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This is it.



Simmons & Simmons Hong Kong

Having been active in Asia for over 40 years, we are recognised as **one of the leading international law firms in the region.**

- : We are well known for our expertise in fields such as employment, investment funds, dispute resolution and Corporate & Commercial, serving clients ranging from major multinational companies to government agencies.
- : Our offices in Asia offer a wide array of opportunities for graduates, with our trainees working alongside our team of lawyers with in-depth knowledge of the region.
- : As the world becomes increasingly centred around the fast-growing economies in Asia, gaining experience in the legal work behind these thriving businesses would prove to be an invaluable asset to the future of your career.

Becoming a next generation law firm

We are renowned for our unrivalled expertise in our chosen sectors. We focus our efforts on providing exceptional service to leading organisations in Asset Management and Investment Funds, Financial Institutions, Healthcare and Life Sciences, Technology, Media, and Telecommunications, and Energy, Natural Resources, Infrastructure, and Construction. Furthermore, we will continue to develop our practices in emerging technologies and ESG capabilities, reflecting their growing importance in the global economy.

With a network of offices across Europe, the Middle East, Asia, and the United States, we provide our clients with a truly international service, ensuring consistency and quality in all aspects of our work. We focus on a global mindset with local expertise; ensuring that we have an in-depth understanding of the legal and regulatory environments in which you operate; enabling us to deliver comprehensive and tailored solutions to your most complex challenges.

01

The world
is **changing.**
So are we.

Every day, the world seems to spin faster.

New regulations come from all directions.
Globalisation opens endless opportunities.
And technologies we hadn't heard of just a few
years ago are rewriting the rules of the game.

At Simmons, we spend a lot of time thinking
about our changing world. It's all part of our
long-term strategy to transform the way we
work, so we can deliver smarter solutions –
to our people and our clients.

It means that when you join our firm, you'll
discover so much more than the practice
of law. You'll be part of an ambitious and
future-facing team that's determined to
leave its mark.

We'll train you to answer our clients' biggest
and most important questions. Together,
we'll help some of the biggest names in
business to innovate, cut complexity and
build a more equal and sustainable world.

**Discover the unexpected at
Simmons & Simmons.**

Where will your career take you?

We're a truly international firm, with truly international reach. So, wherever you work across our network, **you'll always be part of something big.**

Driving your future success

With a network of offices across Europe, the Middle East, Asia, and the United States, we provide our clients with a truly international service, ensuring consistency and quality in all aspects of our work. We focus on a global mindset with local expertise; ensuring that we have an in-depth understanding of the legal and regulatory environments; enabling us to deliver comprehensive and tailored solutions to our clients.

AMERICA

San Francisco

EUROPE

Amsterdam
Bristol
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Frankfurt
London
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Milan
Munich
Paris

MIDDLE EAST

Dubai
Riyadh
Abu Dhabi

ASIA

Beijing
Hong Kong
Shanghai
Shenzhen
Singapore
Tokyo

Make a
Smarter
choice.

We're reimagining what a career in law looks like. It's all part of our long-term strategy to deliver smarter solutions – for our people and our clients.

Join our firm, and you'll learn so much more than the practice of law. We'll give you all the experiences you need to become a business leader of the future.

All our lawyers are sector specialists. Soon, you will be too. You'll learn about the areas that matter most to everyone's future – from healthcare and technology to the financial forces that power our world.

Make a smarter choice, with us.

Financial Institutions

Help us re-write the future.

When we say financial institutions, you might think of traditional banks that are stuck in their ways. But at Simmons & Simmons, you'll find there is so much more to discover about the work of these fantastic organisations.

The truth is, the world of banking is changing every day. Geopolitical shifts, including military conflicts and elections, are driving changes in sanctions regimes and trade policies, creating complex compliance challenges for financial institutions. Anti-money laundering (AML) systems remain under scrutiny, with regulators imposing substantial penalties and linking sanctions breaches to money laundering.

Technological innovation is transforming payments, with advancements in digital wallets and open banking. However, rising fraud risks have prompted new liability regimes in jurisdictions like the UK and EU. Consumer protection is also a growing priority, with regulators embedding redress mechanisms and addressing mass claims.

Non-financial misconduct, such as harassment, is drawing regulatory attention, particularly in the UK. Meanwhile, a shift towards deregulation is evident, with jurisdictions prioritising growth and competitiveness. Artificial intelligence offers transformative potential but poses compliance challenges under varied regulatory frameworks. Additionally, cryptoassets are gaining regulatory clarity, with the US, EU, and UK advancing frameworks to support adoption.

Our financial institutions sector is known for our work with top international banks and insurers across Europe, the Middle East and Asia. And we're delivering breakthrough projects that are shaping the markets in which our clients operate. So, as this sector shapes the world around us, you can be sure that our firm is leaving its mark.



Case study: Advancing innovation

Simmons & Simmons advised one of the world's largest banks as the arranger in a first-of-a-kind carbon finance transaction with Carbonaires, a leading London-based carbon finance specialist, and carbon management specialist The Carbon Removers.

This transaction involved the issuance of notes aiming to provide returns to investors from the sale of carbon removal credits which are generated by removing carbon dioxide from the production process and supply chain of the Scotch whisky industry.

This first-of-a-kind transaction is expected to generate approximately 134,000 carbon removals credits over a time span of several years, based on analysis conducted by Carbonaires. The product, which is available to professional investors only, offers returns from carbon removal credits, which are measured, managed and verified with due diligence developed from the financial services

and insurance sectors. The credits will be verified by Puro Earth, a specialist carbon removals certifier and registry. The investment structure makes use of the capabilities of the Carbonplace platform, a carbon credit transaction network and settlement technology originally founded by nine banks.

The transaction was supported by a cross-border team from Simmons & Simmons, comprising: Structured Finance and Derivatives (SFD); Energy, Natural Resources & Infrastructure (ENRI); Tax; and Financial Services Regulatory (FS Regulatory) teams in London and Banking and Finance and Tax teams in Luxembourg.

Our collaboration across different practice areas and locations highlights the firm's integrated approach to transactions, and our ability to leverage our deep industry knowledge within the FI and ESG sectors.

Asset Management and Investment Funds

Shape tomorrow's world, today.

- Asset managers wield a surprising amount of influence on global affairs. You might not realise it yet, but by joining our firm, you'll discover how this sector is a driving force behind many of the world's headline-making developments.
- We have a broad network which spans the globe, breaking through geographical barriers. Our expertise and collaborative efforts stretch across Asia, Europe, and the Middle East, ensuring we deliver outstanding service to a diverse and international client base.
- Our client roster speaks volumes about our depth of expertise. We work with over 85% of the top 50 global asset managers, the leading hedge funds in Europe and the US, a wide range of private fund managers, and some of the world's most significant institutional investors.
- Staying at the forefront of the asset management industry demands continuous innovation. Our solutions, such as LaunchPlus, underscore our

commitment to providing hedge funds with the essential tools they need to navigate the complex legal and business environment from the start. Furthermore, our involvement in the broader conversation on the retailisation of private funds (making it easier for retail investors to engage in long-term investments) establishes us as thought leaders in the investment community.

We are actively engaged with key financial institutions, regulatory bodies, and trade associations, including the Investment Association, AIMA and MAS, across our international network, highlighting our central role in the sector and our dedication to advancing the asset management industry.

Joining our firm is more than starting a new job. It's an opportunity to be part of a team that's at the forefront of shaping the future of global finance, devising the strategies that will navigate the evolving landscape of asset management.

Case study: Brookfield Infrastructure's acquisition of Data4 from AXA IM

As a Simmons trainee, you'll have the opportunity to contribute to transformative projects. Take, for example, our involvement with Brookfield Infrastructure's acquisition of Data4 from AXA IM. Brookfield, a leading global alternative asset manager with assets under management totalling approximately \$800 billion, aimed to expand its portfolio by acquiring Data4, a prominent data centre firm based in Paris. Data4 is known for its extensive operations across France, Italy, and Spain, and is actively developing projects in Poland and Germany, serving a diverse clientele including cloud operators and various companies, with this deal therefore positioning us well for advising on future such matters. The acquisition, which completed in Q3 2023, required significant regulatory approvals, showcasing the deal's complexity and significance.

Our trainees played a pivotal role in this extensive cross-border transaction, which was recognized as the Europe

Datacentre Deal of the Year at the TMT M&A Awards EMEA for its size, complexity, and impact on the market. The involvement spanned multiple jurisdictions, including the UK, Belgium, France, Germany, Italy, Luxembourg, and Spain, and required coordination across various practice groups and cross-sector, including TMT, AMIF, and with Adaptive, demonstrating our firm's comprehensive capabilities and dedication to excellence. Our trainees were deeply involved, undertaking responsibilities that included managing projects, drafting due diligence reports, finalising contractual agreements, and co-ordinating with local counsel across different jurisdictions. This deal not only highlights the firm's strategic focus on Transactions for Funds (T4F) but also exemplifies the high-calibre work we undertake for our clients, thanks to the collaborative effort of all 183 timekeepers involved.



Healthcare and Life Sciences

Be part of something, with us.

We often take day-to-day healthcare for granted. But next time you check a fitness app on your phone or book a GP appointment online, take a second to think about the work that made it happen. Chances are we were involved.

The advance of technology means the healthcare and life sciences sector is changing. Fast. We help clients keep up. Our advice influences everything from the discovery of drugs and the delivery of care to how businesses invest sustainably.

For decades, we have stood by our clients, who are committed to delivering better healthcare for all. As they push the boundaries to address the unmet needs of millions of patients, they have to navigate an increasingly complex and constantly evolving legal environment.

At Simmons, you'll guide some of the world's top companies in pharmaceuticals, medtech, consumer health and biotech to help them answer the legal questions that arise on their path to innovation. In other words, you'll be part of a revolution that leads to smarter and more sustainable services for patients around the world.

Our multidisciplinary team, covering all areas of business law, consists of lawyers, legal engineers, data scientists and health experts. This combination of expertise, unique to the market, allows us to offer incomparable legal services to the sector.

Together, let's empower healthcare innovators.



simmons
+simmons

Case study: Multi-million-dollar licensing deal

Our team has advised biopharmaceutical company Ascendis Pharma on its multi-million-dollar licensing deal with Novo Nordisk.

Under the deal, leading global healthcare company Novo Nordisk is granted exclusive worldwide rights to Ascendis' TransCon Technology – an innovative prodrug and sustained release platform – to develop its GLP-1 products, as well as its other proprietary products that target metabolic and cardiovascular diseases. In exchange, Ascendis will be eligible to receive total payments of up to \$285 million in upfront, development, and regulatory milestone payments for the lead program, a once-monthly GLP-1 receptor agonist that will initially target obesity and type 2 diabetes.

For each additional metabolic or cardiovascular disease product candidate, Ascendis will be eligible to receive payments of up to \$77.5 million in development and regulatory milestone payments. Ascendis will also be eligible to receive sales-based milestone payments and tiered royalties on global net sales.

Commenting on the deal, Michael Gavey said: "This is an exciting deal focussed on developing Novo Nordisk's therapies using Ascendis' innovative platform for the benefit of patients. It has been a pleasure to bring our leading health and life sciences licensing expertise and advise the Ascendis team on another major transaction."

The Simmons team advising Ascendis Pharma was led by intellectual property licensing partner Michael Gavey, supported by Fred Nicolle (managing associate).

Technology, Media and Telecommunications

Bring innovation to life.

The Technology, Media and Telecommunications (TMT) sector has a powerful influence on our way of life. Thanks to digital innovations, almost every industry is transforming day by day. At Simmons, you'll be at the cutting edge of this revolution.

Wherever you look, we're advising the companies behind major breakthroughs – from the giants of today's tech world to the major players of tomorrow's. That's the level of our influence throughout this fast-moving industry.

Soon, you'll be dealing with patent wars, or helping a telecoms operator build a new network. Or perhaps you'll get involved in landmark cases with some of the biggest names in tech. Whatever the project, you'll impact some of the most ubiquitous devices and digital services on the planet.

So, whether you're advising clients on new technology such as blockchain or artificial intelligence, or helping them to enter new markets, you'll see your work – and your career – come to life here.

Case study: Advising BT in a £1.3 billion claim. The first opt-out class action to reach trial in the UK.

In December 2024 we successfully defended BT, the first opt-out class action to reach trial in the UK – a landmark, excessive pricing action. Brought by over 3 million customers seeking over £1 billion in damages, this case has been instrumental in testing and implementing the collective proceedings regime.

The collective action is based on an Ofcom review in 2017 and alleges that BT has overcharged millions of standalone landline customers for line rental services. The claim is novel, not only in the sense that it will be first opt-out collective action to reach trial, but that it is also both standalone and for excessive pricing (a particularly complex competition law infringement).

The proceedings were certified in October 2021 and appealed to the Court of Appeal. That appeal, on which we advised, was the first of its kind, dealing specifically with

the CAT's approach to the certification of collective proceedings as opt-out rather than opt-in (meaning all members of the class would have to opt-in to be included).

Throughout every stage of proceedings, the case has grappled novel issues, including: the status of the CAT Guide; the CAT's ongoing case management duties; and the adequacy of funding/ ATE insurance.

We are advising BT on all aspects of the claim, providing integrated Litigation and Competition advice on the range of complex legal and procedural issues involved. Given the novel nature of the claim, it is being followed closely by the media and practitioners.

As a result, we were also shortlisted for The Lawyer's "Team of the year: Litigation" award.



Energy, Natural Resources, Infrastructure and Construction

Supporting projects that shape the future.

: The world is changing. Fast. As we tackle
 : the challenges of energy transition,
 : sustainable development, and global
 : infrastructure needs, the energy,
 : natural resources, infrastructure,
 : and construction (ENRIC) sectors are
 : at the forefront of transformation.
 : And we're right there with them.

: From clean energy initiatives to
 : critical infrastructure projects, we
 : help our clients shape the future.
 : Our advice influences everything
 : from the development of renewable
 : power and advanced networks to
 : the delivery of major construction
 : projects and sustainable solutions.

For decades, we've partnered with clients who are driving progress in these foundational industries. As they

navigate the complexities of global finance, regulatory frameworks, and emerging technologies, we provide the legal expertise they need to succeed.

At Simmons, you'll work with some of the world's leading companies, governments, and investors to help them deliver transformative projects. Whether it's guiding a clean energy initiative or resolving disputes on a major infrastructure project, you'll play a key role in shaping a more sustainable and connected world.

Our multidisciplinary ENRIC team combines lawyers, engineers, and sector specialists to offer unparalleled legal services. With expertise spanning contentious and non-contentious matters, we provide end-to-end support for projects of all sizes and complexities.

Together, let's power the future.

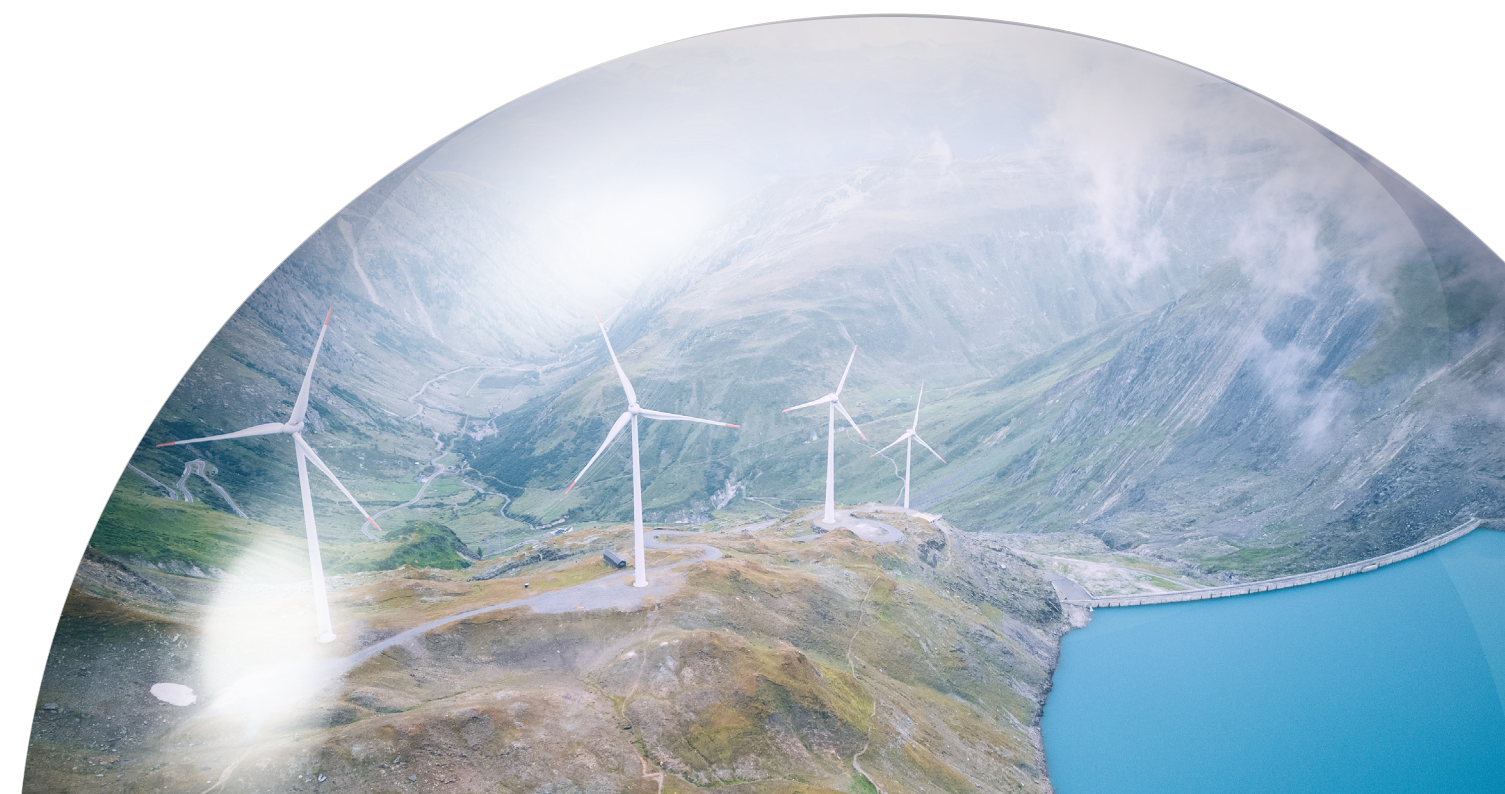
Case study: A strategic joint venture to create an "East to Med" data corridor

As a Simmons trainee, you'll have the opportunity to work on groundbreaking projects that shape industries and drive innovation. One such example is our work advising the Saudi Telecommunication Group (stc) on its strategic partnership with the Greek telecoms and satellite applications company TTSA and Greece's power utility Public Power Company (PPC). Together, they are developing a new sub-sea and terrestrial fibre optic cable system linking Italy, France, Spain, Greece, Cyprus, and Saudi Arabia.

This ambitious project supports the Kingdom of Saudi Arabia's vision to establish itself as a global digital hub while fostering the rapid growth of its digital ecosystem. The transaction's complexity required expertise across telecommunications, competition, and project financing, showcasing the breadth of our firm's capabilities.

Our trainees were integral to this high-profile project, contributing to the drafting of key agreements, managing cross-border communications, and coordinating with specialists across multiple jurisdictions. The project exemplifies the type of transformative work we undertake at Simmons, combining technical expertise with innovative thinking to deliver impactful results for our clients.

This deal highlights our firm's ability to navigate complex, multi-jurisdictional transactions and underscores our commitment to supporting clients in achieving their strategic goals. As a trainee, you'll be at the heart of projects like this, gaining invaluable experience and making a tangible impact.



Step inside our **world.**

⋮ You might have just started university,
⋮ or you might be thinking about changing
⋮ careers. Either way, it's important to
⋮ know you're on **the right path.** That's
⋮ why we offer plenty of opportunities for
⋮ you to get a sneak peek of our world.

Get to the heart of our world.

Our vacation scheme helps you discover so much more about our firm, so you can work out how you fit into our world, and **how we fit into yours.**

- **Summer Vacation Scheme**
- Open to penultimate and final year law students. Our scheme offers three weeks with our team. Working alongside a partner or associate, you will get work experience in legal research, document drafting and client meetings. It's a clear insight into how the legal sphere works, and whether law in the city is right for you.
- **Scheme intake 1:**
31 May - 18 June 2027
- **Scheme intake 2:**
28 June - 16 July 2027

Avril Cheung

Associate in Hong Kong Office | 2026 Newly Qualified

My journey with Simmons & Simmons began when I interned in the Dispute Resolution team. From the outset, I was struck by the firm's collaborative culture and the level of responsibility entrusted to junior lawyers. That positive experience ultimately led me to return to the firm as a trainee solicitor.

During my training contract, I completed seats in Financial Services and Tax, Corporate & Commercial and Financial Markets and Real Estate, before returning to Dispute Resolution for my final seat. Each rotation presented distinct challenges and learning opportunities, from working on investment funds and regulatory matters to supporting corporate transactions, financing matters and contentious disputes.

A particular highlight was my secondment to the Banking team in our London head office. This gave me the opportunity to live and work in a different city, adapt to a new working environment and build relationships

with colleagues across the firm's international network. Working on cross-border matters also broadened my exposure to different clients, working styles and perspectives. The experience strengthened my confidence, independence and ability to collaborate effectively across offices and time zones.

Throughout my training, I have been fortunate to work with supportive supervisors and colleagues who have invested significantly in my development.

I am delighted to be qualifying into the firm's Financial Services and Tax team in September 2026, where I look forward to further developing my experience in funds and financial services work.



Isabel Fung

Trainee Solicitor in Hong Kong Office | 2025

My training contract has given me broad exposure to a wide range of practice areas and jurisdictions, enabling me to develop both technical legal expertise and strong commercial awareness. During my first seat in the Hong Kong Corporate & Commercial team, I assisted with corporate compliance matters and worked closely with experienced lawyers across our Singapore and Shenzhen offices on TMT mandates, cross-border acquisitions and venture capital transactions. Through these matters, I supported due diligence exercises and wider transactional work on international deals, gaining valuable insight into complex cross-border transactions and multi-jurisdictional collaboration.

I am also privileged to undertake a secondment in the London Banking team, where I worked on real estate finance

transactions acting for both lenders and borrowers. This experience has further refined my ability to manage and coordinate multiple work streams and to contribute effectively to transactions progressing under demanding timelines. My supervisors and seniors have offered invaluable guidance and demonstrated a genuine commitment to my development. Their support, combined with the breadth of work to which I have been exposed, has given me a solid grounding as a trainee and a deep appreciation of the firm's international outlook, collaborative culture and commitment to excellence.



Brandon Au

Associate in Hong Kong Office

Embarking on my journey as a Trainee Solicitor at Simmons & Simmons has been an incredibly rewarding experience. From day one, I've been immersed in a dynamic and supportive environment that encourages growth, collaboration, and innovation.

The firm's international presence and sector-focused approach mean that no two days are the same. I've had the opportunity to work on high-profile matters across various practice areas, including

Corporate & Commercial, Dispute Resolution, and Financial Markets. Each seat has offered invaluable hands-on experience, whether drafting agreements, conducting legal research, or participating in client meetings.

What truly sets Simmons & Simmons apart is its unwavering commitment to nurturing talent. The guidance of approachable supervisors and colleagues has been instrumental in building my confidence and refining my skills. My time at the firm has not only shaped me as a legal professional but also as an individual ready to tackle complex challenges with creativity and resilience.

It's been a journey of growth, and I'm excited to take the next step as an associate in the Dispute Resolution team.



Training contract.

Your Salary - Hong Kong

HK\$49,000 min – (first year)
HK\$51,000 min – (second year)

This is where you join the world of law for the long-term, starting a lasting career with us. Your training contract consists of a two-year programme of work within the firm. There are some ways yours might differ, but it goes a little like this:

You start with Postgraduate Certificate in Laws (PCLL). Simmons & Simmons will reimburse the cost of the PCLL conversion exams, and the PCLL course upon joining us. We will also offer a stipend of HK\$50,000 during the PCLL year for candidates who have accepted a trainee solicitor contract with us.

Then, you'll start on your training contract. It's made up of four six-month seats – what we call rotations – across our practice areas, including Dispute Resolution, Financial Markets and Real Estate, Financial Services and Tax, Corporate & Commercial and Employment.

Our trainees may also take one of those seats on secondment, working for six months in one of our international offices or with a client. It's the chance to see our work from a new perspective, to understand new aspects of the legal sphere, and to become a more rounded lawyer as a result.

At the end of your four seats, you'll hopefully qualify with us as a fully-fledged lawyer, graduating to associate. So your training contract marks the start of your full-time career.

Janis Ling

Associate in Hong Kong Office | 2026 Newly Qualified

My training contract at Simmons & Simmons has been a rewarding journey across four seats: Corporate & Commercial, Dispute Resolution, Financial Markets and Real Estate, and Employment. Each seat has shown me a different side of practice and helped me build the skills and confidence needed to handle matters independently as an associate. On a typical day, I might draft or review documents, carry out legal research, join team discussions, or help prepare for client calls and meetings. As I progressed, I was encouraged to take on greater

responsibility, including liaising directly with third parties and clients, always with the support of approachable supervisors.

What I have valued most is the learning culture. Questions are genuinely welcomed, and seniors take the time to explain not only the legal issues but also the commercial background of each matter. This has helped me understand how our advice fits into clients' wider business objectives and developed my business sense.

Life at the firm also extends beyond work. From hiking with colleagues to office ski trips and spring dinners, there are many opportunities to build friendships across teams.

I am grateful for the experience, guidance and trust I have received, and I look forward to continuing my journey as a newly qualified associate in the FMR team.



A place
to thrive.

05

What makes a law firm a great place to work? It's about **the quality of your work**, and **the impact you have** on your people and the world around you.

At Simmons, you'll discover **a training experience like no other.**



Christopher Ma and Silvia Yuen

Graduate Recruitment & Development Partners

Hong Kong never stands still. Neither do we; neither do our trainees. Our clients demand the best from us and we need to find and foster lawyers who can deliver that for them. The nature of the legal profession is changing and we need people who understand this, who are excited by this challenge and who want to work with us to build a new type of law firm – a next generation law firm.

Our firm stretches from Madrid in the West, through London and Europe, the Middle East – right over to our six offices here in Asia. We might have more than 120 years of history but we’re not tethered by bureaucracy or weighed down by our past. We have stayed agile; we thrive by being unconventional.

We have evolved with each generation that has led our firm. But the pace of change has increased and we are determined to keep up. We need trainees who can keep up.

At Simmons & Simmons our trainees get the best of us – our experience, our clients, our diversity. Collaboration, innovation and responsibility are at the heart of our culture and are reflected in everything we do; reflected in the impact we have on our people and the world around us. We take a long term view with our trainees – they are our future partners and will share in our future success. Trainees are part of our team and share our ambitions. We share their ambitions. We want to share your ambitions.

Training.

- We’d like you to get familiar with each of our key business areas, but if you’re set on specialising in a particular area of law, we’ll do our best to help. Not only will you develop your technical legal skills but you’ll also be exposed to crucial non-technical work such as business development and client relationships. Choice and flexibility have their place alongside breadth and depth.
- To monitor your development, we’ve defined a series of key competencies, which you’ll be graded against after every seat rotation. These include legal skills, business acumen, relationship building and self-management. You should be hitting a set level each year, so your expected progression is mapped out, and you can see the trajectory you need to maintain.

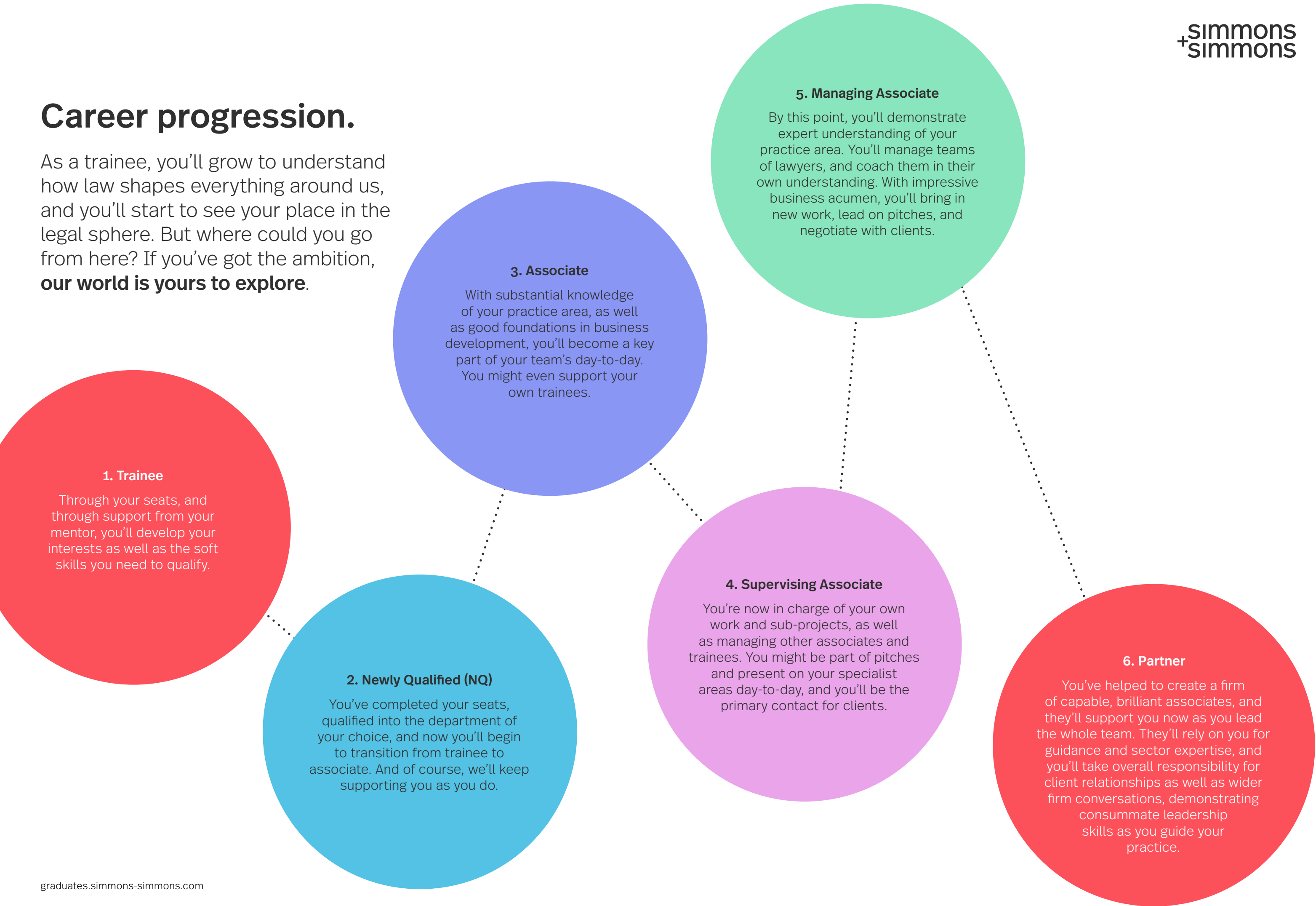
As your Graduate Recruitment & Development Partners, we are also responsible for your training and development over a two-year period. We also oversee the seat change and qualification process, will listen to your feedback as you undergo your training and facilitate discussion groups.

Buddy Programme

We appreciate that joining a large organisation right after graduation can be daunting. So upon joining us, you will have a buddy who is one of our home-grown associates. They have gone through the same Simmons & Simmons training experience and will guide you through those first whirlwind weeks, familiarise yourself with Simmons & Simmons’ culture and share with you the best practice and tips for your work.

Career progression.

As a trainee, you'll grow to understand how law shapes everything around us, and you'll start to see your place in the legal sphere. But where could you go from here? If you've got the ambition, **our world is yours to explore.**



So much
more
than law.

Our clients and our people often tell us we're not like other law firms. We're known for our **supportive, collaborative approach**. So, while we might be working on the best projects, we don't let egos take over.

⋮ In other words, it's our culture that sets us apart.
⋮ We want everyone to feel welcomed, valued and
⋮ heard. And we want to create an environment
⋮ where you can learn so much more than law.

⋮ **Does that sound like somewhere**
⋮ **you'd like to be?**

A culture of responsibility.

Our client work isn't the only way you'll see **our impact on the world**. You don't need to look too closely to see our commitment to giving back – to local communities, to global charities and to our people.

For instance, we have actively engaged in and spearheaded a plethora of vibrant events centered around the themes of diversity and inclusion, alongside initiatives designed to uplift those in need. Our efforts range from the impactful Get Redressed Month, which collects used and unwanted clothing, to the empowering 24 Hour Race that combats human trafficking and modern slavery, and the inspiring Dress Pink Day for breast cancer awareness. Additionally, we joined the 8-hour charity spin event at Taikoo Place to support local charities, and organised a diverse array of events from the Yin Yoga and Sound Healing event to Circular Fashion event through our Gender Balance Network. As trainees, you will have the exciting opportunity to not only participate in these meaningful events but also to take a leading role in their organisation, working hand-in-hand with our lawyers and colleagues to make a significant impact.

All our lawyers get involved in pro bono work at every stage of their career. And there'll be plenty of opportunities for you to get involved too. We believe that taking part in our corporate responsibility work doesn't just make the world a better place. It also helps us become better lawyers.

Right from your first seat, you are encouraged to participate in and contribute to a wide range of corporate responsibility activities. You may be asked to provide pro bono legal advice to an NGO (of course with support from partners and associates) or offer career coaching to students. The first thing you will notice when you get involved in a corporate responsibility project is that your fellow colleagues always provide the indispensable support to you. Top



management of the firm is very supportive and understanding, and your participation generally reflects well in your performance review. Our management also actively participates in corporate responsibility events. We believe in giving back to the local communities that we work and live in.

£2m Donations to Covid relief charities

We donated £2m of our global profit to charities providing relief to those affected by the Covid-19 pandemic.

The donation pot of £2m has been split across Simmons' international offices, meaning that charities across the firm's network have benefited. Distributing the donation this way has given local offices

the autonomy to reward organisations doing important work either in their local communities or further afield, recognising that no two experiences of the pandemic have been the same and that different countries will have different legacies to contend with.

This is one of the many examples of our way of holding ourselves to account and recognising the broader social responsibility that we have. Part of being a next generation law firm is understanding this social responsibility and acting accordingly. We hope that this donation serves as a clear statement of our intention at Simmons to be driven by our values of collaboration and running our business responsibly as we look to the future.

This is it.

This is it. Your **first step** towards becoming a qualified lawyer. It's an exciting time, but also a disorientating one. With so many firms out there, how do you make the right choice?

- At Simmons, we want to make your decision as easy as possible. So, if you're looking for an unexpected career – one where you can learn so much more than the practice of law – take a look inside our graduate programme and discover where we can take you.

What we look for.

We’re looking for future lawyers with the curiosity to delve a little deeper, to understand the legal sphere that shapes our world.

- So, we’ll usually look for outstanding academic performance: most candidates are on course for (or already have) at least a 2:1 in their discipline. That said, if you have the key competencies we look for and can demonstrate that you’re a strong match for us in your career motivations, we do consider candidates who don’t quite meet the requirement. You’ll find out more about our key competencies on our website.

Our assessment process.

Like we mentioned earlier, our trainees come to us straight from our vacation schemes. Here’s what you can expect:



- We want to help everyone as much as possible, so if you need us to make any reasonable adjustments during the application process, please get in touch (graduate.recruitmentasia@simmons-simmons.com) and we’ll do all we can to help.

This is it.

2026/27 key dates.

Events	Dates	Who can apply	Applications open	Applications close
Summer Vacation Scheme 2027	31 May - 18 June 2027 28 June - 16 July 2027	Candidates who are eligible for and looking to secure a training contract in 2029	1 November 2026	31 January 2027
Training Contract	September 2029	Candidates who have taken part in our vacation scheme	Applications are via our vacation schemes	N/A

The Graduate Recruitment team

T: +852 2868 1131

E: graduate.recruitmentasia@simmons-simmons.com

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