

**This is intended to be a guideline only. Firms should refer to the EMEA submissions information page for the full list of practice areas researched by jurisdiction.**

**Administrative and public law:** This section considers work for regulators, public bodies or commercial clients. Work may include judicial and administrative disputes, disciplinary procedures and inquiries. Public tenders, public sector contracts, environmental law and town planning, and public financing are also encompassed.

**Banking and finance:** Works encompasses the full range of lending and borrowing matters including acquisition, asset, structured and trade finance mandates. Financial services regulatory work can also be included in this ranking, as can banking litigation and – where a separate section does not exist – fintech, but the focus of this practice area is on mainstream financing.

**Capital markets:** This covers the full breadth of equity, debt and securitisation capital markets work for issuers, arrangers, underwriters and sponsors. This can include note and debt issuances, IPOs and delistings, note programme work, capital raisings and green bonds. This category also includes the related regulatory and contentious work. Public M&A and share purchases do not fall under this category, but under Commercial, corporate and M&A.

**Commercial, corporate and M&A:** We would be considering all forms of mergers, acquisitions, buyouts and takeovers, as well as purchases of shares in companies, plus joint ventures, incorporations, and commercial deals (e.g. a distribution agreement or a large outsourcing). Corporate governance would also be covered here. M&A is the key factor for high-end practices.

**Competition:** Work in this area includes cartel investigations and enforcements, follow-on litigation, merger control, abuse of dominance, restrictive practices, and state aid.

**Compliance:** For this section, work may cover advice on sanctions; financial issues, including anti-money laundering and counter-terrorism financing; fraud; internal and regulatory investigations; design, assessment and monitoring of compliance programmes; cyber security; and data privacy issues.

**Construction:** This looks at contentious and non-contentious work. Construction mandates covering commercial and residential property, energy and infrastructure projects, and mixed-use developments will all be relevant in this section.

**Data privacy and data protection:** Work in this area would include data transfer projects, as well as investigations, breaches and cybersecurity issues, contentious and non-contentious work will be considered. While GDPR work is important, it should not form the basis of a firm's submission.

**Dispute resolution:**

**Litigation:** This section considers commercial litigation across a range of industries.

**Arbitration:** For this section, we are looking at dispute resolution in arbitration forums for the settlement of commercial arbitration. Please note that work as an arbitrator is not considered here.

**Fraud and white-collar crime:** Firms in this space may be advising on matters relating to offences such as bribery, corruption, money laundering, insider trading, cybercrime, as well as administrative sanctions.

**Employment:** This considers a mix of contentious and non-contentious work. Work may relate to collective actions, whistleblower claims, restrictive covenant disputes, senior executives, pay equity disputes, the employment aspects of transactions, restructuring, and employment-related investigations. While firms should demonstrate some evidence of drafting employment agreements and advising on internal employment policies, this should not form the basis of a firm's submission.

**Energy and natural resources:** Work in this area would consider activity in energy-related infrastructure projects, energy financing, licensing transactions, and energy-sector M&A. We would also be looking at regulatory expertise.

**Fintech:** This practice sits at the intersection between financial services and technology; there may also be some crossover with IP and tax matters. Work would involve regulatory (including payment services) advice, compliance projects, data security and privacy advice, assistance with smart contracts, advising on e-payment services, capital raisings through the offering of tokens on blockchain, insurtech, crowdfunding, robo-advice, and structuring lending platforms, as well as the full range of legal services to fintech companies.

**Healthcare and life sciences:** This is another industry focus section. Work considered would include technology transfers and IP licensing; regulatory advice; privacy and data protection; M&A; trade mark and patent disputes; IP strategy; pricing and reimbursement; litigation and competition matters. Clients would typically include pharmaceutical, biotechnology, medical device and diagnostic companies as well as universities and non-profit institutions.

**Hi-tech and startups:** In this section, we would be looking at work that covers corporate and M&A matters as well as a more broader industry focus section. A strong submission in this practice area will include examples of acting for startup companies from initial establishment to funding rounds and through to exit transactions (via either M&A or IPO). Also important would be a firm's activity for venture capital funds in their investment activity, as well as multinational tech companies in their hi-tech activities (corporate investments, M&A activity, R&D activity, etc.). Firms would be expected to be handling work for clients across a variety of sectors.

**Information technology:** This is an industry-focused section that considers work for technology-based businesses. Technology would cover IT hardware and software, outsourcing, infrastructure projects and online issues (such as network access rights and e-payment systems).

**Insurance:** For this section, we consider contentious and non-contentious work. The main driver of standout work will be high-stakes litigation. Relevant work includes but is not limited to general/commercial liability claims, D&O disputes, major professional liability disputes, energy-related disputes, and aviation and maritime insurance claims. Non-contentious work would look at a variety of corporate, financing, and commercial transactions for clients in the insurance industry. This section will also consider advice on the regulatory components of the creation of new insurance products.

**Intellectual property:** Here we would be looking at a firm's ability to cover the full scope of IP legal work, across all types of IP (patents, trade marks, copyright, designs and digital forms of IP (e.g. software rights)), covering both contentious and advisory work as well as registration/filing/prosecution, and also anti-counterfeiting/anti-piracy work. Complex work for high-calibre clients will be an advantage.

**International trade:** Work in this area would include advising on anti-dumping, economic sanctions and trade embargoes, export controls, customs issues and trade remedy proceedings, investigations, international trade agreements, and WTO law.

**Investment funds:** This section covers the formation and management of investment funds. Regulatory work will also be important here. The investment activity of private funds – advising a private equity house on the purchase of a company or real estate assets for instance – is not part of this section.

**Media and entertainment:** Work in this space would consider reputation management issues, regulatory issues, rights issues, corporate and commercial transactions, litigation and relevant financing matters.

**Private equity:** We are looking at a firm's ability to advise on large, high-profile private equity deals. This would include buyout work, secondary buyouts, going-private transactions, portfolio company acquisitions and exits for high-profile houses. We will also be looking at the breadth

and market profile of a firm's client base. Where no separate category exists, we would also be considering venture capital transactions.

**Private client:** This covers work for tax, trusts, wills and succession planning, probate and the administration of estates, immigration, contentious family or probate disputes, the structuring of art, heritage, cultural and other unique assets.

**Public procurement:** Covers the acquisition of works, supplies and services by public bodies. It ranges from the purchase of routine supplies or services to formal tendering and placing contracts for large infrastructural projects.

**Real estate:** The focus here is on commercial property, namely mixed-use developments; hotel and leisure; and retail. Firms would be expected to be advising on real estate-related M&A, developments, investment, leasing, litigation, and financing.

**Restructuring and insolvency:** For this area, we are looking at firms acting for all parties involved in insolvencies, bankruptcies, administrations or other distressed financial or business circumstances. Involvement in domestic and cross-border restructuring will also be considered.

**Shipping:** For this section, work may include collision, damage, loss, cargo claims, charterparty and bills of lading disputes, other shipping-related disputes, shipbuilding, ship sale and purchase, and ship financing.

**Sport:** This covers a broad range of work including broadcasting rights; regulatory and governance matters; disciplinary and anti-doping issues; commercial rights; event organisation; player transfers; e-sports; and stadium construction. Clients may include governing bodies, clubs, investors, elite athletes, sponsors and agencies.

**Tax:** Covers all tax-related legal matters, including advisory work, the tax elements of wider corporate transactions, and tax disputes. Covers all corporate or business taxes,

tax planning and trust arrangements for high-net-worth individuals, VAT, customs, and transfer pricing matters.

**Telecoms:** This is an industry focus section, considering work for clients operating in this industry. Work includes communication projects (such as expansions of communication networks, infrastructure projects and fibre broadband projects), spectrum auction and licensing work, satellite-related mandates, and network access issues. Regulatory work is also a key part of this practice area. Wider telecoms-related corporate transactions, disputes and advisory work are also considered.

**Transport:** This section considers aviation, rail, road and shipping. We are looking at regulatory work, litigation, transport-related financing, and corporate and commercial transactions in this space.