



ALB 2016 CHINA 30 LARGEST LAW FIRMS

By ALB

中国最大30家律所

作者：ALB

ASIA'S TOP 50

U.S. law firms account for 28 of the 50 largest international firms in Asia, though only two feature in the top ten list. However, UK firms make up 19 of the 50 largest international law firms in Asia, with five in the top ten. Law firms with joint headquarters including Herbert Smith Freehills (UK/Australia), DLA Piper (UK/U.S.), and Hogan Lovells (UK/U.S.) feature in the top ten.

With 950 lawyers, Baker & McKenzie takes the crown for the third year running as the largest international firm by headcount in Asia. This year too, UK's Clifford Chance and Linklaters occupy the second and third spots as last year with 434 and 340 lawyers in Asia, respectively.

Kennedys, Berwin Leighton Paisner and Paul, Weiss, Rifkind, Wharton & Garrison are the new entrants in this year's top 50 international law firms.

Mayer Brown slips down from #4 to #8 this year with 209 lawyers, replaced by Herbert Smith Freehills (257) this year. Clyde & Co falls down by nine spots to #27 from #18, while Stephenson Harwood moves from #18 from #25 last year. Ashurst is up by three spots at #10 with 199 lawyers.

Both DLA Piper and Hogan Lovells have moved up two spots to #6 and #7, respectively. Bird & Bird climbs up by five spots to reach #22 and Eversheds is up by 10 spots to #26 this year. Reed Smith, O'Melveny & Myers and Winston & Strawn retain their same position this year at #16, #40 and #46, respectively.

Squire Patton Boggs is down by three spots at #34 with 77 lawyers. Sullivan & Cromwell occupies the last spot in the list with 48 lawyers.

In the top 50 Asian law firms category, the top ten firms are Chinese, with Yingke Law Firm (4,547 lawyers) topping the chart as the biggest law firm in China, up from second position last year. It swaps positions with Dentons Dacheng (4,129), while DeHeng Law Offices (1,659) is the third largest law firm in China – up from its fifth position last year.

Zhong Lun W&D Law Firm firmly rises to #10 from #25 with a total of 993 lawyers. Kim & Chang, fourth last year, is knocked out of the top 10 by a wave of Chinese firms, while India's Cyril Armarchand Mangaldas is down four spots to #16, where it is tied with the fast-expanding Rajah & Tann. Chinese firm Lantail Partners occupies the fiftieth spot with 240 lawyers.

Out of the top 50 Asian law firms, 26 firms are from China, six each from South Korea and India, five from Japan and four from Singapore.

Six new entrants made it to this year's top 50 Asian law firms, namely Beijing Tiantai Law Firm (642), Hiways Law Firm (457), JunZeJun Law Offices (383), Guangdong ETR Law Firm (373), East & Concord Partners (300) and Lantai Partners(240).

NORTH ASIA

Both Clifford Chance (87 lawyers) and Baker & McKenzie (80 lawyers) retain their spots at #1 and #2, respectively, as the biggest international law firms in China. Hogan Lovells (66) replaces Freshfields Bruckhaus Deringer (60) in the third position from last year. Bird & Bird has made significant headway to occupy the tenth spot, from its previous #25. However, Mayer Brown JSM has moved down to #24 from its ninth spot previously. Herbert Smith Freehills is at #7, climbing up by five spots, while, China, moves up to #8 from #17 with 43 lawyers, and K&L Gates jumps up to #15 from #24. While, White & Case remains at #19, while Clyde & Co drops to #18 from its tenth spot last year.

New entrants to this list include Skadden Arps, Ropes & Gray and Winston & Strawn. Sidley Austin moves up by four spots to #14 and Allen & Overy goes up by three spots.

亚洲50强

美国律师事务所在亚洲前50强国际律所中占28家，虽然只有两家进入前十。英国律师事务所在亚洲前50强国际律所中占19席，其中五家名列十强。拥有联合总部的律师事务所，如史密夫斐尔（英国/澳大利亚）、欧华（英国/美国）和霍金路伟（英国/美国）也在前十名行列。

在总人数方面，拥有950名律师的贝克·麦坚时律师事务所连续第三年摘得亚洲最大的国际律所的桂冠。在亚洲分别有434名和340名律师的英国高伟绅律师事务所和年利达律师事务所今年分别夺得第2名和第3名，与去年持平。

肯尼狄、博问和宝维斯是今年新进入前50强国际律所的律师事务所。

孖士打律师行今年以209名律师从第4名下降到第8名，被史密夫斐尔律师事务所（257名律师）取代。其礼律师事务所从去年的第18名跌到第27名，下降了九名，而罗夏信律师事务所则从去年的第25名攀升到第18名。亚司特律师事务所以199名律师上升三名，位居第10名。

欧华和霍金路伟均上升两个名次，位居第6名和第7名。鸿鹄律师事务所上升五名，成为第22名；安睿律师事务所今年上升十个名次，位列第26名。礼德、美迈斯和温斯顿律师事务所今年依然保持了去年的水平，分别是第16名、40名和46名。

翰宇国际律师事务所以77名律师排在第34位，较之去年下降了三名。苏利文·克伦威尔律师事务所以48名律师位列第50名。

在前50强亚洲律所排名中，排名前十的都是中国律所，其中盈科律师事务所（4,547名律师）作为中国最大的律所，从去年的第二名一跃占据榜首，与去年的第一名大成律师事务所（4,129名律师）互换位置，而德恒律师事务所（1,659名律师）成为中国第三大律所，从去年的第5名上升两名。

中伦文德律师事务所从25名跃升至第10名，共有993名律师。去年排名第四的金张律师事务所，今年被一批中国律所挤出前10，而印度的Cyril Armarchand Mangaldas律师事务所下降四个名次，与快速扩张的立杰律师事务所，共同位居第16名。中国的兰台律师事务所以240名律师，位居第50名。

在前50强亚洲律所中，26家来自中国，韩国和印度各有6家，5家来自日本，4家来自新加坡。

今年新入围前50强亚洲律所排名的律师事务所包括北京天驰君泰律师事务所（642名律师），海华永泰律师事务所（457名律师）、君泽君律师事务所（383名律师）、广信君达律师事务所（373名律师），天达共和律师事务所（300名律师）和兰台律师事务所（240名律师）。

北亚

高伟绅（87名律师）和贝克·麦坚时（80名律师）作为中国最大的国际律师事务所，保持了去年的排名，分别位居前两位。霍金路伟（66名律师）取代了去年排名第三的富而德律师事务所（60名律师）。鸿鹄今年取得重大进展，从去年的第25名一跃至第10名。但孖士打律师行从之前的第9名下降到第24名。史密夫斐尔排名第7，上升了五名，而德和信律师事务所以43名律师，从去年的第17名上升至第8名，高盖茨律师事务所从去年的第24名跃升至第15名。伟凯律师事务所仍然保持第19名，而其礼从去年的第10名下降到第18名。

今年新入围的律所包括世达、瑞格和温斯顿律师事务所。盛德国际律师事务所上升四个名次，位居第14名，安理国际律师事务所则上升了三名。

OUR RESEARCH

- Firms were contacted in September 2016 and were asked to provide partner and lawyer numbers across their Asian offices as of Sept. 1, 2016.
- 'Total No. of Lawyers' refers to the total number of partners, associates, counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included in this figure.
- In the instance where a firm did not make a submission, figures were obtained either from the firm's website, an official Law Society resource, or from last year's submission. ALB takes no responsibility for the accuracy of these figures.
- The research did not include Australia and New Zealand. Only lawyers and partners based in Asia were taken into account for this research.
- In the instance where two firms had the same number of total lawyers, the firm with the greater number of partners was ranked higher.

我们的调查

- 我们于 2016年9月联系各律师事务所，请它们提供截止2016年9月1日的亚洲办事处合伙人和律师人数
- “律师总人数”是指合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数。法律助理、实习生和实习律师不包括在总人数内。
- 如果律所没有提交数据，我们将参考该所的网站、律师协会官方资源或者其去年提交的数据。《亚洲法律杂志》对这些数据的准确性不承担任何责任。
- 本次调查不包括澳大利亚和新西兰。只有在亚洲执业的律师和合伙人纳入本次调查。
- 在两家律所的律师总人数相同的情况下，合伙人数量较多的一家排名靠前。

Top 30 China Domestic 中国国内30强

2016 Rank 2016年 排名	Rank Change from 2015 与2015年的 排名变化	Firm 律所名称	Partners 合伙人	Associates 律师	Total No. of Lawyers [^] 律师总数 [^]
1	+1	Yingke Law Firm 盈科律师事务所	1581	2966	4547
2	-1	Dentons 大成律师事务所	1417	2712	4129
3	+1	DeHeng Law Offices 德恒律师事务所	381	1278	1659
4	+1	AllBright Law Offices 锦天城律师事务所	410	1048	1465
5	+1	Zhong Lun Law Firm 中伦律师事务所	328	1038	1376
6	-3	Zhong Yin Law Firm 中银律师事务所	237	1103	1350
7	=	Grandall Law Firm 国浩律师事务所	340	953	1320
8	+3	King & Wood Mallesons 金杜律师事务所	297	745	1087
9	=	Long An Law Firm 隆安律师事务所	203	805	1020
10	+6	Zhong Lun W&D Law Firm 中伦文德律师事务所	372	601	993
11	-3	Guanghe Law Firm 广和律师事务所	147	563	710
12	=	Beijing DHH Law Firm 北京德和衡律师事务所	91	599	690
13	+5	JunHe 君合律师事务所	171	453	652
14	New 新上榜	Beijing Tiantailaw Firm 天驰君泰律师事务所	217	357	642
15	-1	Tahota Law Firm 泰和泰律师事务所	122	432	554
16	-1	Sichuan Mingju Law Firm 四川明炬律师事务所	72	436	508
17	New 新上榜	Hiways Law Firm 海华永泰律师事务所	86	353	457
18	=	Jincheng Tongda & Neal 金诚同达律师事务所	195	250	453
19	-6	Jointide Law Firm 众成清泰律师事务所	128	295	439
20	-3	Guantao Law Firm 观韬中茂律师事务所	110	312	424
21	-1	Fangda Partners 方达律师事务所	79	323	402
22	New 新上榜	JunZeJun Law Offices 君泽君律师事务所	68	315	383
23	New 新上榜	ETR Law Firm 广信君达律师事务所	101	272	373
24	-3	King & Capital 京都律师事务所	109	207	326
25	-1	Hylands Law Firm 浩天信和律师事务所	97	174	310
26	-3	Global Law Office 环球律师事务所	73	237	310
27	-17	Tian Yuan Law Firm 天元律师事务所	104	201	305
28	New 新上榜	East & Concord Partners 天达共和律师事务所	83	217	300
29	New 新上榜	Lantai Partners 兰台律师事务所	37	195	240
30	New 新上榜	Grandway Law Offices 国枫律师事务所	40	148	212

[^]Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.

[^]“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括法律助理、实习律师和见习律师等。

海华永泰律师事务所 HIWAYS LAW FIRM



■ 颜学海主任

上海市海华永泰律师事务所
荣登2016 ALB国内最大律所
30强榜单

近年来，海华永泰规模不断扩大，在业界影响力不断提高。此次，ALB成功对话该律所主任颜学海律师，就律所成就、对青年律师的培养等话题展开讨论。

ALB:去年年底，海华永泰律所提出了“三个十”战略，请您分享律所在这一年中取得的阶段性成果。

颜学海:2015年底，海华永泰提出“三个十”战略，即在未来三年内设立十家分所，构建十个品牌专业，加入世界前十的律师联盟。在不到一年的时间里，我们取得了优异的成果：在专业化方面，八大业务部门（金融、证券、房地产与建设工程、公司与商事、国际业务、刑事辩护、争端解决和知识产权）建设大力推进，各种业务和研究中心也在不断推出。最近，事务所分别荣获ALB中国十佳成长律所、ALB中国30强律所、ALB亚洲最大的50家律所等奖项，ALB再次将余盛兴博士推荐为“受认可的中国律师”，也反映了业界和社会对海华永泰的认同。与此同时，律所规模不断扩大，今年相继在长沙、郑州、昆明等地设立分所，并在成都、哈尔滨、济南、沈阳等地积极筹建分支机构。截止目前，事务所的执业律师已接近500名，较去年增长近一倍。事务所国际化战略布局也取得重大突破，于2016年8月加入世界排名前五的TAGLaw国际专业律师联盟，与全球近300个律师事务所和会计师事务所对接。

ALB:海华永泰律所的规模在不断扩大，面对显著的执业律师人数增长，请您分析律所将如何有效地实现人才管理？

颜学海:人才是律所的核心竞争力。我们十分注重人才引进和培养，为此不断完善业务流程和知识管理体系。我们以“包容、开放、创新、专业”为核心价值观，以“统一平台、统一品牌、统一专业、统一制度”为管理的指导思想。在这里，事务所有合伙人、律师都能参与到事务所管理中，可以享受合理的晋升机制。此外，事务所会协助青年律师完善职业生涯规划，并设立“海华永泰青年律师发展委员会”，对青年律师的成长提供全方位的支持。在全国各地分所设立之后，事务所通过视频直播等技术开展海华讲坛，为海华大家庭的青年律师提供专业和个人成长的学习和探讨机会。

ALB:作为中国规模最大的30强律所之一，请您谈谈在未来海华永泰律所将会在哪些领域承担更多的社会责任？

颜学海:从设立初始，海华永泰就坚持高度的社会责任和担当。作为一家不断成长的大型法律服务机构，我们积极提供法律援助，成立“法律援助”骨干队伍，帮助弱势群体维护合法权益。我们参加各种社会公益事业，免费担任中小学、幼儿园法律顾问，长期用法律知识服务社会。作为法律实践者，海华永泰高度重视和深度参与法学教育和人才培养，为一些高校设立实习基地，大批专家型律师成为国内外法学院的兼职教授、导师，如为华东政法大学等学校设立学分课程，受到了师生们的热烈欢迎。

HIWAYS LAW FIRM, RANKING AMONG 2016
ALB CHINA'S TOP 30 LARGEST LAW FIRMS

Hiways Law Firm has been growing rapidly in recent years, with rising industry influence. ALB sits down with Yan Xuehai, director of Hiways Law Firm, to learn about the firm's achievements and its grooming of young lawyers, among other topics.

ALB: Hiways proposed a “three tens” strategy late last year. Could you share with us some of the firm's achievements in the past year?

Yan: Hiways proposed a “three tens” strategy in late 2015, namely, to set up ten branches in the next three years, build up ten branded practice areas that are leaders in the legal industry and join a top 10 legal alliance in the world. We have made excellent achievements in less than one year. In terms of professional expertise, we have vigorously promoted the development of eight practice areas including finance, securities, real estate and construction engineering, corporate and commercial law, international business, criminal defense, dispute resolution and intellectual property. We have also rolled out various businesses and research centers. Hiways is recently named as one of ALB China's 10 Fastest Growing Firms, ALB China's Top 30 Largest Law Firms and ALB Top 50 Largest Asian Law Firms. Dr. Steven Yu is again recommended by ALB as a most sought-after lawyer in China, reflecting industry and public recognition of our firm. At the same time, the firm has kept expanding. It opened branches in Changsha, Zhengzhou and Kunming this year and is actively preparing to set up shop in Chengdu, Harbin, Jinan and Shenyang. The firm has close to 500 practicing lawyers so far, nearly doubling from last year. We have also made major breakthroughs in establishing our global presence. We joined TAGLaw, a top five global alliance of professional lawyers, in August 2016, connecting with nearly 300 law firms and accounting firms around the world.

ALB: As Hiways expands, how will the firm effectively manage talents in the face of a substantial increase in the number of practicing lawyers?

Yan: Talents represent the core competitiveness of a law firm. We attach great importance to talent attraction and grooming, and are constantly improving our workflows and knowledge management system for that purpose. “Inclusiveness, openness, innovation and professionalism” are our core values, and “unified platform, brand, expertise and system” are the philosophy guiding our management. At Hiways, all partners and lawyers can participate in the firm's management and enjoy a fair and reasonable path to promotion. In addition, the firm helps young lawyers to improve their career planning by setting up the Hiways Young Lawyer Development Committee to provide a full range of support to the growth of young associates. After setting up branches across China, the firm will hold Hiways forum by using technologies such as live video broadcasting to provide opportunities for our young lawyers to learn and discuss professional knowledge as well as promote their personal development.

ALB: As one of China's 30 largest law firms, in which areas will the firm take on more social responsibilities in the future?

Yan: Hiways has upheld a high degree of social responsibilities since its inception. As a large and continuously growing legal service provider, we have been actively providing legal aid and has set up a legal aid team with capable members to help under-represented groups protect their legitimate rights and interests. We have participated in various social welfare campaigns and served as legal adviser to primary and secondary schools as well as kindergartens on a pro bono basis, using our legal knowledge to serve the community. As a practitioner of the law, Hiways attaches great importance to and is deeply involved in legal education and talent grooming. We have set up practice bases in a number of universities. Many expert lawyers have served as part-time lecturers and tutors at law schools both at home and abroad, and are offering credit courses for East China University of Political Science and Law and other universities, which are very popular among the faculty and students.



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Top 25 China International 中国国际25强

2016 Rank 2016年 排名	Rank Change from 2015 与2015年的 排名变化	Firm 律所名称	Partners 合伙人	Associates 律师	Total No. of Lawyers [^] 律师总数 [^]
1	=	Clifford Chance 高伟绅律师事务所	13	77	90
2	=	Baker & McKenzie 贝克·麦坚时律师事务所	20	54	80
3	+1	Hogan Lovells 霍金路伟律师事务所	13	51	66
4	-1	Freshfields Bruckhaus Deringer 富而德律师事务所	4	6	60
5	+1	DLA Piper 欧华律师事务所	10	49	59
6	-1	Linklaters 年利达律师事务所	9	32	47
7	+5	Herbert Smith Freehills 史密夫·斐尔律师事务所	7	37	46
8	+9	CMS, China 德和信律师事务所中国分所	7	36	43
9	-2	Pinsent Masons 品诚梅森律师事务所	9	33	42
10	+15	Bird & Bird 鸿鹄律师事务所	16	22	38
11	-2	Mayer Brown JSM 孖士打律师事务所	8	30	38
12	-4	Jones Day 众达律师事务所	18	19	37
13	+3	Allen & Overy 安理律师事务所	7	22	29
14	+4	Sidley Austin 盛德律师事务所	9	14	27
15	+9	K&L Gates 高盖茨律师事务所	12	14	26
16	-1	Reed Smith 礼德律师事务所	7	8	25
17	+3	Orrick Herrington & Sutcliffe 奥睿律师事务所	6	9	25
18	-8	Clyde & Co 其礼律师事务所	6	15	24
19	=	White & Case 伟凯律师事务所	5	18	23
20	New 新上榜	Skadden 世达律师事务所	4	19	23
21	-7	Norton Rose Fulbright 诺顿罗氏律师事务所	7	9	21
22	New 新上榜	Ropes & Gray 瑞格律师事务所	4	17	21
23	-2	Taylor Wessing 泰乐信律师事务所	4	16	20
24	New 新上榜	Winston & Strawn 温斯顿律师事务所	15	3	18
25	New 新上榜	Morgan, Lewis & Bockius 摩根路易斯律师事务所	8	8	16

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众成清泰律师事务所
JOINTIDE LAW FIRM

众成清泰律师事务所始创于1989年，为首批全国优秀律师事务所，综合实力连续多年位居山东省首位。定位于国际化区域强所，在济南、青岛、北京等地设有10家分所，拥有560多名优秀律师、员工，并加入由国内外著名律师事务所组成的中世律所联盟，可以为中外客户提供全球性的法律服务。核心服务领域包括国际业务、建设工程业务、公司业务、金融证券、知识产权、税法、社会保障与人力资源、刑事业务等。众成清泰把律师作为一项崇高的事业，二十多年来坚持以规范的律所管理、严明的执业纪律、高度的责任心为客户提供专业、优质的服务，赢得社会各界高度信任和广泛好评。

Since founded in 1989, as one of the first batch of national outstanding law firms, Jointide law firm has grown and become the law firm ranked first in Shandong Province with its comprehensive strength for many years. Locating itself as an internationalized regional strong law firm, Jointide has established 10 branch offices in Jinan, Qingdao, Beijing and other places with more than 560 outstanding lawyers and joined SGLA which is formed by well-known law firms at home and abroad to provide global legal services for Chinese and foreign customers. Jointide focuses in the areas of international business, construction, corporate law, banking and securities, intellectual property, tax, social security and human resources, criminal affairs and so on. We pride in providing customers professional, effective and efficient services in accordance with strict firm management, rigorous professional discipline and complimentary responsibility, which has been highly appreciated by the community.

- Top 50 in Asia and Top 30 in China
- Leading Firm in Corporate/Commercial: East Coast: Shandong (Band 1)
- 10 Highly Recommended Chinese Law Firms of Engineering Industry



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全国优秀律师事务所
全国先进基层党组织



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ALB Largest
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National Excellent Law Firm

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Yingke Law Firm

Founded in: 2001

Offices across Asia: 49

Headquartered in Beijing, China, Yingke Law firm is a global legal service organization with 39 offices in the Chinese Mainland and 34 in overseas cities. Committed to providing clients with global business law services and creating value for clients, the firm believes in the philosophy of "global vision, local wisdom", sticks to "economies of scale, specialization, brand building and international expansion" as its development strategy, and makes relentless efforts ride on the wave of globalization. Currently, the firm already provides legal services for over 100,000 domestic and foreign enterprises, covering practice areas of international trade, outbound investment, corporate law, capital markets and securities, cross-strait affairs, private equity ("PE"), investment, financing and merger and acquisition ("M&A"), intellectual property ("IP"), real estate, environmental protection, maritime and shipping affairs, etc. According to Mei Xiangrong, Yingke's founding partner, global partner and director, achieving economies of scale and pressing ahead with international expansion have been consistent development strategies for Yingke over a long period, and the firm will continue to open offices in economically-developed domestic cities and overseas investment hotspots to attract more top lawyers on board in order to offer a broader and deeper range of legal services. Going forward, Yingke plans to set up presence in cities including Har-



bin, Jinhua, Wuhu, Xuzhou, Haikou, Lanzhou, Xining, Huizhou, Liuzhou, Korla, Shaoxing and Jingzhou, and welcome well-known firms in France, Canada, Australia, New Zealand, Argentina, Chile, Peru, Mauritius, Thailand, Malaysia, Indonesia and other countries to join its global legal service system.

Dacheng Law Offices

Founded in: 1992

Offices across Asia: 48

Dacheng Law Offices began to implement its first ever five-year development planning in 2004, and launched its global legal services network construction strategy in 2007 when the firm's global legal services network started to expand rapidly. Relying on a robust legal services network, Dacheng lawyers have been able to share project information, expertise, practice experiences and other resources on a global scale, and provide clients with affordable, convenient and efficient legal services. With its main areas of expertise including general corporate practice, corporate M&A and reorganization, securities and capital markets, PE and venture capital ("VC"), the restructuring of State-owned enterprises and property rights transactions, banking and finance, foreign direct investment ("FDI") and foreign M&A, outbound investment, etc., Dacheng has established a global legal services network that covers the entire country and extends to major cities around the world. Both domestic and overseas institutions within the Dacheng family can share project information, expertise, practice experiences, professionals, contacts and other resources within Dacheng's global legal services network. Xiao Jinquan, Greater China

CEO of Dacheng, told ALB that the firm would continue to put client needs first, and focus on areas such as building up specialized capabilities, optimizing the talent mix, improving the resource sharing mechanism and raising the depth and breadth of information technology application. At the same time, the firm will further make use of its geographical advantages between different offices and regions to provide clients with even more convenient services.

盈科律师事务所

成立时间: 2001年

亚洲拥有办公室数量: 49个

盈科律师事务所，是一家全球化法律服务机构，总部设在中国北京，在中国大陆拥有39家办公室，在海外34个城市设立办公室，致力于为客户提供全球商务法律服务，为客户创造价值。秉持着“全球视野，本土智慧”的理念，盈科将“规模化、专业化、品牌化、国际化”作为自己的发展战略，不断融入全球化的浪潮。目前，律所已为100000多家海内外企业提供法律服务。其业务范围涵盖国际贸易、海外投资、公司、资本证券、两岸事务、私募、投融资与并购、知识产权、房地产、环境保护、海商海事等专业领域。盈科律师事务所创始合伙人、全球合伙人、主任梅向荣表示规模化和国际化是盈科很长一个阶段内不变的发展战略，盈科将继续在国内经济发达城市和海外投资热点地区开设办公室，吸纳更多优质律师加入，提供更广、更深的法律服务。接下来，盈科将在哈尔滨、金华、芜湖、徐州、海口、兰州、西宁、惠州、柳州、库尔勒、绍兴、荆州等城市设立分所，吸纳法国、加拿大、澳大利亚、新西兰、阿根廷、智利、秘鲁、毛里求斯、泰国、马来西亚、印尼等国的知名律所加入盈科全球法律服务体系。

大成律师事务所

成立时间: 1992年

亚洲拥有办公室数量: 48个

大成律师事务所于2004年开始实施第一个五年发展规划；2007年启动全球法律服务网络建设战略。从2007年开始，大成的全球法律服务网络迅速扩张，依托完善的法律服务网络，大成律师能够在全中国范围内共享项目信息、专业知识、业务经验等各类资源，为客户提供低成本、便捷和高效的法律服务。主要专业领域包括：公司综合类业务、公司收购、兼并与重组、证券与资本市场、私募股权与投资基金、国企改革与产权交易、银行与金融、外商直接投资与外资并购、境外投资等。大成现已建立了覆盖全国、遍布世界重要城市的全球法律服务网络，大成的境内外机构均可共享大成全球法律服务网络内的项目信息、专业知识、业务经验、专业人才、社会关系等资源。大成中国区CEO肖金泉称，事务所仍将以客户需求为导向，重点围绕专业化建设，优化人才结构，完善资源共享机制，提高信息化应用的深度和广度等几个方面来开展工作。同时进一步发挥大成在各地办公室之间，各区域之间的地域优势，为客户提供更加便捷化的服务。



大成律师事务所



广信君达律师事务所成立于 1993 年，2012 年合并改制，为华南地区规模最大、综合实力最强的中国律所之一。

- 获全国优秀律所、司法部级文明律所、ALB “年度最佳中国南部律所”、和《商法》“年度卓越律所”、钱伯斯“地区公司 / 商业年度一类律所”等多项荣誉及大奖，是亚组委唯一法律顾问。
- 拥有由逾 300 多名专业律师、专家组成的专业法律服务队伍。
- 能以汉、英、日、德、韩等多语言为境内外客户提供法律服务。
- 主要业务领域：公司治理、商业模式与项目全面风险管理、房地产与基础设施、国际贸易、环境保护、能源与公用事业、公共法律事务、公平交易与反垄断、个人专项顾问、诉讼、仲裁与争议解决、金融与保险、证券与资本市场、知识产权。

As the biggest law firm in Southern China and one of the leading law firms in China, ETR was established in 1993, and merged with other outstanding lawyers teams in 2012.

- ETR has won many accolades such as the National Outstanding Law Firm, Ministerial Level Civilized Law Firm, South China Law Firm of the Year (ALB) and Law Firm of the Year (CBLJ), Brand 1 Law Firm in Local Corporation and Commercial Practice Area of the Year (Chambers & Partners) and was the only perennial legal counsel of the 16th Guangzhou Asian Games.
- ETR has a professional legal service team led by 300 senior lawyers and experts.
- Its working languages include Chinese, English, Japanese, Germany and Korean.
- Key Practice Areas: Corporate Governance, Business Model and All-round Risk Management of Projects, Real Estate and Infrastructure Construction, International Trade, Environmental Protection, Energy and Public Utilities, Public Legal Affairs, Fair Competition and Antitrust, Personal Special Consultant, Litigation, Arbitration and Dispute Resolution, Finance and Insurance, Securities and Capital Markets, Intellectual Property Right.

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DeHeng Law Offices

Founded in: 1993

Offices across Asia: 26

After over two decades of hard work, DeHeng Law Offices has formed a service network and a client base that cover the entire country and major global cities. The firm has gained rich experiences in practice areas such as corporate and securities law, dispute resolution, finance and insurance, M&A and reorganization, cross-border investment, construction and real estate, competition law, corporate rescue and insolvency, IP, labor and social security, trade remedy, international engineering and project financing, government and public service agencies, big health, etc. Meanwhile, DeHeng has adopted an unique approach in innovating its management mechanism by setting up 14 professional committees including those for corporate and securities law, M&A and reorganization, cross-border investment, etc., unifying the deployment of manpower and business resources and creating a one-stop service model with integrated systems, focused support and full-range of services, enabling the firm to enjoy strong team collaboration and service capabilities. Sun Ganghong, DeHeng's executive director and managing partner said that in recent years, the firm has been paying attention to full integration and specialization across the entire firm, achieved high growth against a large base number, and laid a solid foundation for long-term future development. Looking ahead, DeHeng will set up offices in major global cities, reinforce its service mechanism for the "One Belt, One Road" initiative, expand service capabilities and service networks, and serve Chinese enterprises in going global. DeHeng aims to become a global firm that is a leader in the domestic market, is internationally renowned, and is highly regarded and influential in the legal industry by 2020.



德恒律师事务所
DeHeng Law Offices

AllBright Law Offices

Founded in: 1998

Offices across Asia: 17

Strong in practice areas including corporate law and M&A, securities and capital markets, banking and finance, real estate and construction, IP, international trade, dispute resolution, etc., AllBright Law Offices is committed to developing legal solutions and providing legal services for domestic and foreign clients against a rapidly changing business environment, upholding the philosophy of high-quality and efficient services and the approach of teamwork, providing detailed legal analyses and practical legal advice for clients' each and every project and case, and actively resolving legal issues. ALB has learned from Wu Mingde, director of AllBright Law Offices, that AllBright's future expansion strategy will focus on filling vacancies within the Mainland by establishing presence in major cities such as Guangzhou and Wuhan, while its overseas expansion will be concentrated in hotspots attracting Chinese investment to provide a full suite of legal services for Chinese enterprises. In addition, the firm will place equal emphasis on development quality and actual effects.



ALLBRIGHT
LAW OFFICES

锦天城

德恒律师事务所

成立时间: 1993年

亚洲拥有办公室数量: 26个

经过二十几年辛勤耕耘，德恒现已形成遍布中国和世界主要城市的服务网络和客户群。在公司证券、争议解决、金融保险、并购重组、跨境投资、建筑工程与房地产、竞争法、企业拯救与破产、知识产权、劳动与社会保障、贸易救济、国际工程与项目融资、政府与公共服务机构、大健康专业领域积累了丰富经验。同时德恒在管理机制的创新方面独树一帜，设有公司证券、并购重组、跨境投资等14个专业委员会，统一调配人力和业务资源，创造了系统集成、重点支持、全面服务的一站式服务模式，拥有强大的团队协作服务能力。德恒执行主任、管理合伙人孙钢宏表示，近年来，德恒致力于全所一体化和专业化，实现了大基数基础上的高增长，也为长远发展奠定了扎实基础。今后，德恒将在全球重点城市设立办公室，强化一带一路服务机制，扩张服务能力及服务网络，服务中国企业走出去。到2020年，成为国内领先、国际知名、具有较高美誉度和影响力的国际化律所。

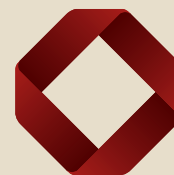
锦天城律师事务所

成立时间: 1998年

亚洲拥有办公室数量: 17个

锦天城致力于在瞬息万变的商业环境中为境内外客户制定法律解决方案并提供法律服务，坚持优质、高效的服务理念和团队合作的方式，对客户的一个项目和案件提供细致的法律分析和切实可行的法律建议，积极解决法律问题。在公司与并购、证券与资本市场、银行与金融、房地产与建筑、知识产权、国际贸易、争议解决等领域具备领先优势。锦天城律师事务所主任吴明德表示，锦天城未来的扩张战略为在境内填补空缺，在主要城市如广州、武汉等设立分所，而境外扩张则将集中在中国企业投资的热点地区为其提供全方位的法律服务，在注重发展质量的同时也关注实际效果。

ALLBRIGHT LAW OFFICES



ALLBRIGHT
LAW OFFICES

锦天城

Established in 1999

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Managing partner: Wu Mingde

Partners: 408 **Lawyers:** 1417

Key areas of practice: Corporate and Commercial, Securities and Capital Markets, Banking and Financing, Real Estate and Construction, Dispute Resolution, Intellectual Property, International Trade, Special Areas

We are one of the leading full-service Chinese law firms in the People's Republic of China ("PRC"). As a national law firm headquartered in Shanghai, we provide a comprehensive range of high quality legal services to both domestic and international clients from our eighteen offices, respectively in Shanghai, Beijing, Chengdu, Chongqing, Fuzhou, Hangzhou, Hefei, Jinan, Nanchang, Nanjing, Qingdao, Shenzhen, Suzhou, Tianjin, Taiyuan, Xiamen, Zhengzhou and Hong Kong.

While size is only one of many indicators of the success and resourcefulness of a law firm, we certainly lead in this respect among our peers in Shanghai. We are the largest law firm based in Shanghai (and in the whole Eastern China region).

We have approximately 1417 registered lawyers (including approximately 408 partners and senior consultants). Aside from our regular working language of Chinese (Mandarin and major dialects), many of our lawyers are also fluent in English, Japanese, French, German, and other major languages, and many are also admitted in international jurisdictions. Our partners and senior consultants came to the firm from diverse professional and personal backgrounds. Many transactional lawyers have practiced for years in top international law firms and/or in leading multinational companies. A number of our litigators once were judges and prosecutors, and many are active arbitrators. We also have access to a strong network of former government officials and legislators. Supported by a large team of translators and legal assistants, our professionals have undertaken many complex and high profile transactions, and have won many landmark cases.

Our lawyers have played critical roles in advising the government on, and actually drafting, many of the core Chinese laws and regulations involved in our daily practices today, and were involved in drafting several international treaties concerning international investment, trade and other forms of economic cooperation.

Our practitioners possess a wealth of first-hand experience and legal expertise in providing effective solutions to the most complex of legal issues regarding the application of laws and regulations, governmental approval and legal procedures.

德恒律师事务所 DEHENG LAW OFFICES



■ 孙钢宏, 执行主任、全球合伙人、律师
Gavin Sun, Executive Director/Global Partner/Attorney at Law



■ 徐建军, 执行副主任、管理合伙人、律师
Xu Jianjun, Managing Partner/Attorney at Law



■ 陈巍, 管理合伙人、中国、美国加州律师
Wei (David) Chen, Managing Partner/Admitted in China & CA, USA



■ 李忠, 管理合伙人/律师
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德恒: 砥砺前行, 我们正在路上

艰苦创业一路走来, 经过二十多年的发展, 德恒律师事务所已成为中国规模最大的综合性律师事务所之一。ALB日前采访了德恒律师事务所执行主任孙钢宏, 副主任徐建军, 管理合伙人陈巍、王兆峰、李忠律师, 回首过去, 展望未来。

Q: 德恒在过去几年间取得了哪些可喜的成绩?

A: 最直观的表现就是在大基数前提下实现了高增长。最近几年我们的年收入超过十亿元, 主要办公室保持了40%左右的增长。

德恒在主要法律服务领域, 如资本市场、并购、银行金融、跨境、国际工程、PPP、破产重整、劳动法、反垄断、反倾销以及诉讼等诸多领域皆取得骄人业绩。如德恒承办的联盛集团破产案是迄今为止国内第一大破产重整案件, 该案涉及债权超1000亿, 涉及员工约1.8万人; 在国际工程与项目融资领域, 德恒为一带一路诸重大的标杆性项目提供了服务, 在中国律师行业处于领先地位; 在A股和H股市场, 德恒都取得了优秀业绩, 增长势头明显, 客户群体覆盖了大型国企和民企; 去年德恒在并购方面仅公开披露的交易金额就超过了2000亿的规模; 德恒还服务了包括360退市在内的多个高科技企业美国退市收购项目, 以及国开行与俄罗斯外经银行金额为80亿美元的框架协议; 在PPP领域, 我们有律师一年内服务的项目金额近800亿元; 在诉讼这一传统优势领域, 德恒承办了一批在社会上有重大影响力的案件; 在劳动法、反垄断、国际贸易等业务领域, 德恒也不断取得突破, 承办了一大批有影响力的项目。

同时德恒特别重视风险控制, 在最近一段时间以来, 有不少律所受到处罚, 而德恒历时十年, 建立起一个全国统一的风控系统, 所有的重要法律文件及意见均按照风险级别进行管理和内控, 确保不出问题。最近, 德恒部署全国办公室按照地域划分, 展开项目工作底稿现场交叉检查, 以进一步夯实德恒的风控体系。也是律师事务所加强风险防范的重要创新和尝试。

Q: 德恒如何一直保持在全国律所当中的优势地位?

A: 德恒要想保持持续不断发展的态势, 核心是: 第一要不断吸引更多的优秀的合伙人; 第二是帮助现有的合伙人提高他们的专业度, 提高每个人的单位产出; 第三就是对年轻人进行培训, 给他们一个清晰的上升通道; 第四是信息化建设。在网络时代, 如果一个律所, 一个律师不能充分利用信息化的支持, 很难与其他同行进行竞争。这三年来德恒加大了投入, 投资了新的IT集成系统, 目标是在今后的两三年之内构建一个德恒的律师集成办公系统, 把所有的信息集成在一个平台上, 实现全移动的办公, 让每个律师都能非常方便地得到数据和文件的支持, 同时提高规范化, 从而降低风险。第五是重视平台建设, 以此汇集更多的资源、信息及客户。近两三年我们建立了几个平台, 如我们是中国民营经济国际合作商会副会长单位, 中非民间商会副会长单位, 同时我们还发起了“一带一路”服务机制, 通过这些平台为成员提供综合性的服务。

此外, 我们根据国家产业结构的调整, 对新兴产业给予了极大的关注, 如大健康产业、环保产业、旅游产业等, 我们建立专门的委员会, 通过和大学、科研机构 and 很多的企

业结成联盟, 在这一过程中, 既做研究, 又做推广, 也为这些企业提供了专业的法律服务。

Q: 德恒未来的发展战略是什么?

A: 首先全面提升信息化水平和应用范围, 其次是优化合伙人制度, 向国际上优秀的同行学习, 博采众长, 走出属于自己的均衡发展道路。

第三是进一步提升一体化建设。年底前, 德恒在国内将拥有26个办公室。在业务管理、财务管理、人员管理、作业标准等领域的统一方面, 经过三年的努力, 已颇有成效, 管委会将继续提升全国和全球范围内的一体化水平。

第四是服务网络国际化。中国国际化程度不断提高, 中国的企业也在大规模地“走出去”, 如何能贴近客户的需求, 不断为客户提供支撑, 都考验着我们的国际网络、国际人才, 以及对国际资源的调度、管理能力。德恒已经有6个海外办公室, 并计划于香港和新加坡设立新的办公室, 而同时德恒迪拜办公室也正在扩展服务范围, 覆盖海湾六国、西亚和北非地区。我们目前没有像同行那样与海外律所合并的计划, 仍会坚持中国品牌, 但同时拥有国际视野和国际资源, 在和不同律所合作的同时去逐步完善和建立自己的国际网络。虽然这一过程会稍微长一些, 但会更加扎实。

Q: 在中国政府提出的“一带一路”国家战略的情况下, 德恒将如何把握这一趋势?

A: 德恒发起创立了“一带一路服务机制”, 通过集中海内外优势资源, 协助中国和沿线国家的企业在“一带一路”经济区域开展经济活动, 已有中国、意大利、奥地利、荷兰等多家高端服务机构加入。

此外, 德恒还通过对接银行、企业和行业协会等不同渠道, 积极为中国企业走出去服务, 为企业在海外发债; 帮助企业进行海外收购。尤其是德恒国际工程与项目融资专委会, 在中巴经济走廊、蒙古、哈萨克斯坦、德国以及东南亚国家, 已经服务了一带一路上诸多的开创性的、标杆性的重大项目。

Q: 德恒在未来几年如何通过内部管理提升来推动律所发展?

A: 中国律所与国外同行相比, 历史还很短。中国律所在路径选择、管理模式和专业能力的形成还有很长的路要走, 没有谁是恒强或恒弱的。在这一过程中每个参与者都需要谨慎, 同时也要充满信心。

律师行业需要一批专业的管理者, 目前很多律所的管理者是由合伙人兼任, 当然也有律所在聘请专业的CEO, 德恒已经计划引进国际化管理人才, 围绕客户需求, 全面提升客户体验。同时德恒会进行内部培养, 锻炼出一批懂律师行业、懂行业管理的优秀合伙人, 形成专业的管理队伍。

从2013年到2020年, 德恒计划“三年打基础, 五年上台阶”。在2013年到2015年之间打好基础, 而从今年开始我们计划到2020年之间一年上一个台阶。管委会希望德恒到2020年年末, 可以成长为国内领先、国际知名, 制度先进, 同时拥有大批优秀的合伙人和大批优秀客户的大所。在剩下的四年多的时间里, 我们将砥砺前行。

DEHENG: MARCHING AHEAD, WE ARE ON THE ROAD

After more than two decades of growth, DeHeng Law Offices has evolved into one of China's largest full-service law firms. ALB interviewed the firm's executive director Ganghong (Gavin) Sun, deputy director Xu Jianjun, and managing partners Wei (David) Chen and Zhong (Frank) Li to look back at the firm's past and look ahead into its future.

Q: What are some of DeHeng's major achievements in the past few years?

A: The most notable is that we have achieved high growth on top of a large base. Our annual revenues have exceeded RMB one billion in recent years, with sustained annual growth rate of around 40% by key offices.

DeHeng has made outstanding achievements in a number of major legal service fields such as capital markets, M&A, banking and finance, cross-border transactions, international projects, PPP, bankruptcy and reorganization, labor law, antitrust, anti-dumping and litigation. For example, the bankruptcy case of Liansheng Group handled by DeHeng is China's largest bankruptcy and reorganization case so far, involving about 18,000 employees and over RMB 100 billion in claims. DeHeng has also posted excellent performance and substantial growth momentum in both the A-share and H-share markets, with a client base covering large state-owned enterprises and private firms. Last year, the value of M&A deals publicly disclosed by DeHeng alone exceeded RMB 200 billion. DeHeng assisted a number of deals related to high-tech companies including Qihoo 360 in their US de-listings and advised the China Development Bank in a framework agreement with Vnesheconombank (VEB) that was worth USD 8 billion. We have lawyers who acted for PPP projects with a combined value of nearly RMB 80 billion in one year. DeHeng also provides legal services to a number of major benchmark projects in the countries situated in the "One Belt, One Road" regions.

At the same time, DeHeng attaches special attention to risk control. Quite a few firms have been penalized recently; whereas, DeHeng has set up a unified risk control system across the country after ten years of unrelenting efforts to ensure that everything is in order by internally managing and controlling all the important legal documents and opinions based on their risk levels. Recently, DeHeng has categorized its offices across China by their geographical locations to conduct on-site cross-check of project working papers to further strengthen the firm's risk control system. It is also an important innovation and attempt of law firms to strengthen risk prevention.

Q: How does DeHeng maintain its leading position among domestic law firms?

A: In order for DeHeng to keep growing, the key lies in the following five aspects: first, continue to attract more outstanding partners; second, help existing partners improve their professional expertise and raise their individual output; third, train young lawyers to give them a clear path to promotion; fourth, advance information technology ("IT") application. In the Internet age, if a law firm or a lawyer is unable to fully leverage the support of IT, competing with peers will be difficult. Over the past three years, DeHeng has ramped up investment in its new IT system, etc. DeHeng's goal is to build an integrated office system for its lawyers in the next two to three years by integrating information into one platform to achieve fully-mobile office work so that all lawyers have easy access to data and document support, and at the same time improve standardization and reduce risks. Fifth, focus on platform-building to bring together more resources, information and clients. In the past two to three years, we have established several platforms. For example, we hold a vice presidency in the China International Chamber of Commerce for the Private Sector and a vice presidency in the China-Africa Business Council. We have also launched a service mechanism for the Belt and Road Initiative to provide comprehensive services for members through this platform.

In addition, in response to China's industrial restructuring, we have paid great attention to emerging industries such as healthcare systems, environmental protection and tourism. We have set up a special committee to form alliances with universities, research institutes and businesses. During that process, we carry out research and promote our brand while providing these companies with professional legal services.

Q: What are DeHeng's future development strategies?

A: Firstly, we aim to raise the level of informatization and promote its wider application. Secondly, DeHeng intends to optimise its partnership structure by learning from best international practices, in order to make great strides in the avenue of a balanced growth and development.

Thirdly, we will further improve and build towards national integration. DeHeng

will have 26 offices nationwide by the end of this year. After three years of continuous efforts, DeHeng has seen substantial progress in the standardization of business management, financial management, personnel management and work standard. DeHeng's management committee continues to work on improving national integration and integration on a global scale.

Finally, we are working toward building a global network for our services. China is becoming increasingly interwoven with global networks and Chinese companies are ever more venturesome as international players. Our international network, global oriented talents and our ability to allocate and manage resources efficiently are being tested as we seek to better meet the needs of our clients and provide them with ongoing support. DeHeng currently has six overseas offices and we plan to open offices in Hong Kong and Singapore. Our office in the UAE has expanded their services to cover six countries in the Gulf, as well as areas in West Asia and North Africa. We do not have plans to merge with foreign firms at the moment like many other domestic firms have done. Instead, we prioritise the nurturing and growing of our Chinese brand, whilst maintaining global perspectives and resources by way of cooperation with different law firms, which effectively improves and instils into our own global network. Although our methods may take longer in comparison, we believe the process will build a more solid progress.

Q: How will DeHeng capitalize on the Belt and Road Initiative proposed by the Chinese government?

A: By working through different channels such as banks, businesses and industry associations, DeHeng has actively served Chinese companies in their "going global" endeavors and specifically by helping them issue bonds and conduct acquisitions overseas. The Special Committee of International Project and Project Financing of DeHeng has been providing all-round services to clients located in the China-Pakistan Economic Corridor, Asia especial in Southeast and Central Asian countries, and Europe for a number of pioneering and benchmarking projects influenced by the Belt and Road Initiative.

DeHeng has launched a service mechanism for the Belt and Road Initiative to pull together advantageous resources both at home and abroad to help Chinese enterprises as well as companies in countries along the Belt and Road route to carry out economic activities in the Belt and Road economic areas. Several premium service providers from China, Italy, Austria and the Netherlands have joined us.

On that basis, DeHeng founded the international business mediation center for the Belt and Road Initiative on October 18 this year, which solves international commercial disputes related to the Belt and Road Initiative by using both online and offline mediation processes. We have set up an online mediation system (www.bnsc.com), and there are more than 100 mediators who already registered to provide services.

Q: How will DeHeng improve internal management to promote its development in the coming years?

A: Chinese firms have a shorter history compared to our international peers, and we have a long way to go still. This allows individual firms to find their most suitable paths and management models, and to further enhance professional competencies. No one stays the strongest or the weakest in this playing field, as everyone is catching up with each other constantly through healthy competition, history is yet to be made. Every participant in this process has to stay alert and make prudent decisions, but we are confident about the future.

The legal industry need to be run by professionals. At present, many law firms are managed by partners. Nevertheless, some law firms do hire professional CEOs. DeHeng will make similar attempts in this direction and we are currently browsing international business talents to work for us. They will focus on meeting the client's needs and elevating general customer experience. At present, DeHeng offers internal trainings to cultivate management skills in partners to contribute to our professional management team.

DeHeng plans to lay solid foundations in the first three years and step up a notch in the next five years between 2013 and 2020. We have so far laid an excellent foundation between 2013 and 2015, and we expect to take a big step each year to achieve our goals by 2020. The management committee has high hopes that, by 2020, DeHeng will be recognized as a large-scale leading domestic law firm with advanced systems, international reputation, and a large number of excellent partners and key clients.

We are marching ahead continually, not least in the remaining four years.

Zhong Lun Law Firm

Founded in: 1993

Offices across Asia: 10

Founded in 1993, Zhong Lun Law Firm is among the first batch of partnership firms approved to be established by China's Ministry of Justice and one of the largest full-service law firms in China. With 21 practice areas covering capital markets/securities, real estate, PE and VC, corporate/FDI, M&A, banking and finance, dispute resolution, IP, etc., Zhong Lun is dedicated to providing comprehensive and integrated legal support for clients in their commercial activities. Headquartered in Beijing, the firm currently has offices in 14 cities worldwide, with eight domestic branches (Beijing, Shanghai, Shenzhen, Guangzhou, Wuhan, Chengdu, Chongqing and Qingdao) and six overseas outposts (Tokyo, Hong Kong, London, New York, Los Angeles and San Francisco). According to Zhang Xuebing, director of Zhong Lun's management committee: "Our vision is to build Zhong Lun into the best Chinese law firm and to get actively involved in the development of rule of law in China. Going forward, we will continue to excel at our legal practices, pay even more attention to practice quality, drive forward our international expansion, and actively respond to the challenges posed by the era of mobile Internet and big data."



中倫律師事務所
ZHONG LUN LAW FIRM

中伦律师事务所

成立时间：1993年

亚洲拥有办公室数量：10个

中伦律师事务所创立于1993年，是中国司法部最早批准设立的合伙制律师事务所之一，是中国规模最大的综合性律师事务所之一。执业领域覆盖资本市场/证券、房地产、私募股权与投资基金、公司/外商直接投资、收购兼并、银行与金融、争议解决、知识产权等21个领域，旨在为客户的商业活动提供全面的、一体化的法律支持。总部在北京，目前在全球14个城市设立了办公室，境内8个（北京、上海、深圳、广州、武汉、成都、重庆和青岛），境外6个（东京、香港、伦敦、纽约、洛杉矶和旧金山）。其管委会主任张学兵表示：“我们的愿景是把中伦建成中国最好的律师事务所并积极投身于中国法治化的进程中。未来，我们将一如既往地做好法律业务，更注重业务质量，推进国际化进程，并积极响应移动互联网和大数据时代带来的挑战。”

Zhong Yin Law Firm

Founded in: 1993

Offices across Asia: 27

Founded in 1993, Zhong Yin Law Firm is one of the pioneer domestic firms engaging in securities law practices, and also one of Asia's premier large specialized firms, currently providing comprehensive legal services in financial and securities law, corporate law, construction and real estate, IP, trade remedy and WTO, international business, litigation and arbitration and other fields. Over the past 23 years, Zhong Yin lawyers have provided a variety of legal services for thousands of domestic and foreign enterprises by consistently upholding the service philosophy of "client first, professional cooperation, due diligence, and quality and efficiency" and by sticking to the development direction of economies of scale, specialization, brand building and internationalization. Their outstanding performance and professional competence have firmly established the brand image of "Zhong Yin lawyers". As Li Ju, director of Zhong Yin, put it, on the basis of the established development strategy, the firm would continue to follow the principle of "meeting the requirements of specialization and putting client needs first" to further enhance the professional competency and service level of Zhong Yin lawyers in the future, strengthen the building of legal teams, and give full play to its specialized advantages to provide even more professional, comprehensive and integrated legal services of higher

quality targeting the legal needs of different industries, in a bid to raise the degree of customer satisfaction.

中银律师事务所

成立时间：1993年

亚洲拥有办公室数量：27个

中银律师事务所成立于1993年，是国内最早从事证券法律业务的律师事务所，也是亚洲颇具影响力的大型专业化律师事务所之一，目前可在金融证券、公司业务、建筑与房地产、知识产权、贸易救济与WTO、国际业务、诉讼与仲裁业务等领域提供全面的法律服务。23年来，中银律师秉持“客户至上、专业合作、勤勉尽责、优质高效”的服务理念，坚持规模化、专业化、品牌化和国际化的发展方向，为数千家国内外企业提供了各类法律服务，卓越的业绩和执业能力牢固树立了“中银律师”的品牌形象。中银律师事务所李炬主任指出，未来，在既定发展策略的基础上，中银律师事务所将继续坚持“以专业化为要求，以客户为导向”的原则，进一步提升律师专业能力与服务水平，加强律师团队建设，充分发挥专业优势，针对不同行业的法律需求，提供更加专业、全面、优质、综合的一站式法律服务，提高客户满意度。



中銀律師
ZHONG YIN LAWYER

Lantai is a leading full-service law firm that has expertise in many fields. Lantai has been highly recognized by clients and the legal industry both domestic and abroad. In 2016 Lantai was awarded National Outstanding Law Firm by All-China Lawyers Association.

 兰台律师事务所
Lantai Partners

For more information please visit <http://www.lantai.cn/> or contact +86-10-5228 7777/
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SICHUAN MENGJU LAW FIRM

入选亚洲法律杂志
2016年中国最大30家律所

LAW IS OUR PROFESSIONAL FIELD
法律是我们的专业领域
LAW IS OUR WAY OF LIFE
法治是我们的生活方式

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Grandall Law Firm

Founded in: 1998

Offices across Asia: 22

Founded more than 20 years ago, Grandall Law Firm now has more than 400 partners, over 90% of whom hold a master's degree, a doctorate degree or senior professional titles, and practices across the entire country and in many foreign countries and regions. The firm has offices in Silicon Valley in the United States, Madrid in Spain, Paris in France and other places, and its practice areas include investment and M&A, capital markets, corporate operations, banking and trust, infrastructure, environmental protection and new energy, IP, litigation and arbitration, etc. Lv Hongbing, chief executive partner of Grandall, told ALB that the firm would focus on international expansion, economies of scale and specialization going forward, make efforts to achieve steady progress and rational layout, enhance synergies, consolidate competitive advantages, and expand blue ocean fields, so as to strive to reach the ranks of top Chinese and even Asian law firms, and become an outstanding firm with standardized management and excellent performance that enjoys client recognition, employee satisfaction and high social reputation.



國浩律師事務所
GRANDALL LAW FIRM

国浩律师事务所

成立时间：1998年

亚洲拥有办公室数量：22个

已有逾二十年历史的国浩律师事务所，现有400余名合伙人，90%以上的合伙人具有硕士、博士学位和高级职称，业务范围已覆盖整个中国及世界多个国家和地区。同时该所在美国硅谷、西班牙马德里、法国巴黎等地设有办公室。其业务领域包括投资并购、资本市场、公司运营、银行信托、基础设施、环保及新能源、知识产权、诉讼仲裁等。国浩律师事务所首席执行官吕红兵表示未来将强化国际化、规模化、专业化，稳步推进，合理布局，加强协同效应，巩固优势业务，拓展蓝海领域，努力跻身中国乃至亚洲顶级律所行列，成为管理规范、业绩优异、客户认同、员工满意、社会认可的优秀律师事务所。

King & Wood Mallesons

Founded in: 1993 (China)

Offices across Asia: 13

King & Wood Mallesons (KWM) is an Asia-based global law firm. In Asia, KWM has nearly 300 partners and more than 1,200 legal professionals, with offices in 13 key commercial hubs including Beijing, Shanghai, Shenzhen, Hong Kong, Singapore and Tokyo. In other parts of the world, KWM also boasts an extensive legal services network, with offices in the United States, Australia, UK, France, Germany, Spain, Italy and other major European cities, as well as in the Middle East and South Africa. Having more than 2,700 lawyers across a total of 32 offices, KWM is a global firm capable of simultaneously offering legal services in multiple jurisdictions, such as Chinese law, UK law, US law, Hong Kong law and Australian law. KWM's huge legal talent pool enables the firm to fully understand local situations and legal practices and provide services in multiple languages. Wang Ling, managing partner of KWM (China), said: "We have been focusing on a high-quality and stable development strategy, and will continue to set our specific development directions and plans based on client needs and market dynamics. With relevant market opportunities emerging, the firm will enhance team capabilities to better support our clients' growing needs in due course. In the coming year, we hope to make more progress in business innovation and management innovation."

金杜律师事务所

成立时间：1993年（中国）

亚洲拥有办公室数量：13个

金杜是一家总部位于亚洲的全球性律师事务所。在亚洲地区，金杜拥有近300名合伙人和1,200多名专业法律人员，办公室分布于北京、上海、深圳、香港、新加坡、东京等13个重要商业中心城市。在全球其他地区，金杜拥有广阔的法律服务网络，我们在美国、澳大利亚、英国、法国、德国、西班牙、意大利等欧洲主要城市和中东、南非均设有办公室，共有32个办公室和2,700多名律师，是一家能同时提供中国法、英国法、美国法、香港法、澳大利亚法等多法域法律服务的全球性律师事务所，我们所拥有的巨大法律人才库使我们能充分了解本土情况和法律实践并能提供多种语言服务。金杜中国管理合伙人王玲律师表示：“我们一直着力于高质量、稳定的发展策略，仍将继续根据客户的需求和市场发展来制定我们的具体发展方向和计划。随着相关市场机遇的出现，我们会适时增强团队以更好地支持客户不断增长的需求。未来一年，我们希望能在业务创新、管理创新方面有更大的发展。”

KING & WOOD
MALLESONS
金杜律师事务所



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亚洲最大50家律所、中国律所30强

LONGAN HAS BEEN RANKED AS ONE OF THE ALB 2016 TOP 50 ASIAN LAW FIRMS
AND TOP 30 CHINA LAW FIRMS

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LONGAN HAS BEEN VOTED AS ONE OF THE FAST 10 GROWING LAW
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主要业务领域：

KEY PRACTICE AREA:

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- 银行与金融
- 兼并与收购
- 私募股权与投资基金
- 房地产/建设工程
- 国际业务
- 破产重整与清算
- 信息网络与高新技术
- 争议解决
- 家事与私人财富规划传承
- 知识产权
- 劳动法
- 税法
- 公司法与法律顾问

OFFICES

北京、上海、沈阳、深圳、广州、南京、天津、济南、苏州、南通、株洲
大连、香港、太原、杭州、武汉、贵阳、成都、重庆、湖州

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www.longanlaw.com

Long An Law Firm

Founded in: 1992

Offices across Asia: 20

For more than two decades, Long An Law Firm has been providing legal services for large and medium-sized enterprises, including Fortune 500 corporations, in practice fields of IP, capital markets and finance, corporate law, large-scale projects, international business, litigation and arbitration, etc. Headquartered in Beijing, China, the firm has developed into a large full-service law firm with domestic offices in Shanghai, Shenzhen, Shenyang, Guangzhou, Nanjing, Tianjin, Suzhou, Jinan, Nantong, Zhuzhou, Dalian, Hong Kong, Taiyuan, Hangzhou, Wuhan, Guiyang, Chengdu, Chongqing and Huzhou, and strategic alliances in the United States and European countries. Moreover, Long An continues to grow and expand to meet the needs of globalization. According to Wang Dan, Long An's managing partner, Long An will complete its restructuring as a firm in the form of special general partnership in the next year to lay and consolidate the institutional foundation for national integration. On the basis of steadily growing its domestic branches, Long An will leverage its Hong Kong office to explore the development and establishment of more overseas offices to lay the foundation for the firm to become a global law firm.



隆安律師事務所
LONGAN LAW FIRM

隆安律师事务所

成立时间：1992年

亚洲拥有办公室数量：20个


在过去的二十多年时间里，隆安为包括世界500强在内的众多大中型企业提供了在知识产权、资本市场及金融、公司业务、大型项目、国际业务、诉讼与仲裁等领域专业的法律服务。在中国北京设有总所，在上海、深圳、沈阳、广州、南京、天津、苏州、济南、南通、株洲、大连、香港、太原、杭州、武汉、贵阳、成都、重庆、湖州设有分所，在美国和欧洲国家拥有战略合作联盟的大型综合性律师事务所，并且隆安仍在不断发展壮大之中，以适应全球化发展的需要。隆安管理合伙人王丹称：接下来一年，隆安将通过完成特殊普通合伙制律师事务所的改制，建立健全全国一体化的制度基础。在稳步发展国内分支机构的基础上，以隆安香港分所为桥头堡，探索发展设立更多境外分支机构，为隆安跻身国际化事务所奠定基础。

Zhonglun W&D Law Firm

Founded in: 1992

Offices across Asia: 16


After years of development, Zhonglun W&D Law Firm has developed into a China-based large full-service law firm with a vision for international development by following the philosophy of "being impartial, upholding ethics and seeking truth, using writings to convey wisdom, and putting trust and virtues first", and by advocating team spirit and sticking to the path of expert-style development. A leader in various practice areas, Zhonglun W&D practices in fields including corporate and securities law, finance, real estate and construction, IP and information technology, international business, taxation, foreign investment and M&A, use of insurance funds, trust and asset securitization, overseas listing, PE, maritime and shipping affairs, energy and environmental protection, labor and employment, pharmaceuticals, litigation and arbitration, etc., and has set up close to 20 professional committees based on practice areas. In addition, the firm organizes professional seminars, engages in business cooperation, and regularly publishes professional publications, all for the purpose of providing clients with quality legal services. Chen Wen, founding partner and president of Zhonglun W&D, described the firm's future expansion strategies for ALB: first, the firm will consolidate the foundation of its head office, and excel at major practices including finance, real estate, corporate law, foreign-related legal services, etc. to form economies of scale; and, second, the firm will strengthen the management of all branches, and plans to expand to 20 offices. Moreover, the firm will also establish presence in major overseas cities to assist Chinese companies to "go global" against the backdrop of the "One Belt, One Road" strategy. On the foregoing basis, colleagues at Zhonglun W&D will strive to raise the overall level of the firm to build a truly

world-class law firm! 

中伦文德律师事务所

成立时间：1992年

亚洲拥有办公室数量：16个

经过多年的发展，中伦文德秉承“中大至正，伦理求是，文以载道，德信为本”的理念，崇尚团队精神，坚持专家化的发展特色，现已成为一家扎根于中国并面向国际化发展的大型综合性律师事务所。中伦文德在各个业务领域都保持着优势。中伦文德的业务领域包括：公司与证券、金融、房地产与建设工程、知识产权和信息技术、国际业务、税务、外商投资与并购、保险资金运用、信托与资产证券化、海外上市、PE、海事海商、能源环保、劳动人事、医药、诉讼与仲裁等法律业务，并根据业务领域，组建了近20个专业委员会，开展专业研讨与业务合作，定期出版专业刊物，为客户提供优质法律服务。中伦文德创始合伙人、董事长陈文表示律所未来的扩张战略为：首先，把总所的基础打牢，做好金融、房地产、公司、涉外等主要业务，形成规模。其次，加强对分所的管理，拟扩展到20个分所。此外，还将在境外主要城市设立分支机构，在“一带一路”战略下助力中国企业“走出去”。在此基础上，努力提高律所整体水平，打造真正的国际化一流律所！ 



中伦文德律师事务所
ZHONGLUN W&D LAW FIRM

ZHONGLUN W&D LAW FIRM 中伦文德律师事务所



■ Fang Dengfa
Senior Partner

'WE DEDICATE OURSELVES TO BEING MORE PROFESSIONAL, MORE DIVERSIFIED'

In 13 years, ZhongLun W&D Law Firm has achieved many "firsts" among its peers. It was the first Chinese law firm to open an office in London, the first and only Mainland China law firm to become a member of the leading international alliance Intern Law, and now it has founded Global Legal Alliance – the first Chinese-led international legal service association.

The driver of the firm's success has been a relentless drive to adapt with China's development strategy. From adapting its structure domestically to expanding overseas, from exploring new practice areas to cultivating talent, ZhongLun W&D has always stayed ahead of the tides of change.

"It was a milestone for us when we launched our first overseas branch in London in 2007, marking a brave step into foreign markets," said Fang Dengfa, senior partner of ZhongLun W&D. "We were following the footprint of one of our major clients, China Development Bank. As a key player in China's 'going out' policy, the bank's primary task is to support and finance Chinese investment overseas."

London is one of the major financial centre in the world and has no shortage of banks and financial institutions. Enormous pools of funds flow through London and to the European Union. Many of the first Chinese companies seeking opportunities in foreign markets chose London as their first destination.

"Legal issues, particularly those that emerged due to differences between regulatory frameworks, is always a determining factor of whether an overseas investment can be successful or not. We noticed the need from our clients and thus set up our London office," said Fang. "At the same time, we also observed the overall shift at that time. Before, we were talking about bringing in foreign capital. In the midst of the economy taking off, more and more Chinese firms were encouraged to go out. So, following London, we set up another branch in Riyadh and started to prepare our global allocation."

Currently, the firm has six international offices and is actively preparing to expand to Japan, South Korea and India all the while looking for local partners in the U.S. and Australia.

While carefully planning its growing overseas footprint, ZhongLun W&D has also expanded within China.

Headquartered in Beijing, the firm has already covered major first-tier cities of Shanghai, Guangzhou and Shenzhen as well as Tianjin, Nanjing and Xiamen. The firm's expansion is based on a meticulous expansion strategy.

"We now covered the three main economic areas in China, the Pearl River Delta, the Yangtze-river Delta and the Jing-Jin-Ji region. We opened many branches in Eastern China as it has a faster pace of development and (higher) economic output and determines legal developments to a large extent," said Fang. "We also opened a new one in Qianhai [Shenzhen-Hong Kong

Modern Service] Industry Cooperation Zone. With (supportive) policies and incentives, for example, lower taxes, and its proximity to Hong Kong, many financial institutions and innovative companies have landed there. We, together with our Hong Kong office, see great opportunities (in Qianhai) to facilitate their business and transactions between Hong Kong and Mainland China."

In 2007, the firm opened an office in Chengdu, Sichuan Province, and its Chongqing branch is under preparation.

"The government is (implementing) policies to encourage enterprises to come to invest in Western China; plus, a large part of it is on the routes of the Belt and Road Initiative. We see a growing demand for legal services in the West," said Fang.

The firm has almost completed its domestic layout, said the senior partner and will not rush to launch more branches. Instead, the firm now plans to pay more attention to optimizing resources of each existing branch.

"Opening more offices in China is not our priority now as we believe in sustainable growth," said Fang. "We will dedicate ourselves to being more professional and more diversified in our practice areas."

ZhongLun W&D, has cutting edge expertise in some traditional areas like property and construction. Now it has extended its professional business to a wider range of areas such as cross-border investment and M&A, healthcare, energy and the environment, and maritime and shipping, all are industries highlighted by national policies to shift the country's economy away from heavy manufacturing and trade to innovation and technology.

"The environment for start-ups in China now is very friendly as we can see policies aimed at raising capital, particularly from the private sector, to stimulate more innovative start-ups," said Fang. "We see a growing need for legal services in regards to private equity investment."

Facing stiff competition from both domestic peers as well as foreign law firms entering China, the firm is well prepared, as it has fostered its culture and seized its key capital: human resources.

"We put a lot effort into cultivating young talent. The firm has set up various scholarships for outstanding law students and this year we also launched an education fund for future legal professionals. At the same time our lawyers actively participate in sharing and seminars in universities," said Fang. "Young lawyers have their characteristics and we've rolled out an overseas delegation programme tailored for them so that they can explore other jurisdictions with ZhongLun W&D."

With a development strategy closely following national policies and attention to training and nurturing young talent, ZhongLun W&D is looking forward to a bright future.



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Top 50 International Law Firms 國際律所 50 強

2016 Rank 2016年 排名	Rank Change from 2015 与2015年的 排名变化	Firm 律所名称	Headquarters 总部	Partners 合伙人	Associates 律师	Total No. of Lawyers^ 律师总数^
1	=	Baker & McKenzie 贝克·麦坚时国际律师事务所	U.S. 美国	297	568	950
2	=	Clifford Chance 高伟绅律师事务所	UK 英国	82	352	434
3	=	Linklaters 年利达律师事务所	UK 英国	55	285	340
4	+3	Herbert Smith Freehills 史密夫·斐尔律师事务所	UK/Australia 英国/澳大利亚	53	182	257
5	=	Freshfields 富而德律师事务所	UK 英国	37	N/A	250
6	+2	DLA Piper 欧华律师事务所	UK/U.S. 英国/美国	68	183	241
7	+2	Hogan Lovells 霍金路伟律师事务所	UK/U.S. 英国/美国	54	179	238
8	-4	Mayer Brown 孖士打律师事务所	U.S. 美国	72	138	209
9	+2	Norton Rose Fulbright 诺顿罗氏律师事务所	UK 英国	62	123	203
10	+3	Ashurst 亚司特律师事务所	UK 英国	44	119	199
11	-1	Jones Day 众达律师事务所	U.S. 美国	78	110	188
12	+2	White & Case 伟凯律师事务所	U.S. 美国	50	112	162
13	-1	Morrison Foerster 富律师事务所	U.S. 美国	53	81	160
14	+1	Sidley Austin 盛德律师事务所	U.S. 美国	35	89	147
15	-9	Allen & Overy 安理国际律师事务所	UK 英国	29	110	139
16	=	Reed Smith 礼德律师事务所	U.S. 美国	41	75	136
17	+2	Pinsent Masons 品诚梅森律师事务所	UK 英国	21	98	129
18	+7	Stephenson Harwood 罗夏信律师事务所	UK 英国	36	84	120
19	-2	Taylor Wessing 泰乐信律师事务所	UK 英国	38	74	119
20	+1	K&L Gates 高盖茨律师事务所	U.S. 美国	53	61	114
21	+3	Morgan Lewis & Bockius 摩根路易斯律师事务所	U.S. 美国	35	66	107
22	+5	Bird & Bird 鸿鹄律师事务所	UK 英国	28	64	104
23	-3	Latham & Watkins 瑞生律师事务所	U.S. 美国	37	60	104
24	-1	Skadden, Arps, Slate, Meagher & Flom 世达律师事务所	U.S. 美国	21	81	102
25	-3	Davis Polk & Wardwell 达维律师事务所	U.S. 美国	12	82	100
26	+10	Eversheds 安睿国际律师事务所	UK 英国	21	78	99
27	-9	Clyde & Co 其礼律师事务所	UK 英国	31	69	98
28	+10	Holman Fenwick Willian 夏礼文律师事务所	UK 英国	32	55	91
29	New 新上榜	Kennedys	UK 英国	28	63	91
30	-4	Simmons & Simmons 西蒙斯律师事务所	UK 英国	29	53	88
31	-3	Watson, Farley & Williams 华盛国际律师事务所	UK 英国	23	63	88
32	-2	Shearman & Sterling 谢尔曼·思特灵律师事务所	U.S. 美国	23	60	84
33	-1	Kirkland & Ellis 凯易律师事务所	U.S. 美国	33	42	82
34	-3	Squire Patton Boggs 翰宇律师事务所	U.S. 美国	17	43	77
35	-2	Orrick, Herrington & Sutcliffe 奥睿律师事务所	U.S. 美国	24	50	77
36	-2	Ropes & Gray 瑞格律师事务所	U.S. 美国	25	50	75
37	-2	Paul Hastings 普衡律师事务所	U.S. 美国	27	31	73
38	-1	Simpson Thacher & Bartlett 盛信律师事务所	U.S. 美国	14	52	66
39	-1	Cleary Gottlieb Steen & Hamilton 佳利律师事务所	U.S. 美国	8	45	60
40	=	O'Melveny & Myers 美迈斯律师事务所	U.S. 美国	15	22	57
41	+1	Ince & Co 英士律师事务所	UK 英国	16	26	51
42	+1	Milbank, Tweed, Hadley & McCloy 美邦律师事务所	U.S. 美国	13	35	51
43	New 新上榜	Berwin Leighton Paisner 英国博闻律师事务所	UK 英国	15	33	51
44	-3	Slaughter and May 司力达律师事务所	UK 英国	12	38	50
45	-1	Duane Morris & Selvam 杜恩·莫里斯律师事务所	U.S. 美国	18	19	44
46	New 新上榜	CMS China 德和信律师事务所中国分所	UK /Germany 英国/德国	7	36	43
47	-1	Winston & Strawn 温斯顿律师事务所	U.S. 美国	17	14	39
48	+1	Troutman Sanders 长盛律师事务所	U.S. 美国	8	24	37
49	New 新上榜	Paul, Weiss, Rifkind, Wharton & Garrison 宝维斯律师事务所	U.S. 美国	7	27	35
50	=	Weil, Gotshal & Manges 威嘉律师事务所	U.S. 美国	10	16	32

^Total No. of lawyers is the total number of partners and associates, as well as other counsel, consultants and foreign counsel. Paralegals, trainees and pupils were not included.

^“律师总人数”指的是合伙人、律师、法律顾问、咨询顾问和外籍法律顾问的总人数，不包括律师助理、实习律师和见习律师等。

Top 50 Asian Law Firms 亚洲律所 50 强

2016 Rank 2016年 排名	Rank Change from 2015 与2015年的 排名变化	Firm 律所名称	Headquarters 总部	Partners 合伙人	Associates 律师	Total No. of Lawyers^ 律师总数^
1	+1	Yingke Law Firm 盈科律师事务所	China 中国	1581	2966	4547
2	-1	Dentons 大成律师事务所	China 中国	1417	2712	4129
3	+2	DeHeng Law Offices 德恒律师事务所	China 中国	381	1278	1659
4	+2	AllBright Law Offices 锦天城律师事务所	China 中国	410	1048	1465
5	+3	Zhong Lun Law Firm 中伦律师事务所	China 中国	328	1038	1376
6	-3	Zhong Yin Law Firm 中银律师事务所	China 中国	237	1103	1350
7	=	Grandall Law Firm 国浩律师事务所	China 中国	340	953	1320
8	+1	King & Wood Mallesons 金杜律师事务所	Hong Kong 香港 (according to submission)	297	645	1087
9	+2	Long An Law Firm 隆安律师事务所	China 中国	203	805	1020
10	+15	Zhong Lun W&D Law Firm 中伦文德律师事务所	China 中国	372	601	993
11	-7	Kim & Chang	South Korea 韩国	N/A	N/A	816
12	-2	Guanghe Law Firm 广和律师事务所	China 中国	147	563	710
13	+3	Beijing DHH Law Firm 北京德和衡律师事务所	China 中国	91	599	690
14	+19	JunHe 君合律师事务所	China 中国	171	453	652
15	New 新上榜	Beijing Tiantailaw Firm 天驰君泰律师事务所	China 中国	217	357	642
16	+3	Rajah & Tann 立杰律师事务所	Singapore 新加坡	219	382	601
17	-4	Cyril Armarchand Mangaldas	India 印度	88	509	601
18	=	Tahota Law Firm 泰和泰律师事务所	China 中国	122	432	554
19	+3	Bae, Kim & Lee	South Korea 韩国	181	246	520
20	-4	Lee & Ko	South Korea 韩国	150	363	513
21	+2	Sichuan Mingju Law Firm 四川明炬律师事务所	China 中国	72	436	508
22	-7	Nishimura & Asahi 西村·朝日律师事务所	Japan 日本	113	335	488
23	+1	Khaitan & Co	India 印度	104	381	485
24	New 新上榜	Hiways Law Firm 海华永泰律师事务所	China 中国	86	353	457
25	+12	Jincheng Tongda & Neal 金诚同达律师事务所	China 中国	195	250	453
26	+3	Allen & Gledhill	Singapore 新加坡	173	269	443
27	-7	Jointide Law Firm 众成清泰律师事务所	China 中国	128	295	439
28	+3	Shardul Armarchand Mangaldas & Co	India 印度	84	346	430
29	-3	Guantao Law Firm 观韬中茂律师事务所	China 中国	110	312	424
30	+3	Fangda Partners 方达律师事务所	China 中国	79	323	402
31	-4	Shin & Kim	South Korea 韩国	151	198	393
32	-17	Yulchon	South Korea 韩国	142	235	388
33	New 新上榜	JunZeJun Law Offices 君泽君律师事务所	China 中国	68	315	383
34	-1	Mori Hamada & Matsumoto	Japan 日本	102	278	380
35	+4	AZB & Partners	India 印度	65	310	375
36	New 新上榜	ETR Law Firm 广信君达律师事务所	China 中国	101	272	373
37	=	WongPartnership	Singapore 新加坡	116	229	354
38	=	Yoon & Yang 韩国和友	South Korea 韩国	113	167	353
39	-12	Anderson Mori Tomotsune	Japan 日本	117	230	340
40	-5	Nagashima Ohno & Tsunematsu	Japan 日本	88	216	337
41	+5	Luthra & Luthra	India 印度	61	275	336
42	-1	King & Capital Law Firm 京都律师事务所	China 中国	109	207	326
43	=	Hylands Law Firm 浩天信和律师事务所	China 中国	97	174	310
44	=	Global Law Office 环球律师事务所	China 中国	73	237	310
45	-32	Tian Yuan Law Firm 天元律师事务所	China 中国	104	201	305
46	-6	J. Sagar Associates	India 印度	84	106	302
47	New 新上榜	East & Concord Partners 天达共和律师事务所	China 中国	83	217	300
48	-14	TMI Associates	Japan 日本	89	175	273
49	-4	Drew & Napier	Singapore 新加坡	82	111	264
50	New 新上榜	Lantai Partners 兰台律师事务所	China 中国	37	195	240

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