

ASIAN LEGAL BUSINESS

ASIA'S TOP

50

LARGEST
LAW FIRMS

As economies worldwide continue to find their feet in the wake of the global financial crisis, Asia is fast emerging as the epicentre of growth. Investments and human capital are flowing into and within the region, while Asian companies are ramping up their outbound activity. According to Thomson Reuters data, announced M&A activity with any Asian involvement in the first nine months of 2014 grossed \$504.3 billion in value, a 59.1 percent increase over the \$317 billion recorded over the same period last year. China remains the most targeted nation in the region with \$261.7 billion from 2,789 deals.

The surge in business activity in Asia is also stimulating significant demand for legal services. The past 12 months alone have seen a plethora of new law firm office openings in the region, several mergers and alliances, and the strengthening of existing Asian offices through lateral hires, internal promotions and relocations.

An increasing number of international firms are setting up shop in Hong Kong, Singapore, China and South Korea to develop their Asia-wide practices. While many UK firms have had a sizeable presence in Asia for decades, a number of U.S. firms are also coming to the fore, beefing up their headcount in the region. These trends are reflected in the international firm tables for China, Hong Kong, Singapore, Japan and South Korea.

This year, in order to widen the scope of the research and offer a more comprehensive overview of the legal market in Asia, ALB has separated Asia's Top 50 Largest Law Firms list into two tables: "Top 50 International Firms" and "Top 50 Asian Firms".

OUR RESEARCH

- Firms were contacted in September 2014 and asked to provide partner and lawyer numbers across their Asian offices as of Sep. 1, 2014.
- Total fee-earners is the total number of partners, associates, counsel, foreign counsel and consultants. Trainees or pupils were not counted among fee-earners.
- In the instance where a firm did not make a submission, figures were obtained either from the firm's website, its submission in 2013, or from available official law society data. ALB accepts no responsibility for the accuracy of information published on a law firm's website.
- The research did not include law firm fee-earner figures from 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 total fee-earner headcount, the firm with the greater number of partners was ranked higher.

TOP 50 INTERNATIONAL LAW FIRMS

| RANK | FIRM | HEADQUARTERS | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS* |
|------|--------------------------------------|--------------|----------|------------|--------------------|
| 1 | Baker & McKenzie | U.S. | 278 | 542 | 902 |
| 2 | Clifford Chance | UK | 78 | 270 | 464 |
| 3 | Linklaters | UK | 60 | 236 | 316 |
| 4 | DLA Piper | UK/U.S. | 52 | 245 | 297 |
| 5 | Allen & Overy | UK | 52 | 189 | 292 |
| 6 | Freshfields Bruckhaus Deringer | UK | 33 | N/A | 260 |
| 7 | Mayer Brown | U.S. | 74 | 160 | 257 |
| 8 | Hogan Lovells | UK/U.S. | 54 | 152 | 252 |
| 9 | Herbert Smith Freehills | UK/Australia | 53 | 180 | 245 |
| 10 | Norton Rose Fulbright | UK | 54 | 140 | 217 |
| 11 | Morrison & Foerster | U.S. | 62 | 92 | 191 |
| 12 | Jones Day | U.S. | 71 | 92 | 174 |
| 13 | Ashurst | UK | 41 | 107 | 164 |
| 14 | Sidley Austin | U.S. | 32 | 87 | 160 |
| 15 | White & Case | U.S. | 44 | 94 | 158 |
| 16 | Reed Smith Richards Butler | U.S. | 35 | 76 | 139 |
| 17 | Taylor Wessing | UK | 33 | 54 | 138 |
| 18 | Davis Polk & Wardwell | U.S. | 14 | 68 | 125 |
| 19 | Pinsent Masons | UK | 26 | 76 | 117 |
| 20 | K&L Gates | U.S. | 42 | 59 | 114 |
| 21 | Stephenson Harwood | UK | 27 | 66 | 105 |
| 22 | Shearman & Sterling | U.S. | 20 | 56 | 101 |
| 23 | Latham & Watkins | U.S. | 33 | 52 | 100 |
| 24 | Orrick, Herrington & Sutcliffe | U.S. | 20 | 40 | 93 |
| 25= | Bird & Bird | UK | 27 | 61 | 92 |
| 25= | Holman Fenwick Willan | UK | 27 | 54 | 92 |
| 27 | Kirkland & Ellis | U.S. | 24 | 41 | 89 |
| 28 | Skadden, Arps, Slate, Meagher & Flom | U.S. | 19 | 56 | 89 |
| 29 | Bingham McCutchen | U.S. | 36 | 47 | 88 |
| 30 | Watson, Farley & Williams | UK | 23 | 55 | 85 |
| 31 | Squire Patton Boggs | U.S. | 29 | 45 | 84 |
| 32 | Clyde & Co | UK | 29 | N/A | >80 |
| 33 | Paul Hastings | U.S. | 21 | 45 | 74 |
| 34 | Ropes & Gray | U.S. | 18 | 51 | 74 |
| 35 | Simpson Thacher & Bartlett | U.S. | 15 | 52 | 71 |
| 36 | O'Melveny & Myers | U.S. | 19 | 24 | 69 |
| 37 | Eversheds | UK | 19 | 34 | 67 |
| 38 | Duane Morris & Selvam | U.S. | 24 | 39 | 63 |
| 39 | Simmons & Simmons | UK | 26 | 26 | 61 |
| 40 | Cleary Gottlieb Steen & Hamilton | U.S. | 8 | 48 | 58 |
| 41 | Slaughter and May | UK | 13 | >40 | >53 |
| 42 | Ince & Co | UK | 16 | 31 | 51 |
| 43 | CMS | UK | 5 | 36 | 43 |
| 44 | Berwin Leighton Paisner | UK | 16 | 24 | 40 |
| 45 | Gide Loyrette Nouel | France | 8 | 31 | 40 |
| 46 | Milbank, Tweed, Hadley & McCloy | U.S. | 12 | 23 | 39 |
| 47 | Sullivan & Cromwell | U.S. | 8 | 24 | 37 |
| 48 | Minter Ellison | Australia | 14 | N/A | >35 |
| 49 | Weil, Gotshal & Manges | U.S. | 10 | 18 | 34 |
| 50 | Hunton & Williams | U.S. | 6 | 24 | 34 |

ASIA'S TOP 50

A host of international law firms have strengthened their Asian presence in the past 12 months, launching new offices and alliances in markets like Hong Kong, Korea, Singapore and Myanmar. Many firms have bolstered their headcount in more established jurisdictions like Hong Kong and Singapore, while some have scaled back operations in China and Japan.

Baker & McKenzie ranks as the largest international firm by headcount in Asia, with 902 fee-earners across 12 jurisdictions. UK Magic Circle firms Clifford Chance and Linklaters claim the second and third spots, with 464 and 316 fee-earners in Asia, respectively.

U.S. law firms account for 26 of the 50 largest international firms in Asia, though only two American firms feature in the top ten. Meanwhile, UK firms make up 19 of the 50 largest international firms, with five in the top ten. Firms with joint headquarters like DLA Piper (UK-U.S.), Hogan Lovells (UK-U.S.) and Herbert Smith Freehills (UK-Australia) also feature in the top ten. French firm Gide Loyrette Nouel and Australia's Minter Ellison also enter the Top 50 International Law Firms table, ranked #45 and #48, respectively.

Among Asian firms, Beijing Yingke Law Firm (3,977 fee-earners) claims the top spot as the largest firm in Asia, followed by Chinese rivals Dacheng Law Offices (3,410) and Zhong Yin Law Firm (1,458) in second and third. King & Wood Mallesons (1,231) and Grandall Law Firm (1,210) take the fourth and fifth spots, respectively. Unsurprisingly, Chinese law firms account for 23 of the 50 largest Asian firms in the region, with eight firms in the top ten. India's Amarchand & Mangaldas & Suresh A. Shroff & Co (705) and Korean firm Kim & Chang (1,000) also feature in the top ten. Eight Indian firms and six Korean firms feature in the Top 50 table, while Japanese and Singaporean firms claim five spots each. **ALB**

Figures as of Sep. 1, 2014

NOTE: In the instance where a firm did not make a submission, figures were obtained either from the firm's website, its submission in 2013, or from available official law society data. ALB accepts no responsibility for the accuracy of information published on a law firm's website.

*Total fee-earners is the total number of partners, associates, counsel, foreign counsel and consultants. Trainees or pupils were not counted among fee-earners.

TOP 50 ASIAN LAW FIRMS

| RANK | ASIAN FIRM | HEADQUARTERS | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS* |
|------|---|-----------------|----------|------------|--------------------|
| 1 | Beijing Yingke Law Firm | China | 842 | 1759 | 3977 |
| 2 | Dacheng Law Offices | China | 878 | 2016 | 3410 |
| 3 | Zhong Yin Law Firm | China | 173 | 941 | 1458 |
| 4 | King & Wood Mallesons | China/Australia | 229 | 704 | 1231 |
| 5 | Grandall Law Firm | China | 235 | 660 | 1210 |
| 6 | DeHeng Law Offices | China | 187 | 763 | 1106 |
| 7 | Kim & Chang | South Korea | 120 | N/A | 1000 |
| 8 | Zhong Lun Law Firm | China | 280 | 686 | 966 |
| 9 | AllBright Law Offices | China | 265 | 690 | 959 |
| 10 | Amarchand & Mangaldas & Suresh A. Shroff & Co | India | 86 | 619 | 705 |
| 11 | Long An Law Firm | China | 189 | 400 | 602 |
| 12 | Jun He Law Offices | China | 167 | 368 | 548 |
| 13 | Nishimura & Asahi | Japan | 101 | 347 | 501 |
| 14 | Zhong Lun W&D Law Firm | China | 212 | 283 | 495 |
| 15 | Lee & Ko | South Korea | 139 | 335 | 493 |
| 16 | Bae, Kim & Lee | South Korea | 160 | 247 | 490 |
| 17 | Tahota Law Firm | China | 52 | 415 | 467 |
| 18 | Guanghe Law Firm | China | 112 | 348 | 460 |
| 19 | Deheng Law Firm | China | 37 | 396 | 433 |
| 20 | Rajah & Tann | Singapore | 161 | 267 | 428 |
| 21 | Lee and Li | Taiwan | 56 | 371 | 427 |
| 22 | Shin & Kim | South Korea | 143 | 182 | 388 |
| 23 | Yulchon | South Korea | 139 | 188 | 385 |
| 24 | TMI Associates | Japan | 83 | 257 | 384 |
| 25 | Khaitan & Co | India | 81 | 291 | 372 |
| 26 | Mori Hamada & Matsumoto | Japan | 96 | 262 | 358 |
| 27 | Allen & Gledhill | Singapore | 141 | 214 | 357 |
| 28 | Guantao Law Firm | China | 79 | 189 | 351 |
| 29 | Luthra & Luthra | India | 44 | 250 | 350 |
| 30 | Yoon & Yang | South Korea | 109 | 168 | 340 |
| 31 | Grandway Law Offices | China | 64 | N/A | 328 |
| 32 | Nagashima Ohno & Tsunematsu | Japan | 93 | 201 | 327 |
| 33 | Anderson Mori & Tomotsune | Japan | 98 | 181 | 315 |
| 34 | J. Sagar Associates | India | 78 | 208 | 312 |
| 35 | Zhongcheng Renhe Law Firm | China | 78 | 275 | 307 |
| 36 | WongPartnership | Singapore | 98 | 198 | 296 |
| 37 | Jingtian & Gongcheng | China | 67 | 204 | 272 |
| 38 | Drew & Napier | Singapore | 80 | 124 | 261 |
| 39 | Fangda Partners | China | 54 | 167 | 261 |
| 40 | Zaid Ibrahim & Co | Malaysia | 73 | 169 | 256 |
| 41 | Deacons | Hong Kong | 51 | 143 | 253 |
| 42 | Global Law Office | China | 60 | 175 | 240 |
| 43 | AZB & Partners | India | 19 | 221 | 240 |
| 44 | Hylands Law Firm | China | 43 | 150 | 235 |
| 45 | Rodyk & Davidson | Singapore | 96 | 103 | 232 |
| 46 | Tenet & Partners | China | 38 | N/A | 230 |
| 47 | Jincheng Tongda & Neal | China | 106 | 60 | 226 |
| 48 | Lakshmikumaran & Sridharan | India | 39 | 171 | 210 |
| 49 | Desai & Diwanji | India | 17 | 156 | 173 |
| 50 | Trilegal | India | 23 | 125 | 172 |

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Beijing Yingke Law Firm, with 3,976 fee-earners in China, displaces Dacheng Law Offices (3,410 fee-earners) as the largest law firm in China. Zhong Yin Law Firm (1,458) is the third-largest firm in China, with more than 200 fee-earners joining its offices since September 2013. Grandall Law Firm consolidates its position as the fourth-largest firm, and has added 10 fee-earners to its offices in the past 12 months. In particular, Grandall Law Firm's M&A, capital markets, outbound investment and litigation practices have experienced strong growth in the last year, says Jianjun (Charles) Guan, managing partner of the firm's Shanghai office. "Talent is the basis of the firm's competitiveness. It secures the firm's steady and healthy development," says Guan. "In order to maximise employee retention, the firm takes a series of measures, including but not limited to providing competitive salary for both new recruits and other employees, training programs, annual outings, steady promotion opportunities, and enhancing the sense of belonging," he adds. The firm has major expansion plans in the pipeline for 2015, including the launch of offices in the U.S. and other key cities in China, says Guan.

Baker & McKenzie (86), Hogan Lovells (78) and DLA Piper (63) make up the three largest

CHINA INTERNATIONAL

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|-------------------------------------|----------|------------|-------------------|
| 1 | +1 | Baker & McKenzie | 17 | 50 | 86 |
| 2 | +1 | Hogan Lovells | 13 | 45 | 78 |
| 3 | +1 | DLA Piper | 8 | 55 | 63 |
| 4 | -3 | Clifford Chance | 12 | 43 | 61 |
| 5 | = | Freshfields Bruckhaus Deringer | 5 | N/A | >60 |
| 6 | = | Linklaters | 10 | 42 | 58 |
| 7 | +1 | Pinsent Masons | 6 | 31 | 45 |
| 8 | NEW | CMS, China | 5 | 36 | 43 |
| 9 | = | Mayer Brown JSM | 10 | 24 | 37 |
| 10 | = | Herbert Smith Freehills | 6 | 28 | 34 |
| 11 | +2 | Allen & Overy | 7 | 19 | 33 |
| 12 | -1 | Jones Day | 12 | 18 | 31 |
| 13 | -6 | O'Melveny & Myers | 9 | 13 | 31 |
| 14 | -2 | Norton Rose Fulbright | 10 | 15 | 30 |
| 15 | +1 | Sidley Austin | 7 | 14 | 28 |
| 16 | NEW | Taylor Wessing | 5 | 17 | 27 |
| 17 | NEW | White & Case | 4 | 13 | 26 |
| 18 | NEW | Paul Hastings | 6 | 16 | 25 |
| 19 | = | Kirkland & Ellis | 2 | 10 | 25 |
| 20 | -6 | Gide Loyrette Nouel | 5 | 18 | 23 |
| 21 | -3 | Shearman & Sterling | 3 | 15 | 23 |
| 22 | NEW | Reed Smith Richards Butler | 5 | 7 | 22 |
| 23= | NEW | Squire Patton Boggs | 7 | 11 | 21 |
| 23= | NEW | K&L Gates | 7 | 12 | 21 |
| 25 | NEW | Sheppard, Mullin, Richter & Hampton | 5 | 7 | 20 |



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Practice Areas

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DACHENG
LAW
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Offices

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CHINA DOMESTIC

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---------------------------|----------|------------|-------------------|
| 1 | +1 | Beijing Yingke Law Firm | 841 | 1759 | 3976 |
| 2 | -1 | Dacheng Law Offices | 878 | 2016 | 3410 |
| 3 | = | Zhong Yin Law Firm | 173 | 941 | 1458 |
| 4 | = | Grandall Law Firm | 235 | 660 | 1210 |
| 5 | +1 | DeHeng Law Offices | 187 | 763 | 1106 |
| 6 | -1 | King & Wood Mallesons | 205 | 600 | 1091 |
| 7 | +1 | Zhong Lun Law Firm | 280 | 686 | 966 |
| 8 | -1 | AllBright Law Offices | 265 | 690 | 959 |
| 9 | = | Long An Law Firm | 189 | 400 | 602 |
| 10 | = | Jun He Law Offices | 161 | 357 | 531 |
| 11 | = | Zhong Lun W&D Law Firm | 212 | 283 | 495 |
| 12 | NEW | Tahota Law Firm | 52 | 415 | 467 |
| 13 | -1 | Guanghe Law Firm | 112 | 348 | 460 |
| 14 | +4 | Deheng Law Firm | 37 | 396 | 433 |
| 15 | +1 | Guantao Law Firm | 75 | 182 | 334 |
| 16 | -2 | Grandway Law Offices | 64 | N/A | 328 |
| 17 | -2 | Zhongcheng Renhe Law Firm | 78 | 275 | 307 |
| 18 | -1 | Jingtian & Gongcheng | 67 | 204 | 272 |
| 19 | NEW | Fangda Partners | 51 | 157 | 242 |
| 20 | NEW | Global Law Office | 60 | 175 | 240 |
| 21 | -1 | Hylands Law Firm | 43 | 150 | 235 |
| 22 | NEW | Tenet & Partners | 38 | N/A | 230 |
| 23 | -4 | Jincheng Tongda & Neal | 106 | 60 | 226 |
| 24 | NEW | Lantai Partners | 28 | 20 | 160 |
| 25 | NEW | Boss & Young | 51 | 104 | 156 |

international law firms in China. All three firms move up a place from last year at the expense of Clifford Chance, which drops three spots from first to fourth. O'Melveny & Myers falls six places from #7 to #13, with the firm's headcount contracting by 19 fee-earners from 2013.

While the sizes of law firms' corporate, finance and other core practices in China have fluctuated in the past year, one area that has seen excep-

While recruitment of competition lawyers has been on the rise since China introduced its Anti-Monopoly Law in 2008, headhunters say there has been a sharp uptick in the past year.

tional growth is antitrust. While recruitment of competition lawyers has been on the rise since China introduced its Anti-Monopoly Law in 2008, headhunters say there has been a sharp uptick in the past year. Janet Chan, manager of the legal division at recruiter Michael Page, told Reuters earlier this year that she had seen a 20 percent increase in demand for antitrust attorneys over the past 12 to 18 months. King & Wood Mallesons, for



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example, now has three partners and more than a dozen associates dedicated to competition law work, and is looking to further expand its China competition team, according to a partner in the firm's antitrust practice.

Deacons is once again the largest Hong Kong law firm, boasting 253 fee-earners, including 51 partners. The firm is also the only Hong Kong outfit to feature in the Asia Top 50 table. One

Howse Williams Bowers, which slots in at #7 [on the Hong Kong domestic table]... has grown rapidly since its establishment in 2012, and now comprises 41 fee-earners, including 15 partners.

notable entry is Howse Williams Bowers, which slots in at #7. The firm has grown rapidly since its establishment in 2012, and now comprises 41 fee-earners, including 15 partners. Boughton Peterson Yang Anderson (44), Stevenson, Wong & Co (33), Oldham, Li & Nie (31) and Smyth & Co (28) are all new entrants this year, partially due to the extension of the Hong Kong-headquartered firms table to include 15 firms.

HONG KONG INTERNATIONAL

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|--------------------------------------|----------|------------|-------------------|
| 1 | +2 | Mayer Brown JSM | 60 | 94 | 174 |
| 2 | = | Baker & McKenzie | 51 | 101 | 170 |
| 3 | -2 | Clifford Chance | 35 | 112 | 162 |
| 4 | +2 | Linklaters | 31 | 120 | 157 |
| 5 | -1 | DLA Piper | 28 | 126 | 154 |
| 6 | -1 | King & Wood Mallesons | 24 | 104 | 140 |
| 7 | +5 | Allen & Overy | 22 | 68 | 113 |
| 8 | +2 | Reed Smith Richards Butler | 24 | 64 | 104 |
| 9 | -2 | Freshfields Bruckhaus Deringer | 18 | N/A | 103 |
| 10 | -2 | Herbert Smith Freehills | 22 | 67 | 97 |
| 11 | -2 | Sidley Austin | 15 | 47 | 91 |
| 12 | +1 | Hogan Lovells | 20 | 50 | 84 |
| 13 | +1 | Norton Rose Fulbright | 18 | 51 | 77 |
| 14 | +2 | Stephenson Harwood | 16 | 47 | 70 |
| 15 | -4 | Davis Polk & Wardwell | 11 | 28 | 66 |
| 16 | -1 | Kirkland & Ellis | 22 | 31 | 64 |
| 17 | +4 | Skadden, Arps, Slate, Meagher & Flom | 11 | 34 | 53 |
| 18 | NEW | Holman Fenwick Willan | 14 | 34 | 52 |
| 19 | +6 | Ashurst | 12 | 15 | 52 |
| 20 | -2 | Morrison & Foerster | 11 | 21 | 46 |
| 21 | -2 | Latham & Watkins | 14 | 19 | 43 |
| 22 | NEW | Eversheds | 12 | 23 | 43 |
| 23 | -3 | Pinsent Masons | 16 | 19 | 41 |
| 24 | NEW | Ropes & Gray | 10 | 30 | 41 |
| 25 | NEW | Slaughter and May | 13 | 21 | 40 |



兰台律师事务所
Lantai Partners

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Firm Overview: Lantai Partners was founded in May 2002. It is a leading comprehensive law firm with profound practice experience in many legal areas, has more than 260 professional staff members, including attorneys and supporting staff.

Key Practice Areas: Capital Market, International Commerce & Anti-dumping, Cross-border Investment, High Tech & Venture Capital, IP Protection, Estate & Infrastructure, Labor law, Bankruptcy & Reorganization, Trust, Banking, Project Finance, Financial Lease, Financial Derivatives, Insurance, Dispute Resolution and Legal Consulting.

事务所简介: 兰台律师事务所成立于2002年5月, 是一家大型的、在多个业务领域有丰富实践经验并居于领先地位的综合性律师事务所, 拥有律师及辅助工作人员260余人。

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HONG KONG DOMESTIC

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---------------------------------|----------|------------|-------------------|
| 1 | = | Deacons | 51 | 143 | 253 |
| 2 | = | Woo Kwan Lee & Lo | 33 | 36 | 86 |
| 3 | = | Li & Partners | 7 | 34 | 56 |
| 4 | = | Wilkinson & Grist | 23 | 22 | 54 |
| 5 | NEW | Boughton Peterson Yang Anderson | 16 | 15 | 44 |
| 6 | -1 | P.C. Woo & Co | 15 | 24 | 43 |
| 7 | NEW | Howse Williams Bowers | 15 | 20 | 41 |
| 8 | -2 | Gallant Y.T. Ho & Co | 16 | 13 | 39 |
| 9 | = | ONC Lawyers | 8 | 24 | 39 |
| 10 | -3 | Hastings & Co | 11 | 17 | 37 |
| 11 | -1 | Robertsons | 13 | 19 | 36 |
| 12 | NEW | Stevenson, Wong & Co | 11 | 18 | 33 |
| 13 | NEW | Oldham, Li & Nie | 9 | 11 | 31 |
| 14 | -6 | Haldanes | 15 | 10 | 29 |
| 15 | NEW | Smyth & Co | 7 | 12 | 28 |

The Hong Kong International table features many changes, with new firms entering the market and the continuous lateral recruitment of lawyers between fiercely competitive firms. Mayer Brown JSM (174) climbs to the top spot from third in 2013, while Linklaters (157) rises two places to fourth. Fellow Magic Circle firm Allen & Overy (113) jumps five places to #7, while Ashurst (52) leaps six places to #19. Davis Polk & Wardwell falls (66) four places down to #15, the largest drop in the table. With 170 fee-earners in its Hong Kong office, Baker & McKenzie is the only law firm in the table to hold the same position (#2) from last year.

Nishimura & Asahi cements its standing as the largest law firm in Japan with 467 fee-earners, 13 more than in 2013. TMI Associates (384) climbs one place in the table to clinch second, while Mori Hamada & Matsumoto (358) jumps two places to solidify its position as the third-largest firm in Japan. Atsumi & Sakai (100) climbs one place to #8, with six more fee-earners, including three more partners, than in 2013. Five Japanese law firms feature in the Asia Top 50 table, with several firms opening new offices outside Japan since September last year. Anderson Mori & Tomotsune opened in



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Shanghai last September and in Singapore last November, while Nishimura & Asahi established a Shanghai office in February this year. Nagashima Ohno & Tsunematsu launched a Bangkok office this April and a Ho Chi Minh City practice two months later in June. Meanwhile, Mori Hamada & Matsumoto set up shop in Yangon this April.

The top four international firms in Japan remain unchanged from last year, with Baker & McKenzie (157) and Morrison & Foerster (118) both commanding offices comprising more than 100 fee-earners. Linklaters (34) jumps two places to #8, while K&L Gates (23) is a new entrant at #13, after making a host of partner hires across Asia in 2014, including Haig Oghigian, Philip Hyde, Takahiro Hoshino and Takahiro Tsumagari in Tokyo.

With 1,000 fee-earners, including 120 partners, Kim & Chang is the largest firm in South Korea, as well as the largest non-Chinese firm in Asia. Lee & Ko (493) displaces Bae, Kim & Lee (481) as the second-largest firm in Korea. The firm grew by 33 fee-earners, including 10 partners, in the last 12 months. While Shin & Kim (383) and Yulchon (377) retain their positions as the fourth and fifth-largest firms, respectively, the former's headcount grew

JAPAN INTERNATIONAL

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|--------------------------------|----------|------------|-------------------|
| 1 | = | Baker & McKenzie | 50 | 73 | 157 |
| 2 | = | Morrison & Foerster | 41 | 61 | 118 |
| 3 | = | Bingham McCutchen | 31 | 43 | 81 |
| 4 | = | White & Case | 17 | 43 | 65 |
| 5 | +1 | Jones Day | 16 | 28 | 50 |
| 6 | -1 | Clifford Chance | 8 | 31 | 47 |
| 7 | = | Herbert Smith Freehills | 7 | 33 | 40 |
| 8 | +2 | Linklaters | 5 | 26 | 34 |
| 9 | -1 | Hogan Lovells | 6 | 21 | 33 |
| 10 | -1 | Squire Patton Boggs | 11 | 19 | 32 |
| 11 | = | Orrick, Herrington & Sutcliffe | 9 | 16 | 28 |
| 12 | = | Ashurst | 8 | 12 | 24 |
| 13 | NEW | K&L Gates | 10 | 12 | 23 |
| 14 | -1 | DLA Piper | 4 | 19 | 23 |
| 15 | -1 | Freshfields Bruckhaus Deringer | 5 | 10 | 21 |



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JAPAN DOMESTIC

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|-----------------------------|----------|------------|-------------------|
| 1 | = | Nishimura & Asahi | 97 | 324 | 467 |
| 2 | +1 | TMI Associates | 83 | 257 | 384 |
| 3 | +2 | Mori Hamada & Matsumoto | 96 | 262 | 358 |
| 4 | = | Nagashima Ohno & Tsunematsu | 90 | 195 | 315 |
| 5 | -3 | Anderson Mori & Tomotsune | 93 | 176 | 301 |
| 6 | = | City-Yuwa Partners | 44 | 66 | 128 |
| 7 | = | Oh-Ebashi LPC & Partners | 43 | 45 | 118 |
| 8 | +1 | Atsumi & Sakai | 40 | 45 | 100 |
| 9 | -1 | Kitahama Partners | 30 | 55 | 90 |
| 10 | = | Nakamura & Partners | 35 | 45 | 84 |

by two fee-earners since September 2013, while the latter grew by an impressive 47 fee-earners.

International law firms have their sights set on Korea, especially since the signing of U.S. and EU Free-Trade Agreements with Korea in 2011 which

Five Japanese law firms feature in the Asia Top 50 table, with several firms opening new offices outside Japan since September last year.

allow American and European law firms to open offices in Korea. So far, more than 20 international law firms have set up shop in Seoul, with several more waiting on the sidelines. To reflect this trend, ALB has created a table featuring the largest

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SOUTH KOREA INTERNATIONAL

| 2014 RANK | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|-------------------------------------|----------|------------|-------------------|
| 1 | Cleary Gottlieb Steen & Hamilton | 2 | 11 | 14 |
| 2 | Paul Hastings | 3 | 5 | 9 |
| 3 | Clifford Chance | 1 | 4 | 6 |
| 4 | Herbert Smith Freehills | 2 | 3 | 5 |
| 5 | Simpson Thacher & Bartlett | 1 | 4 | 5 |
| 6= | Covington & Burling | 1 | 2 | 4 |
| 6= | Sheppard, Mullin, Richter & Hampton | 1 | 1 | 4 |
| 6= | Baker & McKenzie | 1 | 1 | 4 |
| 9= | K&L Gates | 2 | 1 | 3 |
| 9= | Ropes & Gray | 2 | 1 | 3 |
| 9= | McDermot Will & Emery | 2 | 1 | 3 |

SOUTH KOREA DOMESTIC

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|----------------|----------|------------|-------------------|
| 1 | = | Kim & Chang | 120 | N/A | 1000 |
| 2 | +1 | Lee & Ko | 139 | 335 | 493 |
| 3 | -1 | Bae, Kim & Lee | 158 | 240 | 481 |
| 4 | = | Shin & Kim | 140 | 180 | 383 |
| 5 | = | Yulchon | 139 | 188 | 377 |
| 6 | = | Yoon & Yang | 109 | 168 | 340 |
| 7 | = | Barun Law | N/A | N/A | 169 |
| 8 | = | Jipyong | 54 | 83 | 151 |
| 9 | NEW | DR & AJU | 9 | 111 | 128 |
| 10 | -1 | Hwang Mok Park | 45 | 61 | 123 |



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The multi-national and multi-lingual nature of our team consisting of approximately 563 lawyers and employees enables us to provide streamlined first-class legal service to our diversified Chinese and overseas clients from our strategically placed branch offices across the world. Our working languages include Chinese, English, French, Korean, Japanese and Arabic. Our team is licensed to provide legal advice under Chinese, Anglo-American as well as Islamic law.

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Our aim is to become a leading Chinese law firm with significant international outlook. We intend to build client relationships that endure through business cycles and meet our clients' highest expectation. Our practice has also gained high-level recognition by the Chinese government. We are honoured to have advised the government in various legislation revision and been engaged in influential projects commissioned by the governmental departments such as Beijing 2008 Olympic Games, South to North Water Diversion Project, Sichuan-East Natural Gas Transmission Project, Central Asia Gas Pipeline Project and the 60th anniversary of the founding of the PRC.

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TAIWAN

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|-----------------------|----------|------------|-------------------|
| 1 | = | Lee and Li | 56 | 371 | 427 |
| 2 | = | Formosa Transnational | 19 | 68 | 101 |
| 3 | +2 | Tsar & Tsai | 14 | 38 | 74 |
| 4 | = | Chien Yeh Law Offices | 15 | 39 | 66 |
| 5 | -2 | Baker & McKenzie | 30 | 34 | 64 |
| 6 | +2 | LCS & Partners | N/A | N/A | 53 |
| 7 | = | Formosan Brothers | 18 | 23 | 43 |
| 8 | -2 | Deep & Far | N/A | N/A | 35 |
| 9= | = | Jones Day | 9 | 18 | 28 |
| 9= | NEW | Lee, Tsai & Partners | 9 | 12 | 28 |

international law firms in Korea. It is important to note that the office sizes are small, partially due to restrictions that remain in force until Korea's legal market completely opens up in 2016, which limit international firms to largely international dispute resolution and outbound work. Cleary Gottlieb Steen & Hamilton boasts the largest international practice in Korea with 14 fee-earners. Paul Hastings is the second-largest firm, with three partners on the ground in Seoul and another six fee-earners. As Korea's legal market moves closer to full liberalisation in 2016, one can expect to see more international firms set up offices in Seoul, existing firms expand their practices, and perhaps some consolidation between international and local firms.

Lee and Li retains its spot as the largest firm in Taiwan with 427 fee-earners, 300 lawyers more than Formosa Transnational, the second-largest Taiwanese firm. Lee and Li is also the only Taiwanese firm in the Asia Top 50 table. Tsar & Tsai (74) climbs two places this year, adding 18 additional fee-earners from last year. Meanwhile, Baker & McKenzie (64) drops two spots in the table to fifth. **ALB**

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SOUTH / SOUTHEAST ASIA

South Asia and Southeast Asia are notable high-growth areas. The regions have seen a rise in M&A activity over the past couple of years and a visible surge in the first half of 2014. The encouraging growth rates, attractive manufacturing costs and burgeoning middle class of several jurisdictions are likely to further stimulate dealflow in the region.

A significant upcoming development is the integration of the 10 members of the Association of Southeast Asian Nations (ASEAN) into the ASEAN Economic Community (AEC). The AEC, which is expected to launch by the end of 2015, will create a trading bloc of more than 600 million people with a GDP exceeding \$5.6 trillion, which would make it the seventh-largest economy in the world. The AEC is unlikely to be an immediate game changer in the region, as foreign ownership restrictions are not expected to change substantially in the bloc's early days. Nevertheless, the AEC should open more doors for legal work, especially in the financial services, real estate, telecommunications and consumer goods sectors.

Meanwhile, India has struggled with sluggish growth for several years, with the current GDP growth rate fluctuating around 5 percent. However, the election in May of the country's new Prime Minister, Narendra Modi, could turn things around, lawyers say. Modi has vowed to revive economic growth, cut legal and regulatory red tape, and construct new roads, factories, power lines, high-speed trains and even 100 new cities. Lawyers and industry watchers are cautiously optimistic about the next 12 months, and expect deal activity to pick up slowly but surely. Whether this will have a direct impact on the volume of legal work passing through Indian law firms, and subsequently the size of the firms, remains to be seen.

Amarchand & Mangaldas & Suresh A. Shroff & Co (705 fee-earners) consolidates its place as the tenth-largest firm in Asia and the largest in India, boasting more than 300 fee-earners than its nearest Indian competitor, Khaitan & Co (372). Luthra & Luthra (350), J. Sagar Associates (312) and AZB & Partners (240) make up the rest of the largest five Indian law firms, with their positions unchanged from 2013. Juris Corp, Majmudar & Partners and IndusLaw drop down the rankings, largely due to a number of new entrants that fea-

INDIA

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---|----------|------------|-------------------|
| 1 | = | Amarchand & Mangaldas & Suresh A. Shroff & Co | 86 | 619 | 705 |
| 2 | = | Khaitan & Co | 81 | 291 | 372 |
| 3 | = | Luthra & Luthra | 44 | 250 | 350 |
| 4 | = | J. Sagar Associates | 78 | 208 | 312 |
| 5 | = | AZB & Partners | 19 | 221 | 240 |
| 6 | NEW | Lakshmikumaran & Sridharan | 39 | 171 | 210 |
| 7 | -1 | Desai & Diwanji | 17 | 156 | 173 |
| 8 | -1 | Trilegal | 23 | 125 | 172 |
| 9 | = | Wadia Ghandy & Co | 32 | 125 | 160 |
| 10 | +1 | DSK Legal | 12 | 100 | 150 |
| 11 | -1 | M.V. Kini & Company | 11 | 139 | 150 |
| 12 | -4 | Fox Mandal | 36 | 95 | 140 |
| 13 | -1 | Mulla & Mulla & Craigie Blunt & Caroe | 14 | 86 | 122 |
| 14 | = | Economic Laws Practice | 28 | 91 | 119 |
| 15 | NEW | Anand And Anand | 19 | 95 | 115 |
| 16 | -3 | Kochhar & Co | 34 | 78 | 112 |
| 17 | NEW | Rajani, Singhania & Partners | 22 | 70 | 92 |
| 18 | NEW | Vaish Associates | 12 | 78 | 90 |
| 19 | NEW | Nishith Desai Associates | 8 | 64 | 72 |
| 20 | NEW | HSA Advocates | 16 | 54 | 70 |
| 21 | NEW | Khaitan Sud & Partners | 13 | 50 | 65 |
| 22 | -7 | Juris Corp | 13 | 51 | 64 |
| 23 | -3 | IndusLaw | 11 | 53 | 64 |
| 24 | NEW | Gagrats | 12 | 45 | 60 |
| 25 | -7 | Majmudar & Partners | 9 | 50 | 59 |

PHILIPPINES

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|--|----------|------------|-------------------|
| 1 | = | SyCip, Salazar, Hernandez & Gatmaitan | 40 | 75 | 151 |
| 2 | +1 | ACCRALAW | 40 | 94 | 143 |
| 3 | -1 | Romulo Mabanta Buenaventura Sayoc & De Los Angeles | 46 | 44 | 90 |
| 4 | = | Picazo Buyco Tan Fider & Santos | 22 | 39 | 62 |
| 5 | = | Quisumbing Torres/Baker & McKenzie | 19 | 36 | 55 |
| 6 | +1 | Castillo Laman Tan Pantaleon & San Jose Law Offices (CLTPSJ) | 23 | 26 | 51 |
| 7 | +1 | Puno & Puno Law Offices | 14 | 28 | 42 |
| 8 | -2 | Siguion Reyna Montecillo & Ongsiako | 26 | 13 | 40 |
| 9 | NEW | V&A Law | 13 | 26 | 39 |
| 10 | = | PJS Law Firm | 13 | 17 | 30 |

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ture in the table this year. Of note is the merger of Rajani Associates and Singhania & Partners to create Rajani, Singhania & Partners in October 2013, which catapults the firm into 17th place with 92 fee-earners, including 22 partners.

Boasting 106 fee-earners, including 15 partners, Ali Budiardjo, Nugroho, Reksodiputro (ABNR) displaces Hadiputranto, Hadinoto & Partners (93) as the largest law firm in Indonesia. Assegaf Hamzah & Partners is the third largest firm with 89 fee-earners, and is closely followed by Hanafiah Ponggawa & Partners (70), Lubis Ganie Surowidjojo (64) and Soewito Suhardiman Eddymurthy Kardono (63).

In Malaysia, Zaid Ibrahim & Co is the largest law firm, boosting its headcount from 128 fee-earners in 2013 to 169 this year. Shearn Delamore & Co, last year's largest Malaysian law firm, drops to second in the table with 49 partners and 113 fee-earners. Lee Hishammuddin Allen & Gledhill en-

Boasting 106 fee-earners, including 15 partners, Ali Budiardjo, Nugroho, Reksodiputro (ABNR) displaces Hadiputranto, Hadinoto & Partners (93) as the largest law firm in Indonesia.

ters the rankings this year in third, with 31 partners and 107 fee-earners. This year, the Malaysia table was extended to include the largest 15 firms, resulting in several new entries including Kadir Andri & Partners (61), Adnan Sundra & Low (52), Albar & Partners (41) and Jeff Leong, Poon & Wong (21).

Moving across to the Philippines, SyCip, Salazar, Hernandez & Gatmaitan is once again the largest law firm. In the past 12 months, the firm has gained 20 fee-earners, taking its total headcount to 151. ACCRALAW has also expanded significantly since September 2013, more than doubling its partner count, making it the second-largest law firm in the Philippines with 143 fee-earners. As a result, Romulo Mabanta Buenaventura Sayoc & De Los Angeles drops one place to third, with 90 fee-earners.

Allen & Gledhill clinches the number one spot in the Singapore table for the second consecutive year, with 357 fee-earners, including 141 partners.

INDONESIA

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|--|----------|------------|-------------------|
| 1 | +1 | Ali Budiardjo, Nugroho, Reksodiputro | 15 | 73 | 106 |
| 2 | -1 | Hadiputranto, Hadinoto & Partners | 16 | 75 | 93 |
| 3 | = | Assegaf Hamzah & Partners | 16 | 63 | 89 |
| 4 | = | Hanafiah Ponggawa & Partners | 11 | 56 | 70 |
| 5 | = | Lubis Ganie Surowidjojo | 9 | 55 | 64 |
| 6 | = | Soewito Suhardiman Eddymurthy Kardono (SSEK) | 6 | 45 | 63 |
| 7 | +2 | Makarim & Taira S. | 11 | 42 | 57 |
| 8 | NEW | Makes & Partners | 4 | 40 | 44 |
| 9 | -1 | Soemadipradja & Taher | 8 | 31 | 42 |
| 10 | -3 | Mochtar Karuwin Komar | 6 | 29 | 38 |
| 11 | NEW | Melli Darsa & Co | 5 | 30 | 37 |
| 12 | -2 | DNC Advocates | N/A | N/A | 28 |
| 13 | NEW | Ginting & Reksodiputro | 4 | 19 | 27 |
| 14 | NEW | Widyawan & Parters | 5 | 17 | 24 |
| 15 | NEW | Susandarini & Partners | 3 | 13 | 22 |

THAILAND

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---------------------------------------|----------|------------|-------------------|
| 1 | +2 | Siam Premier International Law Office | 20 | 76 | 97 |
| 2 | = | Tilleke & Gibbins | 18 | 76 | 94 |
| 3 | -2 | Baker & McKenzie | 46 | 33 | 81 |
| 4 | NEW | Siam City Law Offices | 10 | 54 | 71 |
| 5 | +5 | International Legal Counsellors | 14 | 49 | 63 |
| 6 | -1 | LS Horizon Limited | 8 | 48 | 60 |
| 7 | -2 | Weerawong C&P | 12 | 41 | 58 |
| 8 | -2 | DLA Piper | 7 | 37 | 44 |
| 9 | -2 | Chandler & Thong-ek Law Offices | 11 | 25 | 39 |
| 10 | -2 | Allen & Overy | 5 | 27 | 38 |

Rajah & Tann is not far behind in second place, with 341 fee-earners in Singapore. While Rajah & Tann ranks second in Singapore, the firm is the largest Southeast Asian firm in the Top 50 Asia table, due to its sizeable presence outside Singapore. "We have managed to persuade some of Southeast Asia's finest lawyers and law firms to join the Rajah & Tann Asia network and integrate, work together and service clients under a common banner," says Lee Eng Beng, the firm's managing partner. The firm boasts 428 fee-earners across its Asian offices, and works closely with alliance firms in the region. "It is heartening that so many of our counterparts across Asia have been willing

MALAYSIA

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|-----------------------------------|----------|------------|-------------------|
| 1 | +1 | Zaid Ibrahim & Co | 55 | 114 | 169 |
| 2 | -1 | Shearn Delamore & Co | 49 | 62 | 113 |
| 3 | NEW | Lee Hishammuddin Allen & Gledhill | 31 | 76 | 107 |
| 4 | -1 | Skrine | 39 | 56 | 100 |
| 5 | -1 | Zul Rafique & Partners | 41 | 53 | 95 |
| 6 | -1 | Shook Lin & Bok | 28 | 44 | 72 |
| 7 | +2 | Azmi & Associates | 13 | 53 | 66 |
| 8 | = | Rahmat Lim & Partners | 23 | 40 | 63 |
| 9 | -3 | Wong & Partners | 18 | 45 | 63 |
| 10 | NEW | Kadir Andri & Partners | 17 | 44 | 61 |
| 11 | -4 | Raja, Darryl & Loh | 21 | 38 | 59 |
| 12 | NEW | Adnan Sundra & Low | 16 | 36 | 52 |
| 13 | -3 | Christopher & Lee Ong | 17 | 29 | 47 |
| 14 | NEW | Albar & Partners | 12 | 29 | 41 |
| 15 | NEW | Jeff Leong, Poon & Wong | 10 | 8 | 21 |

VIETNAM

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---------------------------------|----------|------------|-------------------|
| 1 | = | Vision & Associates | 15 | 48 | 63 |
| 2 | +1 | VILAF | 12 | 49 | 61 |
| 3 | -1 | YKVN | 9 | 46 | 55 |
| 4 | = | Phuoc & Partners | 6 | 16 | 42 |
| 5 | +1 | Baker & McKenzie | 7 | 24 | 35 |
| 6 | -1 | Bizlink Lawyers & Consultants | 5 | 20 | 35 |
| 7 | NEW | LNT & Partners | 8 | 21 | 31 |
| 8 | +1 | S&B LAW | 6 | 25 | 31 |
| 9 | -1 | LuatViet Advocates & Solicitors | 5 | 24 | 29 |
| 10 | -3 | Indochine Counsel | 5 | 20 | 25 |

to combine with a common vision of becoming a leading legal services provider in this part of the world," says Lee. Outside of Singapore, the firm greatly expanded its Thailand practice earlier this year, hiring 14 lawyers from U.S. firm Hunton & Williams in Bangkok. While Rajah & Tann has grown significantly since 2013, Lee says that the focus is less on expansion itself, but more on the integration as a regional law practice with enhanced coverage, value and quality of services to the firm's clients.

Furthermore, retention of talent within the firm is critical, as a legal services provider is nothing but an assembly of individuals offering their profes-

sional advice, legal skills and products, and good sense of judgment, says Lee. "We devote a huge amount of time, resources and effort to keeping our best people engaged in their practice and connected strongly and meaningfully to the collective that is Rajah & Tann Asia," Lee adds.

Stamford Law (96) jumps two spots from #8 to #6, with the firms' fee-earner count increasing by 15 since September 2013. Meanwhile, KhattarWong falls three places from #6 to #9. RHTLaw Taylor Wessing climbs one spot to #8 this year, with 90 fee-earners in Singapore, including 24 partners. The firm also features as one of the largest international firms in Asia. The firm has made a number of key partner hires this year, including dispute resolution specialist Eugene Quah and corporate foreign lawyer Lee Bagshaw. The firm has also embarked on an ASEAN Plus strategy. With more than 750 lawyers, the ASEAN

"We devote a huge amount of time, resources and effort to keeping our best people engaged in their practice and connected strongly and meaningfully to the collective that is Rajah & Tann Asia."

Lee Eng Beng, Rajah & Tann

Plus Group (APG) is a group of full-service and well-established law firms, with a strong presence in Asia with offices located in Singapore, Indonesia, Vietnam, Korea, Philippines, Thailand, Taiwan and Malaysia, says Tan Chong Huat, managing partner of RHTLaw Taylor Wessing. "As a firm based in Singapore, we also offer clients access to a network of over 1,050 legal professionals across 24 offices in Asia, the Middle East and Europe via our membership with the Taylor Wessing group. This includes us having offices in Shanghai and Beijing, which further extends our ASEAN Plus network of firms," says Tan. In the pipeline are plans to expand the APG to Hong Kong and Japan, says Tan, who adds that a more formal announcement will be made in 2015.

"The retention of talent is a key component for a successful firm. At RHTLaw Taylor Wessing, we strive towards achieving a low attrition rate.

One of our goals is to ensure that our people are provided ample opportunities to learn, grow and eventually become leaders," says Tan. The firm has undertaken numerous initiatives to retain its talent, including the introduction of a talent management framework and a rewards-driven culture for exceptional performance, comprehensive training programmes as well as other programmes to integrate new joiners to the firm and to bind existing employees together to create a sense of belonging.


Baker & McKenzie.Wong & Leow and Clifford Chance are the first and second-largest international law firms in Singapore, with 93 and 78 fee-earners, respectively. Allen & Overy (68) and Linklaters (51) both climb two spots from 2013 to third and fifth, respectively. Norton Rose Fulbright is the fourth-largest international firm in Singapore, with 63 fee-earners, including 19 partners. Notable new entrants this year include White

"We strive towards achieving a low attrition rate. One of our goals is to ensure that our people are provided ample opportunities to learn, grow and eventually become leaders."

Tan Chong Huat, RHTLaw Taylor Wessing

& Case, Holman Fenwick Willan and Clyde & Co.

In Thailand, Siam Premier International Law Office clinches the top spot this year with 97 fee-earners, with Tilleke & Gibbins (94) and Baker & McKenzie (81) in second and third, respectively. Siam City Law Offices is the sole new entrant, slotting into fourth with 71 fee-earners. Meanwhile, International Legal Counsellors' (63) hiring spree in the last year has led to it jumping up five places from #10 in 2013 to claim the fifth spot in the table.

Despite having two fewer fee-earners than in 2013, Vision & Associates holds on to the title of largest law firm in Vietnam in 2014 with 63 fee-earners, including 15 partners. VILAF (61) displaces YKVN (55) for second place, while Phuoc & Partners (42) and Baker & McKenzie (35) are the fourth and fifth-largest firms, respectively. LNT & Partners enters the table for the first time, with 31 fee-earners. 

SINGAPORE INTERNATIONAL

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|---------------------------------|----------|------------|-------------------|
| 1 | = | Baker & McKenzie.Wong & Leow | 23 | 69 | 93 |
| 2 | = | Clifford Chance | 18 | 47 | 78 |
| 3 | +2 | Allen & Overy | 11 | 49 | 68 |
| 4 | -1 | Norton Rose Fulbright | 19 | 42 | 63 |
| 5 | +2 | Linklaters | 8 | 39 | 51 |
| 6 | -2 | Herbert Smith Freehills | 12 | 32 | 46 |
| 7 | -1 | Watson, Farley & Williams | 15 | 23 | 45 |
| 8 | = | Ashurst | 11 | 25 | 43 |
| 9 | +2 | Hogan Lovells | 12 | 24 | 37 |
| 10 | NEW | White & Case | 12 | 20 | 36 |
| 11= | -2 | Latham & Watkins | 11 | 17 | 33 |
| 11= | NEW | Holman Fenwick Willan | 11 | 16 | 33 |
| 13 | = | Pinsent Masons | 10 | 19 | 29 |
| 14 | -2 | Jones Day | 13 | 12 | 27 |
| 15 | -5 | Stephenson Harwood | 8 | 16 | 26 |
| 16 | NEW | Clyde & Co | 11 | N/A | >25 |
| 17 | -3 | Sidley Austin | 8 | 15 | 25 |
| 18 | -3 | Berwin Leighton Paisner | 9 | 15 | 24 |
| 19 | NEW | Duane Morris & Selvam | N/A | N/A | 23 |
| 20 | -4 | Shearman & Sterling | 4 | 12 | 21 |
| 21 | NEW | Milbank, Tweed, Hadley & McCloy | 6 | 11 | 18 |
| 22 | NEW | K&L Gates | 5 | 9 | 15 |
| 23 | NEW | Ince & Co | 5 | 7 | 14 |
| 24 | NEW | Reed Smith Richards Butler | 6 | 5 | 13 |
| 25= | -6 | Eversheds | 4 | 6 | 12 |
| 25= | -5 | Gibson, Dunn & Crutcher | 4 | 5 | 12 |
| 25= | NEW | Freshfields Bruckhaus Deringer | 4 | 6 | 12 |

SINGAPORE DOMESTIC

| 2014 RANK | CHANGE FROM 2013 | FIRM | PARTNERS | ASSOCIATES | TOTAL FEE-EARNERS |
|-----------|------------------|-----------------------|----------|------------|-------------------|
| 1 | = | Allen & Gledhill | 141 | 214 | 357 |
| 2 | = | Rajah & Tann | 140 | 201 | 341 |
| 3 | = | WongPartnership | 96 | 192 | 288 |
| 4 | = | Drew & Napier | 80 | 124 | 258 |
| 5 | = | Rodyk & Davidson | 93 | 99 | 225 |
| 6 | +2 | Stamford Law | 21 | 73 | 96 |
| 7 | = | Shook Lin & Bok | 36 | 57 | 95 |
| 8 | +1 | RHTLaw Taylor Wessing | 24 | 24 | 90 |
| 9 | -3 | KhattarWong | 26 | N/A | 85 |
| 10 | = | Colin Ng & Partners | 16 | 34 | 50 |

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