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# To Infinity and Beyond with Infinity Group Australia

For millions of Australians, financial security seems further away than ever. As banks across the country post record profits, all whilst being seemingly unaware of the financial situations of everyday people, their attitudes remain poor and their lack of personal service disrespectful. Providing a welcome alternative is Infinity Group Australia Pty Ltd, which has been recognised here as the Leading Debt Reduction & Money Management Company 2025 – Australia. Following this win, the driving force behind Infinity Group, Graeme Holm, sat down with us for more.

# Editor's Letter

Welcome to the October 2025 issue of Acquisition International magazine, where we bring you the latest news, features, and success stories from around the globe.

At Acquisition International we are proud to unveil another issue to our dedicated readers and newcomers alike. We have hand-picked the best of the best through our esteemed awards programmes and we always look forward to sharing our magazines with a diverse audience from around the globe.

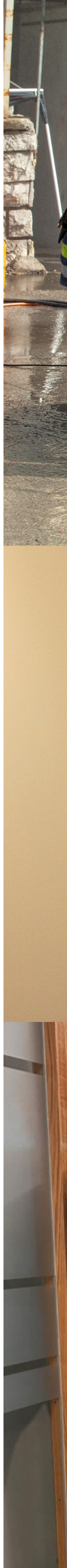
Covering news, updates, and celebratory articles from every corner of the map, Acquisition International's main magazine is here to remind us all of the excellence that continues to impact the world. Gracing this month's front cover, Infinity Group is our Leading Debt Reduction & Money Management Company 2025 – Australia and we're delighted to celebrate the company's success in this year's Global Excellence Awards 2025. Awarded for its dedicated approach to empowering its clients, helping them to live a more financially stable life, Infinity Group's success is a true testament to the invaluable work it does.

From financial to legal services, fire protection to AI transformation, strategy and business education to project management, and more, this issue is a bustling and vibrant example of the brilliant minds changing the course of business.

We wish you a successful month ahead and we look forward to seeing you again in November.

SP

Sofi Parry, Senior Editor




# Contents

# Thompson Safety Expands into Philadelphia Market with Acquisition of Kartman Fire

Thompson Safety™, a leading provider of fire protection, and safety services, has announced the acquisition of Kartman Fire, a respected fire and life safety provider serving Philadelphia and surrounding areas since 1983. This acquisition marks Thompson Safety's entry into the Philadelphia market with advanced fire protection services and strengthens its position as one of the fastest-growing full-service fire protection companies in the country.

Kartman Fire has built a reputation over four decades for delivering customized fire and life safety, solutions across a wide range of property types, including small apartment buildings, high-rise residential communities, condo-managed sites, warehouses, medical offices, schools, universities, restaurants, and more. The company's highly skilled technicians will now join Thompson Safety's growing fire division, expanding the team's reach and capabilities in the Northeast.

"With Thompson Safety, our employees have the opportunity to be part of a fast-growing fire protection business and not just a dot on the map," said Jonathan Kartman, CEO of Kartman Fire. "This partnership allows us to provide our customers with even greater resources and service offerings while continuing the legacy of care and technical excellence we've built over the last 40 years."

Through the acquisition, Thompson Safety will now offer full-service fire protection in Pennsylvania, including fire alarm, sprinkler, suppression, exit lighting, backflow, and monitoring services. Kartman Fire's expertise will further complement Thompson Safety's expanding capabilities, creating new opportunities for cross-selling between fire protection, first aid, and safety customers.

Tommy Thompson, Founder & CEO of Thompson Safety, commented:
"Kartman Fire has been a trusted name in fire protection and security in Philadelphia for more than four decades. We are thrilled to welcome their talented team

to Thompson Safety. This acquisition strengthens our fire protection division and opens an exciting new market for us in Pennsylvania. Together, we will continue delivering exceptional service while giving customers access to both fire protection and safety solutions."

The acquisition represents a significant milestone in Thompson Safety's growth strategy, reinforcing its commitment to building strong local teams, expanding its geographic footprint, and offering comprehensive life safety solutions across the U.S.

# Discovery Garden and Born-Digital Announce Strategic Merger to Accelerate Innovation with Digital Repository Solutions

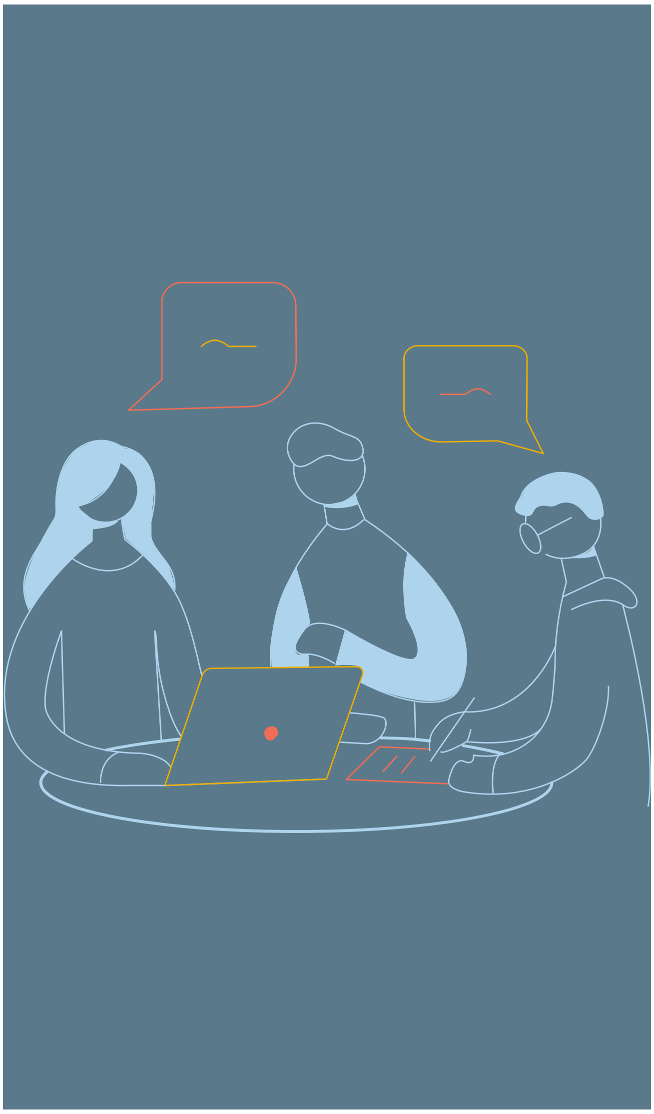
**Combined organization brings over 20 years of Islandora and GLAM (Galleries, Libraries, Archives, and Museums) leadership to serve both large and small cultural heritage institutions.**

Discovery Garden and Born-Digital have officially merged as of September 5, 2025. Together, they are joining forces to become a leading provider in digital repository development services, with deep experience in Islandora solutions. The newly merged company will offer a full range of open-source repository services, from a newly launched cloud-based product to large-scale systems for enterprise clients.

Building the future of intuitive open-source repository solutions
The merger combines Discovery Garden's 15 years of experience leading technical migrations—founded by the original creators of Islandora—with Born-Digital's cutting-edge Aurora platform. "This merger is a strong commitment to the future of digital repositories purposely built for organizations in the GLAM sector," said Discovery Garden CEO Gerry Lawless. "By combining our custom Islandora development depth with Born-Digital's product innovations and customer-centric approach, we're strengthening and investing in the larger cultural heritage ecosystem. We know these institutions need solutions informed by and for the community, and not generic platforms adapted to fit our sector."

Supporting repositories of every size for institutions of every size
The merged organization's strategy includes the Aurora platform, which eliminates traditional barriers to Islandora adoption. Aurora offers a complete, full-featured Islandora repository solution with a single monthly fee covering hosting, maintenance, and support—removing the need for extensive internal IT or development teams. With Discovery Garden's proven expertise in major migrations and enterprise projects, the merger builds on that momentum, offering Aurora's simplicity where it's needed most, and deep customization where it matters most.

Unparalleled depth of expertise drives market innovation
Discovery Garden's expanded team possesses exceptional expertise in understanding users and institutional needs, including scholarly output, research data, digital archives, and digital preservation. "We're uniting not just technical depth but comprehensive client service capability in one organization," said Born-Digital Founder & Discovery Garden CTO, Noah Smith. "This creates immediate opportunities to expand our services and responsiveness, while enabling our internal teams to evolve those services based on real user feedback and institutional needs. We've spent 10+ years solving the same problems as competitors, and now we're excited to have the opportunity to do it together going forward!"



Ready to see how we can help your organization? To start the conversation reach out to info@discoverygarden.com

# The Communication Blueprint for a Seamless Merger and Acquisition

Mergers and acquisitions (M&A) can be stressful for each company involved. Balance sheets must look positive, but leadership also deals with human livelihoods. Meshing two organizations means juggling people, assets and customers.

Staff want to know their jobs are safe. Customers wonder if the level of service will change for the better or worse. Investors need to know the company will thrive and that their money is secure. The way a brand communicates during this pivotal moment matters.

**How to Craft a Trustworthy Communication Strategy**

A stellar blueprint for sharing the news is essential. Mergers and acquisitions are traditionally disruptive to organizations, so a news release alone won't work. Research shows that the most successful deals are approached programmatically, with a modest median total shareholder return of 2.3% annually. Any messaging must reassure people and build confidence. A step-by-step plan can reduce friction during the transition.

**1. Start With a Clear Communication Strategy**

Companies must ensure the organization's messaging is consistent in a global market with a resurgence of mergers and acquisitions, but there are challenges to overcome. It's crucial to figure out who delivers the message, set up a regular schedule and use the same channels each time so people know where to look for milestone updates. Consistent voices and a clear plan reduce confusion.

**2. Define Voice and Narrative**

When two organizations come together, they may bring different terminologies and styles. Creating a common language that utilizes both brands' standard business terms and cultural values ensures employees from each company feel comfortable. Managers must explain the merger, shared vision and benefits, such as growth and a more significant market presence.

***3. Address Employee Concerns Directly***

Staff members worry about their jobs being secure, what changes might make their tasks more difficult and whether the new company's culture fits their career goals. Over 70% of an employee's engagement depends on supervisor connection, so ensuring everyone understands key points allows them to answer questions and reassure workers, preventing churn.

**4. Use Several Channels to Reinforce a Point**

Outsiders may wonder if the M&A strengthens the brand or destabilizes it. Leaders must prepare messages for external communication that outline improvements resulting from the merger. Reassure investors with specific data showing the most likely growth scenario.

Align channels with internal releases to avoid leaks. The firm should share the message on several social media platforms and via email to reach all its customers, employees and investors. Use the overarching brand logo in each post. Studies show it takes people between five and seven times to remember and recognize a brand logo. Around 75% of people recognize companies this way, so firming up their view of the company is crucial during a transitional time.

Sending video messages from company leaders also helps lend authority and humanize the communication. Seeing a familiar or friendly face can keep accounts from fleeing to the competition.

**5. Prioritize Empathy and Humanity**

Organizations must embrace empathy to foster goodwill and show others they are trustworthy. People may wonder how honest vague press releases are. If leaders acknowledge uncertainty with empathy, people are more likely to listen. Start by outlining the step-by-step M&A process and which milestones warrant an update. Transparency and admitting not having all the answers humanizes leadership and calms fears during stressful changes.

**6. Monitor and Adjust Messaging**

After messaging employees, customers or stakeholders, leadership should gauge responses. Is the reaction positive or negative? If questions arise, consider another release to address them. Management must put everyone's minds at ease while remaining honest. Allow people time to start their job searches if layoffs are likely. Businesses can use digital tools and analytics to refine their communication.

**A Stronger Brand After the M&A**

The way a brand presents the change can create something more influential than before. People value transparency more than spreadsheets. Following a messaging blueprint offers reassurance and shows that leaders care. At the beginning of the merger, company leadership must become excellent communicators. Done right, communication drives success.

# Balancing Complexity and Technology – How AI Is Transforming Trade Compliance

The intricate nature of trade compliance, coupled with the constant pressure to adapt to changing sanctions and geopolitical risks, often places a heavy burden on logistics professionals and businesses that are trading globally. Since the stakes are so high, companies are looking for any help they can get to manage the growing complexity that is related to the task at hand. In fact, a Descartes study revealed that 74% of logistics leaders are prioritising technology for growth amid global trade challenges. What is more, with the rise of artificial intelligence (AI), one of the many questions on people's minds is, "Is now the time for trade compliance professionals to leverage AI?" Jackson Wood, Director of Industry Strategy, Global Trade Intelligence, Descartes, shares his insights, explaining how AI can transform trade compliance.

**The Complexity of Trade Compliance and Denied Party Screening AI**
The scope of trade compliance has broadened significantly beyond sanctions, navigating tariffs, or ensuring ethical sourcing. Today, denied party screening AI is being considered by trade compliance professionals too. This addresses a multitude of regulations which incorporate environmental standards, carbon footprint, conflict minerals, microchips, forced labour, trade and data privacy laws.

As global trade continues to become more interconnected and regulations more stringent, the responsibilities of compliance professionals are ever-increasing, placing more and more pressure on people's shoulders. Beyond ensuring legal adherence, there is a growing expectation that they play a role in corporate governance, sustainable practices, and collaborative due diligence across departments.

To handle this increased workload, some businesses are looking to AI to automate repetitive tasks to check these situations. For many though, there is a question around whether it really is mature enough for widespread adoption in trade compliance teams right now?

**Challenges for AI Automation in Denied Party Screening**
Although AI has come along in leaps and bounds in the past few years, there are still a number of challenges facing automated AI systems. AI automation currently struggles with some of the complexities and nuances related to managing trade compliance.

This is because trade regulations can be highly intricate, with many grey areas that require human interpretation. AI also operates on algorithms and data, and while it is excellent at processing large volumes of information, it can still introduce biases or make decisions that are not always aligned with ethical or legal standards. Not to mention, AI is only as good as the data it is fed.

In the trade compliance sector, where data may not always be clean, complete, or standardised, AI automation can lead to errors if it is not set up correctly or if it is used incorrectly. That is not to say that it should not be used, but that it needs careful set up, use and monitoring.

**Why It Makes Sense to Keep a 'Human in the Loop'**
This is where a 'Human in the Loop' provides users a truly balanced solution. Not only does it enable a business to reap the significant benefits of AI, but it also allows for human control over critical decisions. Ultimately, this leads to more reliable outcomes for organisations and their trade compliance teams.

Across the industry, there are many AI-led tools available to use, which can make it difficult to know what to use. With that in mind, the following guiding principles might help trade compliance experts:

- **Automation with Human Oversight**
Designed to enhance compliance processes without completely replacing human judgment, it is key to identify an AI tool that truly automates the labour-intensive tasks associated with denied party screening and triaging false positives. This allows compliance teams to focus on higher-level decision-making as they carry out their duties. Furthermore, it provides the best of both worlds: improved efficiency and reduced workload while maintaining human control where it's most needed.
- **Targeted, Flexible Automation**
Customisation is king. There are a range of customisable tools that can be fine-tuned to meet the specific needs of an organisation. Businesses should strive to identify these tools as they can adjust the sensitivity of the AI involved within these tools, to ensure that it works effectively for their specific set of unique compliance requirements. This level of control allows compliance teams to leverage AI without the risk of missing critical information, and to tailor it according to their precise business needs.
- **Improved Accuracy with Less Effort**
By isolating low-quality hits and reducing false positives, proven AI tools can help to minimise the risk of human error and fatigue that comes from sifting through irrelevant alerts. This makes the compliance process more accurate without fully handing control over to an automated system.
- **Enhanced Audit Trail and Accountability**
A suitable AI tool also provides precise status history tracking. This enhances the transparency and traceability of compliance decisions. Every auto-isolated hit is documented, offering a robust audit trail that is essential for regulatory compliance. This ensures that human decision-making is backed by a reliable denied party screening AI tool without sacrificing accountability.

**When is The Right Time to Act?**
For some companies, implementing an AI solution can support overwhelmed teams by increasing volumes of trade data and regulatory updates. For other operators, it may be premature if the current process and resources are not exhausted. For many trade compliance teams, adopting a good AI solution is an innovative, low-risk way to start using AI, which can help ease the load and pressure placed on compliance teams. It offers automation where it is needed most while keeping humans in control of critical decisions.

This is why it is recommended to start by evaluating current challenges. For example, if a business is facing increasing volumes of compliance data, has false positives wasting valuable time, or is struggling to keep up with rapid regulatory changes, then now might be the right time to explore AI, at least in a supportive capacity.

**Conclusion**
Today, AI is by no means a 'magic trick' to be implemented and left to thrive on its own. Implementing it requires a strategic step in a direction towards efficiency gains and growth. When used effectively with a human in the loop, it can enable organisations to navigate the complexity of trade compliance with greater confidence, speed, and accuracy. So, with the AI transformation already underway, the question isn't whether AI will play a role in trade compliance, it's how and when a business will take the first step?

# To Infinity and Beyond with Infinity Group Australia

**For millions of Australians, financial security seems further away than ever. As banks across the country post record profits, all whilst being seemingly unaware of the financial situations of everyday people, their attitudes remain poor and their lack of personal service disrespectful. Providing a welcome alternative is Infinity Group Australia Pty Ltd, which has been recognised here as the Leading Debt Reduction & Money Management Company 2025 – Australia. Following this win, the driving force behind Infinity Group, Graeme Holm, sat down with us for more.**

> *"We're not your average financial company."*

Graeme Holm – also known as the 'Money Mentor' – is a multi-award-winning financial educator and motivational speaker, as well as the author of acclaimed books including 'The Money Mentor: How to Pay Off Your Mortgage in as Little as 7 Years Without Becoming a Hermit'. Graeme is also a co-founder and co-director of Infinity Group, having started the business alongside his wife from her grandparents' Port Macquarie home.

A self-described 'housing-commission kid', Graeme was born in Wollongong and raised by a single mother and his grandparents. This humble background means Graeme knows exactly what life and managing money is about for the countless working-class families across Australia. It is this knowledge, and a passion to share all he has learnt with as many people as possible, that fuelled Graeme's decision to pursue a career in finance.

Working for Australia's oldest and one of its four biggest banks for more than a decade, Graeme held a number of management positions and excelled across all of them. However, these roles left Graeme unfulfilled, and he felt that he could be doing more to help the 'little man', rather than working tirelessly to line the pockets of a billion-dollar organisation. This dream started to pick up speed when he met Bec, his future wife, in 2012.


It was clear early on in their relationship that Graeme and Bec shared a passion for finance and business. Putting their heads together to form Infinity Group, they grew the business from nothing to more than 250 clients in less than a year, opening up an office in Bella Vista, Sydney, shortly thereafter. The company continued to gather steam and quickly became a lifeline for thousands seeking to manage their finances and live debt free.

Infinity Group specialises in helping the Australian people to accelerate their mortgage payments, meaning they can pay the mortgage off quicker and remove the cloud of debt hanging over their heads. Graeme, Bec, and the team do this primarily by teaching financial literacy, believing this to be the key to achieving financial freedom. The comprehensive and ongoing financial education delivered by the company presents itself in a number of ways – most notably through its highly popular live events.

These live events – Graeme's Money Mentor MasterClasses – offer individuals the chance to both grow their financial knowledge and to make well-informed decisions concerning their own financial futures. Graeme has a unique ability to have packed audiences in national event venues hang off his every word in these sessions, and attendees also get to meet the rest of the team here and engage with the wider Infinity family.

As the Money Mentor, Graeme also hosts the Money Mentor Podcast, where he – alongside Bec and Dr Andrew Wilson – welcomes many special guests to chat about all things finance. Available wherever people get their podcasts (including free on YouTube), the balance of insight and humour these conversations provide makes then an exciting and useful listen for anyone looking to improve their financial standing.

Outside of the Money Mentor Podcast, Graeme's commitment to providing financial information that is both current and genuinely helpful for free across all social media platforms sees him connect with people on the likes of Facebook, Instagram, TikTok, and LinkedIn, where he shares a steady stream of helpful hints and tricks.

Graeme explained how, through provisions such as these: "We challenge the offerings of traditional financial services, providing education, accountability, and strategies that empower our clients to pay off their debts faster and create long-lasting financial freedom." He continued: "We don't give advice; we educate our clients and guide them to make informed decisions that will enable them to build wealth and secure financial freedom for their families."

In this way, Infinity Group changing its lives for the better, but this is just the beginning. See, not only do these experts help with their clients' finances, but they also welcome them into a community where life changes are not just valued, they are encouraged. Reducing debt on

such a massive scale – many clients cut a 30-year mortgage down to under 10 years – is fantastic for promoting improved mental health and fostering a positive mindset. In today's world, we all know how important and desirable this is.

This only scratches the surface of the value Infinity Group adds for its clients, as the continuous coaching it delivers sees them supported across every stage of their personal journeys, with strategies built that work just for them. These services form the basis of Infinity Group's financial coaching programme – the amalgamation of everything that sets it apart in this space.

> ***"Our financial coaching programme is what makes us different. We don't sell, we empower and guide our clients to find the best ways to take control and make decisions that work for them, enabling them to reach their goals."***

Infinity Group's financial programme spans the likes of tailored budgeting, proven debt-reduction strategies, and accountability checks-in, with these going beyond teaching clients about managing their finances and giving them the confidence, control, and mindset they need to open the doors that were previously inaccessible to them. These may lead to avenues such as investing and automated wealth building.

The best part is that many of these clients even go on to build generational wealth, inspiring the future generations of their families to adopt healthy financial habits and lifestyle choices. In this way, Infinity Group is freeing people from the pitfalls of spiralling debt by getting them 'financially fit', holding their hands but still holding them accountable.

Now into its 13th year, Infinity Group has recently made some welcome challenges to the processes behind its financial coaching, streamlining the client experience and making it even more straightforward for its clients to achieve their financial aims. A big part of this is the company's recently upgraded client portal, which is today central to its service delivery. Graeme told us: "It provides clients with a live dashboard of their loan balances, budgeting goals, and financial progress."

Recent tweaks to the portal have resulted in much higher engagement across the board – a 60% increase in monthly logins – as well as the ability to generate valuable behaviour and financial performance data that both informs product development and identifies upselling opportunities. "This is particularly useful as we have the broadest financial services offering of any brokerage in Australia", Graeme stated, "including offering credit advice, financial planning, and real estate services, as well as managing $5 billion in assets."

Additionally, projects such as automating its monthly results reports have helped clients to stay on track in between the formal checks-in they have with the team, with this automation saving around 250 hours every month and reducing manual errors. Staff can now also see the same information as the client in real time, leading to the proactive and personalised support they are given being done monthly not quarterly.

Providing us with some examples of these features in action – as well as the impact they have had – Graeme shared with us some recent success stories from the wealth of clients Infinity Group has supported over the years, with these particular case studies underpinning the effectiveness of Infinity Group's aforementioned portal.

"A family of six joined us, spending an average of $900-$1,000 on everyday expenses like groceries, fuel, and dining out", began Graeme. "Before using the portal, the family rarely tracked expenses. But with its help, they began monitoring their habits more closely. Every week they would check their dashboard, plan ahead, and often contribute extra to their home loan. Within three months, they had reduced their weekly spending to $850. Within another three months, they brought it down to $750 and have sustained that budget."

Doubling down on this, Graeme continued: "Another family had $450,000 in debt, including a $190,000 mortgage on their home, $74,000 in credit card debt, and no budget when they joined the Infinity family." In addition, their business didn't pay wages, super, or taxes. We assisted them with a full budget setup in our upgraded portal, restructured their business finances, and have created a path for them to become debt-free in four years."

> *"We are leading the way in advocating for education and accountability at a time when others are focused on transactions."*

The services provided by Infinity Group are today more important than ever, with rapid changes across Australia's financial landscape (rising interest rates, evolving lending regulation, and increasing demand for transparency to name just a few) leading to the company's unique brand of financial education becoming highly sought out.

Embracing the dynamic financial environment it is at the heart of is something Infinity Group has always been quick to do, seen more recently through its initiatives regarding investing in digital tools (like the portal), refining its ongoing financial coaching and education methods, and even increasing its staff numbers and locations to help offer certainty in some of the most uncertain times.

Looking at these development plans in the longer term, Graeme explained: "Our vision is to help more everyday Australians by expanding our financial literacy programmes to include a new digital coaching platform which will give clients unlimited access to the tools designed to help them break free from debt and understand how to take back control of their finances." Alongside this, plans are in place for the company to expand its famed events, bringing more clients face to face with experts who act as catalysts for financial freedom.

Infinity Group is also keen on branching out its community initiatives, supporting families at a grassroots level through everything from a Jeep giveaway for its clients to partaking in the annual K-Mart Wishing Tree Toy Drive. Beyond this, building its own community remains paramount, and Graeme told us how the company will be hosting more events throughout the country, bringing clients and staff together to share mutual success and continue to build the relationships that will both support them and guide their financial futures.

This has been a lot of information to unpack, but the overarching message is that, thanks to Graeme and co., Infinity Group is today's Australia's national voice for financial literacy, with everything from its events and podcasts to its client portal and community initiatives solidifying it as a welcome breath of fresh air in an industry that has for too long failed to empower ordinary, working people across Australia.


As the Leading Debt Reduction & Money Management Company 2025 – Australia, Infinity Group Australia Pty Ltd is continuing to have a positive impact on the lives of Australian citizens, leveraging its proven, realistic, results-driven method to see that a debt-free future is not out of reach for anyone. All it takes is the tools do it, and more information about how to access rhwaw can be found at the web address listed below.

Contact: Graeme Holm
Company: Infinity Group Australia Pty Ltd
Web Address: https://infinity.com.au/


financial

# Independent Auditing with Insight and Impact

**As businesses face growing pressure to deliver transparency, precision, and strategic insight, the role of independent auditing has become more vital than ever. In this evolving space, firms that combine technical depth with a forward-thinking approach are shaping the future of the sector. Upwards Auditores Independentes is one such firm, an auditing and consulting specialist renowned for its innovative methodology and commitment to client value. We heard more from Luciano Neris below, Founder of Upwards, as the consultancy is named in the Global Excellence Awards 2025.**

Contact: Luciano Neris
Company: Upwards Auditores Independentes S.S.
Web Address: www.upwa.com.br

Based in São Paulo, Upwards is an auditing and consulting firm specialising in business management and strategy, with a focus on solving complex management problems and strategic planning. The firm works predominantly within the financial, business process, strategic, and governance areas, driven by a team of specialists dedicated to transforming complexities into opportunities.

Upwards was founded in 2014 by Luciano Neris, a former audit partner at Earnst & Young. After building more than two decades of invaluable experience in corporate consulting and auditing projects for large companies, Luciano decided to leave the firm and dedicate his energy to a new project: the creation and development of Upwards.

Together with experienced partners and a highly competent team, Upwards performs independent audits for specific clientele, as well as developing valuable solutions for consulting client companies. Across its operations, Upwards is driven by a sole purpose: to create an innovative work environment that adds value for clients, creates growth opportunities for its people, and contributes to a stronger business ecosystem.

With independent auditing serving as its flagship offering, Upwards proudly holds the leading position in providing comprehensive and efficient auditing services. Its audit process and methodology are periodically audited and certified by an independent auditor appointed by the Federal Accounting Council through a peer review process. The firm's audit reports help to strengthen compliance environments, build market confidence, and support the sustainable growth of its clients.

Longstanding relationships and unrivalled client satisfaction reflect the trust placed in Upwards' expertise and approach. The firm's customer retention is consistent year after year, with the expectation that it will continue to grow with each year. Upwards executes several audit projects annually and attributes their success to its ability to meet deadlines whilst upholding quality and efficiency at every stage.

"We have client testimonials confirming the efficiency and their satisfaction with the results of our audits," Luciano told us. "We are different because we execute our services using our methodologies with agility, experience, efficiency, compliance, and quality. We are proud of the history we are building, the valuable solutions we continually deliver to our clients, and the growth we enable for our people."

> *"We are proud of the history we are building, the valuable solutions we continually deliver to our clients, and the growth we enable for our people."*

The independent audit sector is currently undergoing rapid transformation, with artificial intelligence and automation reshaping how firms operate. Technologies such as robotic process automation, advanced analytics, and continuous auditing are streamlining data verification and enhancing risk assessment. These tools allow auditors to analyse entire datasets rather than samples, improving both accuracy and insight. Upwards continues to adapt by integrating these innovations into its methodology, ensuring its services remain efficient, reliable, and forward-facing.

While these advances bring clear advantages, they also present challenges – from the need for new technical skills to increased investment in cybersecurity and data protection. Upwards has responded with targeted training, strategic partnerships, and the development of AI-informed methodologies. By shifting focus from routine tasks to strategic consulting and complex risk analysis, the firm is positioning its team for long-term relevance.

These efforts reflect Upwards' commitment to innovation, resilience, and the evolving needs of its clients. Luciano told us: "We are always on the cutting-edge and remain highly efficient, especially when it comes to technological advances, whose innovations generate value for our customers and improve market confidence. We plan to maintain our annual growth above double digits for the next five years."

With a clear focus on innovation, efficiency, and strategic value, Upwards continues to evolve in alignment with industry transformation. Its commitment to client trust and internal excellence enables the firm to deliver sustainable impact, earning it the prestigious title of Brazil's Best Independent Auditing and Consulting Firm 2025. As it looks ahead to maintaining double-digit annual growth and remarkable client retention rate, Upwards remains dedicated to delivering high quality services that strengthen market confidence and create lasting value for its clientele.

# Strategic Consultancy Designed to Enable and Disrupt

**So many business consultancies are the same. They deliver the same old tired, cookie-cutter strategies that do very little to actually change anything and then charge a small fortune for their services. A consultancy with a difference, Strategic UK Group Ltd is a disruptor and an enabler, with its unique advice being tailored to the needs of the client and serving as the foundation of what is an entirely self-developed operation. Named as the Leading Business Strategy Consultancy of the Year 2025 – South East England, we take a closer look at what sets this firm apart below.**

P 'Distinctive' is the first word that comes to mind when discussing Strategic UK Group, a consultancy encompassing six key areas: Strategy Advice, Strategy Shock & Awe, Operation Deep Dive, Military Strategy, Management, and Business Start-Up. These areas form the basis of the One Strategy Vision, which is Strategic UK Group's aim to redefine how both strategy and management consultancy services are delivered in the UK. This is no easy feat and requires the small team here to disrupt the status quo.

As for how exactly Strategic UK Group does this, its aim is impact – providing those clarifications that see clients empowered to achieve meaningful change and, in turn, their company-wide goals. Delivering such genuine value in a competitive market is what sets this consultancy apart, and this is something that starts with the visionary behind the operation, one Naim Rahman.

Having developed the six areas that makes up Strategic UK Group's consultancy services himself, Naim is the perfect person to guide businesses through them, applying these tried-and-tested principles of strategy and management effectively to their own internal structures. Behind this is a proven step-by-step guide, utilised by Naim so that his clients come to understand the intricacies of these techniques in a way that they can understand and easily digest, without sacrificing on transformative outcomes.

The firm's unique method begins by establishing a solid foundation, encompassing essential concepts such as and the five competitive forces that shape strategy (rivalry, threat of new entrants, bargaining of power supplies, bargaining power of buyers, and threat of substitutes). Once these bedrock principles are understood, Strategic UK Group begins to tailor its services to the needs of the individual, affording all of its clients the knowledge and tools they need to navigate their own challenges and face success.

Diving a little deeper into the content itself, there are three elements usually focused on during these sessions: capability, competitive advantage, and resource allocation. By training its clients' minds to consider these areas, the firm can open their eyes to novel ways to tackle the complexities inherent within the strategy and management sphere. The results achieved speak for themselves.

A big part of why this approach is so successful is that, regardless of which of the six aforementioned areas of focus a client chooses to pursue, the process begins with a blank sheet of paper, on which leadership can write down the business' needs, wants, and the things not working so well. This begins a process that is simply a cut above what is being offered by other consultancies, with Strategic UK Group being set apart thanks to a pledge to speak truth to power, opening the door for better decision making.

Whilst not naming any names is a big part of the promise Strategic UK Group has when it works with clients, what it can share is that every business it has partnered with has received access to its hand-holding commitment, whereby they receive guidance from Naim on how to improve their operation from the ground up – providing they are open and honest about the shortcomings of the business and what needs to change.

> ***"Reducing risk for our clients involves speaking truth to power, along with a direct conversation about where their business is failing. We expect them to be open and honest about the support and help Strategic UK Group can provide."***

Alongside these consultancy services geared towards operational effectiveness and strategic management, it is also worth mentioning the firm's Pioneering Professor platform, through which it runs progressive business education initiatives. Yet another example of the innovation and strategic excellence embodied by Naim and the small team here at every turn, the combination of proven results with one-of-a-kind strategies makes Strategic UK Group more than fitting of being recognised in this feature.

Further information on any of the multifaceted elements comprising Strategic UK Group Ltd can be found at the web address listed down below.

STRATEGIC
• UK GROUP •

Contact: Naim Rahman
Company: Strategic UK Group Ltd
Web Address: https://strategicukgroup.com/

# Think Strategic UK: Strategy built on Structure

**Strategic thinking is central to the ways in which organisations grow, adapt, and lead. As businesses face an increasingly complex landscape, the need for structured guidance and practical insight continues to rise. Think Strategic UK is a London-based consultancy responding to this shift, offering clients an unrivalled blend of business education and bespoke strategy through an innovative, self-designed model. We took a closer look at the consultancy's distinctive strategies below, as Think Strategic UK is named in the Global Excellence Awards 2025.**

Established in 2022, Think Strategic UK is a strategy and management consultancy built on a foundation of precision, originality, and bold execution. With a focus on business education and bespoke strategy, the firm brings a distinctive approach to solving complex challenges spanning strategy, management, and organisational behaviour. Since its inception, Think Strategic UK has been on a mission to empower businesses with practical solutions for overcoming barriers, achieving strategic goals, and fostering sustained growth.

This mission is led by Founder and CEO, Naim Rahman, whose 15-year career in the civil service includes work across high-profile government departments. His experience with the UK's police inspectorate offered deep insight into how strategic clarity and operational discipline can shape outcomes across complex public-sector environments. Alongside academic credentials in business and finance, Naim's background in litigation casework, performance reporting, and systems development laid the groundwork for his transition into consultancy, now instrumental in steering the direction of Think Strategic UK.

Think Strategic UK delivers consultancy through a self-designed model that blends tailored advice, business education, and strategic frameworks. At its core is the One Strategy Vision, a cohesive approach that helps firms define and execute strategy with clarity. The consultancy works closely with founders and leadership teams to translate internal ideas into structured plans, focusing on operational effectiveness and long-term growth. Its services are designed to be adaptive, rigorous, and rooted in both theory and lived experience.

Shock and Awe is Think Strategic UK's externally focused strategy for companies ready to lead change. It encourages firms to analyse sector dynamics, identify forces driving disruption, and leverage their own power to reshape the market. Rather than optimising from within, this approach positions businesses to act decisively and influence their environment. It is a strategy built for proactive leadership, transforming insight into impact and turning market challenges into opportunities for prosperity.

Where Shock and Awe looks outwards, Think Strategic UK's final strategy area turns inwards, drawing upon military-derived concepts to sharpen internal decision making. Using tools such as SWOT analysis, game theory, and resource allocation, this approach helps businesses assess their position and act with precision. Often overlooked principles such as economy of force and surprise operational talent are adapted to the business context, offering tactical clarity and control. This disciplined framework enables businesses to navigate complexity, driving success from the inside out.

Looking to the future, Think Strategic UK will continue to evolve in a rapidly changing market, with a clear focus on education, innovation, and strategic rollout. The development of its new app and flashcard service marks a new phase in the consultancy's business education offering, bringing accessible learning tools to a wider audience. Alongside this, the One Strategy Vision is being deployed across the Strategic UK Group, reinforcing the firm's commitment to clarity, structure, and long-term impact.

This next chapter reflects Think Strategic UK's belief that strategy should be both rigorous and accessible. By working exclusively with businesses serious about sustainable growth, the firm has carved out a reputation for precision and dedication. Its ability to translate complex ideas into practical frameworks has set a new benchmark in consultancy, making Think Strategic UK truly deserving of its recognition as the UK's Most Innovative Strategy and Business Education Consultancy 2025.

Think Strategic
STRATEGY

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# Bridging the Gap Between Tech and Law

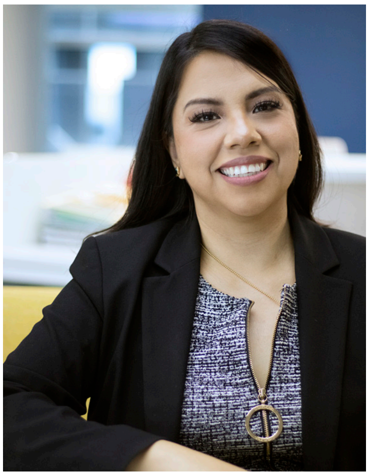
## Sámano Abogados

**Constant advances in the digital world are necessitating that the space becomes increasingly regulated, and this is something teams of lawyers from across the world are working tirelessly towards, aiming to stay atop of an environment that is forever changing and becoming more and more complex. One such lawyer is Tania Estefanía Zúñiga Torres, a partner at the Sámano Abogados law firm in Mexico City, Mexico. Recognised as the Leading IT Lawyer of the Year 2025 – Mexico, we had the pleasure of sitting down with Tania for more on both the firm and her work.**

Sámano Abogados strives to deliver legal services that are different from the norm, specialising in innovative solutions designed to elevate the delivery models of those operating in Mexico's corporate AAA market. The firm has built a reputation for serving its clients' needs in a timely and effective manner, guided every step of the way by a value system based around ethics, knowledge, and respect. Outside of IT, the firm's specialisms include finance and banking, mergers and acquisitions, and transactional and corporate law.

> *"We also advise on tax, labour, and commercial law, integrating legal expertise with clear business alignment."*

Excellence across all of the services the firm provides stems from its almost 25 years of experience in the legal environment, during which time it has advised multinational groups, financial institutions, and high-growth companies alike. During this same period, Sámano Abogados has evolved from its origins as a corporate financial law firm almost exclusively to a trusted partner for its clients across the likes of restructuring and technology, delivering reliable counsel on important, high-value matters across a host of industries.



This was the seen across two important cases handled by the firm earlier this year, the first involving providing counsel for the spin-off of Mexico's largest information technology services company after it entered into a joint venture agreement with an international financial institution, and the second focusing on advising on the acquisition of a SaaS company by a renowned technology corporation. Both of these cases allowed Sámano Abogados to do what it does best: turn complex cases into long-term value.

Discussing the philosophy behind the way the firm approaches these kinds of cases, Tania told us: "We embed proximity and integration with client teams to anticipate risks and accelerate decisions. Our collaborative, quota-free model prioritises teamwork, knowledge, and technology over hourly pressure. This approach yields practical strategies, decisive execution, and solutions calibrated to business objectives." Tania is a firm believer in this ethos, and it has defined her practice ever since she joined the firm in 2014.

Asked why she decided to specialise in corporate law – specifically technology – both within Sámano Abogados and more generally, Tania explained: "I have always been driven by the challenge of aligning innovation with legal certainty. From the beginning of my career, I saw how digital transformation, fintech, and data-driven businesses were reshaping markets, but also creating complex legal and regulatory risks." She thus decided to bridge the gap between them, contributing towards a safer and more transparent digital economy.

The work Tania does has netted her acclaim from clients, with reviews mentioning her experience, knowledge, attention to detail, and personable nature. As one standout testimonial reads: "Tania is a very thorough and competent professional who always has our company's best interests in mind." Similar acclaim has followed from across the industry, as not only has Tania previously been recognised by us, she has also been honoured with Lexology's Client Choice Award for Mexico on three separate occasions.

Tania's commitment to driving legal innovation in Mexico is infectious and perfectly aligns her with the aims of the rest of the expert team behind Sámano Abogados. A united front, the firm is set to spend the next five years doubling down on its leading status when it comes to advising technology companies and consolidating both mergers and acquisitions and restructuring for the likes of international funds and strategic investors. Lastly, the expansion of its legaltech stack will see the firm raise the bar in efficiency and foresight.

Ultimately, with Tania Estefanía Zúñiga Torres being just one of many esteemed lawyers behind this leading corporate law firm, it is clear that Sámano Abogados is something special. Collaboration, social responsibility, and entrepreneurship are all guiding the firm as it takes its next steps, with its focus on transactions – both in a legal sense and in what it gives back – remaining stronger than ever. On the back of this, we are delighted to celebrate one of the firm's best lawyers in this feature and invite our readers to visit the link below.

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# RMP: Making Europe's Biggest Concerts and Events Possible

**The invisible heroes behind RMP Eventservice GmbH are responsible for helping to organise and deliver some of the most important events in Switzerland and across Europe, as well as assisting with shop fitting, trade-fair construction, and more. Having supported the shows of artists from AC/DC and Eric Clapton to Taylor Swift and Kendrick Lamar, the team here have established an unrivalled portfolio of past live events, solidifying their recognition as the Best Event Services & Shop Fitting Specialists 2025 – Switzerland. Owner Petra Sarke caught up with us for more.**

Contact: Petra Sarke
Company: RMP Eventservice GmbH
Web Address: https://www.rmp-org.ch/de/

A place where stage crews become friends and moments become memories, RMP is about much more than just 'events'. Through its services in this area – which include everything from providing stagehands and dressing-room assistants through to runners, production staff, drivers, and merchandise helpers – the aim is to deliver perfection for some of the biggest names and most anticipated shows in Europe. Whether it is working alone or collaborating with other providers, RMP balances professionalism with genuine human connection.

This philosophy is underpinned by the company's values, which span fair event planning, the provision of flexible event solutions, and loyalty in event services. For Petra, these are more than just words on a wall, they align a team, keep things running smoothly, and ensure that everyone gets involved. They also make the difference when it comes to tour operators choosing RMP, as the personal, warm, and effortless service it provides helps keep things on track, which is crucial for the likes of stadium concerts where thousands attend.

Whilst it has worked the shows of star-studded musicians over the years, some of the projects RMP is most proud to have supported in the realm of event services came earlier this year, when Switzerland played host to both the Eurovision Song Contest and the UEFA Women's Euros just a few months apart. These events are particularly special as they boast spectators from around the world. With all eyes on Switzerland, it was imperative that both events went off without a hitch, something that starts with all the unseen work behind the scenes.

> *"Both projects illustrate how crucial teamwork, flexibility, and dedication are to us – and that even under the most demanding circumstances, we deliver reliable and professional results."*

For Eurovision especially, the team were right in thick of it, spending weeks planning before being there for the two semi-finals and then the final, all held at St. Jakobshalle in Basel. Assisting with the likes of setup, day support, and more, these shows benefited massively from all the hard work and team spirit showed by those flying the RMP flag. Then, once the crowd had filed out and the performers had all gone back to their hotels, these individuals remained the last ones standing, clearing the stage and leaving the space tidy.

Every event needs people like this, the unsung heroes who make everything possible and yet receive little credit from general audiences, who give little thought to the processes behind a successful execution. For RMP, the focus is not just on ticking boxes or delivering the bare minimum, the company does everything in its power to be flexible and adapt to the inherent changes events of this magnitude bring, all whilst keeping things simple for its clients so they can follow the process and leave RMP's experts to take care of everything else.

When they are not coordinating shows or delivering their tailored event solutions either in Switzerland or across the rest of Europe, these specialists can be found putting their expertise in construction and assembly to use in supermarkets and stores and at trade fairs, building the likes of shelving and displays. This is very different to the concert and festival service RMP has made its name delivering, but it nevertheless allows the team to continue honing their skills, especially over winter, when there are fewer concerts and outdoor events.

Deploying its expertise across everything from major events to smaller projects, RMP is aiming to expand its service to more countries, making it a trusted partner across entire concert tours or roadshows. As well as this, the company aims to continue building a name for itself in Switzerland's events market, securing work for more big-name stars and at some of the most prestigious events in Europe. Its dedication to excellence across everything it does has netted the company both a well-deserved title and a place in this feature.

More on the comprehensive range of services provided by RMP Eventservice GmbH can be found using the link below.

# PRIMEX: Decades of Excellence in Consulting Leadership

**Development consulting plays a vital role in shaping infrastructure, policy, and social outcomes across Asia-Pacific. Pacific Rim Innovation and Management Exponents (PRIMEX) is a Filipino firm with a longstanding regional presence, renowned for its technical expertise, sectoral breadth, and consistent delivery of high quality advisory and project management services. We explored PRIMEX's consulting legacy below, as the firm is named in the Leading Advisor Awards 2025.**

With experience spanning 37 countries across the Asia-Pacific region, PRIMEX is one of Asia's leading international management consulting companies. Boasting more than 35 years of excellence in management consulting, the company serves a broad range of sectors, including agriculture and natural resources; transportation; health, education, nutrition, and social protection; urban and infrastructure development; water resources, irrigation, and sanitation; and climate change and risk reduction management.

PRIMEX was founded in 1989 and today stands as a highly reputable Filipino firm with broad-ranging skills and expertise, a quality performance record with international financial institutions and public sector clients and fully developed in-house staff and facilities. Since its inception, the firm has built an esteemed reputation amongst international financing institutions and public and private sector clients alike, both in the Philippines and overseas, grounded in consistently outstanding design and management of development projects.

Among a select group of Filipino consulting firms to have successfully broken into international markets, PRIMEX has demonstrated its ability to compete with firms from large, developed countries in bidding for consulting services. Its consistent success in securing contracts from multilateral institutions such as the Asian Development Bank and the World Bank, as well as bilateral agencies including Japan International Cooperation Agency and the United States Agency for International Development, reflects its technical strength, global credibility, and reputation for excellence. Since the early 2000s, PRIMEX has consistently ranked among the top five Philippines-incorporated firms consulting with the ADB, for both technical assistance and loan-funded projects.

On its 30th anniversary in 2019, PRIMEX entered a strategic partnership with Oriental Consultants Global, a leading Japanese firm. This collaboration has enabled both companies to expand their project portfolios and broaden their sectoral and geographic reach across the Asia-Pacific region. By combining PRIMEX's deep regional expertise with OCG's international footprint, the partnership reinforces PRIMEX's position as a trusted development partner for multilateral organisations, public institutions, and private sector clients.

At its core, PRIMEX is on a mission to provide world-class technical, advisory, and project management services in accordance with the highest standards of professional excellence. To this end, the company is dedicated to the global quality standards as exemplified by its ISO 9001:2015 certification, originally approved in 2010 and recertified periodically since then, with its latest issued in September 2022. Such standards drive PRIMEX's commitment to delivering quality, professionalism, and integrity across all engagements.

This commitment is deeply ingrained among its staff, from top management down to its newest recruits, and is reflected in the ways in which PRIMEX conducts businesses with its clients. Every contract undertaken by PRIMEX has been satisfactorily completed, with none

ever terminated early for cause. The high-level management support it provides to its consultant teams, along with its unwavering engagement in end-to-end project implementation, have enabled the company to establish itself as the go-to partner for both government clients and overseas development assistant agencies.

Its excellence has been recognised; PRIMEX's consistent delivery of high quality consulting services has earned the firm multiple accolades over the years, celebrating its technical expertise, client satisfaction, and regional impact. This includes recognition as the Philippines' Leading Agriculture and Environmental Management Consultancy Firm of the Year 2021 in Acquisition International magazine's Leading Advisor Awards. Most recently, PRIMEX was named the Philippines Leading Project Management Consultancy Firm of the Year 2025 in this year's Leading Advisor Awards, affirming its reputation as a trusted and results-driven development partner.

Demonstrating a proven track record, a growing international footprint, and a steadfast commitment to excellence, PRIMEX is poised to continue shaping the development landscape across Asia and beyond. Its enduring partnerships, award-winning performance, and deep sectoral expertise position the firm to meet evolving client needs and global challenges with agility and confidence. As it looks to the future, PRIMEX remains dedicated to delivering impactful solutions that drive sustainable growth and inclusive development.

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# Confidently Invest in Municipal Bonds and Tax-Free Income Solutions

**Focusing on the bond market, specifically tax-free income products and managing tax-deferred accounts (IRAs and SEPs) through both municipal and corporate bonds, the DRL Group boasts more than 20 years of fixed-income investing experience. It uses this knowledge to guide its clients through the opportunities available to them in this dynamic market, making it the perfect partner for top-tier tax-bracket clients looking to reduce taxes and generate a stable income. Named 2025's Leading Fixed Income Investment Firm – USA, we take a closer look at the DRL Group below.**

Despite what they often claim, the truth is that most of the financial professionals making lofty promises to their potential clients fall into the category of 'jack-of-all-trades, master of none'. Taking a more novel approach, the DRL Group has spent the last 25 years carving out a name for itself in the niche field of municipal bond solutions. Independent and always working in the best interest of its clients, the commitment the firm has to this is seen from the start of the process, where calls are taken by a professional, not a call centre.

With the bond market being notoriously difficult to navigate, even for the most seasoned investor, it pays to seek out a team like the one behind the DRL Group, whose members share countless decades of learned insights that they use to help clients more than their needs across municipal and corporate bonds. Another highlight is that the firm strikes a balance between price and results, with its commitment to efficient pricing leading to higher returns.

Simply put, the experts behind the DRL Group support high-net-worth investors using a blend of processes and technologies meticulously designed to evaluate, acquire, and manage tax-free bond portfolios. This means that the firm does not simply compete with equity brokers or dabble in private equity – it possesses the sole aim of helping clients reach their tax-free income goals through the power of municipal bonds. Since the bond market is so complex, the firm has devised a platform to help make everything much easier.

In a vast, fragmented setting, the DRL Group's fintech platform streamlines access to those hard-to-find inventories across a range of markets, making the process of identifying investment opportunities that align with their particular goals more straightforward and efficient than ever for its clients. This is achieved thanks to the access they are afforded to both the primary and secondary bond markets – and therefore both the buy-side and sell-side of transactions – something again facilitated by this state-of-the-art technology.

Of course, the DRL Group's proprietary solution would be nothing without the experience behind it, experience supporting individuals in investing in municipal and other tax-free bonds and partnering people's unique goals with the correct bond strategies for them. The robust evaluation process the firm employs across every client is a fantastic example of this expertise being put to good use, with the process considering factors including credit quality, yield, and a client's state's taxation to ensure alignment with objectives is achieved.

Moreover, since the DRL Group is – as mentioned above – fiercely independent, all investment funds are held at its custodian, National Financial Services, which is a wholly-owned subsidiary of Fidelity Investments. This is beneficial as it means that there are no banks or insurance companies involved. Everything is proprietary, high commission, and designed to benefit the client entirely. The customised bond portfolios served as a result have been proven to preserve capital and minimise risk, making them ideal investments.

However, things do not end here. Investors who seek tax-exempt investment solutions can even purchase tax-free bonds through the DRL Group at deal-level pricing, complete with a nominal mark-up. Again, this can help maximise portfolios, something the team here have made a name for themselves doing since the firm opened its doors back in 2000.

Unsurprisingly, acclaim has followed for these fixed income specialists, with the team having received numerous awards over the years on the back of their results-driven approach and unfaltering commitment to client satisfaction. Just some of the accolades they have achieved include being recognised as one of Houston's Top Wealth Managers by the National Association of Board-Certified Advisory Practices (NABCAP), featuring in the Wall Street Journal, and being inducted into the Houston Business Journal's Leadership Trust.

It is our pleasure to add to this by recognising the DRL Group as 2025's Leading Fixed Income Investment Firm – USA in this feature. Those interested in finding out more can do so using the link below or contact a member of the team today on (281) 398-8600 to discuss their portfolio goals and schedule a free consultation at a time convenient to them.

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Web Address: https://www.drlgroup.net/

# Comprehensive Intellectual Property Services from Sri Lanka's Leading Law Firm

## Julius & Creasy

**Few civil law firms are able to match the illustrious heritage of Julius & Creasy, which has been operating according to the highest professional principles for just shy of 150 years. The unmatched experience and deep expertise the firm has translates to a wide range of specialist fields, including intellectual property. Anomi Wanigasekera, the head of this division, has been recognised as the Leading Intellectual Property Enforcement Lawyer of the Year 2025 – Sri Lanka. On the back of this, we spoke with her to find out more about the work that she and the team carry out.**

A 146-year history precedes Julius & Creasy, the oldest and most accomplished law firm in Sri Lanka. Since opening its doors in 1879, the firm has built its reputation on a combination of rich tradition and in-house excellence, with the calibre of lawyers who have passed through its halls over the years setting the standard for decades of going above and beyond in the pursuit of successful outcomes and client satisfaction. This continues to the present day, where there is a focus on providing innovative solutions.

Julius & Creasy's well-established legacy has secured the firm a diverse, sophisticated, and high-profile client base, with it representing everything from financial institutions and multinational companies through to public companies and individual private clients. These clients are not only based in the firm's home of Sri Lanka, but all over the world, with a string of major cross-border assignments over the past few years having expanded both the reach and prestige of the firm, which continues to pioneer.

Nowhere is this pioneering spirit better on display than across Julius & Creasy's Intellectual Property division, headed up by the title-winning Anomi Wanigasekera. Explaining the duties of her team in more detail, Anomi told us: "The Intellectual Property division of the firm undertakes a full range of enforcement, management, and transactional matters, including advising foreign and local clients on the registration, clearance, protection, and exploitation of their intellectual property (IP) rights."

Going one step further, this area of the firm offers its expert legal guidance across everything from patents/trademarks through to copyright, industrial designs, domain names, and sundry fields across numerous industries. For example, it has assisted clients across biotechnology, healthcare, pharmaceuticals, computers, software, and entertainment. As with the rest of the firm, these clients consist of many leading organisations, including Fortune 500 companies and several of Sri Lanka's most renowned conglomerates.

*"We are regularly instructed by some of the leading Trademark Agents in the UK, USA, EC, Australia, Japan, Hong Kong, Singapore, Malaysia, and India."*

These lawyers represent their clients before the National Intellectual Property Office (NIPO) and cover everything from application and registration to ex parte, opposition inquiries, assignment/licence recording, and registration renewal for the likes of patents/trademarks or industrial designs. As well as this, Anomi and her team will also execute audits, exercises pertaining to due diligence, and file trademark applications with customs. Finally, her team will attend to all IP enforcement matters for clients.

As a result of the scope of its solutions in this field and its track record of delivering them successfully, Julius & Creasy's Intellectual Property Division has been recognised with multiple awards, including being featured in the list of Chambers and Partners Asia Pacific Band 1 IPs every year from 2008 to 2024, as well as named both the Sri Lanka Patent Firm of the Year and the Intellectual Property Law Firm of the Year 2024 – Sri Lanka.

Similarly, as the mastermind behind the team, Anomi has won multiple awards in her own right. These include being featured in the Legal 500 Hall of Fame and recognised as the Full-Service Lawyer of the Year for both 2024 and 2025. Impressively, Anomi can also boast a place on the list of Chambers and Partners Asia Pacific Band 1 IPs between 2022 and 2024, demonstrating her capability to lead her fellow experts.

Ultimately, with Anomi at the helm, Julius & Creasy's Intellectual Property division remains in good hands and continues to deliver a service that is more than fitting of the wider firm's legacy. The impact of these accolades is far reaching, not just for the team, but the entire firm. Only by demonstrating excellence across all areas of its practice can Julius & Creasy preserve its status as the most professional law firm in Sri Lanka.

More information about Julius & Creasy's intellectual property services, as well as its other practice areas, can be found by accessing the link below.

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# Digital Global Systems: The Future of Wireless Networks

**The world is becoming increasingly reliant on the finite resource of radio frequency spectrum. Transforming today's communication networks with the aim of ensuring the future of wireless environments, Digital Global Systems is a company that combines a broad foundation of patented technologies with a holistic view of the wireless spectrum to deliver superior solutions to a diverse array of sectors. Following Digital Global Systems' recent recognition in the Global Excellence Awards 2025, we took a closer look at the company's transformative technologies.**

Headquartered in northern Virginia, Digital Global Systems is a next-generation software platform for wireless deployments characterising the radio frequency environment across multiple dimensions. Blending broad experience and deep expertise in the fields of defence, transportation, utilities, public safety, and telecoms, Digital Global Systems offers off-the-shelf solutions that address needs across multiple verticals, as well as custom solutions tailored to solve specific challenges.

Since its establishment in 2013, Digital Global Systems has been awarded more than 600 issued and pending patents for the advancement of spectrum monitoring and radio frequency data management. Shaped by a holistic view of the wireless spectrum, this well-structured portfolio of patents has enabled the capture and analysis of wideband spectrum data at the point of intercept for applications designed to deliver real-time situational awareness. These technologies are highly applicable, defensible, and desirable to a broad range of licensees.

In the realm of spectrum management, the company's patent portfolio is widely recognised across the wireless industry by a plethora of leading names, including Apple, Aerial, AT&T, Aurora, BAE Systems, Cisco, Comcast, Deutsche Telecom, Ericsson, HawkEye 360, Huawei, IBM, Microsoft, Lenovo, Motorola, Mobile Innovations, OneEvent, NEC, Qualcomm, Raytheon Technologies, Renesas, Samsung, and ZTE. This wide range demonstrates the importance of Digital Global Systems' patents.

The company's patented technologies are renowned for improving spectrum utilisation and enabling the world's anticipated low-latency and high-reliability applications and services, including edge computing, SAS efficiency, end-to-end low latency, service prioritisation, the Internet of Things, and more. Digital Global Systems' technology provides several competitive advantages, including radio frequency capture, radio frequency analysis at the Edge, actionable data extraction, and process optimisation.

The evolution of LTE and 5G has pushed the limits of radio frequency spectrum, a finite resource. Digital Global Systems' Wireless Network Optimization is designed to support both today's and tomorrow's wireless infrastructure, where environmental utilisation statistics are critical and should be available on demand, integrated with the network. Its CLEARSITE™ technology and software analyse and optimize an array of RF spectrum applications and network operations, all in real-time.

DGS CLEARSITE™ offers a range of functions, including spectrum utilisation, allowing partners to truly understand the devices and services using their wireless spectrum by monitoring, frequency, time, and space, with signal characteristics; interference analysis, automatically detecting, characterising, and locating interfering signals through persistent network visibility and timely processing at the point of intercept, meaning that network reliability is increased, operational costs are reduced, and mission-critical applications are protected.

Alongside this, DGS CLEARSITE™ also facilitates competitive benchmarking, utilising RF data collected from an interconnected nodal network in combination with multiple external sources to provide a persistent, actionable view of relative network performance; dynamic spectrum sharing, coupling real-time environmental awareness and artificial intelligence to allow better resource allocation and more efficient spectrum sharing; and infrastructure maintenance, creating actionable intelligence for a breadth of infrastructure functions to automate network maintenance functions and reduce operating costs.

Such significant advancements in wireless and computer processing have enabled devices to become smaller and much more capable. Just as innovation has driven capability, however, radio frequency-enabled devices also significantly increase vulnerability and risk. In this evolving landscape, cyber and physical security strategies must now include components that directly address threats from radio frequency-enabled devices. In response, Digital Global Systems has developed DGS CLEARSKY™ – technology and software designed to alert stakeholders of emerging radio frequency threats.

DGS CLEARSKY™ has been expertly crafted to offer drone threat management functions, with the ability to detect drones quickly – anywhere from 70MHz to 6GHz – without relying on a drone signature library. Radio frequency threats extend beyond drones, however, and include anomalous signals such as wireless jammers and burst transmitters. DGS CLEARSKY™ detects, locates, and alerts on anomalous signals within the 70MHZ to 6GHz frequencies, further enhancing Digital Global Systems' capabilities in physical and cyber security measures.

What's more, CLEARSKY™ provides detailed knowledge of the radio frequency environment through the use of automated and autonomous systems that deliver easy-to-understand alerts of anomalous signals in near real-time. This provides an added layer of situational awareness, allowing Digital Global Systems to cater to troop deployments and their associated deployed operations centres, tactical operations centres, and maritime operations centres. The company automates frequency coordination among allied forces and generates alerts for RF threats by using an advanced semantic engine and inference reasoner tied to mission-specific goals.

Custom-designed computer hardware and software solutions can be developed to meet specific needs, enabling the company to generate actionable data and insights tailored to a broad spectrum of key markets in real-time. Embedded in hardware or as standalone sensors, Digital Global Systems' intelligence supports private wireless networks, tower companies, mobile network operators, Open Radio Access Network manufacturers, and future 5G services. Efficient, quality-driven, and reliable, the company's solutions promise to transform today's communication networks whilst carving out space for tomorrow's 5G services.

Beyond the telecommunications sector, Digital Global Systems' services extend to the public safety sector, where the effective deployment and management of wireless networks is instrumental in saving lives. Through ongoing engagements within this sector, Digital Global Systems has developed solutions that make public safety networks and associated applications more reliable, implementing interference management, improved utilisation visibility, support for ultra-reliable low latency communications, and counter UAV solutions – each introduced to redefine first responder communications and operations.

Similarly, clear communication in contested and congested environments is critical for warfighting operations. Alongside this, a variety of radio frequency-enabled devices, such as drones, jammers, and other anomalous emitters, pose a threat to critical infrastructure. Digital Global Systems' patented solution, CLEARSKY™, addresses both of these challenges, ensuring clear communications and alerting on RF threats to enhance operations within the defence and public sector.

Utility sites – such as electrical substations and oil and gas storage facilities – are often located in remote areas with no on-site security personnel, leaving them prime targets for vandalism and threat. Digital Global Systems has developed patented solutions that alert on anomalous wireless signals, including mobile devices loitering in proximity to a utility site. The company's tip-and-cue architecture works in alignment with other devices, such as PTZ cameras, to ensure that the centralised security operations centre is aware of potential threats as they arise.

Of course, airports serve as one of the most complex wireless environments, with several radar types, Wi-Fi, and mobile communications contributing to the noise. Digital Global Systems' patented machine learning engine is designed to find signals of interest within the chaos of such congested and confused environments. This capability enables the superior detection of drone and other anomalous signals, in addition to helping optimise spectrum allocation for deployed private networks.

With applications accessible for a wide range of sectoral needs, Digital Global Systems is effectively reshaping the future of wireless, with technology expertly designed to facilitate radio frequency infrastructure, monitoring, and analysis. With a unique vantage point on the future of wireless networks and an instrumental role in making this future possible, Digital Global Systems delivers the efficiency, quality, and reliability necessary for the prosperous future of wireless environments. It is for these reasons that Digital Global Systems has been rightfully celebrated in the Global Excellence Awards 2025, bestowed with the prestigious title of the USA's Best Wireless Network Optimization Solutions Provider 2025.

DGS

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Web Address: www.digitalglobalsystems.com

# Legal Excellence from Shanghai to Shenzhen

**One of China's leading commercial law firms, Hui Ye Law Firm has been on the receiving end of numerous industry awards over the years, and it consistently ranks amongst the top law firms in both China and the Asia-Pacific region more broadly. Wu Dong, the deputy director of the firm's office in Shanghai, has been recognised in this feature as the Leading Cross-Border Investment Attorney of the Year 2025 – China, and we caught up with him for more on his illustrious career.**

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A commitment to the delivery of tailored, innovative legal solutions to address the diverse legal and commercial demands of its global clients unites Hui Ye, a legal firm boasting expertise across various sectors, including corporate law, M&A, and foreign investment. Crucially, the firm's diverse experience spans sectors such as industrial manufacturing, new internet technology, entertainment, and healthcare, all of which benefit from its provision of high-efficiency, top-quality legal services to firms of all sizes.

Hui Ye is one of the 15 largest legal firms in China, and it blends this remarkable capacity for legal resources with wide-ranging expertise to deliver its comprehensive service suite through 37 locations in China. This is just the beginning for the firm, which is currently preparing to open branches in Tianjin, Xuzhou, Zhongshan, Hohhot, as well as Atlanta, New York, and Los Angeles in the US. Aiding this reach is a wealth of strategic partnerships, through contacts based in European nations such as France and Germany.

Wu Dong, who has more than 20 years of legal expertise to his name, specialises in corporate and commercial law, intellectual property law, and financial expertise at the firm. Over the course of his tenure with Hui Ye, he has provided his encompassing knowledge to an array of native and foreign-funded enterprises in China, such as PepsiCo, American Standard, China Eastern Airlines, and China Hydropower. These companies have all spoken incredibly highly of Wu Dong's professionalism, which underpins his approach.

Graduating from the Northwestern University School of Law in the United States with a master's in international law, Wu Dong also studied under the tutelage of Professor Gu Gongyn, a renowned corporate law expert, during his domestic education at the East China University of Political Science and Law. With this background to boot, Wu Dong has provided his legal expertise in numerous high-profile cases, ranging from restructuring and listings through to joint ventures, litigation, arbitration, and more.

Examples of these cases cover the provision of legal services for central and state-owned enterprises alike, and highlights from this unrivalled portfolio include supporting both the Shanghai Bai Mao's ¥1 billion joint venture and capital increase project and China Eastern Airlines' acquisition of Japanese equity in the Shanghai International Airport Hotel. Concerning litigation projects specifically, Wu Dong's notable successes include handling the equity dispute of the Shanghai Xie Jin Film & Television Company.

Outside of Hui Ye Law, Wu Dong serves as an external supervisor for master's candidates at his former university – where he is also a member of the Education Development Foundation and on the Alumni Association – holds the position of interview examiner for the Shanghai Bar Association, and regularly guest lectures on both corporate law and cross-border investments at the local Shanghai Law School and Qingdao Law School.

Wu Dong is also immensely proud to serve as an arbitrator of commissions in Shanghai, Guangzhou, Nanjing, Zhuhai, and Dalian, as well as a mediator at both the China Council for the Promotion of International Trade and the Hengqin International Commercial Mediation Center. Other highlights of Wu Dong's extra-curricular activities include serving as the Vice Director of the Corporate Law Committee at the Shanghai Bar Association from 2003 to 2015 and as an editor of Shanghai Lawyer Magazine from 2009 to 2011.

Acclaim has followed as a result of these varied roles, of which the above represents just the tip of the iceberg, and Wu Dong has received titles including Outstanding Individual in Judicial Administration, in addition to being named as one the Top Ten Public Interest Lawyers in China by the Law Firm 50 and featured on The A-List 2020 for the top 100 legal elites in China by Business Law. More recently, Wu Dong made the list of the Best Lawyers in the Asia-Pacific Region for Corporate and M&A in the Legal 500.

Of the more than 1,200 lawyers working under the Hui Ye Law Firm, Wu Dong is certainly one of the best, embodying everything great about one of China's leading legal institutions. For this, it is our pleasure to recognise him with a spot in this feature.