partner of DN Legal. Her practice includes M&A, banking and finance, real estate, and energy and infrastructure work. She has acted for developers and the Government of Vietnam on several landmark projects including the first licensed BOT project in Vietnam.