

Asian-mena Counsel

IN-HOUSE Handbook

Your essential resource for finding external
counsel along the New Silk Road

2020 EDITION



AN Asian-mena Counsel PUBLICATION

www.inhousecommunity.com

PACIFIC BUSINESS PRESS

LOCAL ROOTS GLOBAL IMPACT

"The only local arbitration commission which meets or surpasses global standards" - The Economist Intelligence Unit

"The runner up for the up-and-coming regional arbitral institution of the year (2014)" - Global Arbitration Review



History and background

Established in 1995 as an independent and non-governmental institution, the Beijing Arbitration Commission, also known as the Beijing International Arbitration Center (the "BAC/BIAC"), has become the first self-funded arbitration institution in China in 1998 and is widely accepted as one of the primary arbitration institutions internationally.

With the aim of delivering trusted professional services, the BAC/BIAC endeavors to promote and encourage the resolution of disputes through efficacious arbitration and a comprehensive understanding of Chinese arbitration practices. Towards this end, the BAC/BIAC actively organizes the Annual Summit on Commercial Dispute Resolution in China, sponsors the Biennial ICCA Conference, and contributes constructively to the UNCITRAL Working Group II's deliberations, as an observer.

BIAC

Beijing Arbitration Commission
Beijing International Arbitration Center

Tel: +86 10 6566 9036

Fax: +86 10 6566 8078

Email: bjac@bjac.org.cn

Address: 16/F, China Merchants Tower,
No. 118 Jian Guo Road,
Chaoyang District, Beijing 100022, China



Hearing Room

Structure and Service

- The BAC/BIAC is run by a Committee comprising of a Chairman and 11 members.
- The BAC/BIAC's office, headed by the Secretary General, has 30+ case managers.
- The BAC/BIAC has 500+ arbitrators, including 120+ international arbitrators in its Panel. Nominating arbitrators from outside the BAC/BIAC's Panel is permissible in international cases.
- The BAC/BIAC has served clients from more than 30 countries, and has facilities to conduct arbitrations not only in Chinese and English but also in other languages.
- There has been an exponential increase in the number of Arbitration cases filed with BAC/BIAC, from 7 in 1995 to over 38,000 by 2018.
- Since 2014, the numbers of cases filed with the BAC/BIAC, on average per year, are 3,000+ in domestic cases, and 60+ in International cases.
- Since 2014, the disputed value, on average per arbitrated case, was 1.9+ million USD, and in 2016, the highest disputed value went up to 1.7+ billion USD!

Recommended BAC/BIAC Model Clause:

All disputes arising from or in connection with this contract shall be submitted to Beijing Arbitration Commission / Beijing International Arbitration Center for arbitration in accordance with its rules of arbitration in effect at the time of applying for arbitration. The arbitral award is final and binding upon both parties.

Welcome to the 2020 edition of the *In-House Handbook*, *Asian-mena Counsel's* comprehensive guide to legal services and the best law firms along the New Silk Road for the *In-House Community*.™

Now in its fifteenth year, the *In-House Handbook* is an essential tool for assisting in-house lawyers and senior decision-makers in their selection of external counsel and consultants in the Asia Pacific and Middle East.

The guide includes our popular and easy to use ‘at a glance’ *Find a Law Firm* data of over 700 legal service providers, including law firm capabilities (provided on request from both local and international law firms) to ensure that you can access important information as to which firms do what, and where, as quickly as possible.

In-House Community survey results

The publication also features some of the key findings from our exclusive thirteenth annual *Representing Corporate Asia and Middle East Survey* of in-house counsel – the largest independent survey of its kind in the region. The findings represent the views of in-house counsel from across Asia and the UAE on the issues that concern them in their role as in-house counsel in their jurisdictions, and the factors that most affect their relationship with external counsel. The findings are presented at the beginning of each relevant jurisdiction chapter.

Online with interactive data and our unique function

All the key elements from the In-House Community Handbook are live and online at www.inhousecommunity.com with interactive law firm activity tables and profiles under *Find a Firm* as well as our *Find a Lawyer* service which enables users not only to search for specific lawyers based on their requirements but also to send them a ‘Legal-Request for Proposal’ or enquiry via our unique *L-RFP* function. The *L-RFP* enquiry form was designed by senior General Counsel to make it simple to send a clear and structured RFP or enquiry to some of the best external counsel across the region, who can then reply directly to you. The next time you are looking for external counsel, give it a try!

Finally, we have again included the In-House Community Corporate Counsel Credo (page 228), which eventuated as a result of discussions at our In-House Congress events, where counsel suggested that they would find such a document useful in meeting their ethical, legal and business commitments and responsibilities within their organisations.

As ever, we hope you find the latest *In-House Community Handbook* a useful tool.

The In-House Community Handbook resources online at www.inhousecommunity.com

Find a Firm:

a Lawyer:

an Arbitrator:

Arbitration
Centres:

Legal Support
Services:

ALSPs:

Firms of
the Year:



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- Organisers of the In-House Community Congress

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Thank you

In-House Community™ would like to thank the many in-house counsel, law firms and industry experts who have taken the time to provide information and answer questions since we began this project.



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The mission of the *In-House Community*™ is to strengthen legal and ethical compliance for the benefit of all.

The *In-House Community*, which has its genesis in the *In-House Congress*®, is a mutually supportive community of In-House Counsel helping In-House Counsel and Compliance Professionals meet their ethical, legal and business commitments and responsibilities within their organisations.

The *In-House Community*, bound together through a voluntary membership of qualified professionals, is comprised of some 20,000 in-house lawyers and those with a responsibility for legal and compliance issues within organisations in the Asia-Pacific, Middle East and now in Africa also. It is the professional and social network for in-house legal and compliance professionals.

Over the last 21 years, the *In-House Community* has been built, maintained and supported through our 18 annual *In-House Congress* and *Symposium* events and Thought Leaders' Forums, *ASIAN-MENA COUNSEL*™ magazine and *Weekly Briefing* e-update, and the online resources at www.inhousecommunity.com.

The In-House Community Forums

- Now in their 22nd year, the *In-House Congress* and *Symposium* events are the annual gatherings for the In-House Community across Asia and the Middle East, with over 3,000 attendees each year at venues all along the New Silk Road.

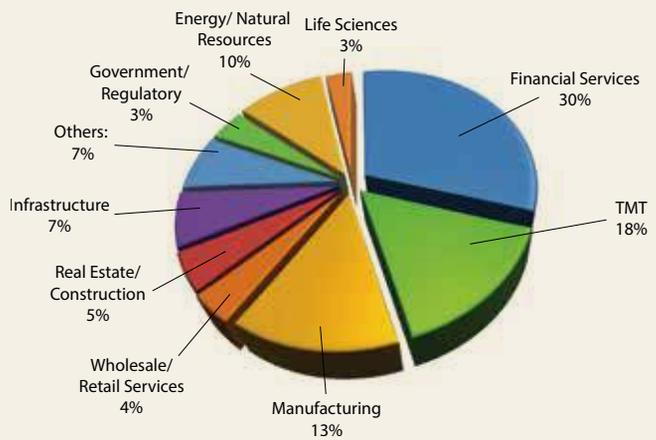


- *Asian-mena Counsel* is the monthly magazine and weekly e-newsletter for the In-House Community, with legislative updates and insights from In-House Community Thought Leaders.



- www.inhousecommunity.com is the online home of the In-House Community, *ASIAN-MENA COUNSEL* and their associated forums.

The 20,000+ strong In-House Community
Individuals by industry



About Pacific Business Press

Established in 1998, Pacific Business Press is the founder of the In-House Community and its associated forums, including the In-House Congress circuit, ASIAN-MENA COUNSEL magazine and Weekly Briefing and www.inhousecommunity.com, as well as the legal jobs site, mycareerinlaw.com.

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China firms
online here:



CHINA



In-House Community Survey

Representing Corporate China

KEY ISSUES AND CONCERNS

Life in legal departments in China is becoming more complicated as the Chinese corporate and legal landscape matures. Competition for talent is increasing and external advice is becoming more expensive, but in many cases legal budgets are not rising fast enough to keep up.

At the same time, as Chinese businesses expand across the region their in-house teams are being confronted with vastly different legal regimes, each with their own unique regulatory and compliance burdens — an issue raised repeatedly by respondents to surveys conducted at our events in Beijing, Shenzhen and Shanghai.

“The new cybersecurity law’s requirements to store data locally and cooperate with security agencies has led to higher costs for some businesses”

Counsel are also facing challenges from further afield. New data protection regulations in Europe have extraterritorial implications that Chinese companies need to respond to, but overstretched legal teams are not always willing or able to elevate such concerns to senior management. Continuing trade tensions with the US are also commonly cited as a challenge for in-house teams.

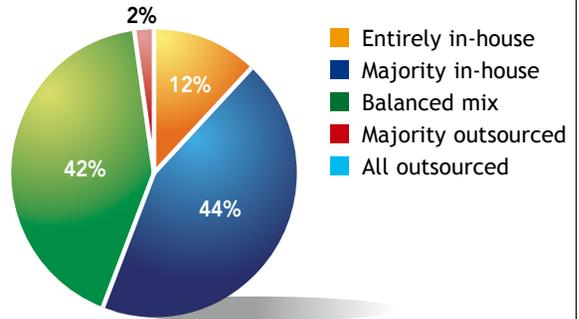
For foreign companies in China, the new cybersecurity law’s requirements to store data locally and cooperate with security agencies has led to higher costs for some businesses and raised fears that sensitive information about customers

RESPONDENT PROFILE

Avg team size:	15
Dominant industry:	Manufacturing
Ethics/compliance within legal team:	78%
Multinational/Local:	86%/14%

CHINA

The way I am project-managing legal work is:



and trade secrets could be compromised.

We also heard frustration over the reluctance to invest in digitalisation and artificial intelligence, which could provide teams with the tools they need to meet many of the challenges mentioned above, such as keeping abreast of disparate regulatory regimes and “doing more with less”.

The average team size has grown since our last survey, up to 15 people from 11, but fewer respondents expect further growth. Just 30 percent said their team would grow during the next 12 months.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Telecommunications	Total Applicable Fee Earners	
Akin Gump Strauss Hauer & Feld LLP	✓			✓	✓	✓	✓	✓											✓	✓		✓	10	
Allen & Overy LLP	MR	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	21
Anjie Law Firm	MR	✓	✓		✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	180
Ashurst LLP		✓		✓	✓	✓	✓	✓		✓		✓			✓			✓		✓		✓	✓	17
AWA Asia *												✓			✓								✓	19
Bae, Kim & Lee LLC			✓	✓	✓	✓	✓	✓					✓		✓	✓		✓	✓	✓	✓	✓	✓	11
Baker Botts					✓	✓		✓										✓					✓	8
Baker McKenzie FenXun (FTZ) Joint Operation Office	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	70
Baohua Law Firm							✓																	14
Beijing Dentons Law Offices, LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	5000+
Beijing Rayyin & Partners			✓		✓	✓	✓	✓				✓	✓	✓		✓					✓			N/A
Beijing Rui Bai Law Firm	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓		✓	✓	✓	✓		✓			✓	27
Beijing Starke Consulting Co., Ltd.						✓	✓					✓			✓									1
Berwin Leighton Paisner			✓			✓		✓									✓	✓	✓					3
Bird & Bird	✓	✓	✓		✓	✓	✓	✓			✓	✓	✓		✓	✓							✓	32
Broad & Bright	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓			✓	100
Chang Tsi & Partners		✓			✓	✓	✓					✓			✓								✓	210
China Patent Agent (H.K.) Ltd.												✓			✓									300
Cleary Gottlieb Steen & Hamilton LLP	✓	✓		✓	✓	✓	✓																✓	10
Clifford Chance	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓		✓	✓	69

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Clyde & Co. China			✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	41	
CMS, China	✓	✓	✓		✓	✓	✓	✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Cuatrecasas						✓										✓					✓			11	
Davis Polk & Wardwell	✓	✓	✓	✓	✓	✓	✓			✓			✓			✓				✓		✓	✓	13	
Debevoise & Plimpton	✓		✓	✓	✓	✓		✓			✓		✓			✓		✓	✓		✓	✓	✓	6	
Diaz, Reus & Targ, LLP	✓		✓	✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	N/A	
DLA Piper UK LLP	MIR	✓		✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Duan & Duan	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	700+	
Duane Morris & Selvam LLP (Shanghai Office)	✓			✓	✓	✓	✓	✓		✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	7	
East & Concord Partners	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	400+	See Page 14
Eiger in association with Shanghai Runyi Law Firm		✓	✓	✓		✓	✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	14	
Eversheds Sutherland	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓				✓	✓	✓	✓		✓	✓	14	
Fangda Partners	MIR	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	480+	
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP												✓				✓								1	
Freshfields Bruckhaus Deringer	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓			✓		✓	✓				✓	✓	N/A	
FuJae Partners					✓	✓	✓					✓	✓		✓						✓			13	
Gibson, Dunn & Crutcher LLP	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓	✓	✓	✓	✓		✓	✓	6	
Gide Loyrette Nouel	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	20	
Grandall Law Firm	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	2000+	

KEY

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Guantao Law Firm	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	951
Haiwen&Partners	✓	✓		✓	✓	✓	✓	✓				✓	✓			✓	✓		✓		✓	✓	N/A
Han Kun Law Offices	MR	✓	✓	✓	✓	✓	✓	✓		✓		✓			✓	✓			✓			✓	300+
Herbert Smith Freehills	MR	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓			✓	✓	✓	✓		✓	N/A
HHP Attorneys-At-Law			✓		✓	✓	✓	✓				✓	✓		✓	✓			✓	✓		✓	20
Holman Fenwick Willan (HFW)				✓		✓										✓	✓						15
Ince		✓	✓	✓	✓	✓	✓	✓	✓			✓		✓		✓	✓	✓	✓	✓			13
Jingtian & Gongcheng	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓	✓		✓	✓		✓	✓	✓	✓	330+
JunHe LLP	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	740
JunZeJun Law Offices		✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓		✓		✓	✓	✓	✓	✓	456
K&L Gates LLP		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	N/A
King & Wood Mallesons	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	1100+
Kirkland & Ellis*		✓	✓		✓	✓	✓		✓			✓	✓			✓			✓	✓		✓	115+
Latham & Watkins LLP		✓	✓		✓	✓	✓	✓		✓		✓	✓	✓		✓			✓			✓	15
Li & Partners		✓		✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓	✓	✓	47
Linklaters		✓	✓		✓	✓	✓	✓	✓				✓			✓		✓	✓	✓			N/A
Links Law Offices*	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	191
Marks & Clerk												✓											13
Mayer Brown Rep' Offices (Beijing & Shanghai)	MR		✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓	✓	✓	✓	✓		✓	14
MHP Law Firm		✓	✓		✓	✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	N/A

See Page 16

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Milbank LLP			✓			✓		✓																	N/A
MinterEllison				✓		✓	✓	✓								✓		✓	✓						10
MMLC Group		✓			✓	✓	✓		✓				✓	✓		✓						✓	✓		25
Morgan, Lewis & Bockius	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓			✓	✓	✓		✓		62
Morrison & Foerster	✓	✓			✓	✓	✓	✓		✓			✓	✓		✓			✓	✓	✓	✓	✓		5
MWE China Law Offices	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓	✓		✓			✓	✓	✓	✓	✓	✓	47
Nishimura & Asahi	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓			✓	✓	✓	✓	✓	✓	4
Norton Rose Fulbright		✓	✓	✓		✓	✓	✓		✓	✓	✓	✓		✓		✓		✓	✓	✓		✓		27
O'Melveny & Myers LLP*	✓	✓		✓	✓	✓	✓			✓	✓		✓		✓	✓			✓					✓	62
Orrick, Herrington & Sutcliffe LLP	✓	✓			✓	✓	✓	✓					✓	✓		✓	✓				✓			✓	17
Paul Hastings LLP	✓	✓		✓	✓	✓	✓					✓	✓		✓	✓			✓	✓	✓			✓	20
Paul, Weiss, Rifkind, Wharton & Garrison LLP	✓			✓	✓	✓																		✓	10
Perkins Coie LLP		✓			✓	✓	✓			✓			✓	✓		✓	✓					✓		✓	23
Pinsent Masons LLP					✓	✓	✓	✓	✓				✓		✓	✓			✓	✓				✓	28
Proskauer*	✓			✓	✓	✓									✓	✓				✓				✓	17
R&P China Lawyers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	40+
Rajah & Tann Singapore LLP																									
Shanghai Representative Office				✓	✓	✓	✓						✓	✓		✓	✓	✓	✓	✓	✓		✓		5
Reed Smith	✓	✓		✓	✓	✓	✓	✓	✓				✓	✓		✓			✓	✓	✓		✓		28
Ropes & Gray	✓				✓	✓						✓			✓	✓							✓		25

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners
Schulz Noack Bärwinkel, Rechtsanwälte PartmbB		✓	✓		✓	✓	✓		✓			✓	✓					✓	✓						5
Shanghai Xin Bai Law Firm	✓	✓				✓	✓	✓									✓		✓	✓					19
Shearman & Sterling LLP	✓	✓		✓	✓	✓		✓		✓			✓					✓							N/A
Sidley Austin	MR ✓	✓		✓	✓	✓		✓					✓					✓	✓						30
Simmons & Simmons	✓		✓		✓	✓	✓	✓	✓	✓		✓	✓					✓		✓					30
Simpson Thacher & Bartlett LLP	✓		✓	✓	✓	✓				✓			✓					✓	✓						59
Sinowing LLP	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	30
Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates	✓	✓		✓	✓	✓				✓			✓												25
Slaughter and May*	✓	✓		✓	✓	✓	✓	✓				✓	✓					✓	✓	✓					N/A
Squire Patton Boggs (US) LLP		✓		✓	✓	✓	✓	✓				✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	15
Stephenson Harwood*	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	140+
Step toe & Johnson LLP	✓	✓		✓		✓	✓	✓	✓	✓		✓	✓	✓				✓							10
Sullivan & Cromwell LLP	✓			✓	✓	✓		✓		✓				✓				✓	✓						6
Taylor Wessing		✓	✓		✓	✓	✓	✓				✓			✓				✓	✓					N/A
Tian Yuan Law Firm	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓					✓	✓	✓	✓	✓	✓	✓	450+
Tiang & Partners	✓	✓	✓	✓	✓	✓	✓	✓		✓								✓							33
TransAsia Lawyers		✓			✓	✓	✓					✓	✓												N/A
V&T Law Firm	✓			✓	✓	✓				✓		✓	✓					✓	✓						398
Vivien Chan & Co.	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓					✓	✓	✓	✓	✓	✓	N/A

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

- MR** An **In-House Community Most Responsive Firm of the Year 2019** in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction (inc. Infrastructure)	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
Vovan Trocadelyo Group		✓			✓	✓	✓					✓	✓		✓	✓			✓	✓	✓	✓	✓	4	
W. K. To & Co.			✓		✓	✓	✓				✓	✓	✓			✓			✓	✓				1	See Page 18
Watson & Band		✓	✓	✓	✓	✓	✓		✓			✓				✓				✓			✓	N/A	
Weil, Gotshal & Manges	✓					✓		✓							✓								✓	8	
White & Case	✓	✓	✓	✓	✓		✓	✓				✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	25	
Winston & Strawn LLP	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓		✓	✓			✓	✓			✓	5	
WongPartnership LLP	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓			✓		✓	✓	✓			✓	13	
Woo Kwan Lee & Lo*				✓	✓		✓					✓				✓			✓	✓				83	
Zhong Lun Law Firm	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	2100+	

Offshore Firm:

Appleby*	✓		✓	✓	✓	✓		✓		✓	✓					✓	✓	✓	✓	✓	✓	✓	✓	29
----------	---	--	---	---	---	---	--	---	--	---	---	--	--	--	--	---	---	---	---	---	---	---	---	----

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Ella Cheong & Alan Chiu, Solicitors & Notaries

Ogier (offshore)

Vinson & Elkins

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

East & Concord Partners

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Beijing 100004, P. R. China
Tel: (86) 10 6590 6639
Fax: (86) 10 6510 7030
Email: beijing@east-concord.com

Contact: Dajin Li
Number of Employees: 500+
Offices in Asia: Beijing, Shanghai, Shenzhen,
Wuhan and Hangzhou
Year Established: 1993
Website: www.east-concord.com

Languages Spoken: Chinese, English, Japanese, French.

Main Practice Areas

- General Corporate
- Dispute Resolution
- Banking and Finance
- Anti-dumping and Countervailing
- Intellectual Property
- Private Equity and Industrial Funds
- Infrastructure and Project Financing
- Energy and Natural Resources
- Information Technology
- Medicine and Healthcare
- Government Legal Services
- Securities and Capital Markets
- Criminal Defense and Compliance
- Financial Lease and Commercial Factoring
- Antitrust
- Direct Investment
- Entertainment and Sports
- Real Estate and Construction
- Retail Business and Logistics Industry
- Labour Law
- Bankruptcy and Restructuring

Overview

East & Concord Partners was formed in 2014 as a result of a merger between East Associates Law Firm and Concord & Partners, two of the oldest partnership law firms in China, established in 1993 and 1995 respectively. The firm is headquartered in Beijing, with branch offices in Shanghai, Shenzhen, Wuhan and Hangzhou. East & Concord Partners currently has over 400 legal professionals, most having qualifications and hands-on experiences from law schools and firms throughout the world. Moreover, all of our senior partners have over 30 years of experience in the legal field.

Our Clients

Our clients are worldwide and include multinational companies, state-owned enterprises, publicly listed companies, privately owned companies, foreign invested companies, government offices, public institutions and overseas companies and are involved in full range of industries such as banking and finance, securities, insurance, manufacturing, culture, media, sports and entertainment, education and training, advertising, logistics, wholesale and retail, international trade, medicine and health, E-commerce, infrastructure and project financing, mining and natural resources and information technologies.

Why Us

East & Concord Partners values the relationship built with our clients based on mutual trust, applies an integrated management system within our offices, has a global vision in resolving clients' needs, believes in the idea that success is rooted in assisting others to achieve and is committed to providing professional legal assistance to our clients. With more than 20 years of experience, we have gained a leading position and earned clients' trust and recognition in over 20 practice areas including banking & finance, corporate M&A, dispute resolution, energy and natural resources, infrastructure and project financing, intellectual property, international trade, securities and capital markets.

Recognition and Awards

Given our outstanding performance, East & Concord Partners has been awarded and recognized by the Minister of Justice, Beijing Municipal Bureau of Justice, Chinese Bar Association, arbitration institutions, well known international legal media and rating authorities such as Chambers, Legal 500, IFLR1000 and so forth. Our service is widely appreciated by our clients and peers.

See partners profiles on page 202

Success is rooted in assisting others to achieve.

成功，始于助人成功。

> 关于我们

天达共和律师事务所系由原天达律师事务所与原共和律师事务所于2014年合并而成立的一家大型综合合伙制律师事务所。原天达律师事务所与原共和律师事务所分别成立于1993年及1995年，均系国内最早成立的，颇具实力和影响力的知名律师事务所。合并后的天达共和，总部位于北京，并在上海、深圳、武汉、杭州设有办公室。天达共和现有专业人士逾400名。我们的合伙人及顾问结构成熟稳定，由逾30年执业经验的业界元老、拥有国家部委、法院、检察院、国际仲裁机构、国际知名律所工作经验的法律专家和相当数量曾在欧美、澳洲、日本、新加坡和港台等国家和地区接受法律教育或执业的中青年律师组成。中文、英语、日语等多种语言是我们的日常工作语言。

> 业务领域

天达共和致力于为客户提供专业化法律服务，经过20多年的不断积累及锐意进取，已经在以下业务领域取得行业领先地位，赢得了客户的高度信任与赞誉，并连续多年被业界知名媒体如《钱伯斯》、《亚太法律500强》、《国际金融法律评论》、《律师杂志》、《亚洲法律评论》、《亚洲法律杂志》、《商法》、《中国法律与实务》等推荐或报道：

公司业务、资本市场与证券、争议解决、刑事法律事务、银行与金融、融资租赁与商业保理、反倾销反补贴、反垄断、知识产权、直接投资、私募基金与产业基金、文化体育传媒、基础设施及项目融资、房地产与建设工程、能源与自然资源、零售商业与物流、互联网科技、劳动法、医药及医疗健康、破产与重组、政府法律事务。

> Overview

The merger between the East Associates Law Firm and Concord & Partners in 2014 brought into being East & Concord Partners, one of the largest and the most comprehensive law firms in China. Briefly, East Associates Law Firm and Concord & Partners were established in 1993 and 1995 respectively, are among the earliest established law firms in China and both have nationwide influence and reputation. We are headquartered in Beijing and have branches in Shanghai, Shenzhen, Wuhan and Hangzhou. The firm has over 400 professionals. And the structure of partners and consultants is mature and stable. In addition to experienced partners and consultants who have practiced law for more than 30 years, our firm is comprised of legal experts who have years of working experience in national ministries, courts, procuratorate, international arbitration institution and prestigious law firms and young and middle-aged attorneys who have gained qualifications and hands-on experience in law schools and firms throughout United States, Europe, Australia, Japan, Singapore, Hong Kong and Taiwan. Our working languages include Chinese, English and Japanese.

> Practice Areas

East & Concord Partners is committed to providing professional legal assistance to our clients and with 20 plus years of experience has gained a leading position and earned clients' trust and recognition and has been frequently recommended and reported by well-known international legal media such as *Chambers*, *Legal 500*, *IFLR1000*, *The Lawyer*, *Asialaw Profiles*, *ALB*, *China Business Law Journal*, *China Law and Practice* and so forth in the following practice areas:

General Corporate, Securities and Capital Markets, Dispute Resolution, Criminal Defense and Compliance, Banking and Finance, Financial Lease and Commercial Factoring, Anti-dumping and Countervailing, Antitrust, Intellectual Property, Direct Investment, Private Equity and Industrial Funds, Entertainment and Sports, Infrastructure and Project Financing, Real Estate and Construction, Energy and Natural Resources, Retail Business and Logistics Industry, Information Technology, Labour Law, Medicine and Healthcare, Bankruptcy and Restructuring, Government Legal Services.



Llinks Law Offices

16F/19F, One Lujiazui
68 Yincheng Road Middle
Shanghai 200120, P.R. China

Tel: (86) 21 3135 8666
Fax: (86) 21 3135 8600

Email: master@llinkslaw.com
Number of employees: 260+
Offices in Asia: Shanghai, Beijing, Hong Kong
Year Established: 1998

Website: www.llinkslaw.com

Languages Spoken: English, French, Japanese, Mandarin, Spanish, Shanghai dialect and Cantonese.

Main Practice Areas

Anti-Trust and Competition, Asset Management, Banking and Financial Services, Capital Markets, Compliance Advisory, Corporate, Dispute Resolution, Healthcare and Life Sciences, Intellectual Property, Investment Funds, Labor & Employment, Mergers and Acquisitions, Private Equity and Venture Capital, Real Estate and Construction, Restructuring, Insolvency and Bankruptcy, Sports Law, Technology, Media and Telecommunications.

Firm Profile

Llinks Law Offices is a leading PRC law firm with a national and international practice specializing in cross-border transactions. We are known for high quality services, innovative solutions, professionalism, team spirit and a cultivation of young lawyers. With offices in Shanghai, Beijing and Hong Kong, Llinks aims to help its clients achieve their business goals and provide professional services of the highest caliber, combining technical excellence with commercial awareness and a practical, constructive approach to legal issues. Its professionalism and business expertise have been continuously ranked well in China. Llinks has been recognized by numerous reputable national and international publications as a leading law firm and has been awarded the honor of National Outstanding Law Firm in China.

Some of the reasons why clients choose Llinks:

- Recognized as a leading PRC law firm by In-House Community's Asian-mena Counsel, Asian Legal Business, Asialaw Profiles, Chambers and Partners, IFLR1000, The Legal 500;
- Regularly handles cross-border transactions, including "first-in-class" and "best-in-class" transactions;
- Experienced in working cooperatively with clients and their consultants;
- Provides clients with information on the latest legal and regulatory developments;
- Cooperative and collegial work environment;
- Creative and business-oriented approach to problem-solving.

Our Competitiveness

– Our Goal

Our goal, to continuously improve our client service, demands that we constantly improve our capabilities as individual professionals and as members of the Llinks team.

– Integration and Partnership

Our firm thrives on the energy, collaboration, and commitment of our partners, associates, and support staff. Our commitment to teamwork and the collegial environment we foster ensures that we can provide the best legal services to our clients.

– Integrated Practice

We serve clients by integrating our attorneys, practice groups, and offices. Each client has access to all of our lawyers' knowledge and expertise, no matter where they are based or which practice group they belong to.

– Interdisciplinary Approach

Specialized and sophisticated markets require our specialization in different practice areas, which does not prevent us from putting ever-greater emphasis on an interdisciplinary approach.

– Dynamic Firm Culture

We are dedicated to building a culture that nurtures the best talent and allows outstanding individuals to thrive, which encouraging high morale, strong teamwork, and loyalty.

See [partner profile](#) on page 202

A Leading PRC Legal Solution Provider

**We Link Local Legal Intelligence
With The World**

Practice Areas

- Anti-Trust and Competition
- Asset Management
- Banking and Financial Services
- Capital Markets
- Compliance Advisory
- Corporate
- Dispute Resolution
- Healthcare and Life Sciences
- Intellectual Property
- Labor and Employment
- Mergers and Acquisitions
- Private Equity and Venture Capital
- Real Estate and Construction
- Restructuring, Insolvency and Bankruptcy
- Sports Law
- Technology, Media and Telecommunications



W. K. To & Co.

Beijing Representative Office

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Chaoyang District, Beijing, PRC
Tel: (8610) 8587 5076

Contacts: Cindy Chen

(PRC Qualified Lawyer, Beijing Office Manager)
cindy@wktoco.cn

Email: wktoco@wktoco.com

Website: www.wktoco.com

Main Practice Areas

- Litigation and Dispute Resolution
- Corporate and Commercial
- China Trade and Investment
- Employment
- Insolvency and Restructuring
- Real Estate
- Family and Matrimonial
- Insurance and Personal Injuries
- Trust and Wealth Management
- Notarization and China Attestation

Firm Profile

"W. K. To & Co.'s competency level is above other leading firms in the region" – Legal 500

"Experts in their fields, and exhibit enthusiasm for their practice, while achieving the best possible results" – Legal 500

Founded in 1985, W. K. To & Co. is a leading full-service independent law firm in Hong Kong, advising some of the largest local and international corporations with business interests throughout Asia and beyond.

With our representative office in Beijing and head office in Hong Kong, we provide international and local clients with sound legal advice and practical solutions for handling issues arising in business and investment transactions in China. Our clients range from state-owned enterprises to start-up companies engaged in business in a variety of manufacturing, service and financial industry sectors.

Our China team is fluent in Mandarin and is capable of preparing Chinese language documents in accordance with Chinese customs and requirements. The team works with our other specialized practice groups in Hong Kong to ensure that industry expertise is fully utilized in relevant transactions.

Clients benefit from our understanding and knowledge of the China's political and social landscape as well as our solid working relationships with government authorities and institutions, which enable us to provide timely advice on the latest developments in government policies and regulations.

We have strong ties with legal practitioners worldwide and we are free and independent to recommend the most appropriate firm in a particular jurisdiction to meet our client's specific needs. We are the member of Inter-Pacific Bar Association (IPBA), Lawyers Associated Worldwide (LAW) and Elite Chinese Legal Alliance (ECLA), one of the largest cross-region legal networks in China.

*“Experts in their fields,
and exhibit enthusiasm for
their practice, while achieving
the best possible results.”*

Legal 500

- China Trade and Investment
- Litigation and Dispute Resolution
- Corporate and Commercial
- Employment
- Insolvency and Restructuring
- Real Estate
- Insurance and Personal Injury
- Family and Matrimonial
- Trust and Wealth Management
- Notarization and China Attestation



W. K. TO & CO.

杜偉強律師事務所

Solicitors, Notaries, Agents for Trademarks & Patent

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Find a Law Firm.....P.22

In-Depth Firm Profiles.....P.28

Hong Kong firms
online here:



HONG KONG

Photo: Peter Yan



In-House Community Survey

Representing Corporate Hong Kong

KEY ISSUES AND CONCERNS

The outlook in Hong Kong has soured since our last survey, with three-quarters of respondents saying that they expect their team to shrink during the next 12 months as a result of the weakening economic environment. Respondents were rightly more optimistic about hiring last year, as the average team size has grown to 16 people, up from 15, but we do not expect that growth to continue.

Social unrest, the US-China trade war and slowing global growth are all weighing on business and putting downward pressure on legal budgets. Several respondents said that their company had imposed a blanket hiring freeze, while others cited difficulty in getting authorisation for extra staff. At the same time, budget constraints and cost-cutting remain a common reality.

However, in many cases the workload for in-house teams has not fallen. By far the most common challenge cited by respondents at our Hong Kong event was keeping up with ever-changing and unpredictable laws and regulations, both locally and worldwide. With 88 percent of respondents in Hong Kong working at multinational companies, the challenges of operating across multiple borders are very apparent.

In-house counsel are also worried about deploying technology within the legal team, which requires the acquisition of new knowledge and understanding that is sometimes outside their comfort zone. This can lead to difficult decisions about whether to invest in lawyers (either in terms of additional headcount or upskilling) or to outsource to technology. With the technological landscape changing so rapidly, Hong Kong counsel report difficulty in staying abreast of developments.

This is reflected in the technology that Hong Kong counsel report using. Just 7% say they use e-discovery tools, for example, which is much lower than in Singapore. Hong Kong teams are also much more likely to outsource projects and in

“Several respondents said that their company had imposed a blanket hiring freeze”

general spend much more on external advice. Almost 50 percent of respondents say they employ a balanced mix of in-house and external providers, with roughly 41 percent of legal budgets spent externally — the highest of any jurisdiction we surveyed. Of the work that is outsourced, the most common areas are litigation and dispute resolution, M&A, employment and

intellectual property.

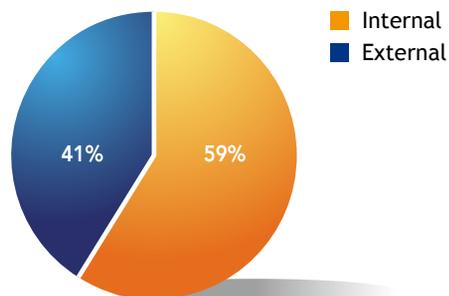
Despite the pressure on budgets and gloomy outlook, training and retaining legal talent remains a common concern, suggesting that there is still plenty of competition for top lawyers.

RESPONDENT PROFILE

Avg team size:	16
Dominant industry:	Financial services
Ethics/compliance within legal team:	60%
Multinational/Local:	88%/12%

HONG KONG

How is your legal budget split between internal and external spending?



KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Telecommunications	Total Applicable Fee Earners
Addleshaw Goddard	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	20
Akin Gump Strauss Hauer & Feld	✓	✓		✓	✓	✓	✓	✓					✓			✓	✓	✓	✓	✓	✓	✓	24
Allen & Overy	MR	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	122
Arun Nigam Associates (Solicitors and Notaries)				✓	✓	✓	✓	✓					✓			✓			✓	✓	✓		4
Ashurst	MR	✓	✓	✓	✓	✓		✓		✓		✓				✓		✓	✓	✓	✓	✓	63
AWA Asia*												✓			✓							✓	19
Bae, Kim & Lee LLC		✓		✓	✓	✓	✓				✓							✓					2
Baker McKenzie	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	159
Baker Botts						✓		✓										✓					5
Bird & Bird	✓	✓	✓		✓	✓	✓	✓		✓		✓	✓		✓	✓						✓	52
Boase Cohen & Collins					✓	✓	✓	✓			✓	✓	✓		✓	✓			✓	✓	✓	✓	28
Bryan Cave Leighton Paisner	✓		✓	✓		✓	✓	✓	✓				✓		✓	✓	✓	✓	✓	✓	✓	✓	34
Charltons	✓			✓	✓	✓		✓		✓								✓		✓			18
Cheung Tong & Rosa Solicitors				✓	✓	✓						✓	✓			✓			✓	✓			10
China Patent Agent (H.K.) Ltd												✓											300
Cleary Gottlieb Steen & Hamilton LLP	✓	✓		✓	✓	✓		✓		✓			✓			✓						✓	34
Clifford Chance	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	164
Clyde & Co.	MR		✓	✓		✓	✓	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓	✓		56
CMS Hong Kong			✓	✓		✓							✓			✓							27
Davis Polk & Wardwell	MR	✓	✓	✓	✓	✓	✓			✓			✓			✓				✓	✓	✓	80

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

		Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Deacons	MR	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	359	
Debevoise & Plimpton		✓			✓	✓	✓					✓		✓			✓						✓			27	
Dentons Hong Kong LLP					✓	✓	✓	✓		✓			✓	✓							✓					32	
DLA Piper	MR	✓			✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Dorsey & Whitney		✓			✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	20	
Ella Cheong & Alan Chiu, Solicitors & Notaries							✓	✓			✓		✓			✓	✓							✓		9	
Ellen Au & Co., Solicitors		✓			✓	✓	✓						✓				✓				✓					N/A	
Elvinger Hoss Prussen¹		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	200	See Page 30
Eversheds Sutherland	MR	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	88	
Freshfields Bruckhaus Deringer		✓	✓		✓	✓	✓	✓	✓			✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	N/A	
Gall						✓		✓									✓							✓		19	
Gibson, Dunn & Crutcher		✓	✓		✓	✓	✓		✓					✓		✓	✓		✓	✓				✓	✓	32	
Haiwen&Partners		✓			✓	✓	✓																	✓		N/A	
Hastings & Co.					✓		✓	✓					✓	✓			✓		✓	✓						40	
Herbert Smith Freehills	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Hill Dickinson Hong Kong					✓		✓	✓					✓		✓		✓	✓		✓	✓					17	
H.M. Chan & Co. in association with Taylor Wessing		✓			✓	✓	✓	✓			✓					✓								✓		11	
Holman Fenwick Willan (HFW)				✓	✓		✓					✓		✓			✓	✓		✓	✓					59	
Howse Williams		✓	✓		✓	✓	✓	✓				✓		✓		✓	✓	✓	✓							90	
Ince			✓	✓	✓	✓	✓	✓	✓	✓		✓		✓			✓	✓	✓	✓	✓					30+	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Jingtian & Gongcheng				✓	✓		✓				✓													✓	25+	
JunHe LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓			✓	✓	✓	✓	✓				✓	25
JunZeJun Law Offices				✓	✓								✓				✓									N/A
K&L Gates	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓				✓	✓	✓	✓				✓	N/A
Kennedys			✓	✓		✓	✓	✓			✓	✓			✓	✓	✓			✓					✓	38
King & Wood Mallesons	MR	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓		✓	✓	✓	✓				✓	200+
Kirkland & Ellis*	✓	✓		✓	✓	✓	✓		✓				✓	✓						✓	✓				✓	115+
Koh Vass & Co in association with Osborne Clarke	✓			✓		✓	✓	✓			✓				✓										✓	7
Latham & Watkins	✓	✓		✓	✓	✓	✓	✓		✓			✓	✓				✓		✓					✓	86
Li & Partners	✓			✓	✓	✓	✓	✓				✓	✓	✓				✓	✓	✓	✓	✓			✓	104
Linklaters	MR	✓	✓	✓	✓	✓	✓	✓					✓	✓				✓	✓	✓	✓					N/A
Links Law Offices*	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓			✓	191
Locke Lord	✓				✓	✓	✓	✓		✓	✓	✓	✓				✓	✓			✓					10+
Morgan, Lewis & Bockius (in association with Luk & Partners)	✓			✓	✓	✓	✓	✓		✓	✓		✓		✓	✓										54
Marks & Clerk													✓													28
Mayer Brown	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	170
Milbank LLP				✓	✓	✓	✓	✓										✓								N/A
MinterEllison	✓			✓	✓	✓	✓	✓					✓					✓	✓							40
Morrison & Foerster	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓			✓		✓	✓	40

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

- MIR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction (inc. Infrastructure)	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Norton Rose Fulbright	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	70	
O'Melveny & Myers*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	62	
Oldham, Li & Nie						✓	✓	✓				✓	✓	✓		✓	✓				✓				N/A	
Orrick, Herrington & Sutcliffe	✓				✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	14
P. C. Woo & Co.			✓	✓	✓	✓	✓	✓				✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Paul Hastings	✓		✓	✓	✓	✓	✓	✓							✓						✓	✓	✓	✓	25	
Paul, Weiss, Rifkind, Wharton & Garrison LLP	✓		✓	✓	✓	✓	✓	✓		✓	✓													✓	22	
Peter Yuen & Associates (in association with Fangda Partners)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	90 ~	
Pinsent Masons	✓			✓		✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	44	
Proskauer*	✓		✓		✓	✓	✓	✓							✓	✓				✓	✓	✓	✓	✓	17	
Reed Smith Richards Butler	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	67	
Robert Lee Law Offices						✓	✓					✓	✓			✓									3	
Ropes & Gray	✓		✓	✓	✓	✓	✓	✓		✓			✓		✓	✓				✓	✓			✓	45	
Rouse & Co International (Overseas) Limited					✓		✓					✓				✓								✓	16	
RPC	✓			✓	✓	✓	✓	✓			✓	✓	✓			✓	✓			✓					N/A	
Shearman & Sterling LLP	MIR	✓	✓	✓	✓	✓	✓	✓		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Sidley Austin	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	120
Simmons & Simmons	MIR	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	41
Simpson Thacher & Bartlett LLP	✓		✓	✓	✓	✓	✓	✓		✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	54

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners
Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates	✓	✓		✓	✓	✓				✓	✓		✓		✓	✓								✓	63
Slaughter and May*	MR	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓				✓	N/A
Squire Patton Boggs (US) LLP	✓	✓			✓	✓	✓	✓			✓		✓	✓	✓	✓			✓	✓	✓	✓			19
Stephenson Harwood*	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓			140+
Sullivan & Cromwell LLP	✓			✓	✓	✓	✓	✓			✓	✓		✓				✓	✓					✓	29
Tanner De Witt				✓	✓	✓	✓	✓			✓	✓	✓			✓				✓				✓	51
Tiang & Co.	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓		✓	✓	✓	✓	✓	✓		✓	20
Vinson & Elkins LLP													✓			✓									1
Vivien Teu & Co LLP	✓			✓		✓	✓														✓				15 ~ See Page 32
Watson Farley & Williams LLP	✓		✓	✓	✓		✓	✓					✓			✓	✓	✓		✓					43
Weil, Gotshal & Manges	✓			✓		✓		✓						✓										✓	14
White & Case	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	42
Wilkinson & Grist	✓	✓		✓		✓	✓	✓				✓	✓	✓	✓	✓			✓	✓					53
Winston & Strawn	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	17
W. K. To & Co.				✓		✓	✓	✓			✓	✓	✓			✓			✓	✓				✓	19 See Page 34
Woo Kwan Lee & Lo*	MR			✓	✓	✓						✓				✓			✓	✓					83
Zhong Lun Law Firm	✓	✓		✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	44

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas
- * Combined data for Hong Kong and mainland China offices

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Offshore Firms:	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	29
Appleby*	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	32
Conyers Dill & Pearman	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	48
Harney Westwood & Riegels	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	53
Maples Group	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Mourant Ozannes	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	34
Ogier	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	40
Walkers	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	40

Footnote:

1 Elvinger Hoss Prussen's Hong Kong office provides inbound and outbound legal services only under Luxembourg law.

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

Conyers Dill & Pearman

29th Floor, One Exchange Square,
8 Connaught Place, Central, Hong Kong

Tel: (852) 2524 7106

Fax: (852) 2845 9268

Email: hongkong@conyers.com

Contact: Christopher Bickley
(Partner, Head of Hong Kong Office)

Number of employees: 500+

Offices in Asia: Hong Kong, Singapore

Year Established: 1928

Website: <https://www.conyers.com/markets/hong-kong/>

Languages spoken: Cantonese, English, Mandarin.

Main Practice Areas

- Corporate
- Capital markets
- Mergers & Acquisitions
- Banking & Finance
- Investment Funds
- Private Equity & Venture Capital
- Asset finance, including shipping and aircraft finance
- Litigation & Dispute Resolution
- Insolvency & Restructuring
- Private Client & Trust

Firm Profile

Conyers is a leading international law firm with a broad client base including FTSE 100 and Fortune 500 companies, international finance houses and asset managers. The firm advises on Bermuda, British Virgin Islands and Cayman Islands laws, from offices in those jurisdictions and in the key financial centres of Hong Kong, London and Singapore.

Through our global network we provide responsive, sophisticated, solution-driven advice to clients on matters including:

- **Corporate:** Aircraft Finance & Registration, Banking and Finance, Capital Markets, M&A, Continuations, IPOs, Insurance & Reinsurance, Investment Funds, Islamic Finance, Joint Ventures, Partnerships, Private Equity, Securitisation & Structured Finance, Ship Finance & Registration.
- **Litigation:** Arbitration & Dispute Resolution, Bankruptcy, Insolvency & Restructuring, Commercial Litigation.
- **Private Client & Trust:** Discretionary, Fixed Interest, Purpose & Charitable Trusts, Estate Planning, Foundations, Private Investment Structures, Private Trust Companies, Trust Litigation.

We also provide a wide range of registered agent, registered office, corporate director and secretarial services, as well as specialised company trust, management, compliance and governance services.

Recognition and Awards

- **China Business Law Journal:** Best Overall Law Firms (Offshore), 2019, 2017
- **IFLR Asia-Pacific Awards:** Restructuring Deal of the Year 2019 – Nobel Group Limited’s US\$3.5 billion global restructuring
- **Asia Legal Business Law Awards:** M&A Deal of the Year 2019 – MBK Partners HK Limited’s privatisation of eHi Car Services Limited
- **Who’s Who Legal Awards:** British Virgin Islands Law Firm of the Year, 2018, 2017
- **Who’s Who Legal Awards:** Bermuda Law Firm of the Year, 2019, 2018, 2017
- **Asian Lawyer Asia Legal Awards:** Offshore Law Firm of the Year, 2016

AWARD WINNING GLOBAL OFFSHORE LAW FIRM

Conyers is a leading international law firm with a broad client base including FTSE 100 and Fortune 500 companies, international finance houses and asset managers. The firm advises on Bermuda, British Virgin Islands and Cayman Islands laws, from offices in those jurisdictions and in the key financial centres of Hong Kong, London and Singapore.



**IFLR
ASIA-PACIFIC AWARDS 2019**
Restructuring Deal
of the Year Award



**CHINA BUSINESS
LAW AWARDS**
Best Overall Law Firms (Offshore)
《商法》卓越综合实力律所 (离岸所)



IFLR1000
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2019**



CONYERS

康德明律师事务所

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Hong Kong

Tel: (852) 2287 1900

Fax: (852) 2287 1988

Email: elvingerhoss_hk@elvingerhoss.lu

Contact: xavierlesourne_hk@elvingerhoss.lu

Number of employees: 370

Offices: Hong Kong, Luxembourg, New York

Year Established: 2012 (1964)

Website: www.elvingerhoss.lu

Languages spoken: Chinese (Cantonese), Chinese (Mandarin), English, French, German, Luxembourgish.

Main Practice Areas

Investment funds / Private equity / Real estate / Corporate, mergers & acquisitions / Management companies and AIFMs / Regulatory and compliance / Structured finance and securitisations / Tax advice and structuring / Tax litigation / VAT and indirect tax / Transfer pricing / Banking and financial services / Capital markets (debt and equity) / Commercial / ICT, IP, media and data protection / Technology / Investment firms and other professionals of the financial sector / Administrative law / Dispute resolution / Employment and pensions law / EU law, competition and antitrust / Finance / Foundation, non-profit organisations and philanthropy / Insolvency and restructuring / Insurance and reinsurance / Public procurement / Urban zoning.

Firm Profile

Our firm was founded in 1964 by lawyers committed to excellence and creativity in legal practice. Since then, we have shaped a firm fit for one purpose; to deliver the best possible advice for businesses, institutions and entrepreneurs. Our Hong Kong office is headed by Xavier Le Sourne, partner of the firm who has strong experience in regulated and unregulated investment structures. The local team is supported by Counsel Charlotte Chen, a native Chinese speaker, and a dedicated group of associates both in Hong Kong and Luxembourg. Partners Katia Panichi, who opened the Hong Kong office in 2012, and Gast Juncker are both responsible for the Asian activities in Luxembourg.

Recognition

Elvinger Hoss Prussen is ranked top tier in Legal 500, Chambers & Partners and IFLR 1000. In every recognized client or peer assessment, the firm ranks among the top firms in Luxembourg. "Elvinger Hoss Prussen has 'incredible strength-in-depth' and therefore has the critical mass to handle a considerable volume of matters for clients ranging from boutique investment houses to large international fund promoters." We were recently honoured to receive the FLR Award 2019 "Luxembourg Most Innovative Law Firm of the Year".

Key Deals

- We advise a number of Asian asset managers in the establishment and maintenance of their Luxembourg UCITS and AIF ranges. Our clients include the major Chinese banks, asset managers in Hong Kong, Singapore and Korea as well as the major Japanese asset management and securities houses.
- We assisted Far Eastern International Bank in providing financing to a Luxembourg Reserved Alternative Investment Fund through a Luxembourg law governed term loan facility agreement.
- We advised Shenzhen based Tencent Holdings Limited on corporate law aspects in connection with their acquisition of a majority stake in European based entity SUPERCELL OY.
- We advised Hong Kong based Baring Private Equity Asia (BPEA) in setting up two of the largest Asia parallel funds (each under the form of a Luxembourg partnership) respectively investing in Asian management buyouts and real estate.
- We assisted Hong Kong based Euro Asset Management Ltd to set up of a Luxembourg partnership to invest into UK real estate.

**Elvinger Hoss Prussen's Hong Kong office provides legal services only under Luxembourg law*

See [partner profile](#) on page 203

ELVINGER HOSS

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Vivien Teu & Co LLP

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Contact: Vivien Teu
Number of employees: 10 - 15
Offices in Asia: Hong Kong
Year Established: 2015
Website: www.vteu.co

Languages spoken: English, Mandarin, and Cantonese.

Main Practice Areas

- Asset Management
- Banking and Financial Services
- Capital Markets
- Company Formation
- Compliance and Regulatory Advisory
- Corporate
- Financial Regulatory
- Investment Funds
- Licensing Advice
- Mergers and Acquisitions
- Private Equity
- Securities
- Structured Finance
- Succession Planning
- Trust Planning
- Taxation
- Wealth Management

Firm Profile

Vivien Teu & Co LLP is a Hong Kong corporate and commercial law firm established with the philosophy of a boutique law firm, with particular focus on investment funds, asset management and financial services, securities and regulatory, tax and trusts. The lawyers at the firm carry in-depth Hong Kong and international legal practice experience, combined with deep and broad knowledge of China and regional markets.

The legal practice areas at Vivien Teu & Co LLP encompass providing corporate and commercial law advice, as well as on securities law and financial regulatory advice in local and international transactions, and typically a go-to firm for corporate transactions, funds formation and clients seeking legal and regulatory advice involving Mainland China and Hong Kong elements. The firm has gained a reputation of offering seamless support on cross-border Hong Kong and Mainland China matters in the areas of asset management, investment funds, cross-border securities and investments, inbound and outbound mergers & acquisitions, China market entry strategies.

Vivien Teu & Co LLP combines the specialist knowledge and experience of its asset management and financial services practice in advising financial institutions including securities brokers, asset management firms, private banks and trust service providers. The firm also increasingly serves high-net-worth private clients and entrepreneurs in private trusts, tax, corporate and investment matters, in its wider financial services and wealth management practice; while the firm's tax advisory capability is an integral part of its corporate and commercial practice and augments its asset management and financial services practice.

The team has strengthened an ESG focus of its investment funds and corporate practice, as well as working with charities, foundations, social enterprises and impact investors, seeing these as natural and necessary extensions of its existing practice areas. This latest development also reflects values embraced by the firm, as it believes sustainable finance is the future of investing and capital markets, and is committed to being a strong partner in this journey.

Recognition and Awards

The firm has been ranked "Highly Recommended" in the practice area of "investment funds" by Asialaw Profiles 2019 and Asialaw Profiles 2020, "Recommended" for "Banking & Finance", "Regulatory" and "Private Equity", and as a notable firm for "Banking and Financial Services" and "Private Client". It has also been recognised by the China Business Law Awards 2019 in the category of Family Wealth Management – International Law Firm.



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W. K. To & Co.

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Main Practice Areas

- Litigation and Dispute Resolution
- Corporate and Commercial
- China Trade and Investment
- Employment
- Insolvency and Restructuring
- Real Estate
- Family and Matrimonial
- Insurance and Personal Injuries
- Trust and Wealth Management
- Notarization and China Attestation

Firm Profile

"W. K. To & Co.'s competency level is above other leading firms in the region" – Legal 500

"Experts in their fields, and exhibit enthusiasm for their practice, while achieving the best possible results" – Legal 500

Founded in 1985, W. K. To & Co. is a leading full-service independent law firm in Hong Kong, advising some of the largest local and international corporations with business interests throughout Asia and beyond.

With our representative office in Beijing and head office in Hong Kong, we provide international and local clients with sound legal advice and practical solutions for handling issues arising in business and investment transactions in China. Our clients range from state-owned enterprises to start-up companies engaged in business in a variety of manufacturing, service and financial industry sectors.

Our China team is fluent in Mandarin and is capable of preparing Chinese language documents in accordance with Chinese customs and requirements. The team works with our other specialized practice groups in Hong Kong to ensure that industry expertise is fully utilized in relevant transactions.

Clients benefit from our understanding and knowledge of the China's political and social landscape as well as our solid working relationships with government authorities and institutions, which enable us to provide timely advice on the latest developments in government policies and regulations.

We have strong ties with legal practitioners worldwide and we are free and independent to recommend the most appropriate firm in a particular jurisdiction to meet our client's specific needs. We are the member of Inter-Pacific Bar Association (IPBA), Lawyers Associated Worldwide (LAW) and Elite Chinese Legal Alliance (ECLA), one of the largest cross-region legal networks in China.

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Legal 500

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- Corporate and Commercial
- China Trade and Investment
- Employment
- Insolvency and Restructuring
- Real Estate
- Insurance and Personal Injury
- Family and Matrimonial
- Trust and Wealth Management
- Notarization and China Attestation



W. K. TO & CO.

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India firms
online here:



INDIA



In-House Community Survey

Representing Corporate India

KEY ISSUES AND CONCERNS

Growth continues to be a focus for many legal teams in India, with roughly half of the survey respondents in Mumbai saying that they expect the size of their team to grow during the coming 12 months, which is much higher than in most jurisdictions in the region. The other half of respondents are expecting their teams to stay the same size, with no respondents saying they expected to lose headcount.

More generally, the most common challenges for legal counsel in India are familiar to teams across the region — timeline pressure from the business side, constrained budgets and staying up to date with the latest legal developments at home and abroad. Indeed, the domestic regulatory environment can pose particular challenges, not only in terms of staying abreast of changes, but also with regards to how government policies will be interpreted by the relevant authorities and agencies.

Technology was also mentioned as a challenge in India, though legal departments commonly use e-signatures, smart contracts and matter management solutions. They also make

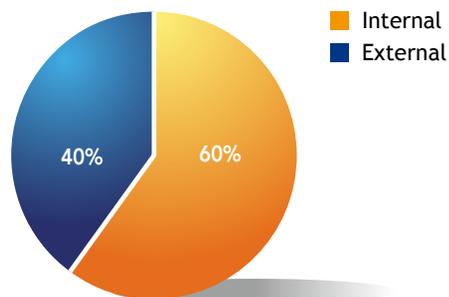
“The country’s strong legal tech and legal process outsourcing sector affords in-house counsel with a good range of homegrown, affordable solutions”

RESPONDENT PROFILE

Avg team size:	12
Dominant industry:	Financial services
Ethics/compliance within legal team:	63%
Multinational/Local:	81%/19%

INDIA

How is your legal budget split between internal and external spending?



use of the country’s strong legal tech and legal process outsourcing sector that affords in-house counsel with a good range of homegrown, affordable solutions. Respondents said that they spend on average around 40 percent of their legal budget externally, which is higher than in many jurisdictions in Asia and reflects the large range of options available. Besides litigation and dispute resolution, the most common area outsourced is corporate/M&A.



Doing business and ease of doing business in India

The government has taken numerous steps to give an impetus to foreign investment, but a lot remains to be done.

India has one of the most transparent and liberal foreign direct investment regimes amongst the emerging and developing economies. Any foreign investment proposed to be brought into an Indian entity is governed by the Foreign Exchange Management Act, 1999, the Foreign Exchange Management (Transfer or Issue of Security by a Person Resident Outside India) Regulations, 2017, and the ‘Consolidated Foreign Direct Investment Policy’ issued by the Department for Promotion of Industry and Internal Trade (“**FDI Policy**”) (collectively referred to as the “**FDI Norms**”).

Foreign corporate and individual investment in India, termed collectively as Foreign Direct Investment (“**FDI**”) are primarily permitted to be made in equity shares/ fully, compulsorily and mandatorily convertible debentures/ fully, compulsorily and mandatorily convertible preference shares of an Indian company.

FDI in an Indian company may be routed by way of:

- a. subscription, ie, direct contribution to its share capital; and/or
- b. purchase, ie, acquisition of its securities from its existing holders.

FDI may be made in an Indian company through one of following two routes:

AUTOMATIC ROUTE

As per the FDI Norms, investment in most sectors in India is permitted without the requirement of prior governmental approval and such route for investments is classified as ‘automatic route’. While, almost all sectors are open to 100 percent FDI through the automatic route, some of such sectors are subject to certain sector specific conditions, such as:

- Single brand retail trade (100 percent FDI through the automatic route subject to fulfilment of sourcing norms),
- Marketplace based model of e-commerce (100 percent FDI through the automatic route subject to compliance with the guidelines for FDI in e-commerce),
- Wholesale trading (cash and carry services), and

- Construction development projects (except real estate business).

APPROVAL ROUTE

Investment proposals for FDI through the approval route require a prior approval from the Government of India (through the department concerned for such sector). Certain sectors which are open to FDI through the approval route are:

- Multi brand retail trade — Up to 51 percent FDI is permitted through the Government route, and
- Defence sector — 100 percent FDI is permitted (however, 49 percent FDI is permitted through the automatic route and beyond 49 percent FDI is subject to the approval route, wherever it is likely to result in access to modern technology or for other reasons recorded).

BUSINESS STRUCTURES/ FORMS OF ENTITIES FOR DOING BUSINESS IN INDIA

a. Company (private or public set up as a wholly owned subsidiary or by way of a joint venture)

A company can be a private limited company or a public company, however the common form of entity, in India, is a private limited company, set up as a subsidiary or a joint venture between two companies.

b. Limited Liability Partnership

LLP is a body corporate and a legal person separate from its partners. FDI is permitted in LLPs operating in sectors/ activities where 100 percent FDI is allowed through automatic route and there are no FDI — linked performance conditions.

c. Offices (branch office, project office, liaison office)

A foreign company can open a branch office or liaison office or project office in India. The scope of operations of such offices is typically limited to activities and functions such as representative office, sourcing, technical and/or marketing support, import and export, executing a specific project, etc.



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The establishment of a branch office or liaison office is a two-pronged process and involves seeking Reserve Bank of India (“RBI”) approval (through an AD Bank) and registration of the branch/liaison office with the relevant Registrar of Companies.

Further, a foreign company may open project office/s in India provided it has secured from a company, a contract to execute a project in India (subject to the fulfilment of certain conditions) without any prior approval from RBI.

d. Franchise agreement/ distribution agreement/ agency

A foreign company, subject to the nature of its business, can proceed with doing business in India through an unincorporated presence. A foreign company may choose to appoint a distributor for the whole of India, or for a certain defined territory, by way of entering into a detailed distribution agreement. Further, a foreign company may choose to appoint an agent, wherein the foreign company is the principal and would retain control over the product sale and price. The agent only represents the foreign company in India.

Another form of doing business in India is the franchise model. A foreign company may adopt a franchise arrangement to distribute its products in India. The said arrangement is generally adopted where sharing of technical know-how and business methods is required. In India, many foreign companies have adopted the franchise model to sell their products.

EASE OF DOING BUSINESS IN INDIA

The Government has taken many steps to enable business opportunities for foreign investors. This has resulted in India’s rank in the ‘World Bank’s Ease of Doing Business 2019’ survey climb to the 77th place among 190 countries surveyed. The key reforms that have taken place recently resulting in ease of doing business are in relation to:

Starting a business

- Permanent Account Number (PAN), Tax Deduction & Collection Account Number (TAN), Director Identification Number (DIN) have now been merged into a single form (SPICe) for company incorporation.
- The attachments for reserving the name of the Company with the Ministry of Corporate Affairs have been simplified into a simple web service.
- Registration under Employee State Insurance Corporation (ESIC) and Employee Provident Fund Organisation (EPFO) (which are social security benefits) are available at Shram Suvidha portal as a common online service with no physical touch point.
- Introduction of “RUN — Reserve Unique Name” web service for making the “Name Reservation” process Speedy, Smooth, Simple and reducing the number of procedures.
- eKYC drive for all DIN holders who have been allotted DIN on or before March 31, 2018 and whose DIN is in approved status. This drive is aimed at verification of individual DIN holders and weed out non-existent/dummy DIN holders and ultimately to clean up the Directors’ e-Registry.
- The indirect tax regime has undergone tremendous change with the enforcement of the Goods and Services Tax (GST) which has replaced many indirect tax laws that previously existed in India.

Loans/ECBs

- The RBI issued a notification on July 30, 2019 in respect of the External Commercial Borrowings (ECB) framework to relax the end-use restrictions. Proceeds of ECBs can now be applied towards: (i) repayment of INR loans availed onshore where proceeds of such loans have been utilised for capital expenditure; (ii) meeting working capital requirements; and (iii) general corporate purposes. For ECBs to be used for these end-uses certain minimum average maturity norms must be complied with.



Scan this QR code for an update of this article and a video briefing.

Resolving Insolvency

- The Insolvency and Bankruptcy Code of 2016 has introduced new dimensions in resolving insolvency in India. It is India's first comprehensive legislation of corporate insolvency.
- Under fast-track Corporate Insolvency Resolution Process (CIRP) for mid-sized companies, the process for insolvency shall be completed within 90 days with a maximum grace period of another 45 days.

New laws and measures underway

- The Code on Wages, 2019 has been passed by the Lok Sabha and Rajya Sabha and received the President's assent on August 8, 2019. The code shall streamline the definition of wages by amalgamating four related statutes: the Minimum Wages Act, 1948, the Payment of Wages Act, 1936, the Payment of Bonus Act, 1965, and the Equal Remuneration Act, 1976.
- The Code on Occupational Safety, Health and Working Conditions Bill, 2019 was introduced in the Lok Sabha on July 23, 2019. With the ultimate aim of extending the safety and healthy working conditions to all workforce of the country, the Code enhances the ambit of provisions of safety, health, welfare and working conditions from existing about 9 major sectors to all establishments having 10 or more employees.
- The Personal Data Protection Bill, 2018 — The ever changing legal and regulatory landscape within India along with the enforcement of the General Data Protection Regulation (GDPR) in EU, has given rise to the need for having such a law for protection of personal data in India as well. This paves the way for the birth of the Bill which emphasises on the need for increased safeguards vis-à-vis personal data along with stringent penalties.
- The Government is considering increasing the foreign investment limit in the insurance sector from 49 percent to 74 percent under the approval route as well as ease the

norms for FDI in single brand retail sector, aviation and AVGC (animation, visual effects, gaming and comics). The Government is also considering easing the sourcing norms in the single brand retail trade sector.

- In pursuit of the drive to curb the menace of shell companies, the Companies (Amendment) Act, 2019 (which received the President's assent on July 31, 2019) provides additional powers to the Registrar of Companies to initiate action for removal of name of a company on specified grounds.
- Competition Commission of India (CCI) on August 19, 2019 issued a press release on "Introducing Green Channel clearance for Merger & Acquisitions". The CCI has introduced an automatic system of approval for combinations under Green Channel in order to make the merger & acquisitions filings for approval faster. Under this process, the combination is deemed to have been approved upon filing the notice in the prescribed format. This system would significantly reduce the time and cost of transactions.

CONCLUSION

While the Government has taken numerous steps to give an impetus to foreign investment, there is a lot that remains to be done in terms of ground reality check and penetration of policies/ initiatives deep into the economy. Having said that, there are reforms taking place with the aim of moving towards India becoming a US\$3 trillion economy by FY 2020.

Disclaimer: This article as well as the link to the video contains the legal position as of 22 August 2019. There have been policy changes since then which has not been updated in this article and/or video.



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KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

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	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Advani & Company								✓	✓				✓		✓	✓	✓	✓	✓	✓		✓		15
Advaya Legal	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓		✓	✓	✓		✓		15
ALMT Legal, Advocates & Solicitors	✓		✓	✓	✓	✓	✓					✓	✓			✓	✓	✓	✓		✓		✓	N/A
Anand and Anand												✓			✓	✓						✓		107
Ashu Thakur & Associates					✓	✓	✓		✓			✓	✓			✓			✓	✓		✓		N/A
AZB & Partners	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	450~
Boazz Law Chambers LLP						✓						✓				✓							✓	3
Clasis Law	✓		✓		✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓		✓		32
Crawford Bayley & Co.	MR ✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	200
Cyril Amarchand Mangaldas	MR ✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	750
Dave & Girish & Co.	✓		✓	✓	✓	✓				✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓		22
Economic Laws Practice	✓	✓		✓	✓	✓	✓		✓				✓		✓	✓		✓	✓	✓	✓	✓	✓	N/A
Finsec Law Advisors	✓			✓	✓	✓				✓	✓					✓								10
Fox Mandal	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Gandhi & Associates	✓	✓				✓				✓		✓	✓			✓					✓	✓		10
HSA Advocates	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	107
IndusLaw	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓		✓		159
Infini Juridique	✓		✓		✓	✓			✓			✓	✓			✓		✓	✓					12
Jehangir Gulabbhai & Bilimoria & Daruwalla												✓				✓								12

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Kanga & Co.	✓			✓	✓	✓	✓	✓				✓	✓	✓					✓	✓	✓			50	
Khaitan & Co.	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	650
King Stubb & Kasiva	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	120
KK Sharma Law Offices		✓			✓	✓			✓			✓				✓			✓		✓	✓	✓	12	
Kochhar & Co.	MR ✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Krishnamurthy & Co / KLaw	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100
L&L Partners (Formerly, Luthra & Luthra Law Offices)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	300
LawCept Partners	✓			✓	✓	✓	✓					✓						✓						✓	10
Link Legal India Law Services	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	200+
Majmudar & Partners	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	100
Mulla & Mulla & Craigie Blunt & Caroe		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Nishith Desai Associates	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	89
Phoenix Legal		✓	✓	✓		✓	✓	✓			✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	64
R.K. Dewan & Co		✓				✓						✓			✓	✓									70
S&R Associates	✓	✓		✓	✓	✓	✓	✓		✓			✓		✓	✓			✓	✓		✓	✓	✓	80
Shardul Amarchand Mangaldas & Co	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	604
Solomon & Co., Advocates and Solicitors	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	72
Spice Route Legal	✓	✓		✓	✓	✓	✓		✓			✓			✓									✓	24
Suman Khaitan & Co.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A

KEY

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- ✓ One of the firm's five largest practice areas

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Trilegal	✓	✓		✓	✓	✓	✓	✓		✓	✓		✓		✓	✓		✓	✓	✓	✓	✓	✓	350
Vaish Associates, Advocates	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	100+
Wadia Ghandy & Co.	MR ✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	115
ZBA	✓			✓	✓	✓	✓	✓			✓		✓			✓	✓		✓					12

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Allen & Overy MR	Ashurst LLP
Baker McKenzie MR	Cleary Gottlieb Steen & Hamilton
Davis Polk & Wardwell	Debevoise & Plimpton
Dorsey & Whitney	Gibson Dunn & Crutcher LLP
Reed Smith MR	Shearman & Sterling LLP
Sidley Austin LLP	Squire Patton Boggs (US) LLP
Watson Farley & Williams LLP	White & Case

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

Bringing the In-House Community together along the New Silk Road



“The future of legal services lies very much in the hands of in-house counsel. To bring change, it is imperative that they form themselves, globally, into professional networks. The *In-House Community* provides one such forum”

Professor Richard Susskind, OBE



2 Asian-mena Counsel and the Weekly Briefing

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Contact: Pravin Anand (Managing Partner)
Email: pravin@anandandanand.com

No. of partners: 29 and 1 Senior Director
Total no of lawyers: 100 above
Year Established: 1979
(Tracing roots back to the year 1923)

Languages: English and Hindi

Categories of work

- Patents
- Litigation and Dispute Resolution
- Trademarks
- Designs
- Art and Antiquities
- Competition / Antitrust
- Compliance / Regulatory
- Plant Variety
- Biodiversity
- Contractual and Commercial IP
- Copyrights
- Domain name disputes
- IT & E-commerce advisory
- Sports law
- Fashion and Luxury law
- Media and Entertainment law
- Licensing and Franchising
- Advertising law
- Anti-Counterfeiting
- Criminal law
- Customs and Border Enforcement

Firm Profile

Anand and Anand is a full-service IP law firm, providing end-to-end legal solutions covering all cross-sections of Intellectual Property and allied areas. The firm is professionally managed by a Partnership board comprising 29 Partners and a Senior Director, supported by a management team comprising a CEO, CFO and CIO. The firm currently employs over 400 people, including over 100 qualified attorneys / engineers. The firm has offices based in New Delhi, Noida, Chennai and Mumbai.

The firm's clients consist of several large multinational and Indian companies representing a broad spectrum of industries, including healthcare, electronics, consumer goods, industrial goods, automobiles, wind energy, technology, financial institutions, hospitality and entertainment. The firm has an extensive intellectual infrastructure in all aspects related to trademark registrations, copyright registrations and IP monetisation, as well as in-licensing and franchising. The firm also has an in-house anti-counterfeiting and anti-piracy team, dedicated to providing clients with proactive and robust legal protection for safeguarding their brand identities in the commercial space.

Anand and Anand is a leading firm in the IP field. Its expertise is widely acknowledged in addressing complex IP challenges of all types. It services a diverse portfolio of clients in conventional IP areas such as trademarks, patents, designs, trade secrets and confidential information, as well as in expanding areas of intellectual property such as domain names, media and entertainment law, information technology and ecommerce, technology transfer and internet and privacy laws. Anand and Anand specialises in copyright in media and entertainment law, and represents authors, musicians, software programmers, artists, designers and many others from the fraternity of copyright owners, as well as collecting societies.

The firm has multi-disciplinary practice and provides competent and personalised advice on all aspects of core conventional intellectual property laws as well nonconventional IP mandates.

We regularly deal with protection of IP and prosecution of contentious IP matters in different forums including the Courts at all levels, the Patent Offices, the Trademark Offices, the Design Office and the Intellectual Property Appellate Board, and the WIPO and National Internet Exchange of India.

We balance commercial realities with legal pragmatism and draw on our well-honed expertise and instinct in the field, coupled with a profound understanding of intellectual property management in India. The firm has a keen interest in innovation and offers creative solutions that tackle the root and not merely the symptoms of a problem.

Culturally the firm thrives on challenges, creative thinking and constant improvement of its legal knowledge and skills. The spirited character of the firm is the keystone of its growth and expansion into new areas of IP which have been embraced with ease and zest. The firm remains committed to setting standards of excellence in the field and of impeccable services to clients.

We are proud to assert that we represent over forty brands out the top hundred biggest brands in the world.

See [partner profile on page 204](#)



CATEGORIES OF WORK

- Patents
- Litigation and Dispute Resolution
- Trademarks
- Designs
- Art and Antiquities
- Competition / Antitrust
- Compliance / Regulatory
- Plant Variety
- Biodiversity
- Contractual and Commercial IP
- Copyrights
- Domain name disputes
- IT & E-commerce advisory
- Sports law
- Fashion and Luxury law
- Media and Entertainment law
- Licensing and Franchising
- Advertising law
- Anti-Counterfeiting
- Criminal law
- Customs and Border Enforcement

AWARDS AND ACCOLADES

- Ranked among Most Innovative law firms in FT 25 list - Financial Times Most Innovative Lawyers Asia - Pacific 2018 and 2019
- Managing Intellectual Property - Firm of the year 2019 - India - Patent Contentious
- Managing Intellectual Property - IP Stars 2019 - Tier 1 firm - India - Patent Contentious
- Managing Intellectual Property - IP Stars 2019 - Tier 1 firm - India - Patent Prosecution
- Managing Intellectual Property - IP Stars 2019 - Tier 1 firm - India - Trademark Contentious
- Managing Intellectual Property - IP Stars 2019 - Tier 1 firm - India - Trademark Prosecution
- Managing Intellectual Property - IP Stars 2019 - Tier 1 firm - India - Copyrights
- Asian Legal Business IP Rankings 2019 - Tier 1 Firm - India - Patents, Trademark and Copyright
- IAM - Global IP Awards 2019 - India Patent Firm of the Year 2019
- WTR 1000 - Gold Band Firm 2017, 2018 & 2019 - Enforcement and Litigation
- WTR 1000 - Gold Band Firm 2017, 2018 & 2019 - Prosecution and Strategy
- IAM 1000 - Gold Band Firm 2016, 2017 & 2018 - Enforcement and Litigation
- IAM 1000 - Gold Band Firm 2016, 2017 & 2018 - Prosecution and Strategy
- World IP Forum 2018 - awarded as 10 most 'Prestigious & Trusted IP Law firms of India 2018'.
- Chambers Asia Pacific - Band 1 Firm (India) 2017, 2018 & 2019 - Intellectual Property
- Chambers Asia Pacific - Band 1 Firm (India) 2017, 2018 & 2019 - Life Sciences
- Asia IP Awards - Patent Firm of the Year, India 2018
- Winner in the category of "Business of Law - Technology and Data" at FT Most Innovative Lawyers Asia - Pacific 2018
- IDEX Legal - Dispute Resolution Firm of the year 2018
- Pravin Anand recognized as the "Most Innovative Lawyer" across Asia Pacific in 2015.
- Asia IP Profiles - Tier 1 across all IP Practices (Patents, Trademark and Copyright) - 2016, 2017 & 2018
- India Business Law Journal - Law Firm of the Year - Intellectual Property (India) 2017 and 2018
- India Business Law Journal - Law Firm of the Year - Dispute Resolution (India) 2017 and 2018
- Legal Era Awards - Best IP Firm of the year; Intellectual Property; 2018
- Legal Era Awards - Best Media and Entertainment Law firm of the year; 2018
- Gold Band recommended firm - World Trademark Review 1000 (2018)
- Asian Legal Business - Intellectual Property Rankings 2017 and 2018 Tier 1 Firm - Patents
- Asian Legal Business - Intellectual Property Rankings 2016 and 2017 Tier 1 Firm - Trademark and Copyrights
- Media Law International - Tier 1 for Media Law Practice; 2017 & 2018
- Women in business Law Firm of the year - (India) 2015
- Employer of Choice - Asian Legal Business (2014 & 2015)



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Fax: (91) 22 4910 0099

Contacts: Vineet Aneja

vineet.aneja@clasislaw.com

Mustafa Motiwala

mustafa.motiwala@clasislaw.com

Number of professionals: 32

Offices in Asia: Delhi & Mumbai

Year Established: 2010

Email: info@clasislaw.com

Website: www.clasislaw.com

Languages Spoken: English and Hindi.

Main Practice Areas

- Aviation & Aerospace
- Banking and Project Finance
- Competition & Anti-Trust
- Corporate & Commercial
- Employment
- Energy
- Foreign Direct Investment
- Healthcare
- Hospitality & Leisure
- Incorporation & Compliance
- Infrastructure & Projects
- Insolvency & Bankruptcy
- Insurance
- Intellectual Property (IP)
- Litigation, Arbitration & Dispute Resolution
- Private Equity
- RealEstate
- Retail & e-Commerce
- Shipping & International Trade Law
- Start-up Advisory
- Technology, Media and Telecom
- White collar crimes

Key People

Vineet Aneja is the managing partner, and heads the Corporate Commercial Practice of Clasis Law. His professional journey as a lawyer began more than 20 years ago. Today, he has a plethora of experience across sectors such as corporate commercial, retail, hospitality, employment, e-commerce, education, healthcare, aviation, etc. He has provided specialized transactional and advisory services across sectors, covering diverse areas. He has been recognized and awarded for his excellence in corporate laws over many years.

T: (91) 98104 05782 / E: vineet.aneja@clasislaw.com

Mustafa Motiwala heads the Mumbai office and the Litigation & Dispute Resolution practice of Clasis Law. He specialises in litigation, insolvency & bankruptcy, shipping, real estate, intellectual property rights, media and entertainment, family disputes, Islamic law, project financing and corporate work. He also has expertise in arbitration which includes matters, across various courts and fora in India as well as domestic and international institutional arbitration.

T: (91) 98209 04695 / E: mustafa.motiwala@clasislaw.com

Recognition

- Ranked amongst the Top 50 Indian Law Firms by RSG Consulting Rankings, 2019 (biennial edition)
- Recognized as Asia's best firms for M&A Work under M&A rankings 2018 and 2019 by Asian Legal Business
- Recommended Firm, 2019 by Global Law Expert
- Most Trusted Business & Commercial Law Solution Providers by Insight Success
- Award Winning Law Firm – 2017-18 by Indian Business Law Journal
- Ranked amongst the Top 40 Indian Law Firms by RSG Consulting Rankings, 2017 (biennial edition)
- Vineet Aneja is recognized and awarded by India Business Law Journal's (Vantage Asia) A-List, as one of the top 100 lawyers in India for the year 2019 (for the consecutive year)
- Vineet Aneja is recognized as one of the leading corporate transactional lawyer in India – 2019 by Acquisition International
- Vineet Aneja is recognized by Startup City as one of the 25 Most Trusted Corporate Legal Consultants to watch in 2019
- Vineet Aneja has been recognized as one of India's most Trusted Corporate Lawyers by the Indian Corporate Counsel Association in its publication "The Vanguard – Trusted Corporate Lawyers"
- Vineet Aneja awarded for outstanding performance in Commercial Law by Advisory Excellence in the year 2018
- Vikram Bhargava, Partner is recognized as one amongst the 15 rising stars in India's legal market by Asian Legal Business for 2019

See partners profiles on page 205



Clasis law, with offices in Delhi and Mumbai, is a full service Indian law firm that is truly international in vision, scope, experience and capability. The firm's value is commitment excellence, efficiency, integrity, focus and client care, all of which guide each member of the firm. Being solutions oriented, the firm offers efficient, cost effective services of the highest quality and prides at providing practical and commercially relevant legal advice, combining specialist legal skills and industry experience, specific to the needs of the client.

The firm advises domestic as well as international clients, ranging from Fortune 500 companies to individuals, across industry sectors on all aspects of Indian law. Expertise within the firm spans a range of practice areas including corporate and commercial transactions, regulatory, aviation & aerospace, finance, insurance, projects & infrastructure, real estate, intellectual property, employment, dispute resolution, insolvency & bankruptcy and white collar crimes.

For further information about the firm, its practice areas and lawyers please visit the firm's website www.clasislaw.com.



Vineet Aneja

Managing Partner

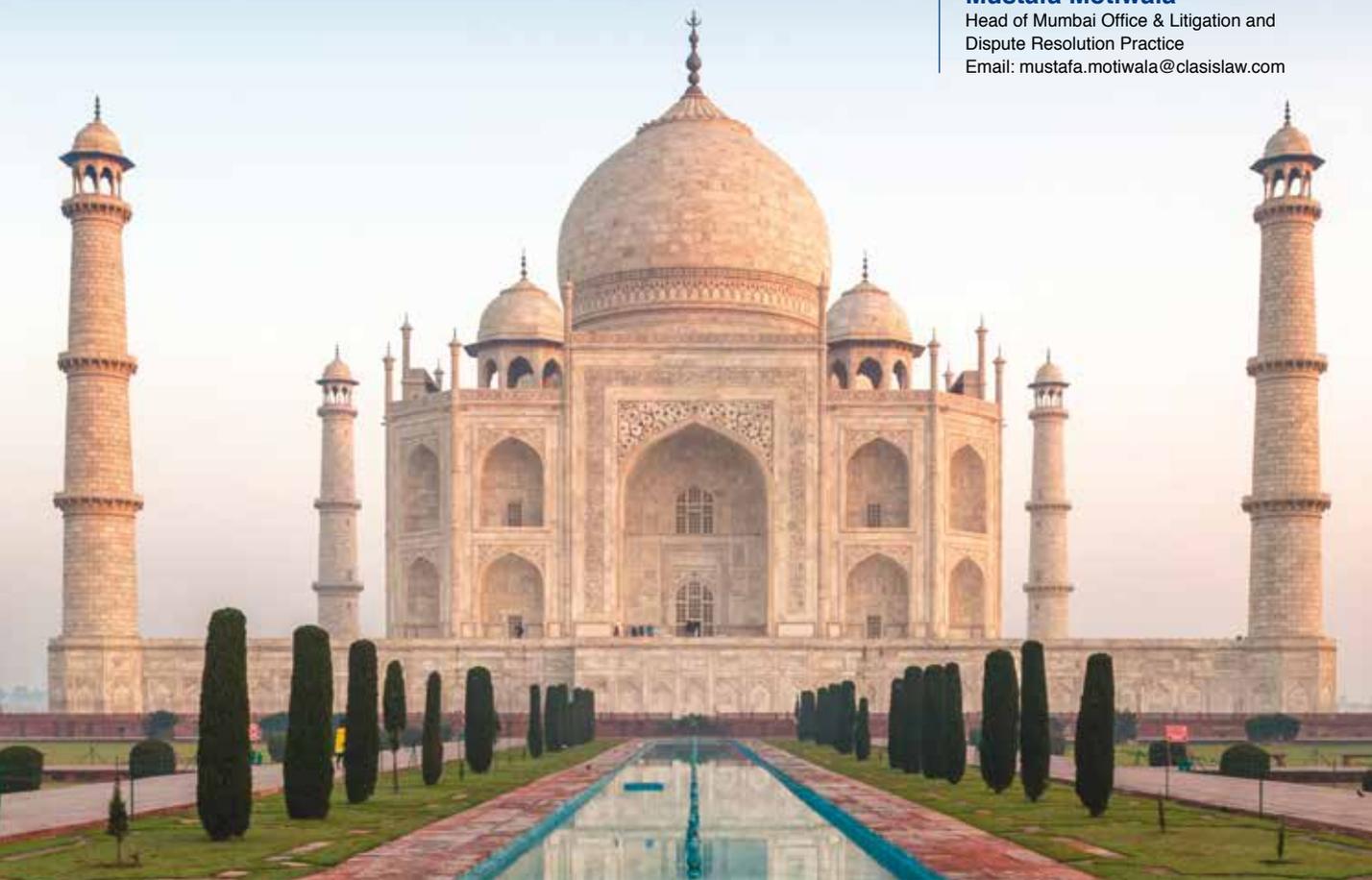
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New Delhi – 110017

Tel: (91) 11 6638 7000

Fax: (91) 11 6638 7099

Email: mail@hsalegal.com

Contact: jayamon.vp@hsalegal.com

Number of employees: 150 +

Offices in Asia: India- New Delhi, Mumbai, Bengaluru
& Kolkata

Year Established: 2003

Website: <https://hsalegal.com/>

Languages spoken: English, Hindi & other regional languages.

Main Practice Areas

Projects, Energy & Infrastructure, Corporate Commercial, Banking & Finance, Dispute Resolution, Regulatory and Policy, Private Equity, Real Estate, Restructuring & Insolvency, Tax, Labour & Employment, Technology, Media and Telecommunication, Securities and Capital Markets, Intellectual Property Rights, Competition/Antitrust Law, Environment, Health & Safety, Insurance, Financial Services & Fintech, and White Collar Crimes.

Firm Profile

HSA Advocates is one of the leading corporate law firms in India. HSA provides legal and regulatory advisory services and transaction support. HSA's chosen areas of practice include Corporate M&A, Private Equity, Banking and Finance transactions and Disputes in sectors ranging from manufacturing, services, financial services, infrastructure, energy, and projects.

As one of the leading law firms of India, HSA has assisted clients across multiple industries and sectors including Automotive, Aviation, Banks and Financial Institutions, Ecommerce, Education, Energy including Renewable Energy, Environment, Health and Safety, Hospitality and Healthcare, Infrastructure-urban and rural, Insurance, Manufacturing, Media and Entertainment, Mining and Exploration, Oil and Gas, Pharmaceuticals, PPP Projects, Real Estate, Retail and FMCG, Services Sector, Smart Cities, Transport, Telecommunication, IT and software.

Clients acknowledge and recognize HSA for the professionalism and commercial perspective brought to assignments; strong commercial acumen, managing transactions in an efficient and cost-effective manner and to address and resolve demanding commercial and legal issues in a practical manner.

Recognition

HSA Advocates is consistently recognized and ranked as a trusted Tier 1 Law Firm by several leading International Publications in its chosen areas of practice.

Key Deals

- Represented Gujarat Urja Vikas Nigam Limited in one of the largest ever rehabilitations/re-structuring of infrastructure assets in India's history, i.e. 3 thermal power generating plants of aggregate 10,000 MW of generating capacity representing an aggregate capital investment of over USD 10 Billion.
- Representing the Ministry of Defence, Government of India on the "Make in India in Defence" under the "Strategic Partnership Model" ("SP Model") under the Defence Procurement Procedure, 2016 ("DPP").
- Representing Renascent Power Venture Private Limited, a Singapore based investment platform, in completing the acquisition of the Prayagraj thermal power project, under the umbrella of the insolvency and bankruptcy laws.
- Engaged as co-counsel for sale of Ostro Energy Platform to Renew Power Ventures Limited in a deal valued at USD 1.66 Billion, enhancing Renew Power's portfolio to 5,600 MW.
- Representing Dharampal Satyapal Limited (flagship entity of DS Group) on the acquisition of a significant stake in Lalique Group SA, Switzerland, listed on Six Swiss Exchange

See [partner profile](#) on page 205

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HSA ADVOCATES
HEMANT SAHAI ASSOCIATES

NEW DELHI MUMBAI BENGALURU KOLKATA

mail@hsalegal.com

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online here:



INDONESIA



In-House Community Survey

Representing Corporate Indonesia

KEY ISSUES AND CONCERNS

Economic growth is expected to remain stable at 5 percent in Indonesia, helping to support business expansion. Slowing growth in China is a potential brake on exports, but there is rising demand in other export destinations that should help to offset this.

Indonesia's in-house lawyers consistently complain about uncertain and inconsistent regulation, as well as the government bureaucracy that implements and interprets these regulations. The value that in-house lawyers can add in such an environment is significantly diminished.

This is reflected in the profile of legal departments, which are generally small. Even so, they still do most of the legal work themselves as many local

companies judge that in-house lawyers should handle matters, including litigation, on their own. Some of these challenges could be more effectively remedied if the profession was better organised, but respondents have complained in the past of a lack of coordination by the bar association.

It is ranked 73rd among 190 economies for ease of doing business, according to the latest World Bank annual ratings, and is the 89th least corrupt nation out of 180 countries,

“Many local companies judge that in-house lawyers should handle matters, including litigation, on their own”

according to the 2019 Corruption Perceptions Index reported by Transparency International.

In the World Economic Forum's Global Competitiveness Index, Indonesia ranks 50th overall, behind both Malaysia and Thailand, and is down five places from 2018. The WEF comments that the country boasts a vibrant business culture and a stable financial system, and a high rate of technology adoption relative to the country's stage of development, although the quality of access remains relatively low. Innovation capacity remains limited, but is increasing.

CONTRACT ENFORCEMENT

Global rank (out of 190)	163
Score (out of 100)	41.19
Time (days)	1,445
Cost (% of claim value)	31
Quality of judicial processes index (0-18)	10.5

Source: World Bank's Ease of Doing Business Report 2020

Reform priorities according to the OECD should focus on improving the regulatory environment for infrastructure and the government has made some steps in this direction, including increasing for land acquisition. There is also a need to ease barriers to entrepreneurship and investment, and to strengthen institutions to fight corruption. Measures have been taken to reduce the time it takes to process licences and ease the hiring of foreign workers.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners	
ABNR Counsellors at Law	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	107	
Adnan Kelana Haryanto & Hermanto		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	29	
AKSET Law				✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Assegaf Hamzah & Partners	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	150	
Bahar		✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	26	
Brigitta I. Rahayoe & Partners				✓	✓	✓	✓	✓		✓		✓			✓					✓				11	
DFDL in association with Mataram Partners	✓		✓	✓	✓	✓	✓	✓		✓	✓							✓	✓	✓	✓	✓	✓	11	
Emir Pohan & Partners		✓			✓		✓									✓				✓				5	See Page 58
Hadiputranto, Hadinoto & Partners (HHP Law Firm) (member firm of Baker McKenzie International)	MR ✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	134	
Hiswara Bunjamin & Tandjung in associ. with Herbert Smith Freehills	✓	✓		✓	✓	✓	✓	✓				✓	✓			✓		✓	✓	✓	✓	✓	✓	N/A	
Iskandarsyah & Partners	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	20	
Kudri & Djamaris						✓	✓						✓			✓						✓		10	
Leks&Co				✓		✓		✓			✓	✓				✓		✓	✓	✓	✓	✓	✓	N/A	
Lubis Ganie Surowidjojo		✓	✓	✓		✓	✓	✓		✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	115	See Page 60
Martia & Anggraini Partnership	✓	✓		✓		✓	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓					8	
Makarim & Taira S.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	59	See Page 62
Makes & Partners	✓	✓	✓	✓	✓	✓	✓			✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	35	See Page 64

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
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Maqdir Ismail & Partners		✓		✓		✓	✓	✓		✓						✓								14	
Mochtar Karuwin Komar (MKK)		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	50	See Page 66
Nasoetion & Atyanto	✓			✓	✓		✓		✓	✓										✓		✓		10	
Oentoeng Suria & Partners in association with Ashurst LLP	✓			✓	✓	✓	✓	✓		✓	✓		✓		✓	✓		✓	✓	✓	✓			20	
Rahayu & Partners in association with HFW				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓			8	
Rakhmat Suroso Adinugraha (RSA) Advocates				✓		✓	✓	✓	✓	✓			✓	✓		✓				✓	✓			10	
Roosdiono & Partners (a member of ZICOLaw)		✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			40	
Rosetini & Partners Law Firm is an associate firm of Nishimura & Asahi	✓			✓	✓		✓									✓				✓	✓			N/A	
Schindler Law Firm	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	15	
Soemadipradja & Taher (in a strategic alliance with Allen & Gledhill)		✓		✓	✓	✓	✓	✓	✓	✓					✓	✓		✓	✓	✓	✓			52	
SSEK Legal Consultants		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	60	See Page 68
Situmorang & Partners				✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓			15	
Suhardiman Kardono Swadiri Hazwar (SKSH)	✓	✓		✓	✓	✓	✓	✓				✓		✓			✓			✓				14	
Tilleke & Gibbins						✓						✓			✓							✓		7	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
TNB & Partners in association with Norton Rose Fulbright Australia		✓	✓	✓	✓	✓	✓	✓		✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	13
VDB Loi			✓	✓	✓	✓	✓	✓				✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	20+
Walalangi & Partners is an associate firm of Nishimura & Asahi	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	19
Widyawan & Partners				✓	✓	✓	✓	✓			✓						✓	✓			✓	✓	✓	25
Witara Cakra Advocates				✓	✓	✓		✓									✓				✓		✓	10
Wiriadinata & Saleh			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓			✓		✓	✓	15

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Bryan Cave Leighton Paisner	Cleary Gottlieb Steen & Hamilton
Davis Polk & Wardwell	Gibson, Dunn & Crutcher LLP
Reed Smith	Shearman & Sterling LLP
Sidley Austin LLP	Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates
Stephenson Harwood	Watson Farley & Williams LLP

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

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Jakarta 12190, Indonesia

Contact: Emir Pohan
Offices in Asia:1
Year Established: 2019

Tel: (62) 21 2965 1251
Fax: (62) 21 2965 1222

Email: emir.pohan@eplaw.id
Website: www.eplaw.id

Languages spoken: Indonesian and English.

Main Practices Area

- Antitrust and Competition
- Asset Recovery
- Bankruptcy and Insolvency
- Data Protection and Cybersecurity
- Dispute Resolution and Litigation
- Employment
- Franchising
- Risk Advisory

Firm's Profile

Emir Pohan & Partners is a newly established boutique law firm founded by Emir Pohan, an experienced dispute lawyer with a solid corporate background. The firm has been providing advice and assistance to Indonesian and international clients so they could manage and navigate the risks of doing business in Indonesia. The firm focuses on several practice areas, among which are dispute resolution and litigation, antitrust and competition, franchising, and risk advisory. Currently, the firm has one office in Jakarta, but it aims to expand to other locations in Indonesia. Although the firm is still in its early stage, its reputation has been developing rapidly.

Recognition

- Emir Pohan named a Commended External Counsel 2019 by the In-House Community
- Awards Winner 2019 for Franchising from International Advisory Experts
- Global Leader 2018 for Franchising - Who's Who Legal



efficient . precise . practicable

Emir Pohan & Partners was established to serve clients with the highest standard of legal services. Our team comprises of dynamic and creative lawyers who always embrace innovation and technology to deliver services to clients in an efficient manner. Our focussed-driven approach, combining with the “always listen to your client” mindset, helps us to give the clients comprehensive advice which is precise and practicable.

Emir Pohan & Partners

Equity Tower, 49th. Floor, Unit B, C, F
Jalan Jenderal Sudirman, Kav 52 - 53, SCBD
Jakarta 12190, Indonesia
www.eplaw.id | office@eplaw.id

EMIR POHAN & PARTNERS
LAW OFFICES

Lubis Ganie Surowidjojo

Menara Imperium 30th Floor,
Jl. HR Rasuna Said Kav.1,
Kuningan Jakarta 12980
Tel: (62) 21 831-5005, 831-5025 (hunting)
Fax: (62) 21 831-5015, 831-5035
Email: lgs@lgslaw.co.id

Contacts: Dr. M. Idwan Ganie
ganie@lgslaw.co.id
Number of employees: 115 Lawyers
Offices in Asia: Indonesia
Year Established: 1985
Website: www.lgsonline.com

Languages Spoken: Indonesian, English.

Main Practice Areas

Corporate Transactions, including: Banking & Finance, Foreign and Domestic Investment, Infrastructure & Utilities, Project Finance, Energy Law, Antitrust Law, Mining Law, Shipping Law & Ship Finance, Mergers & Acquisitions, Capital Market Transactions and Property Law.

Corporate Litigation, including: Alternative Dispute Resolution and Antitrust Litigation.

Firm Profile

Founded by Mr. Timbul Thomas Lubis, Dr. Mohamed Idwan Ganie and Mr. Arief Tarunakarya Surowidjojo in 1985, Lubis Ganie Surowidjojo (LGS) is widely recognized as one of the most dynamic and leading law firms in Indonesia. The firm is consistently ranked at the top of the league for every area of its practice and the firm has grown into one of the largest corporate transaction & corporate litigation firms in Indonesia. With over more than 100 of experienced and well-trained lawyers, the firm has long history of continuously providing the highest quality legal service and achieving successful transactions for its clients.

LGS has been involved in some of the largest and most complex commercial transactions and corporate litigation cases in Indonesia. The firm undertakes high level legal work for a variety of its clients, ranging from domestic to multinational corporations, public and private companies, to Government instrumentalities and state owned enterprises. The firm's ability to provide its clients with legal, commercial and strategic solutions is built on successful experience, passion and the desire to understand the commercial context of a business.

LGS has obtained Lloyd's Register Quality Assurance certifications of ISO 9001:2015 for Quality Management systems and ISO 14001:2015 for Environmental Management systems to ensure the quality of the firm's operations.

Recognition/Awards or Key Deals

- Indonesian Litigation Law Firm of the Year 2019 – Lubis Ganie Surowidjojo awarded by Asian Legal Business (ALB) ;
- Indonesia Top 100 Lawyers of the year 2019 – Dr. Mohamed Idwan Ganie awarded by Asia Business Law Journal;
- Indonesia Commercial Litigation Law Firm of the Year 2019 – Lubis Ganie Surowidjojo awarded by Global Law Experts;
- Indonesia Commercial Transactions Law Firm of the Year 2019 – Lubis Ganie Surowidjojo awarded by Global Law Experts;
- In House Community Commended External Counsel of the Year 2019 – Dr. Mohamed Idwan Ganie awarded by Asian mena Counsel – In-house Community;
- Arbitration and Litigation Lawyer of the Year Indonesia 2019 – Dr. Mohamed Idwan Ganie awarded by Lawyer International ;
- Super Lawyer 2019: Indonesia Arbitration & Litigation Advisor of the Year 2019 – Dr. Mohamed Idwan Ganie awarded by Lawyers Worldwide Awards Magazine;
- Indonesian Maritime Law Firm of the Year 2018 – Lubis Ganie Surowidjojo awarded by Asian Legal Business (ALB) ;
- In House Community Commended External Counsel of the Year 2018 – Dr. Mohamed Idwan Ganie awarded by Asian mena Counsel – In-house Community;
- Legal Awards 2017: Indonesia Commercial Litigation Lawyer of the Year 2017 – Lubis Ganie Surowidjojo awarded by Corporate Insider;
- Golden Global Awards 2017: Indonesia Lawyer of The Year 2017 – Dr. M. Idwan Ganie awarded by Legal Comprehensive.com
- Indonesian Managing Partner of the Year 2017 – Lubis Ganie Surowidjojo awarded by Asian Legal Business (ALB) ;
- Innovative Lawyers 2017: Indonesian Corporate Finance Law Firm of the Year 2017 awarded by Lawyers Worldwide Awards Magazine.

See [partner profile](#) on page 206

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on Your Side | that make commercial sense

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lgs@lgslaw.co.id



LGSLaw_News



Lubis Ganie Surowidjojo



MAKARIM & TAIRA S.

Summitmas I, 16th – 17th Floors
Jl. Jend. Sudirman Kav. 61-62
Jakarta 12190, Indonesia
Tel: (62) 21 5080 8300, 252 1272
Fax: (62) 21 252 2750, 252 2751, 252 1830
Email: info@makarim.com

Contact: Lia Alizia, Managing Partner
Number of employees: 104
Offices in Asia: Jakarta, Indonesia
Year Established: 1980

Website: www.makarim.com

Languages Spoken: Indonesia, English, German, French, Chinese.

Main Practice Areas

- Aviation
- Banking & Finance
- Capital Markets
- Construction
- Employment
- Fintech
- Foreign Investment
- Franchise
- Hotels & Tourism
- Insolvency & Restructuring
- Intellectual Property
- IT & Telecommunications
- Litigation & Dispute
- Mergers & Acquisitions
- Mining & Energy
- Power & Infrastructure Projects
- Real Estate
- Transportation

Firm Profile

Makarim & Taira S. grew rapidly into an internationally recognised, full-service practice, with an impressive range of household names on our client list. We deliver real world business solutions, based on our in-depth understanding of the complexities of operating in a rapidly evolving Indonesia.

Long considered one of Indonesia's leaders in Corporate and Banking/Finance practices, we've been recognised for our work on high profile infrastructure and power projects.

Integrity is important to us. We provide cutting edge advice that gets results, but we never expose our clients to unacceptable risks and this is why our business relationships are so longstanding. Clients stay with us because we give them practical solutions they can trust.

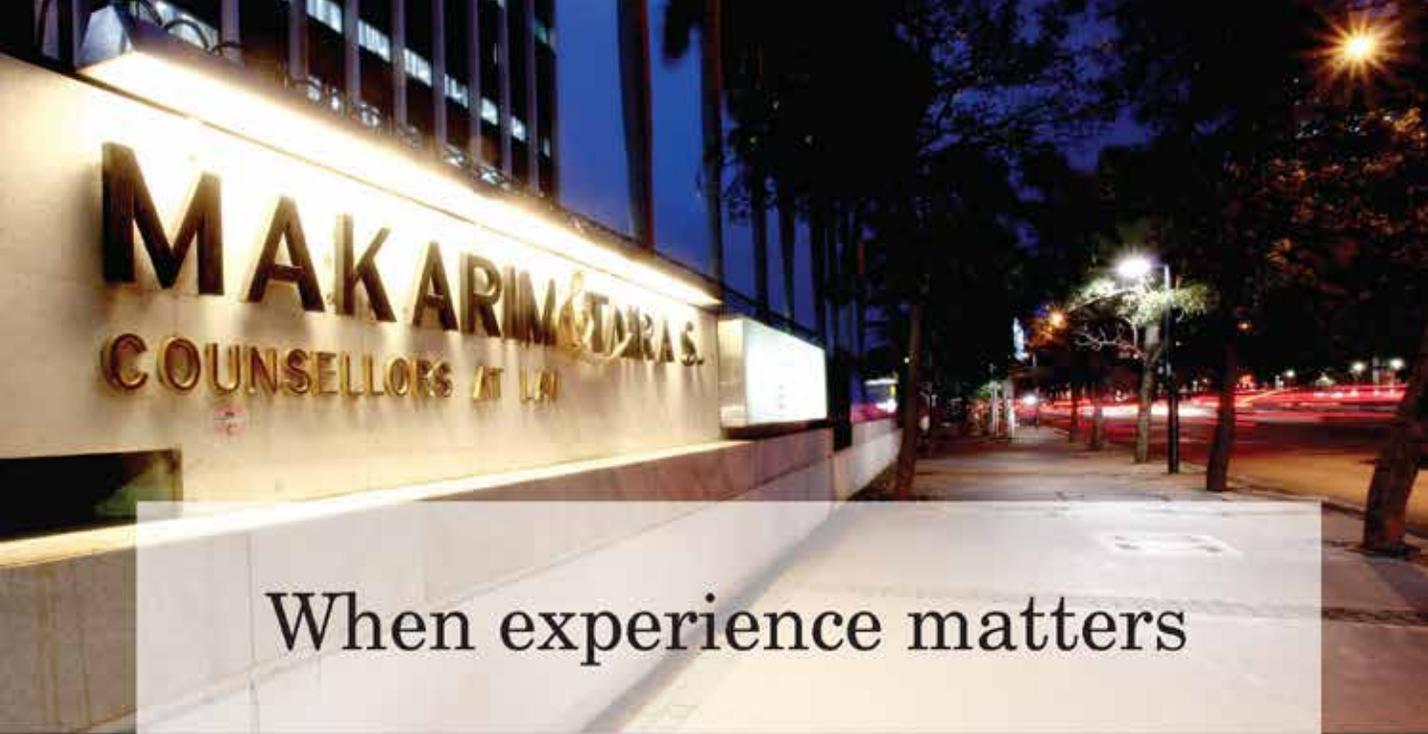
Our expertise is also sought by the Indonesian government, which has invited M&T to provide advice on a number of key legislative developments. This means we have unique insight into the evolution of Indonesia's legal environment insight which means we can anticipate changes and protect the business interests of our clients. We are fully committed to the future prosperity of both Indonesia and our clients.

We have been here for almost 38 years and remained independent, and many international law firms trust us when they need people who know Indonesia, and a team that delivers. We're here for good and our heritage is proof.

Recognition

- Named by IFLR1000 as a Top Tier Law Firm in 2019 for Project Finance, and a Tier 2 Law Firm in Indonesia for Banking, M&A, Project Development, and Restructuring and Insolvency.
- Acknowledged by Asialaw Profiles 2019 as Outstanding Firm for its Energy, Infrastructure, and Labor and Employment practice; as Highly Recommended Indonesian Law Firm for Banking and Finance, Competition and Antitrust, Construction and Real Estate, Corporate/M&A, and Technology and Communications; as Recommended Indonesian Law Firm for Capital Markets, Dispute Resolution and Litigation, and Restructuring and Insolvency.
- The Legal 500 Asia Pacific 2019 named Makarim & Taira S. as a Top Tier Law Firm for Labour and Employment, Projects and Energy, Real Estate, and Restructuring and Insolvency; and as a Tier 2 Law Firm for Aviation, Banking and Finance, Corporate and M&A, Dispute Resolution, and IT and Telecoms.
- Makarim & Taira S. was named 'Indonesia Firm of the Year 2018-2019' by Asian-mena Counsel's In-House Community for its Restructuring and Insolvency practice, and 'Honourable Mention' for International Arbitration.

See [partner profile](#) on page 206



MAKARIM & TAIRA S.
COUNSELLORS AT LAW

When experience matters

“A good lawyer must be strong in legal method, but they must also stay ahead of trends. At M&T we have a team of strong, knowledgeable lawyers who educate themselves constantly.”
(Nono Anwar Makarim)

MAKARIM & TAIRA S.
COUNSELLORS AT LAW

Summitas 1, 16th-17th Floors
Jl. Jend. Sudirman Kav. 61-62
Jakarta 12190, Indonesia

P: +62-21 50808300 / 2521272
F: +62-21 2522750 / 2522751
E: info@makarim.com

www.makarim.com

Makes & Partners

Menara Batavia, 7th Floor
Jl. K.H. Mas Mansyur Kav 126
Jakarta 10220, Indonesia

Number of employees: 48
Offices in Asia: 1
Year Established: 1993

Tel: (62) 21 574 7181 (Hunting)
Fax: (62) 21 574 7180

Email: makes@makeslaw.com
Website: www.makeslaw.com

Languages Spoken: Bahasa Indonesia, English.

Main Practice Areas

- Capital Markets
- Corporate/M&A
- Banking and Finance
- Real Estate and Property
- Start-Ups/Venture Capital
- Fin-Tech
- Litigation and Dispute Resolution
- Restructuring and Insolvency

Firm Profile

Makes & Partners is an independent, innovative and creative Indonesian law firm and a leader in the Indonesian corporate finance and corporate commercial legal services market. We are a fully independent law firm, with a history of forward thinking. As a trendsetter we have achieved a number of “firsts” in Indonesia. We advised on the first IPO of an Indonesian real estate investment trust on the Singapore Stock Exchange, the first privatization of an Indonesian State-Owned Company, first Voluntary Tender Offer, first non-cash settlement Rights issue and many others. Our track record shows a propensity for innovation and groundbreaking achievement. Makes & Partners is, undeniably, in the forefront of the Indonesian corporate legal profession.

Our passion in Capital Markets, Mergers and Acquisitions, and Corporate and Financial Law drives us to achieve the best for our clients. As a law firm of business-minded and result-oriented lawyers, we undertake projects and transactions with a sense of urgency, and with thorough process, resulting in better speed-to-completion with unwavering quality. Makes & Partners is in a strategic Pan-Asian alliance with top tier Singapore firm WongPartnership LLP for the provision of seamless legal services in the greater Asia region.

Our Philosophy: Our success and reputation as one of the premier Indonesian law firms is based on our philosophy that “solving legal problems is more than just knowing the law.” We take a collaborative approach that focuses on our client and the business situation. Frequently, our clients will view us as part of the team. This philosophy guides us to provide tailored legal solutions with innovative structures that is commercially viable and fulfills our clients’ objectives.

Our Social Responsibility: We are deeply committed to the Indonesian legal profession. Our partners are active members of the Faculty of Law in the prestigious University of Indonesia and University of Pelita Harapan. Senior Partner Iwan Setiawan is an esteemed consultant to local regulatory authorities such as the Investment Coordinating Board (BKPM) and the Financial Services Authority (OJK).

Our Relationships: In our more than 20 years of practice in Indonesia we have developed solid relationships with government agencies, and the Indonesian legal community. Our lawyers are assisted by special counsel attorneys who have served as senior officials in government ministries and the Supreme Court. We have also developed solid relations with a number of top tier law firms in the U.S., U.K., Europe, Asia Pacific, Singapore and Australia. We will be pleased to provide information on our selective international networking, upon request or as the transaction may require.

MAKES & PARTNERS

LAW FIRM

Recognitions

Chambers and Partners Global Guide 2019

Ranked as a top tier firm for Capital Markets and Corporate/M&A

Chambers and Partners Asia Pacific 2019

- Ranked as a top tier firm for Capital Markets, Corporate/M&A and Banking & Finance in Indonesia
- Ranked as a leading firm and leading individual

IFLR 1000 The Guide to the World's Leading Financial Law Firms 2019

Top Tier Firm in Indonesia

The Legal 500 2019

- Ranked as a Tier 1 firm for Capital Markets in Indonesia
- Ranked as a Tier 2 firm for Corporate and M&A Rankings in Indonesia
- Ranked as a Tier 2 firm for Restructuring and Insolvency Rankings in Indonesia

Asian Legal Business, Indonesia Law Awards 2018

M&A Deal of the Year – Acquisition of Bank Danamon by Bank of Tokyo- MUFG

Asian-mena Counsel In-House Community 2018

- Ranked as Indonesia Capital Market Firm of the Year
- Yozua Makes as Most Commended External Counsel of the Year in South East Asia



KEY CONTACTS

Dr. Yozua Makes, S.H., LL.M, MM.
Email: ymakes@makeslaw.com

Mr. Iwan Setiawan, S.H.
Email: setiawan@makeslaw.com

Ms. Fransisca, S.H.
Email: fransisca@makeslaw.com

Mr. Bernardus Billy
Email: billy@makeslaw.com

www.makeslaw.com



Mochtar Karuwin Komar (MKK)

WTC 6 (formerly Wisma Metropolitan II)
13th and 14th Floors
Jl. Jend. Sudirman, Kav. 31
Jakarta 12920 Indonesia
P.O. Box 2844 Jakarta 10001

Tel: (62) 21 571 1130
Fax: (62) 21 571 1162 or 570 1686
Email: mail@mkklaw.net

Fee Earners: 50

Website: www.mkklaw.net

Main Practice Areas

- Investment – Mergers & Acquisitions
- Banking and Finance
- Aircraft and shipping finance
- Cross border finance
- Infrastructure Development & Project Finance
- Securitisations
- Structured Finance
- Tax Law
- Capital Markets
- Oil & Gas
- Mining & Natural Resources
- Restructuring and Bankruptcy
- Marketing and Trade Regulation
- Telecommunications & Information Technology
- Labour Law
- Litigation Support and Alternative Dispute Resolution

Firm Profile

Established in 1971, in the early stage of the modernisation of Indonesia's laws, MKK is one of Indonesia's oldest and largest law firms. We bring to bear four decades of insight for our practice of the law. From the outset our focus has been on quality and commercially sensible legal services delivered in a timely and cost effective manner. A substantial number of our lawyers have studied abroad, and many have advanced degrees from leading universities in the United States, Great Britain, the Netherlands, Australia and Japan.

Each client is served by their own dedicated team of lawyers, led by an MKK partner who has primary responsibility for the firm's relationship with the client. The partner, assisted by a foreign advisor, carries out or oversees all that client's work. Where specialised skills are required, lawyers with the appropriate expertise are brought in to form a focused MKK team. The partner and advisor are directly involved in, and take responsibility for, all work carried out on behalf of their client, ensuring the client's needs are met. Clients have direct access to the responsible partners and advisors at all times.

MKK serves clients around the globe. In addition, we work with many international law firms from the United States, Europe, Australia and Asia and with leading local law firms in the ASEAN countries. For more about MKK, including biographies of our lawyers, see our website at www.mkklaw.net.

Recognition and Awards

- *IFLR* 'Recommended Financial and Corporate Firm', 2017
- *AsiaLaw* has awarded MKK the title of 'Outstanding Law Firm', 2017.
- *Acquisition International* has named MKK 'Corporate Law Firm of the Year – Indonesia', 2017
- *Corporate Insider* awards MKK 'Excellence in Employment Law', 2017.
- *Leading Adviser* names MKK 'Leading Mergers and Acquisitions Law Adviser of the Year, Indonesia', 2018.



Firm Profile

Established in 1971, in the early stage of the modernisation of Indonesia's laws, MKK is one of Indonesia's oldest and largest law firms. We bring to bear four decades of insight for our practice of the law. From the outset our focus has been on quality and commercially sensible legal services delivered in a timely and cost effective manner. A substantial number of our lawyers have studied abroad, and many have advanced degrees from leading universities in the United States, Great Britain, the Netherlands, Australia and Japan. Each client is served by their own dedicated team of lawyers, led by an MKK partner who has primary responsibility for the firm's relationship with the client. The partner, assisted by a foreign advisor, carries out or oversees all that client's work. Where specialized skills are required, lawyers with the appropriate expertise are brought in to form a focused MKK team. The partner and advisor are directly involved in, and take responsibility for, all work carried out on behalf of their client, ensuring the client's needs are met. Clients have direct access to the responsible partners and advisors at all times. MKK serves clients around the globe. In addition, we work with many international law firms from the United States, Europe, Australia and Asia and with leading local law firms in ASEAN countries. For more about MKK, including biographies of our lawyers, see our website at www.mkklaw.net

Main Practice Areas

- Investment – Mergers & Acquisitions
- Banking and Finance
- Aircraft and shipping finance
- Cross border finance
- Infrastructure Development & Project Finance
- Securitisations
- Structured Finance
- Tax Law
- Capital Markets
- Oil & Gas
- Mining & Natural Resources
- Restructuring and Bankruptcy
- Marketing and Trade regulation
- Telecommunication & Information Technology
- Labour Law
- Litigation Support and Alternative Dispute Resolution

Recognition and Awards

- *IFLR* 'Recommended Financial and Corporate Firm', 2017
- *AsiaLaw* has awarded MKK the title of 'Outstanding Law Firm', 2017.
- *Acquisition International* has named MKK 'Corporate Law Firm of the Year - Indonesia', 2017
- *Corporate Insider* awards MKK 'Excellence in Employment Law', 2017.
- *Leading Adviser* names MKK 'Leading Mergers and Acquisitions Law Adviser of the Year, Indonesia', 2018.

SSEK Legal Consultants

Mayapada Tower I, 14th Floor
Jl. Jend. Sudirman Kav. 28
Jakarta, 12920, Indonesia
Tel: (62) 21 521 2038 / 2953 2000
Fax: (62) 21 521 2039
Email: info@ssek.com

Contact: Denny Rahmansyah, Managing Partner
dennyrahmansyah@ssek.com
Number of Employees: 150
Offices in Asia: Jakarta, Indonesia
Year Established: 1992
Website: www.ssek.com

Languages Spoken: English, Indonesian and others.

Main Practice Areas

- Antitrust & Competition Law
- Arbitration & Dispute Resolution
- Banking & Finance
- Capital Markets & Securities
- Energy, Mining & Geothermal
- Environment
- Forestry & Plantations
- Infrastructure & Project Finance
- Insurance
- Labor & Employment
- Litigation
- Mergers & Acquisitions
- Oil & Gas
- Real Estate
- Restructuring & Insolvency
- Risk Management & Compliance
- Shipping & Logistics
- Tax Law
- Technology, Media and Telecommunications

Firm Profile

SSEK Indonesian Legal Consultants was formed in 1992 and today is one of the largest and most highly regarded law firms in Indonesia. SSEK combines the local knowledge and expertise of its 27 years of practice with the global outlook of its award-winning lawyers to offer multinationals and domestic companies innovative and timely solutions to their real-world problems. SSEK's experienced lawyers are able to advise clients on the most complex transactions across all industries and practice areas.

SSEK is described as a "high-caliber and sophisticated" firm that gives "thorough and effective advice" (Chambers Asia-Pacific). SSEK is regularly recognized by legal directories as a leader in every major practice area. With a quarter century of experience working on the largest and most complex projects and transactions in Indonesia, and a significant network of contacts in government departments and agencies, SSEK is ideally positioned to advise clients on laws and regulations as well as unwritten administrative policies and decisions that can be crucial in the successful conclusion of a transaction.

SSEK combines an unsurpassed insight into Indonesian corporate law with a global outlook to help clients minimize risk and maximize their business and investment goals.

Recognition and Awards

SSEK is a six-time Who's Who Legal Indonesia Law Firm of the Year, has twice been named Indonesia Law Firm of the Year by Chambers & Partners, and has been an Asian-mena Counsel Law Firm of the Year every year since 2009. We have received a number of Deal of the Year honors, including most recently M&A Deal of the Year from the Asia Legal Awards and the ALB SE Asia Law Awards for our work as Indonesian counsel in Grab's acquisition of Uber's Southeast Asia business, and an Asian-mena Counsel Deal of the Year for advising on the formation of the Indonesian Oil and Gas Holding SoE.

Our 2019 rankings

Asialaw Profiles

- Top ranking for construction, corporate and M&A, energy, industrials and manufacturing, infrastructure, insurance, labor and employment, real estate, restructuring and insolvency, technology and telecommunications.

Chambers & Partners

- Leading firm for banking and finance, corporate and M&A, employment, projects and energy, real estate, telecommunications.

IFLR1000

- Leading firm for banking, capital markets, mergers and acquisitions, project development, project finance, restructuring and insolvency.

The Legal 500 Asia Pacific

- Top ranking for corporate and M&A, IT and telecoms, labor and employment, real estate, restructuring and insolvency, shipping.

See [partner profile](#) on page 208



THE FIRM

SSEK Legal Consultants was established in 1992 and is now one of the largest independent corporate and commercial law firms in Indonesia and one of the most highly regarded law firms in the country. SSEK advises leading multinationals and domestic companies across a range of practice areas. SSEK specializes in cross-border deals and works with the biggest companies doing business in Indonesia, helping them realize their investment and business goals. SSEK is a six-time Who's Who Legal Indonesia Law Firm of the Year, has twice been named Indonesia Law Firm of the Year by Chambers & Partners, and has been an Asian-MENA Counsel Law Firm of the Year every year since 2009. We have the experience and expertise to help clients minimize risk and achieve their business goals.

PRACTICE AREAS

Antitrust & Competition Law
Arbitration & Dispute Resolution
Banking & Finance
Capital Markets & Securities
Energy
Infrastructure Development
Insurance

Labor & Employment
Litigation
Mergers & Acquisitions
Mining & Natural Resources
Oil & Gas
Project Finance
Real Estate

Real Estate
Restructuring & Insolvency
Risk Management & Compliance
Shipping & Logistics
Tax Law
TMT

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www.ssek.com



[@ssek_lawfirm](https://twitter.com/ssek_lawfirm)



[company/ssek-legal-consultants](https://www.linkedin.com/company/ssek-legal-consultants)

Japan firms
online here:



JAPAN



Introduction

Japan's economy has long defied conventional economic models, as the country has managed to sustain a level of public debt that most economists previously considered impossibly high. In a bid to control its debt, the government has imposed a consumption tax that may affect growth in the future, although these will initially be offset by fiscal measures and the sales boost from the Tokyo Olympic Games in 2020.

Cash-rich Japanese companies have turned to overseas acquisitions during the past few years as a way to escape slow growth in the home market, which is a result of the country's ageing and shrinking population. While Japan has long been an export powerhouse, most businesses have limited experience with international operations, meaning that in-house teams face a steep learning curve as they help their businesses to venture into new markets. Perhaps as a result of this expansion, respondents have reported high levels of external legal spend.

Japan is ranked 39th among 190 economies for ease of

doing business, according to the latest World Bank annual ratings, and is the 18th least corrupt nation out of 180 countries, according to the 2019 Corruption Perceptions Index reported by Transparency International.

In the World Economic Forum's Global Competitiveness Index, Japan ranks sixth overall, behind both Hong Kong and Singapore, down one place from 2018. It scores highly for infrastructure, macroeconomic stability and health. While Japan scores consistently well across the board, the WEF notes specific aspects that systematically undermine the gen-

“Most businesses have limited experience with international operations, meaning that in-house teams face a steep learning curve as they help their businesses to venture into new markets”

CONTRACT ENFORCEMENT

Global rank (out of 190)	52
Score (out of 100)	65.26
Time (days)	360
Cost (% of claim value)	23.4
Quality of judicial processes index (0-18)	7.5

Source: World Bank's Ease of Doing Business Report 2020

eral performance, including rigidities in the labour market, low female participation, rigid corporate culture and low workforce diversity, which undermine business dynamism and innovation capability.

According to the OECD, Japan should focus reforms on easing barriers to entry and raising the productivity of the service and SME sectors, reducing producer support and increasing the efficiency of the agriculture sector, and improving the efficiency of the tax system.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners
Allen & Overy Gaikokuho Kyodo																									
Jigyo Horitsu Jimusho		✓		✓			✓		✓									✓		✓					23
Anderson Mori & Tomotsune	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	469
Ashurst Horitsu Jimusho Gaikokuho																									
Kyodo Jigyo				✓	✓	✓	✓	✓			✓		✓			✓	✓	✓	✓						22
Atsumi & Sakai	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	150~
Baker McKenzie																									
(Gaikokuho Joint Enterprise)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	146
City-Yuwa Partners	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	N/A
Clifford Chance	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	45
Davis Polk & Wardwell	✓			✓	✓	✓	✓						✓			✓									7
Debevoise & Plimpton	✓			✓	✓	✓	✓		✓		✓		✓			✓		✓	✓						3
DLA Piper Tokyo Partnership	✓	✓	✓		✓	✓	✓				✓	✓			✓	✓			✓	✓	✓	✓	✓	✓	N/A
Finnegan, Henderson, Farabow, Garrett & Dunner, LLP												✓				✓									2
Freshfields Bruckhaus Deringer	✓	✓	✓	✓	✓	✓	✓	✓			✓		✓			✓		✓	✓	✓				✓	N/A
Herbert Smith Freehills		✓			✓	✓	✓	✓				✓	✓			✓		✓	✓					✓	N/A
Jones Day	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	29
King & Spalding	✓	✓	✓	✓	✓		✓	✓				✓	✓			✓	✓	✓	✓						N/A
Kojima Law Offices					✓	✓					✓	✓	✓			✓									N/A
Latham & Watkins	✓	✓		✓	✓	✓		✓				✓	✓			✓		✓	✓	✓	✓	✓	✓	✓	N/A

KEY
 ✓ Active in this practice area
 ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Mayer Brown GJB	✓			✓	✓		✓																	8
Milbank LLP				✓			✓																	N/A
Mitsui Company	✓			✓	✓	✓	✓	✓				✓	✓		✓									8
Morgan, Lewis & Bockius LLP	✓	✓		✓	✓	✓	✓	✓				✓			✓	✓								19
Mori Hamada & Matsumoto	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓							N/A
Morrison & Foerster LLP Registered Associated Offices of Ito & Mitomi	✓	✓		✓	✓	✓		✓				✓	✓		✓	✓							✓	120
Nagashima Ohno & Tsunematsu	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	439
Nakamura & Partners		✓					✓				✓				✓	✓							✓	82~
Nishimura & Asahi	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	605
Norton Rose Fulbright	✓	✓	✓	✓			✓									✓	✓			✓				17
O'Melveny & Myers LLP	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓							✓	N/A
Orrick, Herrington & Sutcliffe LLP	✓	✓		✓	✓	✓	✓	✓			✓	✓	✓		✓	✓					✓	✓	✓	31
Paul Hastings Foreign Law Joint Enterprise			✓			✓				✓		✓			✓	✓							✓	8
Paul, Weiss, Rifkind, Wharton & Garrison LLP	✓			✓	✓	✓	✓									✓							✓	10
Ropes & Gray LLP	✓	✓		✓	✓		✓			✓		✓		✓	✓								✓	14
Shearman & Sterling LLP	✓	✓			✓	✓		✓							✓									N/A
Sidley Austin Nishikawa	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓		✓							9
Simpson Thacher & Bartlett LLP	✓	✓		✓	✓		✓			✓			✓		✓				✓				✓	14

KEY
 ✓ Active in this practice area
 ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates	✓	✓		✓	✓	✓	✓					✓				✓								10	
Squire Gaiokoku Kyodo																									
Jigyo Horitsu Jimusho			✓	✓		✓	✓	✓						✓		✓	✓							✓	35
Sugimura & Partners		✓							✓	✓	✓		✓		✓	✓								✓	78
Sullivan & Cromwell LLP				✓	✓	✓	✓		✓		✓				✓					✓				✓	8
TMI Associates		✓		✓	✓		✓	✓	✓	✓		✓				✓	✓		✓			✓			N/A
White & Case LLP – White & Case Law Offices (Registered Association)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	46

The following firms advise on issues related to this jurisdiction from offices elsewhere:

- Cleary Gottlieb Steen & Hamilton
- Ogier (offshore)
- Reed Smith
- Simmons & Simmons in association with TMI Associates
- Watson Farley & Williams LLP

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.



Benefit from an In-House Community™ Jade Membership for You and your Team ...



The In-House Community Jade Membership was created in response to the demands of senior counsel in our community who asked us to provide an 'elite' membership option, where they could benefit from a higher-level of mutual engagement, and take greater advantage of the unique training, networking and information sharing across the region, that only we can provide.

For a relatively small annual fee, we estimate that you can benefit from thousands of dollars of savings through mining the collective experience of your peer General Counsel in the areas of:

- Legal and legislative knowledge of specific jurisdictions outside of your own;
- Market knowledge and pricings of the best and most efficient external providers; and
- The opportunity to collectivize non-competitive updates with your peers.

What do you get?

For Jade Member General Counsel:

- Membership to the In-House Community GC LinkedIn Group; and
- A seat on the In-House Community Industry Advisory Board' (see below right*).



For all Jade Members

- Exclusive access to two annual 'thought leader' webinars;
- **Priority registration** at all In-House Community Congresses;
- Hard copies (two per multi-member team) of the In-House Community magazine, Asian-mena Counsel;
- A complimentary copy of the In-House Handbook;
- Access to the Jade Members' Resources Hub;
- **3 personal introductions** to recommended external counsel or advisors; and
- An In-House Community **Jade Members' certificate**.

*Members of the 'In-House Community Advisory Board' are true Thought-leaders in the Community. You will be asked to take part in an exclusive annual discussion and a survey leading to a White Paper and report, which will shape not only our own forums over the following year, but will help inform industry leaders and regulators as to the thought's and needs of the leading minds in corporate law.

For more, email Tim.Gilkison@InHouseCommunity.com with Jade in the subject line or visit: <https://www.inhousecommunity.com/jade-membership/>

Find a Law Firm.....P.78

In-Depth Firm Profiles.....P.82

Malaysia firms
online here:



MALAYSIA



In-House Community Survey

Representing Corporate Malaysia

KEY ISSUES AND CONCERNS

Legal counsel in Malaysia are among the most pessimistic in the region in regard to legal team growth, with just 19 percent expecting team expansion during the coming 12 months. The country’s economy is sensitive to global and regional growth, and with both showing weakness Malaysia’s economic outlook is muted and this is weighing on legal teams.

This reflects a common issue raised by respondents at our Kuala Lumpur event relating to the perception of the legal department in many Malaysian companies. Several counsel said that they have struggled to change the perception of the legal team as a cost centre or merely as a final hurdle to be cleared in transactions.

“This means that legal always comes into deals late, often after an issue has already arisen,” said one. This failure to acknowledge the proper role of the legal team inevitably results in under-resourcing, which means that many general counsel find it difficult to retain talent, invest in technology or even stay up to date with legal and regulatory developments. In some cases, problems can run even deeper, with several legal teams complaining about management who ignore governance rules, and directors and shareholders who “cross the line” in terms of their roles or duties.

One problem common to all legal teams in Malaysia, as well as elsewhere in the region, is that communication

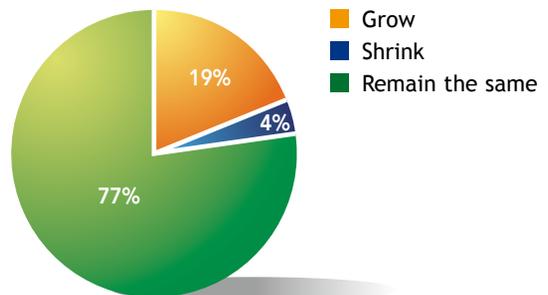
“Respondents on average said they spend 35% of their legal budget on external advice”

RESPONDENT PROFILE

Avg team size:	8
Dominant industry:	Real Estate/Construction
Ethics/compliance within legal team:	63%
Multinational/Local:	40%/60%

MALAYSIA

In the coming 12 months, how will the size of your in-house legal team change?



between in-house counsel and their clients is not privileged, which was cited in our survey as a challenge when trying to work with the business side.

Respondents on average said they spend 35% of their legal budget on external advice, mostly for litigation and dispute resolution, but also corporate/M&A, employment, banking/finance and intellectual property.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Abdullah Chan & Co	✓		✓	✓	✓	✓								✓				✓	✓					11	
Adnan Sundra & Low			✓	✓	✓	✓		✓						✓		✓	✓	✓						126	See Page 82
Albar & Partners	✓			✓	✓	✓		✓						✓		✓	✓	✓	✓				✓	37	
AmerBON, Advocates					✓			✓	✓							✓				✓				N/A	
Azmi & Associates	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	70	
Chellam Wong				✓	✓	✓							✓			✓		✓	✓	✓			✓	6	
Chooi & Company + Cheang & Ariff	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	80	
Christopher & Lee Ong – Member of Rajah & Tann Asia Network	MR ✓	✓		✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Deol & Gill, Advocates & Solicitors	✓	✓		✓	✓	✓	✓	✓		✓		✓				✓		✓	✓	✓			✓	12	
Ella Cheong IP Services Sdn Bhd					✓	✓						✓				✓							✓	16	
Foong & Partners			✓	✓	✓	✓	✓											✓	✓					18	
Herbert Smith Freehills	MR					✓							✓	✓		✓		✓		✓				N/A	
Hung & Partners								✓										✓	✓					1	
Izad Kazran & Co.				✓		✓	✓						✓			✓		✓	✓					4	
Jeff Leong, Poon & Wong				✓	✓	✓	✓				✓	✓				✓			✓	✓			✓	N/A	
Kadir Andri & Partners	✓			✓	✓	✓	✓				✓			✓		✓		✓	✓	✓			✓	26	
Lee Hishammuddin Allen & Gledhill	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	115	
Lim Jo Yan & Co	✓				✓	✓	✓			✓		✓			✓								✓	5	
Putri Norlisa Chair	✓	✓	✓	✓		✓	✓	✓			✓			✓	✓		✓	✓	✓	✓			✓	13	
Rahayu Partnership				✓		✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				7	

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Telecommunications	Total Applicable Fee Earners	
Rahmat Lim & Partners	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	87	
Raja, Darryl & Loh		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	79	
Ravindran				✓								✓	✓		✓	✓	✓		✓	✓		✓	2	
Sedgley & Co	✓			✓		✓	✓	✓	✓			✓	✓		✓	✓		✓	✓	✓	✓	✓	4	
Shaikh David & Co.			✓	✓			✓	✓			✓		✓			✓	✓						10	
Shearn Delamore & Co.	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	110	
Shook Lin & Bok, Kuala Lumpur	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	70	
Skrine	MR		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	115	
Tan Rajah & Cheah						✓	✓				✓	✓	✓			✓			✓	✓	✓	✓	27	
Tay & Partners	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓			✓	✓		✓	N/A	
Trowers & Hamlins LLP	MR	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓	✓	✓	11	See Page 84
Wong & Partners MR (member firm of Baker McKenzie International)	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	82	
Wong Beh & Toh	✓	✓		✓	✓	✓						✓					✓	✓					18	
Wong Jin Nee & Teo												✓											10	
Zaid Ibrahim & Co (a member of ZICOlaw)	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	161	
Zain & Co				✓	✓		✓	✓				✓		✓		✓		✓	✓			✓	N/A	
Zul Rafique & Partners	MR	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	95	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An **In-House Community Most Responsive Firm of the Year 2019** in this jurisdiction
- MR** Most Responsive (Honourable Mention)

The following firms advise on issues related to this jurisdiction from offices elsewhere:Allen & Overy **MR**

Ashurst LLP

Cleary Gottlieb Steen & Hamilton

Davis Polk & Wardwell

Gibson, Dunn & Crutcher LLP

Norton Rose Fulbright **MR**

Shearman & Sterling LLP

Stephenson Harwood

Watson Farley & Williams LLP

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

Between them, the Directors of the In-House Community have over 28 years of experience building and hosting forums and platforms for in-house counsel, and over 18 year's experience of working within international law firms, at a senior and director level, managing their business development and marketing strategies. This unique range of experience and combined industry knowledge in Asia and the Middle East enables them to provide strategic training, consulting services and reports to firms and organisations active in the corporate legal sphere.

The Business of Law Training

Strategic business development Workshops, provided by Patrick Dransfield, Co-Director, the In-House Community.

■ Bespoke Workshop 1:

Alive in the Bitter Sea: A Survivor's Guide to Business Development and Marketing for law firms and practice groups

Includes:

- 6 Sigma approach to integrated marketing and business development
- Analysis of what Clients truly want
- The New Kids on the Block: how technology and client demand is disrupting the traditional business of law
- Be your own CEO: Personality traits to ensure a stellar career.

■ Bespoke Workshop 2:

The Seven Steps Business Development and Marketing in the emerging markets of Asia and the Middle East for law firms

For: *Managing Partners, Partners and Marketing Executives*

The challenge for lawyers today is to be business generators as well as providers of legal expertise. If you attend The Seven Steps: Business Development and Marketing for law firms you will be better equipped in your professional life and more enlightened as to how the tools of marketing and business development can be applied to your own practice.

■ Bespoke Workshop 3:

If You Could Stand Inside My Shoes' – What General Counsel Truly Want From External Counsel

For: *Managing Partners and Partners*

A frank and interactive discussion, including presentations on:

- The results of the billion dollar+ GC Survey;
- Quantitative analysis of locations in Asia and the in-house communities;
- Analysis of local, regional and international external providers;
- Practical ways that External Counsel can improve their service capability;
- 'Thinking, fast and slow' – what is wisdom and how to deliver it.

Market reports

Examining trends in Emerging Markets and keeping an eye on the competition

With our 21 plus years working with in-house counsel across the region, and up-to-date data on the issues they face and the external counsel they prefer to use, we are able to produce bespoke market reports upon request. We can also provide your firm with a 'private & confidential' In-House Counsel 'Perception Index'.

"I and the Zico team really enjoyed Patrick's bespoke Business of Law & Strategy Workshop. The content combined useful proprietary research into the challenges and desires of clients, cogent analysis of the international legal market and also inspiring encouragement on how each and every one of us can personally develop and strive collectively as a team to a common goal. Patrick was excellent in providing useful insights about his work with General Counsels which the partners in ZICOLaw found to be extremely valuable."



**Chew Seng Kok, Chairman,
ZICOLaw Network**



**Patrick Dransfield, and the
team from ACCRALaw**

"The '7 Steps Business Strategy for law firms' Workshop that Patrick provided ACCRALaw was very enlightening."

**Enrico de Guzman,
Managing Partner, ACCRALaw**

"The Seven Steps' proved to be a very informative and helpful Workshop. My colleagues and I found it very enlightening and accurately touched on the important points for law firm marketing."

**Gerald Singham,
Partner, Dentons Rodyk**

For more information, contact:

Patrick Dransfield, Co-Director
In-House Community[™]

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Mont Kiara Branch: (603) 6419 0588
UOA II Branch: (603) 2162 0501

Fax: Head Office: (603) 2078 3382
Mont Kiara Branch: (603) 6419 0585
UOA II Branch: (603) 2162 0500

Mont Kiara Branch

Unit A-9-D2, Level 9
Block A, Plaza Mont Kiara
No.2, Jalan Kiara, Mont Kiara
50480 Kuala Lumpur

Contact: Rodney Gerard D’Cruz
Tel: (603) 2070 0466 (ext 284)

Number of employees: 3 consultants, 31 partners, 62 legal assistants and around 92 support staff (as at 14 October 2019)

UOA II Branch

Suite 15-1, Level 15
Wisma UOA II
No.21, Jalan Pinang
50450 Kuala Lumpur

Year Established: 1975

Email: enquiry@adnansundralow.com
Website: www.asl.com.my

Languages Spoken: English and Bahasa Malaysia.

Main Practice Areas

Banking & Finance, Projects Energy & Infrastructure, Capital Markets, Islamic Finance, Corporate & Commercial, Dispute Resolution and Real Estate.

Firm Profile

ADNAN SUNDRA & LOW was established in August 1975 and has operated under its present name since June 1982. The firm has been consistently ranked as a premier law firm in Malaysia with a reputation for delivering quality and effective legal services and solutions and commitment to achieving its clients’ commercial objectives.

In 2018, the firm merged with two other boutique/specialist law firms, adding 16 lawyers to the firm.

The firm and its lawyers regularly garner accolades for their exceptional work. Our ability to deliver practical legal advice and customised solutions has earned us many local and international awards, top-tier ranking in various publications and client plaudits.

Our expertise spans multiple practice areas, and our core competencies include banking & finance, capital markets, civil aviation, corporate & commercial, dispute resolution, Islamic finance and real estate.

We have a particularly strong track record in advising on finance and corporate matters and are consistently ranked as a top-tier firm in these fields.

Recognition and Awards

- Malaysian Law Firm of The Year - Asian Legal Business (ALB) Malaysia Law Awards 2016;
- West Malaysia Law Firm of The Year – Asian Legal Business (ALB) Malaysia Law Awards 2017, 2018, 2019;
- National Law Firm of The Year – International Financial Law Review Asia Awards, 2007, 2014;
- Islamic Finance Law Firm of The Year – ALB Malaysia Law Awards 2016, 2017, 2018;
- Banking and Financial Services Law Firm of the Year – ALB Malaysia Law Awards 2014, 2015, 2016, 2017, 2018 and 2019;
- Islamic Finance News (IFN) Law Awards 2018 & 2019: ESG, Green, SRI Law Firm of the Year;
- Islamic Finance News (IFN) Law Awards 2019: Energy & Natural Resources Law Firm of the Year;
- IFN Deals of the Year Awards 2018 – Corporate Finance Deal of the Year 2018, Perpetual Sukuk Deal Of The Year 2018;
- Malaysia Corporate & M&A Firm of The Year – Asian-mena Counsel In-House Community Awards 2018;
- Malaysia Capital Markets Firm of The Year – Asian-mena Counsel In-House Community Awards 2018;
- Malaysia Projects & Project Financing Firm of The Year – Asian-mena Counsel In-House Community Awards 2018;
- Malaysia Project Finance Law Firm of The Year – The Asset Triple A Asia Infrastructure Awards 2019; and
- Client Service Award, Malaysia – AsiaLaw Regional Awards 2019.

See [partner profile on page 208](#)

ADNAN SUNDRA & LOW

Banking & Finance | Capital Markets | Corporate M&A | Dispute Resolution
Islamic Finance | Projects Infrastructure & Energy | Real Estate

Over 40 Years of Committed, Solution-Driven Practice.

Our firm is privileged to be able to offer the following well-established fields of legal practice:-

Banking & Finance, Corporate & Commercial and Capital Markets,
ranked Tier 1 Chambers Asia Pacific 2019

Banking & Finance, Islamic Finance and Capital Markets,
ranked Tier 1 Legal 500 Asia Pacific 2019

Corporate M&A and Restructuring & Insolvency, ranked 'Highly Recommended'
Asialaw Profiles 2019

Project Development & Infrastructure, ranked Tier 1
IFLR 1000 2019

We are experienced in advising local and international clients over a wide range of economic sectors and our achievements include advising on many significant and pioneering Malaysian and cross-border transactions.

For further enquiries, please contact:-

Deepak Sadasivan
deepak.sadasivan@asl.com.my

Adrian Chee
adrian.chee@asl.com.my

Winner, ALB Malaysia Law Awards

Malaysia Law Firm Of The Year 2016

West Malaysia Law Firm Of The Year 2017- 2019

Islamic Finance Law Firm Of The Year 2016 - 2018

Banking & Financial Services Law Firm Of The Year 2014 - 2019

Winner, Islamic Finance News Law Awards 2018

ESG, Green, SRI Firm Of The Year

Winner, Asian-MENA Counsel & In-House Community Awards 2018

Malaysia Firm of the Year

Capital Markets • Corporate and M&A • Projects and Project Financing

Winner, Triple A Asset Asian Awards 2019

Project Finance Law Firm of the Year, Malaysia

www.asl.com.my

Trowers & Hamlins LLP

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50088 Kuala Lumpur, Malaysia
Tel: (603) 2714 6200
Fax: (603) 2714 6214
Website: www.trowers.com

Contacts: Nick Edmondson, Partner
nedmondson@trowers.com
Tom Reynolds, Partner
treynolds@trowers.com
Number of employees: 9
Offices in Asia: Kuala Lumpur
Year Established: 2012

Languages Spoken: English, Bahasa Malaysia, Mandarin.

Main Practice Areas

- Banking and Finance
- Dispute Resolution
- Private Wealth
- Real Estate
- Corporate
- Energy and Infrastructure
- Projects

Firm Profile

Trowers & Hamlins LLP

Trowers & Hamlins is an international law firm. We are here to help businesses and governments change the way we live and work for the better. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry. We like to build enduring one-to-one relationships with our clients and develop long-term partnerships beyond transactional work. We provide a full range of corporate, business and commercial legal services.

Trowers & Hamlins in Asia and the Middle East

The international practice of Trowers & Hamlins undertakes work in many jurisdictions, but is particularly closely associated with Asia and the Middle East. In the Middle East we are considered to be regional specialists and we have broad geographical coverage and one of the largest, strongest and most experienced teams of lawyers.

Our connections with the Middle East date back to 1959. Trowers & Hamlins has long-established offices in **Abu Dhabi, Bahrain, Dubai, Oman** and in early 2015 became the first foreign law firm to secure a branch office licence in **Malaysia**.

Our **KL office** is particularly focused on providing international counsel-level support to major projects, and cross border investments for ASEAN clients in the ASEAN region and internationally, as well as applying our international experience of projects of a similar nature to important in-country projects, with particular focus on energy, infrastructure and PPP projects. Our range of clients and connections, and their fields of activity, are significant and varied. Our client base ranges from Government-linked companies, to infrastructure funds, developers, real estate companies, banks, contractors and engineers, the automotive industry, and sundry partners involved in international commercial activity and joint ventures.

Clients benefit from a high degree of partner involvement, quality control and accountability. Across the firm, technical expertise is matched by strength, in-depth knowledge and substantial back-up resources. There is a strong shared commitment to doing the job well and delivering consistently good service.

Recognition and Awards

- Winner of the Offshore Finance award at IFN Awards 2019
- Named 'Best Islamic Law Firm', International Finance Magazine, 2018
- Ranked tier 1 in Islamic Finance in Legal 500, 2018
- Winner "Most innovative deal of the year" (IFN awards 2017)

See **partners profiles** on pages 208 – 209

Local expertise, international reach

Trowers & Hamlins is an international law firm. We're here to help businesses and governments change the way we live and work. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry.

Clients of Trowers & Hamlins LLP highlighted that the group is "very much aligned with us as a business and is very fast and very direct."

Chambers Global 2019

www.trowers.com



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PHILIPPINES



In-House Community Survey

Representing Corporate Philippines

KEY ISSUES AND CONCERNS

In-house legal teams in the Philippines face challenges that are all too familiar in the region. Leaner teams, more work and limited resources for outside counsel were all commonly mentioned in the survey carried out at our event in Manila, where pressure on counsel is growing due to “constantly changing regulations”. However, the Philippines was the only jurisdiction where “lack of millennial drive” was cited as a challenge for legal departments.

“The Philippines was the only jurisdiction where “lack of millennial drive” was cited as a challenge for legal departments”

Faced with these challenges, some teams would like access to more sophisticated technology to reduce their workload, but cost-cutting is increasingly the norm as budgets and spending are shrinking in line with business constraints. At the same time, failure to upgrade technology and associated resources can create security issues, with cybercrime becoming a growing problem, and can also make complying with data privacy and consumer protection rights more difficult.

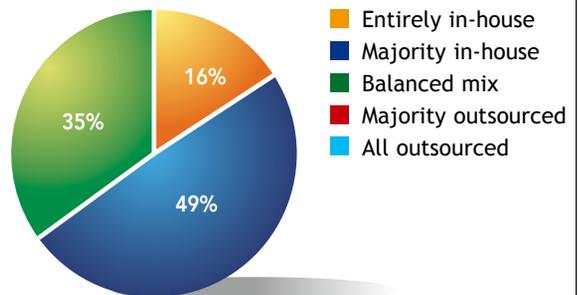
Disputes are also increasingly a source of challenges for legal departments, with several respondents citing delays due to the slow response time from courts, as well as difficulties in finding the technical expertise needed in arbitral disputes. Such issues are becoming more common as the Philippines increasingly relies on private investment in various part of its economy. Issues around real estate and construction are another by-product of this environment. Another facet of

RESPONDENT PROFILE

Avg team size:	15
Dominant industry:	Financial Services
Ethics/compliance within legal team:	65%
Multinational/Local:	43%/57%

PHILIPPINES

The way I am project-managing legal work is:



public-private interactions that was mentioned by respondents is the need to manage politics, bureaucracy and corruption.

Given the strength of the local legal process outsourcing sector, it is perhaps not surprising that more than a third of respondents said that they use a balanced mix of internal and external resources to handle projects, with external spend typically consuming slightly more than one-third of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, immigration, corporate/M&A, employment, tax and intellectual property.



The business landscape in the Philippines

The Philippine Congress recently enacted laws that make doing business in the Philippines faster and simpler than before, less cumbersome, and more efficient. Tax laws have also been rationalised not only to make the system of taxation fairer and more equitable, but also to generate government funding necessary to support a huge number of infrastructure projects under the Philippine Government’s ambitious “Build Build Build” programme. Congress also enacted new laws which help protect consumers from unfair competition and strengthen the privacy and protection of the personal information of all persons found in the Philippines. Below is a survey of the salient features of the laws recently passed by Congress.

To address the concerns of foreign investors on the delay in establishing business vehicles in the Philippines, the Ease of Doing Business and Efficient Government Service Delivery Act of 2018 was enacted to cut down on the perennial problem of bureaucratic red tape in the government. This law mandates that simple transactions must be completed by the government within three working days from the submission of the complete application. For complex transactions, they must be completed within seven working days; while for highly technical transactions, the processing time has been set at not more than 20 working days.

The Revised Corporation Code (“RCC”) was approved into law last February 20, 2019 to modernise the earlier 1980 law. Under this new law, corporations are now given perpetual existence as compared to the old law which limited the corporate term to 50 years. The RCC removed the residency requirement under the old law in respect of the major-

ity of the directors of a corporation, and it is now possible that the Board of Directors of a corporation can have less than five members. The RCC also introduced a new kind of corporation called a “one-person corporation” which can be formed by a single stockholder, who must be either a natural person, a trust or an estate.

The Foreign Investments Act (“FIA”), as amended, is the law that governs the participation of foreign investors in economic and commercial activities in the Philippines. Under the FIA, foreign investors may generally own up to 100 percent of any enterprise except for an enterprise which is engaged in an area identified in the Foreign Investments Negative List (“FINL”). The FINL is a shortlist of invest-

ment areas and economic activities that are either reserved for Filipino nationals or have equity ceilings for foreign investors. It is divided into Lists A and B. List A contains economic activities where foreign investment is limited by the provision of the 1987 Constitution or by specific laws, while List B contains economic activities where foreign investment is limited by reasons of security, defence, risk to health and morals, or protection of local small and medium-sized enterprises.

To provide security for loans obtained to fund a business enterprise, the Personal Property Security Act (“PPSA”) was approved into law on August 17, 2018. On October 10, 2019, the Secretary of Finance issued the implementing rules and regulations of the PPSA. This law aims to promote the economic activity in the Philippines by increasing the access of micro, small and medium-sized enterprises to affordable credit financing through the establishment of a framework for securing obligations with personal property. Under the

The Philippine Congress recently enacted laws that make doing business in the Philippines faster and simpler than before



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PPSA, borrowers can now secure their borrowings by using non-traditional collaterals such as bank accounts, negotiable instruments, accounts receivables, securities, inventory, consumer goods, machinery, equipment and intellectual property rights. After a security interest is created by the appropriate agreement, the security interest may be perfected by the registration of a notice with the centralised electronic registry, or by the possession of the collateral by the secured creditor, or by control of the investment property and deposit account. Upon perfection, a security interest becomes effective against third parties.

On taxation, the Tax Reform for Acceleration and Inclusion (“TRAIN”) Law was approved into law last December 19, 2017. The TRAIN Law amended the tax on individuals, estate tax, donor’s tax, value-added tax, other percentage taxes, excise taxes, and documentary stamp taxes. The TRAIN Law is the first of the four packages under the Comprehensive Tax Reform Program (“CTRP”) which aims to make the tax system simpler, fairer, and more efficient. The second package of the CTRP on Corporate Income Tax and Incentives Rationalisation, named as the Tax Reform for Attracting Better and High-quality Opportunities (Trabaho) bill, is currently pending in the Philippines Congress. The second package seeks to lower the corporate income tax rate gradually from 30 percent to 20 percent, re-orient fiscal incentives toward strategic growth industries, and make incentives available to investors who make a net positive contribution to the Philippine society.

The Philippine Competition Act (“PCA”) is the law that governs competition in the Philippines. While the PCA was approved into law on July 21, 2015, its Implementing Rules and Regulations (“IRRs”) were issued on May 21, 2016. The PCA applies to: (a) “any person or entity engaged in any trade, industry and commerce” in the Philippines; and (b) “international trade having direct, substantial, and reasonably foreseeable effects in trade, industry, or commerce in the

(Philippines), including those that result from acts done outside the (Philippines).” Under the PCA, the parties to a notifiable merger or acquisition are prohibited from consummating their agreement until 30 days after providing a notification to the Philippine Competition Commission (“PCC”) in the form and containing the information specified in the IRRs of the PCA. The parties to the merger and acquisition may be held liable to administrative fine should they consummate the transaction without awaiting the PCC’s merger clearance or the lapse of the applicable waiting period. The fine can range from 1 percent to 5 percent of the value of the transaction. The PCA also outlaws any anti-competitive agreement that has been entered into between or among competitors which restrict competition and any abuse of dominant position by an entity engaging in a conduct that would substantially prevent, restrict or lessen competition.

On data privacy, the Data Privacy Act of 2012 (“DPA”) was approved into law on August 15, 2012 and its IRRs were issued on August 24, 2016. The DPA is the primary law which governs personal data privacy, protection and security in the Philippines. The National Privacy Commission (“NPC”) is the government agency primarily mandated to oversee the implementation and administration of the DPA. The DPA applies to any natural or juridical persons involved in the processing of personal information. It also covers those who, although not found or established in the Philippines, use any equipment that is located in the Philippines, or those who maintain an office, branch, or agency in the Philippines. Patterned after the EU General Data Protection Regulation, the DPA prescribes strict compliance requirements, including implementation of appropriate and reasonable security measures.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners		
Abuda Asis & Associates			✓		✓	✓		✓										✓	✓		✓			9		
Angara Abello Concepcion Regala and Cruz Law Offices (ACCRALAW) MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	165	See Page 92
Cruz Marcelo & Tenefrancia		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	76	
DivinaLaw MR				✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	52	See Page 94
Esguerra & Blanco Law Offices		✓		✓		✓	✓	✓				✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	✓	21	
Fortun Narvasa & Salazar		✓				✓	✓	✓	✓			✓				✓	✓		✓	✓	✓	✓	✓	✓	30	
Gatmaytan Yap Patacsil Gutierrez & Protacio (C&G Law)		✓		✓		✓	✓	✓	✓	✓			✓			✓	✓		✓	✓	✓	✓	✓	✓	35+	
Gulapa Law		✓	✓			✓	✓	✓	✓				✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	N/A	
Insights Philippines Legal Advisors	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	5	
Kapunan & Castillo Law Offices		✓				✓			✓			✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	15	
Morales & Justiniano				✓	✓	✓	✓	✓				✓				✓	✓		✓	✓	✓	✓	✓	✓	9	See Page 96
Nisce Mamuric Guinto Rivera & Alcantara						✓	✓	✓				✓	✓			✓	✓		✓	✓	✓	✓	✓	✓	16	
Ocampo & Suralvo (OSL)		✓				✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	10	See Page 98
Ocampo, Manalo, Valdez & Lim	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓				✓	✓		✓	✓		✓	✓	✓	22	
Poblador Bautista & Reyes Law Offices		✓	✓		✓	✓	✓	✓				✓	✓			✓			✓			✓	✓	✓	37	
Puno and Puno Law Offices	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	58	
Puyat Jacinto & Santos (PJS) Law MR		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	38	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
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	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners		
Quiason Makalintal Barot Torres Ibarra Sison & Damaso			✓	✓	✓	✓	✓	✓		✓		✓					✓	✓	✓	✓	✓	✓	✓	26		
Quisumbing Torres MR (member firm of Baker McKenzie International) MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	56	
Romulo Mabanta Buenaventura Sayoc & de los Angeles MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	106	
R.P. De Vera Law Office					✓	✓	✓	✓	✓		✓					✓			✓					4		
Siguion Reyna Montecillo & Ongsiako	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	49	
SyCip Salazar Hernandez & Gatmaitan MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	128	See Page 100
Tan Acut Lopez & Pison Law Offices						✓	✓			✓		✓	✓			✓						✓		17		
Villaraza & Angangco Law Offices (V&A LAW) MR		✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	57	

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Allen & Overy MR	Ashurst LLP	Cleary Gottlieb Steen & Hamilton
Davis Polk & Wardwell	Gibson, Dunn & Crutcher LLP	Norton Rose Fulbright
Shearman & Sterling LLP	Sidley Austin LLP	Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates
Stephenson Harwood		

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

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Number of Employees: Lawyers 165; Non-Legal Staff over 170
Offices in the Philippines: Manila, Cebu City, Davao City

Year Established: 1972

Email: accra@accralaw.com

Website: www.accralaw.com

Languages Spoken: English, Filipino, Spanish, French, Mandarin.

Main Practice Areas

Administrative Law and Regulatory Practice; Admiralty and Maritime; Advertising and Mass Media; Agricultural Law and Agrarian Reform; Anti-Bribery, Corruption and Anti-Money Laundering; Anti-Counterfeiting; Antitrust and Trade Regulation; Appellate Practice; Arbitration and Mediation; Aviation; Banking and Finance; Bankruptcy, Insolvency and Corporate Rehabilitation; Business Process Outsourcing; Constitutional Law; Construction; Contracts; Copyright and Related Rights; Corporate; Criminal Law; Elections; Eminent Domain; Energy; Entertainment and Sports; Environment and Natural Resources; Family and Matrimonial Relations; Government and Legislative Advocacy; Government Contracts and Public Private Partnerships; Immigration and Naturalization; Insurance; Intellectual Property; International Law; Internet, Technology and Science; Investment, Mergers and Acquisition; Labor and Employment; Licensing and Franchising; Litigation and Dispute Resolution; Mining; Passing-Off and Unfair Competition; Patent, Utility Model and Design; Privacy, Cybersecurity and Data Protection; Product Liability and Consumer Protection; Professional Liability and Malpractice; Project Finance; Public Bidding and Procurement; Real Estate; Securities and Capital Markets; Tariff and Customs; Taxation; Telecommunications; Trademark, Service Mark and Tradename; Transportation; Torts and Damages; Trusts and Estates; White Collar Crime; Wills and Probate; Zoning, Planning and Land Use.

Firm Profile

Angara Abello Concepcion Regala & Cruz Law Offices (ACCRALAW) is the country's premier law firm with a cohesive multi-disciplinary team of legal professionals who possess in-depth knowledge in specialized fields of law, backed by extensive experience of forty eight years in the practice of law in the Philippines. From a core group of seven lawyers at its inception in 1972, the Firm has grown to a prestigious service organization of 166 lawyers and 177 non-legal personnel. Its principal offices are in Bonifacio Global City, Taguig, Metro Manila. The firm has full service branches in thriving business commercial centers in the Visayas and Mindanao – Cebu City and Davao City.

The Firm has an excellent track record in litigation and dispute resolution, labor and employment law, intellectual property, and in handling diverse, significant and complex business projects and transactions for both local and multinational clients. It has been involved in landmark litigation cases and significant business transactions.

ACCRALAW's clientele represents the full spectrum of business and industry, and includes local and multinational corporations and conglomerates, professional organizations and individuals. Servicing the Firm's clients are seven practice departments and two branches which offer timely, creative and strategic legal solutions matched with cost-efficient administration and expert handling of clients' requirements.

The Managing Partner of the Firm is Emerico O. De Guzman and its Co-Managing Partner is Ana Lourdes Teresa A. Oracion.

Selected Recognition and Awards

- 2018 Asian-mena Counsel – In-House Community Awards: Most Responsive Firm of the Year, and Firm of the Year for: Anti-Trust/Competition; Employment/Labor; Litigation and Dispute Resolution; Real Estate/ Construction; Telecommunications, Media & Technology in the Philippines.
- Asialaw Profiles Regional Awards 2019: Firm of the Year; and Client Service Award Philippines.
- Asialaw Profiles Firm Ranking: Outstanding Firm 2019 Awards: Capital Markets, Corporate M&A, Dispute Resolution, Intellectual Property, Labour & Employment.
- Chambers Asia Pacific Firm Ranking: 2019 Band 1 – Banking & Finance, Capital Markets, Dispute Resolution, Intellectual Property.
- The Legal 500 Asia Pacific Firm Ranking: 2019 Top-Tier Firm: Capital Markets, Corporate & M&A, Dispute Resolution, Immigration, Intellectual Property, Labour & Employment, Law Firms in Cebu, Law Firms in Davao, Real Estate & Construction, Shipping, Aviation.

See [partner profile on page 209](#)



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ACCRA LAW[®]

Setting the Pace of Excellence in the Practice of Law



Angara Abello Concepcion Regala & Cruz Law Offices (ACCRA LAW) is the country's largest law firm with a cohesive multi-disciplinary team of legal professionals who possess in-depth knowledge in specialized fields of law, backed by extensive experience of over forty-five years in the practice of law in the Philippines. From a core group of seven lawyers at its inception in 1972, the Firm has grown to a prestigious service organization of more than 160 lawyers and over 170 non-legal personnel. The firm has full service branches in thriving business commercial centers in the Visayas and Mindanao - Cebu City and Davao City. The Firm has an excellent track record in litigation and dispute resolution, labor and employment law, intellectual property, and in handling diverse, significant and complex business projects and transactions for both local and multinational clients. It has been involved in landmark litigation cases and significant business transactions.

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Number of employees: 53 legal staff, 54 non-legal staff
Offices in Asia: Two
Year Established: 2006

Languages spoken: Filipino, English, Chinese.

Main Practice Areas

Litigation and Dispute Resolution, Corporate and M&A, Employment, Banking and Finance, Telecommunications, Media & Technology.

Firm Profile

Established in 2006, DivinaLaw is one of the top full-service law firms in the Philippines. Its rapid rise is coupled with the unparalleled growth of the firm which began with five lawyers and now has a roster of more than 50 legal practitioners.

Led by its managing partner Atty. Nilo T. Divina, the firm has made its mark in the corporate legal practice and its impressive list of clients includes some of the biggest names in banking and finance, manufacturing, healthcare, construction, and real estate sectors.

The Firm takes pride in advocating and practicing dynamic lawyering — prompt, proactive, and results-oriented.

DivinaLaw is the sole Philippine member of Lawyers Associated Worldwide (LAW), a top-rated international association of over 100 independent law firms from more than 50 countries. It is also the sole Philippine member of LEGALINK, one of the leading international associations of independent law firms.

DivinaLaw has a partnership with 13 local law firms who can represent clients all over the Philippines as part of its aim to reach out to a wider range of clients and to complement its corporate, commercial, and arbitration-related services.

Key Deals

- The Firm has advised real estate developer Property Company of Friends Inc. (Pro-Friends) for the buyback of series A preferred shares from GT Capital in exchange for property valued at P20 billion (US \$38.9 million).
- The Firm has advised a major universal bank on the acquisition of 3 fintech firms.
- The Firm has represented Solar Entertainment Inc. in a dispute with ABS-CBN Network, Inc. and Skycable Inc. over the exclusive right to broadcast NBA games in the Philippines.
- The Firm has represented the Filipina celebrity known as the "Queen of All Media," Ms. Kris Aquino in the sale of her shares in Snail White cosmetics and in cyber libel cases filed against her former business partner and his brother.
- The Firm has represented Solar Sports in a dispute with Sportscore Inc. over the right to broadcast Philippine Superliga Volleyball League.
- The Firm has represented Galeo Equipment Corporation in an Arbitration case against Mt. Labo Mining Corporation over mining rights and majority shares. The case is now pending with the Singapore International Arbitration Center (SIAC).
- The Firm represented Carrascal Nickel Corporation (CNC) in a dispute with a group of indigenous people claiming ancestral domain rights.
- The Firm represented Aqua Boracay Resort in an Arbitration case against YOO Resorts at the London Court of International Arbitration (LCIA).
- The Firm accomplished tax due diligence of a domestic entity that is registered with the Philippine Economic Zone Authority (PEZA) in connection with the cross-border IPO of its affiliate.

See [partner profile on page 209](#)



DIVINALAW

Dynamic Lawyering

Our client's problems are our own.
We push ourselves beyond the limit
to give them peace of mind.

We innovate, we think out of the box,
we explore uncharted territory,
we open doors, and we find ways.

At DIVINALAW, client satisfaction
is our burning passion.

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Email: ramorales@primuslex.com

Languages Spoken: English and Filipino.

Practice Areas

Morales & Justiniano is a full-service firm whose areas of practice include the following:

- Commercial law and corporate services
- Litigation and dispute resolution
- Banking, finance and securities law
- Intellectual property
- Employment and immigration
- Special projects and tax law
- Investments, mergers and acquisitions

We have extensive expertise in handling criminal, civil and commercial cases before the courts, apart from arbitration and mediation. We are equally experienced in government contracts, energy, power and infrastructure projects, real estate, insurance, media, franchising, distribution and all forms of licensing and technology transfer including software licensing, as well as data privacy and protection, business process outsourcing, and enforcement of rights over patents, trademarks, trade secrets and copyrights.

Our lawyers have represented clients across a vast range of industries and enterprise, including not only local and foreign governmental agencies, but also charitable, educational, environmental and socio-civic institutions.

Firm Profile

Founded on excellence, integrity and solidarity as core values, Morales & Justiniano is a partnership of lawyers with a collective legal experience of over 100 years.

The commitment of Morales & Justiniano to serve the needs of its clients first and foremost, and with promptitude, is expressed in the Latin term "primus lex" (first in legal service) in the firm's email address and website.

First in Legal Service



MORALES &
JUSTINIANO
ATTORNEYS-AT-LAW



Commercial Law and Corporate Services | Litigation and Dispute Resolution
Banking, Finance and Securities | Employment and Immigration
Special Projects and Tax | Investments, Mergers and Acquisitions
Intellectual Property

7th Floor, RCI Building, 105 Rada Street, Legaspi Village, Makati City 1229, Metro Manila, The Philippines
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Contact Person: Rafael A. Morales, *Managing Partner* | ramorales@primuslex.com

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Ocampo & Suralvo (OSL)

6/F Liberty Center, 104 HV Dela Costa St.,
Salcedo Village, Makati City, 1227 Philippines
Tel: (632) 7625 0765
Email: info@ocamposuralvo.com
Website: www.ocamposuralvo.com

Contact: Jude Ocampo

Number of employees: 16
Offices in Asia: 1
Year Established: 2015

Languages Spoken: Filipino, English.

Main Practice Areas

- Mergers and Acquisitions
- Tax
- Energy and Infrastructure
- Data Privacy
- Foreign Investments

Firm Profile

OSL is a Philippine corporate, commercial, and tax law firm, and assists clients across a spectrum of business concerns including general corporate and commercial matters, company establishment and registration, contract negotiation and drafting, mergers and acquisitions, joint ventures, corporate restructuring, taxation, financing, foreign direct investments and dispute resolution.

OSL has a very strong corporate and mergers and acquisitions practice, which makes up around forty percent (40%) of the firm's activity. It has advised on several acquisitions in the energy sector, and has provided transaction advice on several renewable energy projects such as solar, wind, hydro, biomass, and geothermal power projects.

The capabilities of OSL lawyers extend into project development (covering energy and infrastructure). They regularly demonstrate their expertise in public-private-partnerships, as they advise on the corporate, finance, and regulatory aspects of these structures.

OSL also has excellent tax capability. Almost all of our senior lawyers previously worked in the tax divisions of Big 4 professional services firms. They bring a strong knowledge of tax to corporate dealmaking. They allow the firm to provide clients with comprehensive advice that considers both legal or regulatory viability and tax efficiency.

The firm also has a notable data privacy practice, and has established itself as a key source of advice for corporate clients and international law firms.

OSL is driven to provide Philippine businesses with solutions that will enable them to thrive in the global economy. Through its collaboration with DFDL, an international law firm focused on Asia's emerging economies, it provides its clients with access to the tax and legal expertise of 12 offices in eight countries. It also works closely with Kinstellar and its 10 offices in Central and Eastern Europe.

The firm proudly serves as the gateway for Philippine businesses seeking legal and tax advice to support their regional expansion in ASEAN.

Representative Engagements:

- Assisted a global energy company in due diligence review and investment structuring of a planned multi-billion dollar acquisition of geothermal energy assets in the Philippines;
- Acted as transaction counsel for the acquisition and debt refinancing facilities for a pharmaceutical company amounting to Php 1.9 billion (~USD 40 million);
- Advised a Hong Kong company in the acquisition of majority shares in a health supplement/pharmaceutical company with a value of around Php 1 billion (~USD 20 million);
- Provided transactional support on a contemplated corporate restructuring and divestment of shares in a top Philippine hospital, with a transaction value of approximately Php 5 billion (~USD 100 million);
- Advised the Buyer on the purchase of a controlling stake in a company listed in the Philippine Stock Exchange, and on the conduct of mandatory tender offer process; and
- Acted as transaction counsel for a joint venture involving the construction, operation and maintenance of a 10 MW and 12 MW biomass power project in Mindanao.

See [partners profiles](#) on pages 210 – 211

ABOUT OCAMPO & SURALVO LAW OFFICES



6th Floor, Liberty Center
104 HV dela Costa St.
Salcedo Village, Makati City
Philippines 1209

www.ocampsuralvo.com

info@ocamposuralvo.com

Ocampo & Suralvo Law Offices (OSL) is a Philippine corporate, commercial and tax law firm.

OSL assists its clients with their corporate, commercial, transactional and tax needs across a spectrum of business concerns, including general corporate matters, legal disputes, subsidiary/branch establishment & registration, retail, contract negotiation and drafting, mergers and acquisitions, corporate restructuring, power & energy, infrastructure and foreign direct investments.

The firm proudly serves as the gateway for Philippine businesses seeking legal and tax advice to support their regional expansion in ASEAN. Through its collaboration with DFDL, an international law firm focused on Asia's emerging economies, it provides its clients with access to the tax and legal expertise of 12 offices in eight countries. OSL also works closely with DFDL's sister firm, Kinstellar, a firm with 10 offices throughout Central & Eastern Europe and Central Asia providing local law advice to international standards.

OSL LEADERSHIP TEAM

Atty. Jude Ocampo



Jude is OSL's managing partner. He specializes in mergers and acquisitions, corporate law and tax law. He holds a Master of Laws degree from Harvard and earned a Master of Business Administration degree (Finance and Supply Chain Management) from UNC Chapel Hill's Kenan-Flagler Business School. He is a graduate of and a former professorial lecturer on tax law and constitutional law at UP Law.

Atty. Cristina Suralvo



Tina heads the energy & power practice of OSL and also practices labor law and corporate law. She obtained her LLB from the UP Law, graduating with a Dean's Medal. She was admitted to the Philippine bar in 2001 and placed 10th in the bar examinations. Tina was an officer in the Philippine Stock Exchange and the Philippine Electricity Market Corporation.

Atty. Karen Ocampo



Karen obtained her LLB from UP Law. She was admitted to the Philippine bar in 2001. She has extensive experience in corporate, commercial and tax law. She heads OSL's privacy practice. She was an associate at Castillo Laman Tan Pantaleon & San Jose, and was a tax lawyer at SGV & Co.. She has extensive international experience and was a senior manager in Deloitte and E&Y practices outside the Philippines.

Atty. Christine Antonio



Christine obtained her LLB from UP Law where she was awarded the Dean's Medal. She was admitted to the Philippine Bar in 2007. She holds a Master of Corporate Law degree from the University of Cambridge where she graduated with First Class Honors. Christine heads OSL's infrastructure and PPP practice. She once headed the Project Development Service Department of the PPP Center of the Philippines.

Atty. Charity Aurellano



Charity received her LLB from UP Law in 2001 and graduated with the Dean's Medal. She holds a Master of Commercial Law degree from the University of Melbourne and was the recipient of the Frank Pinkerton Scholarship Award for Principles of Natural Resources Law in 2017. She was admitted to the Philippine Bar in 2002. Charity heads OSL's environmental law and resources law practices.

SyCip Salazar Hernandez & Gatmaitan

SyCipLaw Center,
105 Paseo de Roxas,
Makati City, Metro Manila,
Philippines 1226

Tel: (632) 8982 3500/3600/3700

Fax: (632) 8817 3896

Email: sshg@syciplaw.com

Contact: Hector M. de Leon, Jr.

Number of lawyers: over 130

Offices in Asia: Makati City, Cebu City, Davao City &
Subic Bay Freeport Zone

Year Established: 1945

Website: www.syciplaw.com

Languages Spoken: English, Filipino.

Main Practice Areas

Banking and Finance; Capital Markets; Securities Regulation; Mergers and Acquisitions; Investment; Corporate Services; Private Commercial Transactions; Government Contracts; Privatization; Energy and Power; Infrastructure; Mining and Natural Resources; Real Estate; Insurance; Employment and Immigration; Intellectual Property; Litigation and Arbitration; Tax; Telecommunications, Media and Technology.

Firm Profile

SyCip Salazar Hernandez & Gatmaitan was founded in 1945 and is a leading full-service law firm in the Philippines. Our principal office is in Makati City, with branch offices in Cebu City, Davao City and the Subic Bay Freeport Zone. We offer a broad and integrated range of legal services, with departments in the following fields: banking, finance and securities; special projects; corporate services; litigation and dispute resolution; employment law and immigration; intellectual property; and tax.

With this structure, SyCipLaw has specialists in key practice areas, such as mergers and acquisitions, energy, construction, infrastructure, aviation, antitrust, natural resources, government contracts, real estate, insurance, arbitration, mediation, technology, media and telecommunications.

We count among our clients, global and domestic enterprise leaders, conglomerates and start-ups, all forms of business entities, and non-profit institutions as well as high net worth individuals and their families. We counsel international organizations as well as governments.

We regularly counsel clients in cross-border transactions and matters. Our experience and established institutional presence in the Philippines, together with our relationships with foreign firms and memberships in various international legal networks, enable us to assist clients in implementing their regional and international strategies. We provide legal solutions grounded on local expertise and context and informed by cross-border experience and insight.

Recognition

- Band 1 Firm, Chambers Asia-Pacific Rankings 2019
- Top Tier Firm, IFLR1000 Rankings 2019
- Top Tier Firm, Asia-Pacific Legal 500 Rankings 2018
- Philippine Law Firm of the Year, Chambers Asia-Pacific Awards 2018
- Top Tier Firm, Chambers Global Rankings 2018
- Top Tier Firm, Chambers Asia-Pacific Rankings 2018
- Top Tier Firm, Asia-Pacific Legal 500 Rankings 2018
- Top Tier Firm, IFLR1000 Rankings 2018
- Outstanding Firm, Asialaw Profiles 2018



Managing Partner: Hector M. de Leon, Jr.

Email: hmdeleon@syciplaw.com

Main Areas of Practice:

Banking, Finance & Securities

SyCipLaw represent clients in a broad range of lending, capital market and other financial transactions, as well as in financial restructurings. It provides advice on regulatory matters affecting banks and other financial institutions, and has assisted in major bank acquisitions and mergers. The firm has worked on a number of key project financing deals involving powerplants, airports, mass transit systems, toll roads, telecommunications facilities, and water and power distribution systems.

Key Contact: Vicente D. Gerochi IV

Email: vdgerochi@syciplaw.com

Corporate Services

The firm provides a full range of services for our clients, including setting up a business presence in the Philippines, advising on compliance and governance matters, acting as corporate secretaries, and assisting the client in managing director and stockholder meetings, share issuances and transfers, and record keeping.

Key Contact: Simeon Ken R. Ferrer

Email: skrferrer@syciplaw.com

Employment & Immigration

SyCipLaw's Employment and Immigration Department (EID) advises and represents clients in a variety of non-adversarial and adversarial employment law matters, as well as in developing programs and strategies intended to improve labor relations in businesses and to avoid inefficiencies and conflicts within the workplace. The mindset is to minimize or avoid litigation. When unavoidable, EID advises and represents clients in adversarial proceedings, such as in compulsory and voluntary arbitration before labor agencies, and in litigation and appellate work before the regular courts. We also handle labor relations matters, including collective bargaining negotiation.

Key Contact: Dante T. Pamintuan

Email: dtpamintuan@syciplaw.com

Intellectual Property

SyCipLaw's intellectual property (IP) practice is the largest in the country in terms of client base and range of services offered. These include basic rights protection, such as trademark, copyright, patent and product registration.

We help clients administer and maintain their property rights on an ongoing basis through established systems and the support of highly-trained staff. We have expertise in licensing, technology transfer and similarly-focused business transactions. We assist our clients in navigating the legal issues and concerns that have arisen with developments in science and technology, e-commerce and Internet-based transactions law, and have the experience and capabilities to continue providing them with responsive and creative support.

Our IP practice has been cited in leading international surveys as a first choice for IPR counseling and as one of the leading IP firms in the Philippines. We are consistently ranked as a Band 1/Tier 1 Firm for our trademark and patent prosecution work as well as for our trademark, copyright and patent contentious work.

Key Contact: Vida M. Panganiban-Alindogan

Email: vmpanganiban@syciplaw.com

Litigation and Dispute Resolution

Our litigation and arbitration practice is integrally linked with the firm's renowned commercial law practice. The connection and access to our commercial practice, which other firms do not enjoy, enables our litigation and arbitration practitioners to draw on our unparalleled commercial law experience and expertise in the most significant, complex, and high-value cases. Our litigation and arbitration practice is ranked and cited as Band One, Top Tier or Tier One by the most reputable international legal practice research guides. We represent foreign and local clients in a wide array of industries — mining, water, power, telecommunications, infrastructure, banking, pharmaceutical, food manufacturing, hotel, insurance, tollways, distilled spirits, airline, hospitals, construction, and many others. We litigate in all court levels (with a particularly strong appellate and Supreme Court practice) as well as administrative agencies. SyCipLaw has

been involved in numerous landmark commercial law cases in the Supreme Court over the past few years. Our extensive arbitration practice includes foreign arbitration, international, commercial and other domestic arbitration, and construction arbitration.

Key Contact: Ricardo Ma. P.G. Ongkiko

Email: rmpgongkiko@syciplaw.com

Special Projects (mergers and acquisitions, investments, commercial transactions, Industry specific project)

SyCipLaw's Special Projects group undertakes the firm's project and transactional work, which constitute the firm's traditional focus and largest practice area. This includes M&A, privatization, power and energy, mining and natural resources, environmental law, infrastructure, construction, real estate and property development, telecommunications, aviation, shipping, and transportation.

The firm's projects include the acquisition of the country's largest telecommunications company, the privatization of the national airline, major acquisitions in the cement, mining and petroleum industries, the privatization and sale of the largest tract of government-owned land in Metro Manila, and the setting-up of Philippine subsidiaries for several of the world's major life insurance companies. SyCipLaw also has unparalleled expertise in the energy and infrastructure areas. The firm has been involved in practically all the major infrastructure projects in the Philippines, including those relating to power generation, mass railway transit, toll roads and water systems. It is currently involved in the renewable energy space.

Key Contact: Rocky Alejandro L. Reyes

Email: ralreyes@syciplaw.com

Tax

SyCipLaw's tax department provides the entire range of tax services, from advising on and structuring the tax aspects of corporate transactions to administrative and judicial litigation in relation to tax refunds and defending clients against assessments for both national taxes and customs duties and local taxes.

Key Contact: Rolando V. Medalla, Jr.

Email: rvmedalla@syciplaw.com

Singapore firms
online here:



SINGAPORE



In-House Community Survey

Representing Corporate Singapore

KEY ISSUES AND CONCERNS

Given Singapore’s role as a regional financial centre, counsel in the city frequently cite the difficulty of providing legal support in unfamiliar jurisdictions where the business is operating. For smaller legal teams, covering multiple countries and answering a broad range of questions leaves little time for other aspects of the role, such as strategy. Another related challenge is overseeing business growth into neighbouring, high-risk jurisdictions while adhering to ethical and compliance standards.

Needless to say, these issues play out against a background that all legal teams in the region are familiar with — cost management, increasing workloads, flat headcounts and constant updates to the legal and compliance environment that the business is operating in. Indeed, 73 per cent of respondents in Singapore expect that the size of their team will stay the same during the coming 12 months.

As a major jurisdiction that is home to many multinational companies and some large legal teams, budgets are more generous than in many other jurisdictions and we see greater use of legaltech tools, such as e-discovery, smart contracts and contract templates. But sometimes a bigger budget can create new problems. Survey respondents at our event in Singapore mentioned the challenge of finding legal support technology that is compatible with the corporate IT architecture or agonising over which technology investment

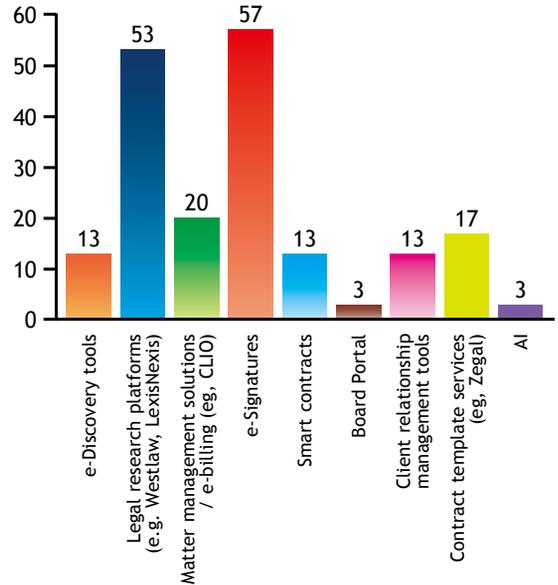
“Survey respondents at our event in Singapore mentioned the challenge of finding legal support technology that is compatible with the corporate IT architecture”

RESPONDENT PROFILE

Avg team size:	18
Dominant industry:	Energy/Natural Resources
Ethics/compliance within legal team:	70%
Multinational/Local:	94%/6%

SINGAPORE

Do you use these technology tools?



is the best fit.

Close to three-quarters of respondents said that they handle the majority of work in-house, with external spend typically consuming around one-third of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, corporate/M&A, antitrust and intellectual property.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Acton Law LLC			✓		✓	✓	✓					✓	✓		✓	✓				✓		✓		5
Addleshaw Goddard			✓			✓		✓									✓	✓	✓	✓				3
Advocatus Law LLP			✓			✓	✓						✓			✓				✓				N/A
Aequitas Law LLP						✓	✓	✓	✓			✓	✓			✓	✓	✓	✓	✓				6
Akin Gump Strauss Hauer & Feld LLP	✓		✓		✓	✓		✓									✓	✓		✓				6
Allen & Gledhill LLP	MR ✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	402
Allen & Overy	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	✓			✓	67
Ashurst LLP	✓		✓	✓	✓	✓	✓	✓				✓				✓		✓		✓			✓	31
AsiaLegal LLC							✓				✓		✓			✓	✓		✓	✓				9
Baker McKenzie Wong & Leow	MR ✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	128
Bird & Bird ATMD LLP	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	✓			✓	50~
Bryan Cave Leighton Paisner			✓	✓		✓		✓					✓			✓	✓	✓	✓	✓				20
Clifford Chance	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	86
Clyde & Co Clasis Singapore	✓	✓	✓			✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			✓	46
CNPLaw LLP	✓		✓	✓	✓	✓	✓			✓		✓	✓		✓	✓		✓	✓	✓			✓	40+
David Llewelyn & Co LLC		✓					✓					✓	✓		✓	✓							✓	4
Dentons Rodyk & Davidson LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	209
DFDL ¹			✓			✓	✓	✓										✓	✓		✓		✓	1
DLA Piper Singapore Pte. Ltd.	✓	✓		✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓			✓	N/A
Drew & Napier LLC	MR ✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Duane Morris & Selvam LLP	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	34

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
Ella Cheong LLC						✓	✓					✓				✓							✓	13	
Eugene Thuraisingam LLP				✓				✓	✓				✓			✓	✓			✓	✓				8
Eversheds Harry Elias LLP	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓	87
Fortis Law Corporation	✓			✓	✓		✓	✓				✓	✓			✓		✓	✓	✓	✓			✓	N/A
Freshfields Bruckhaus Deringer					✓	✓	✓		✓				✓			✓								✓	N/A
Gibson, Dunn & Crutcher LLP	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓					✓	✓	✓	✓			✓	17
Haridass Ho & Partners					✓		✓	✓					✓			✓	✓			✓	✓				20
Herbert Smith Freehills	MR			✓	✓	✓	✓	✓					✓	✓		✓		✓	✓	✓	✓			✓	N/A
Hill Dickinson LLP																✓	✓								12
HFW	MR		✓	✓	✓	✓		✓	✓		✓		✓			✓	✓	✓	✓	✓	✓				37
Jones Day	✓			✓		✓	✓	✓		✓			✓		✓	✓		✓	✓	✓	✓			✓	24
Joyce A. Tan & Partners LLC						✓	✓	✓		✓			✓	✓		✓								✓	9
K&L Gates	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓	✓	✓	✓	✓	✓			✓	N/A
Kelvin Chia Partnership	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓		✓	✓	36
Kennedys Legal Solutions			✓		✓		✓				✓					✓	✓			✓					39
King & Spalding							✓		✓				✓					✓	✓						N/A
King & Wood Mallesons	✓			✓	✓		✓		✓	✓					✓			✓	✓					✓	11
Latham & Watkins	✓			✓	✓	✓	✓	✓				✓		✓				✓	✓	✓	✓			✓	N/A
Linklaters	✓			✓	✓	✓	✓	✓						✓				✓		✓	✓			✓	N/A
Mayer Brown (Singapore) Pte Ltd	✓			✓			✓		✓	✓			✓			✓	✓	✓	✓	✓	✓		✓	✓	16
Milbank LLP			✓	✓	✓	✓	✓	✓										✓		✓	✓			✓	N/A
Morgan Lewis Stamford LLC	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	42

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

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- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Morrison & Foerster LLP	✓	✓		✓		✓	✓	✓		✓	✓		✓		✓	✓			✓			✓		15
Nishimura & Asahi	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	11
Norton Rose Fulbright	✓		✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓			✓	56
O'Melveny & Myers LLP	✓	✓		✓	✓	✓	✓	✓					✓			✓	✓						✓	N/A
Pinsent Masons MPillay LLP		MR	✓		✓	✓	✓	✓		✓		✓	✓			✓	✓		✓	✓		✓	✓	38
Providence Law Asia LLC							✓						✓			✓			✓	✓				12
Rajah & Tann Singapore LLP	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	360+
Reed Smith in Alliance with Resource Law	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	36
RHTLaw Taylor Wessing LLP	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	58
RPC Premier Law	✓						✓				✓	✓	✓			✓	✓	✓	✓	✓			✓	N/A
Samuel Seow Law Corporation						✓	✓					✓	✓			✓			✓	✓			✓	8
Shearman & Sterling LLP	✓				✓	✓		✓					✓	✓		✓		✓						N/A
Shook Lin & Bok LLP	✓			✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓			✓	✓	108
Sidley Austin LLP	✓			✓	✓	✓	✓	✓					✓		✓		✓	✓	✓	✓			✓	30+
Simmons & Simmons JWS	✓			✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓			✓	✓			✓	23
Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates	✓	✓		✓	✓	✓	✓	✓					✓		✓	✓		✓					✓	9
Squire Patton Boggs (US) LLP	✓			✓	✓		✓	✓		✓			✓	✓		✓	✓		✓					13
Stephenson Harwood (Singapore) Alliance LLP	✓	✓	✓	✓	✓		✓	✓		✓		✓	✓		✓	✓	✓	✓				✓	✓	67

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
Straits Law Practice LLC	✓			✓	✓	✓	✓	✓				✓		✓		✓		✓	✓	✓				N/A
Tan Kok Quan Partnership				✓			✓					✓				✓		✓	✓	✓				38
Tan Rajah & Cheah						✓	✓					✓	✓	✓		✓			✓	✓	✓	✓	✓	26
Watson Farley & Williams LLP			✓	✓	✓	✓		✓					✓			✓	✓	✓	✓	✓				31
White & Case	✓		✓	✓	✓	✓	✓	✓				✓	✓			✓		✓	✓	✓	✓	✓	✓	31
Withers KhattarWong LLP	✓			✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93
WongPartnership LLP	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	300+
ZICO Insights Law LLC	✓		✓	✓	✓	✓	✓			✓		✓		✓						✓				10
Offshore Firms:																								
Conyers Dill & Pearman	✓			✓	✓		✓					✓				✓		✓	✓	✓	✓	✓		5
Harney Westwood & Riegels																								
Singapore LLP	✓		✓	✓	✓	✓	✓			✓					✓	✓	✓	✓	✓	✓				8
Maples Group	✓		✓	✓	✓	✓	✓	✓						✓	✓	✓	✓	✓	✓	✓		✓		9
Walkers	✓		✓	✓	✓	✓	✓			✓			✓		✓	✓	✓	✓	✓	✓				16

1 DFDL's Singapore office provides outbound legal and tax services only

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Cleary Gottlieb Steen & Hamilton Davis Polk & Wardwell Dorsey & Whitney

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

Find a Law Firm..... P.110

In-Depth Firm Profiles..... P.112

South Korea firms
online here:



SOUTH KOREA



In-House Community Survey

Representing Corporate South Korea

KEY ISSUES AND CONCERNS

More than two-thirds of responding in-house counsel in Seoul said they expected their legal teams to grow in the next 12 months. That is almost double the number in the previous year and higher than in most other developed Asian markets.

This optimism may be partly explained by the fact that Korea is the only market we visited during the past year where manufacturing was the dominant industry represented by respondents. It is also a more mature legal market. The result is that many legal teams are well-established and represent companies that address a global export market, which provides more stability than we see elsewhere. Having said that, teams are generally quite small, with an average size of eight among the survey respondents at our event in Seoul.

Among the challenges that counsel are facing in Korea, respondents mentioned regulatory changes, the need to balance internal external legal resources, compliance requirements and a lack of relevant expertise to match the business's requirements.

Around 40 percent of respondents said they use a bal-

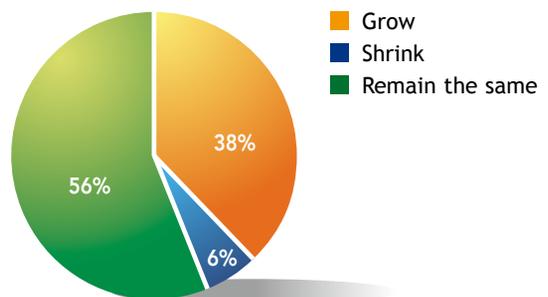
“In terms of legal technology, e-signatures and board portals are now quite widely used, while e-discovery, matter management solutions and smart contracts are far less common”

RESPONDENT PROFILE

Avg team size:	8
Dominant industry:	Manufacturing
Ethics/compliance within legal team:	78%
Multinational/Local:	72%/28%

SOUTH KOREA

In the coming 12 months, how will the size of your in-house legal team change?



anced mix of internal and external legal resources, while half said they did the majority of work in-house. On average, legal spend was split 60 percent internal and 40 percent external. The most common areas that are outsourced are corporate/M&A, litigation and dispute resolution, antitrust, tax and intellectual property.

In terms of legal technology, e-signatures and board portals are now quite widely used, while e-discovery, matter management solutions and smart contracts are far less common.

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction (inc. Infrastructure)	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
O'Melveny & Myers LLP ¹	✓	✓		✓		✓		✓					✓			✓	✓							N/A	
Paul Hastings LLP ¹		✓		✓	✓	✓						✓	✓			✓							✓	6	
Ropes & Gray LLP ¹	✓	✓			✓	✓	✓	✓				✓	✓		✓	✓		✓					✓	4	
SEUM Law	✓		✓	✓	✓	✓	✓					✓				✓							✓	17	
Shearman & Sterling LLP ¹	✓			✓		✓		✓					✓				✓							N/A	
Shin & Kim	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	500+	
Skadden, Arps, Slate, Meagher & Flom LLP and Affiliates ¹	MR ✓	✓	✓	✓	✓	✓	✓						✓			✓								2	
Squire Patton Boggs ¹					✓	✓					✓		✓		✓	✓								3	
White & Case ¹		✓	✓	✓	✓	✓						✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	7	
Yoon & Yang LLC	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	420 See Page 116
Yulchon LLC	MR ✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	480+ See Page 118

¹ This firm's South Korea office provides outbound legal advise only.

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Ashurst LLP	Davis Polk & Wardwell
Gibson, Dunn & Crutcher LLP	Norton Rose Fulbright
Reed Smith	Simpson Thacher & Bartlett LLP
Sullivan & Cromwell LLP	Watson Farley & Williams LLP

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

Bae, Kim & Lee LLC

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Fax: (82) 2 3404 0001
Email: bkl@bkl.co.kr

Contact: prteam@bkl.co.kr
Number of employees: +1250

Offices in Asia:
Seoul, Pangyo, Beijing, Shanghai, Dubai, Hong
Kong, Hanoi, Ho Chi Minh City and Yangon

Website: www.bkl.co.kr

Year Established: 1980

Languages spoken: Korean, English, Chinese (Mandarin), Japanese, German, French, Spanish, Italian, Portuguese, Russian, Vietnamese, Burmese and Urdu.

Main Practice Areas

Antitrust & Competition, Banking & Finance, Capital Markets, Construction & Real Estate, Corporate and M&A, Employment, Dispute Resolution (Litigation, White-collar Crime), Energy & Natural Resources, Environmental, Insurance, Intellectual Property, International Arbitration, International Trade, Maritime, Restructuring & Insolvency, Tax, Technology, Media & Telecommunications (TMT).

Firm Profile

Bae, Kim & Lee LLC ("BKL") is among the oldest and largest law firms in Korea with over 600 professionals. With practice groups specialized in every significant area of law for business in Korea, BKL supplies timely, accurate and practical legal support to its clients, wherever they are based, across a broad cross-section of industry, investment and finance.

BKL has long been at the leading edge of cross-border legal work in Korea. Among its many practice areas, it has been one of the busiest firms in Korea in the areas of M&A, finance and securities, advising clients from North America, Europe and Asia for over three decades. Likewise, BKL has built a reputation in the disputes arena not only as a litigation powerhouse but also as one of the top international arbitration and cross-border disputes teams in Asia.

Headquartered in Seoul, BKL maintains overseas offices in Beijing, Shanghai, Dubai, Hong Kong, Hanoi, Ho Chi Minh City and Yangon. The first Korean firm to set up offices in China and the UAE, BKL has pioneered a region-wide approach to legal services. BKL is a member of the World Law Group and regularly collaborates with other firms throughout the world.

Recognition and Awards

Over the years, BKL has received many "Deal of the Year" and "Firm of the Year" types of honors. Recently, BKL was honored to receive "Labour and Employment Firm of the Year" from Asialaw Regional Awards 2019, "Patent Contentious Firm of the Year" from Managing IP Asia Pacific Awards 2019. In 2018, BKL received three "Firm of the Year" awards in Overseas Practice, International Arbitration, and Intellectual Property practice areas. BKL also received "Asian Law Firm of the Year", "M&A Lawyer of the Year", and "Securities Lawyer of the Year" from the American Lawyer in 2017; and won the "Competition & Antitrust Firm of the Year" award at Asialaw Asia-Pacific Legal Practice Awards 2017.

BKL is also recognized as a highly recommended firm for practicing Social Responsibility by Financial Times' 2018 report and received "Asian Pro Bono Initiative of the Year" at The Asia Legal Awards 2018 by The American Lawyer.

In every recognized client or peer assessment, BKL is ranked among the top firms in Korea. In all we do, we strive to provide client-focused legal services to our clients, many of whom have been with us for many years.

Key Recent Cases

- KEB Hana Bank on its Strategic Investment in the State-owned Commercial Bank BIDV
- LG Uplus on its acquisition of CJ Hello, South Korea's largest cable television operator
- Korea Water Resources Corporation(K-water), Government-owned corporation, on its Issuance of Asia's First Water Bond
- Qingdao Doublestar, Chinese tire-maker, on its acquisition of Korean peer company, Kumho Tire
- Unilever, Global consumer goods conglomerate, on its acquisition of Carver Korea, a leading skincare business in North Asia
- Kakao, South Korea's most widely used messaging app, on its US\$1 billion GDR issuance and listing on Singapore Exchange

See [partner profile on page 212](#)



swift practical resourceful

Bae, Kim & Lee LLC offers comprehensive services for businesses and investors in Korea and abroad.

A firm of over 600 professionals, BKL is able to deliver swift, focused advice in every area of commercial interest. Specialized practice groups regularly advise on a wide span of cross-border transactions for our clients, among them many multi-national enterprises and investor groups.

Core practice areas include Corporate/M&A, Finance, Capital Markets, Dispute Resolution, International Arbitration, Fair Trade, Intellectual Property, Labor, Construction and Real Estate, Tax, TMT, Maritime and Insurance.

Commonly turned to for the more complex and challenging transactions, BKL consistently ranks among the top Korean firms in client and peer assessments. In all our work, our philosophy is to deliver expedient advice and resourceful advocacy, guided by a clear understanding of the commercial needs of our clients.

For more information, please visit us at www.bkl.co.kr

Kim & Chang

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Number of professionals: over 1,500
Offices in Asia: Seoul, Hong Kong and Ho Chi Minh
Year Established: 1973

Website: www.kimchang.com

Languages Spoken: Korean, English, German, French, Dutch, Chinese, Japanese and Vietnamese.

Main Practice Areas

Antitrust & Competition, Banking & Finance, Capital Markets, Criminal Defense, Environment, E-commerce, FinTech, Health, Insolvency & Restructuring, Insurance, Intellectual Property, International Trade & Customs, Labor & Employment, Litigation & Arbitration, M&A, Privacy & Data Security, Private Equity, Project Finance, Real Estate & Construction, Securities, Shipping, Structured Finance, Tax, Technology, Media & Telecommunications.

Firm Profile

Established in 1973, we are today Korea's premier law firm, and one of Asia's leading law firms.

We are the market leader in all major practice areas and industries, including: corporate; mergers and acquisitions; antitrust and competition; banking and finance; securities and capital markets; litigation and arbitration; bankruptcy/corporate restructuring; international trade and customs; tax; intellectual property; product liability; privacy and data security; labor and employment; real estate and construction; environment; technology, media and telecom; FinTech and e-commerce; healthcare/pharmaceuticals/medical devices; consumer products; and maritime.

Our strong foundation is built upon the breadth and depth of our talent. Our professionals include lawyers, tax lawyers, patent and trademark attorneys, accountants, and other subject matter and industry experts totaling more than 1,500 today. We work in tight-knit teams, committed to creating innovative solutions to the legal and business challenges that our clients face in growing their business.

We have advised on some of the largest, most complex, and demanding transactions in Korea and around the world. We counsel both private and public entities. We have built a track record of "first-of-its-kind" and groundbreaking solutions that have had a profound impact on the law and in business.

We are particularly known for our cross-border expertise. Our attorneys are licensed in multiple jurisdictions, including Korea, as well as Australia, Belgium, Canada, China, England and Wales, France, Germany, the Netherlands, New Zealand, the U.S. and Vietnam. With our growing regional network and our collaborative relationships with reputable law firms across Asia and around the globe, our clients with multi-jurisdictional interests have come to rely on us as a "one-stop shop" of the highest quality.

Recognition and Awards

- "Asia-Pacific Firm of the Year" – Asialaw Regional Awards (2019)
- "Asian Law Firm of the Year" – ALM Asia Legal Awards (2015)
- "Best Asian Law Firm: Gold Award" – International Legal Alliance Awards (2017)
- "South Korea National Law Firm of the Year" – Chambers Asia-Pacific Awards (2018)
- "Country and State Awards: Korea" – Who's Who Legal Awards (2019)
- "Most Innovative National Law Firm of the Year: Korea" – IFLR Asia-Pacific Awards (2019)
- "Korea Law Firm of the Year" – ALB Korea Law Awards (2018)
- "Band 1" in all 8 practice areas – Chambers Global (2019)
- "Band 1" in 18 practice areas – Chambers Asia-Pacific (2019)
- "Tier 1" in all 15 practice areas – The Legal 500 Asia Pacific (2019)
- "Tier 1" in all 6 practice areas – IFLR1000 (2019)
- "Outstanding" in all 24 practice areas and industry sectors – Asialaw Profiles (2019)
- "A Most Responsive Firm of the Year" – In-House Community (2019)

See [partner profile on page 212](#)

THE FIRM IN KOREA

Over the past years,
we have been recognized
59 times as the Korean
Law Firm of the Year

- Chambers Asia-Pacific Awards
- Who's Who Legal Awards
- IFU Asia-Pacific Awards
- China Law & Practice Awards
- ALB Korea Law Awards
- Asialaw Regional Awards

ASIA'S LEADER

Recognized as the Asian
Law Firm of the Year

- ALM Asia Legal Awards
- Asialaw Regional Awards
- International Legal Alliance Summit & Awards



KOREA'S PREMIER LAW FIRM
KIM & CHANG



Most Responsive Domestic Firm of the Year: South Korea
- Asian-mena Counsel In-House Community Firms of the Year 2018

www.kimchang.com

Yoon & Yang LLC

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Contacts: Jinsu Jeong, Junsang Lee,
Myung Soo Lee
Number of Professionals: 420
Offices in Asia: Seoul, Tashkent,
Ho Chi Minh City, Hanoi
Year Established: 1989
Website: www.yoonyang.com

Languages Spoken: Korean, English, Chinese, Japanese, German, French, Russian, Spanish, Vietnamese.

Main Practice Areas

Antitrust and Competition, Banking, Bankruptcy and Restructuring, Capital Markets, Corporate and M&A, Corporate Governance, Defense Procurement, Energy, Entertainment, Financial Regulation, Government Relations, Healthcare, Intellectual Property, International Arbitration, International Trade and Investment, Labor and Employment, Litigation, Maritime and Admiralty, Real Estate, Securities, Tax and Customs, Telecommunication, Media and Technology, White Collar Criminal Defense.

Firm Profile

Yoon & Yang LLC is one of Korea's premier full-service law firms with more than 420 attorneys and other professionals. Established in 1989, Yoon & Yang has built a solid reputation for providing the highest quality legal service while adhering to the highest ethical standards. Yoon & Yang has provided sophisticated advice to major domestic and international corporations as well as government entities. Committed to excellence and integrity, Yoon & Yang's professionals are entrusted to handle the needs and challenges of the clients with creative and practical solutions, drawing upon our expertise and experience in a broad array of industries and legal practices.

Professional Excellence

Yoon & Yang is known for its ability to help clients to solve high-stakes and multi-dimensional problems. Yoon & Yang's professionals have abundant experience in dealing with both international clients' in-bound cases and Korean clients' out-bound cases. Firm's attorneys are praised nationally and internationally for their legal skills and in-depth expertise. Firm's professionals include former Justices of Supreme Court of Korea and former Prosecutors General of Korea. Others served in senior government positions as well as in the judiciary and Prosecutor's Office before joining the firm. The diversity of Yoon & Yang's professionals strengthens the ability to deliver creative and practical solutions to issues that clients confront and to communicate effectively on their behalf in any setting.

Global Reach and Perspective

In line with the globalization of the corporate environment, Yoon & Yang opened offices in Ho Chi Minh City, Vietnam in November 2016 and in Hanoi, Vietnam in August 2017. The two offices in Vietnam are fully equipped to provide effective and specialized legal services suitable for the globalized corporate environment. The firm's new Ho Chi Minh City and Hanoi office will strengthen Yoon & Yang's presence and practice in South East Asia, building on the history of outstanding services to clients in cross-border transactions in South East Asia.

Recognition and Awards

- "South Korea Tax Firm of the Year" and "South Korea Transfer Pricing Firm of the Year" – ITR's Asia Tax Awards 2019
- "Korea Law Firm of the Year" in 18 practice areas – Asian-mena Counsel's In-House Community Survey 2018
- "Band 1" in International Trade – Chambers & Partners Asia-Pacific 2018
- "South Korea Litigation Firm of the Year" – ALB Korea Law Awards 2017
- "Emerging Markets Experts" – Asian Legal Business 2017
- "Regional Firm of the Year – Asia-Pacific, Middle East and Africa" – GCR Awards 2018
- "Elite Firm" in South Korea for Competition & Antitrust for 11 consecutive years – GCR 100 2019

See [partner profile](#) on page 213

FINDING WAYS

Yoon & Yang LLC's practice 'always come up with the fast and effective solutions to the complicated legal issues' and impress with its 'good negotiation skills and high level of industry knowledge'.

- *Legal500 Asia-Pacific 2019 edition*



Legal Services of the Highest Caliber

Yoon & Yang LLC is a leading full-service law firm in Korea with more than 420 attorneys and other professionals. Committed to excellence and integrity, our professionals respond to the needs and challenges of our clients with creative, efficient and practical solutions, drawing upon our expertise and experience in a broad array of industries and legal practices, while adhering to the highest ethical standards.

www.yoonyang.com



**Firm of the Year in Korea
in 18 practice areas**

- *Asian-Mena Counsel In-House
Community Survey 2018*

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Contacts: Seok Hoon Kang (Managing Partner)
Hee Woong Yoon (Managing Partner)

Number of Employees: 810+

Other Offices in Asia: Shanghai, Hanoi, Ho Chi Minh
City, Jakarta, Moscow, and Yangon

Year Established: 1997

Website: www.yulchon.com

Languages Spoken: English, Korean, French, German, Spanish, Portuguese, Japanese, Chinese, Russian, Vietnamese and Burmese.

Main Practice Areas

- Corporate & Finance
- Antitrust
- Dispute Resolution
- Intellectual Property
- Labor & Employment
- Real Estate & Construction
- Tax
- Regional Practices: Vietnam & Southeast Asia, Russia & the Commonwealth of Independent States, China, Japan, EU, Latin America & Iberia, and Emerging Markets.

Firm Profile

Yulchon is a full-service international law firm headquartered in Seoul, Korea. It employs over 400 professionals, including more than 60 licensed in jurisdictions outside of Korea. The firm's perspective is international and its reach is global. Yulchon advises on a full range of specialized practice areas, including corporate and finance, antitrust, tax, real estate and construction, dispute resolution, intellectual property, and labor and employment. In addition to its main office in Seoul, Yulchon maintains offices in Russia, China, Myanmar, Vietnam and Indonesia, and has 11 regional practice teams covering the world.

In addition to deep industry and international expertise, Yulchon's culture of innovation and collaboration offers excellence in legal service that puts client needs first. Among the recognitions received, Yulchon was honored by the Financial Times as "Most Innovative Asia Pacific Law Firm" in 2018 and Korea's "Most Innovative Law Firm" for two consecutive years (2015-2016), recognized by Chambers & Partners as "Law Firm of the Year in Korea" in 2017 and selected by the American Lawyer as the "Asian Law Firm of the Year" at the 2016 Asia Legal Awards.

Recognition and Awards

- 2019 Asian Law Firm Leader of the Year – The Asian Lawyer, Asia Legal Awards
- 2018 Most Innovative Asia Pacific Law Firm – The Financial Times, FT Asia Pacific Innovative Lawyers Awards
- 2018 Innovation in the Business of Law: New Products and Services – The Financial Times, FT Asia Pacific Innovative Lawyers Awards
- 2018 Innovation in Legal Expertise: Dispute Resolution – The Financial Times, FT Asia Pacific Innovative Lawyers Awards
- 2018 Asian Technology and Innovation Initiative of the Year – The Asian Lawyer, The Asia Legal Awards
- 2018 Most Responsive Domestic Firm of the Year in Korea – Asian-mena Counsel, In-House Community Awards
- 2018 Litigation & Dispute Resolution Firm of the Year in Korea – Asian-mena Counsel, In-House Community Awards
- 2018 Taxation Firm of the Year in Korea – Asian-mena Counsel, In-House Community Awards
- 2017 Most Innovative Law Firm in Dispute Resolution – The Financial Times, FT Asia Pacific Innovative Lawyers Awards
- 2017 South Korea National Firm of the Year – Chambers and Partners, Chambers Asia-Pacific Awards
- 2015-2016 Most Innovative Law Firm in Korea – The Financial Times, FT Asia Pacific Innovative Lawyers Awards
- 2016 Asian Law Firm of the Year – The Asian Lawyer, The Asia Legal Awards
- 2009-2018 Employer of Choice – Asian Legal Business

See [partner profile](#) on page 213

YULCHON

Service Beyond Expectations



INTEGRITY • INNOVATION • EXCELLENCE • COLLABORATION • COMMITMENT



LAW FIRM OF THE YEAR
SOUTH KOREA
CHAMBERS ASIA-PACIFIC AWARDS



Parnas Tower 38F, 521 Teheran-ro, Gangnam-gu, Seoul 06164, Korea



Attorneys at Law
YULCHON

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In-Depth Firm Profiles..... P.124

Taiwan firms
online here:



TAIWAN



Introduction

Taiwan's economy grew by 2.7 percent during 2018, marking a slight slowdown from 2017. However, growth is forecast to decelerate to 2.2 percent in 2019 in line with the slowing global economy and spillovers from US-China trade frictions may weaken growth further in 2020, given the island's small, open economy and strong supply-chain linkages to both the US and mainland China.

Even so, Taiwan's fundamentals remain strong. In the World Economic Forum's Global Competitiveness Index it ranks an impressive 12th overall — and first for macroeconomic stability. It also scores strongly for its financial system, infrastructure, ICT (information communications technology) adoption and innovation.

Taiwan is ranked 15 among 190 economies for ease of doing business, according to the latest World Bank annual ratings, ranking highly for enforcing contracts, dealing with

“Taiwan is ranked 15 among 190 economies for ease of doing business”

construction permits and getting electricity. However, it is down four places from 2016, with weak rankings for getting credit, cross-border trading and resolving insolvency. It is the 31st least corrupt nation out of 180 countries, according to the 2018 Corruption Perceptions Index reported by Transparency International.

CONTRACT ENFORCEMENT

Global rank (out of 190)	11
Score (out of 100)	75.1
Time (days)	510
Cost (% of claim value)	18.3
Quality of judicial processes index (0-18)	14

Source: World Bank's Ease of Doing Business Report 2020

Ahead of elections in January 2020, the government has been working on a raft of new legislation, including amendments to patent regulations, criminal procedures, labour standards and banking and securities laws.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
Asian Pacific Int'l Patent & Trademark Office		✓			✓	✓						✓				✓								70	
Baker McKenzie	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	75
Chen & Lin Attorneys-at-Law	✓	✓		✓	✓	✓	✓	✓				✓	✓	✓					✓	✓				✓	31
Deep & Far Attorneys-at-law	✓	✓				✓	✓					✓				✓							✓	33	See Page 124
Duane Morris & Selvam Taiwan		✓			✓	✓	✓					✓			✓	✓									3
Eiger		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	18
Fei Han Foreign Legal Affairs Law Firm (Finnegan, Henderson, Farabow, Garrett & Dunner, LLP)												✓				✓									3
Formosan Brothers Attorneys-at-Law	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	44
Jones Day		✓		✓	✓	✓	✓	✓				✓	✓		✓	✓			✓	✓	✓	✓	✓	✓	38
Lin and Partners, Attorneys-at-Law	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	30
Orrick, Herrington & Sutcliffe						✓						✓											✓		2
Tsar & Tsai Law Firm	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	72
Winkler Partners		✓			✓	✓	✓			✓	✓	✓			✓	✓						✓	✓		28
Yangming Partners		✓		✓	✓	✓	✓				✓	✓			✓	✓		✓	✓		✓	✓	✓		15

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Davis Polk & Wardwell Simpson Thacher & Bartlett LLP Vinson & Elkins Winston & Strawn LLP

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

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*Peter Zhang,
General Counsel,
Sony Mobile China*



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Deep & Far Attorneys-at-law

13 Floor, 27 Sec. 3, Chung San N. Rd.,
Taipei 104, Taiwan

Tel: (886) 2 2585 6688

Fax: (886) 2 2598 9900

Email: email@deepnfar.com.tw

Contact: Yu-Li Tsai (Patent)
Lu-Fa Tsai (Trademark & Litigation)

Number of Employees: 51

Offices in Asia: Taipei

Year Established: 1992

Website: www.deepnfar.com.tw

Languages Spoken: English, Chinese.

Main Practice Area: Intellectual Property, Company, Litigation.

Firm Profile

Deep & Far attorneys-at-law was founded in 1992. The firm deals with all phases and aspects of law with a particular focus on intellectual property rights (IPRs) including patents, trademarks, copyrights, trade secrets, unfair competition, and/or licensing, counselling, litigation and/or transactions thereof.

The patent attorneys and patent engineers in Deep & Far hold outstanding and advanced degrees and have generally graduated from the top five universities in the country. Our staff are dedicated to providing the best quality service in IPRs in the country. As evidence of this, of the about one half of the top 100 corporations in the country that have experience of seeking patents for their products or techniques, more than one fifth have used the services of this firm. In addition, of the 50 percent of the Hi-Tech companies in the science-based industrial park located at Hsin Chu (which have played an important role in boosting the economy) which have experience in seeking patents, more than 60 percent have entrusted their IPR work to the firm. Deep & Far also represents international giants such as Armani, Baidu, Beckhoff, BYD, CICC, Cypress, Dr. Reddy, Infineon, Intercept, InterDigital, Gleason, Grenzebach, Haribo, Intercept, Lenovo, Lupin, Motorola, MPS, NovaLed, Oppo, Piramal, Schott Glas, Sun Pharma, Torrent, Toyo Ink, etc.

It is our philosophy to provide competent legal services that we believe other firms cannot comparably provide. We achieve this by selecting, edifying and nurturing people who demonstrate the following qualities: learned in expertise, morally earnest and sincere in mind and action, disciplined and constructive. We believe that such traits are key to providing competent counsel. As a further example, we have significantly invested in developing management software which ensures all fee earners to have largely balanced workloads, and is designed to automatically send deadline reminders to external clients and internal colleagues and to allow all clients to check the progress of each work instruction remotely and at their convenience.

With perseverance and determination our philosophy enables us to build relationships which go deep and take us far with our clients.

More information regarding Deep & Far can be found on our website at deepnfar.com.tw



道法法律事務所

DEEP & FAR Attorneys-at-Law

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13th Fl., 27 Sec. 3, Chung San N. Rd., Taipei 104, Taiwan, R.O.C.
Tel: (886) 2 2585 6688 Fax: (886) 2 2598 9900/2597 8989
Email: email@deepnfar.com.tw Website: www.deepnfar.com.tw

IP Prosecution
Infringement
Litigation



We take challenges to show our extraordinary competence, for example, clients regularly send to us:

- a pending or granted patent for our comments on how we can improve their claims;
- a pending patent specification without the claims for us to draft the claims so the client can make a comparison with the original claims; or
- an initial disclosure at the same time as to their current counsel so that they can compare which firm can provide the better claim for them.

Find a Law Firm..... P.128

In-Depth Firm Profiles..... P.130

Thailand firms
online here:



THAILAND



In-House Community Survey

Representing Corporate Thailand

KEY ISSUES AND CONCERNS

Thailand’s legal market is maturing and legal teams in the country are grappling with many of the challenges that are common in developed markets. Counsel are striving to be more than just a cost centre and add genuine value to the business unit through strategic advice that informs commercial decision-making.

However, like many of Asia’s more advanced markets, there are also many of the same pressures from frozen headcounts and cost cutting, as well as keeping up with complex new laws and regulations, in particular those related to digital transactions and personal data protection, which were mentioned repeatedly by survey respondents in Bangkok.

“Like many of Asia’s more advanced markets, there are also many of the same pressures, in particular those related to digital transactions and personal data protection”

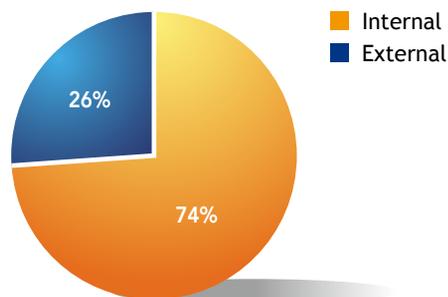
There are pockets of optimism regarding the outlook, with roughly one-third of respondents saying they expect to see the size of their team grow during the coming 12 months. The average size of teams currently is 11, according to survey respondents, but 5 percent employ more than 50. This is in stark contrast to neighbouring Malaysia or Indonesia, where most teams are small. Another difference is the prevalence of local companies at our event in Bangkok. While multinationals tend to make up the overwhelming majority in most jurisdictions, in Thailand the proportion of local companies is

RESPONDENT PROFILE

Avg team size:	11
Dominant industry:	Financial services
Ethics/compliance within legal team:	64%
Multinational/Local:	59%/41%

THAILAND

How is your legal budget split between internal and external spending?



much higher.

Most teams said that they handle the majority of legal work in-house and the average external legal spend in Thailand is one of the lowest in the region at just 26 percent of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, corporate/M&A, employment, tax, banking/finance and intellectual property.

When it comes to legal technology, e-signatures are quite widely used, while e-discovery, matter management solutions, smart contracts and board portals are much less common.

THAILAND

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

		Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners		
Allen & Overy	MR	✓	✓	✓	✓	✓	✓	✓	✓		✓			✓			✓	✓	✓	✓		✓			29		
Apisith & Alliance		✓			✓	✓	✓	✓	✓		✓	✓	✓	✓			✓	✓	✓	✓		✓				27	
Baker McKenzie Limited	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	93	
Blumenthal Richter & Sumet					✓	✓	✓	✓	✓		✓		✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	39	
Chandler MHM Limited	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓		✓			84	See Page 130
Decha & Co. Limited					✓		✓	✓	✓	✓	✓		✓	✓			✓	✓	✓	✓					✓	16	
DFDL (Thailand) Limited		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓			✓	✓	✓	✓	✓	✓	✓	37	
DLA Piper (Thailand) Limited	MR	✓	✓	✓		✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A	
Herbert Smith Freehills	MR													✓			✓	✓	✓							N/A	
Kelvin Chia (Thailand) Co., Ltd.			✓		✓	✓	✓	✓	✓		✓		✓				✓	✓	✓	✓		✓	✓	✓	✓	8	
Koerner & Associates Ltd.			✓		✓	✓	✓	✓											✓	✓		✓	✓	✓	✓	N/A	
Kudun & Partners Limited	MR	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	35	See Page 132
LawAlliance Limited							✓		✓											✓		✓				N/A	
LawPlus Ltd.					✓	✓	✓	✓	✓			✓	✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	N/A	
Legal ASEAN		✓			✓		✓	✓	✓				✓							✓					✓	5	
Linklaters		✓		✓	✓	✓	✓	✓	✓										✓	✓	✓		✓	✓	✓	N/A	
Lorenz & Partners Co., Ltd.						✓	✓	✓											✓	✓		✓	✓	✓	✓	10	
LS Horizon Limited					✓	✓	✓	✓				✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	58	
Mayer Brown (Thailand) Ltd.					✓	✓	✓	✓	✓								✓		✓	✓	✓	✓	✓	✓	✓	3	
Nishimura & Asahi		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	7	
Norton Rose Fulbright		✓			✓	✓	✓	✓	✓			✓							✓		✓	✓	✓	✓	✓	15	

Chandler MHM Limited

7th-9th, 12th and 16th Floors, Buhajit Building,
20 North Sathorn Road,
Bangkok 10500, Thailand

Tel: (66) 2 266 6485
Fax: (66) 2 266 6483 / 4

Email: info@chandlermhm.com

Contacts: Jessada Sawatdipong
jessada.s@chandlermhm.com
Satoshi Kawai
satoshi.kawai@chandlermhm.com

Number of Lawyers: 84
Year Established: 1974

Website: www.chandlermhm.com

Languages Spoken: Thai, English, Japanese, French, Chinese.

Main Practice Areas

- Banking and Project Financing
- Corporate and Mergers and Acquisitions
- Energy and Natural Resources
- Major Investment Projects/EPC
- Real Estate
- Real Estate Investment Trusts (REITs) / Capital Markets
- Dispute Resolution / Litigation, Regulatory
- Restructuring and Insolvency
- Labor and Employment
- Government Contracts

Firm Profile

Chandler MHM Limited (Chandler MHM) has a history of representing clients in Thailand since 1974, and it is one of the few law firms in-country with qualified Thai, US and Japanese lawyers. Every transaction benefits from more than 40 years' experience in Thailand and across Southeast Asia, as well as from offices in Japan, China, Singapore, Myanmar, Indonesia and Vietnam. The firm is recognized for proven expertise in complex, cross-border transactions.

With a full range of practice experience, the firm's lawyers draw on integrated skills and knowledge to deliver legal solutions that are practical, innovative and consistently responsive to clients' needs – while also providing international reach and an international standard of practice.

Recognition

- Outstanding Law Firm, by *Asialaw Profiles 2020*
- Top Ranked / Leading Firm, by *Chambers & Partners Asia Pacific 2019*
- Top Tier Firm, by *IFLR1000 2019*
- Top Tier Firm, by *The Legal 500 Asia Pacific 2019*
- Firm of the Year & Most Responsive Domestic Law Firm (Thailand) 2018, by *Asian-mena Counsel In-House Community*
- Emerging Market Expert, by *Asian Legal Business 2017*

The firm's lawyers, particularly Ratana Poonsombudlert, Senior Partner, Jessada Sawatdipong, Senior Partner, Seiji Akimoto, Partner, Pranee Klinratana, Partner, Supattra Sathapornnanon, Partner, Joseph Tisuthiwongse, Partner, and Albert T. Chandler, Senior Counsel, are also ranked as Leading Lawyers / Market Leaders, and Highly Regarded by respected legal commentators, including in 2019-20 by, *The Legal 500 Asia Pacific*, *Chambers and Partners Asia Pacific*, *IFLR1000 (Financial & Corporate)*, *Asialaw Profiles*, and *Asian-mena Counsel In-House Community*. Of special note is Jessada Sawatdipong's recognition as a Commended Counsel of the Year 2018, by *Asian-mena Counsel In-House Community*.

See [partner profile on page 214](#)



CHANDLER MHM

**Top Tier recognition in Thailand
for more than 40 years**

**Operations in Japan, China,
Singapore, Myanmar, Indonesia,
Vietnam**

- Banking & Finance
- Corporate and M&A
- Energy & Natural Resources
- Labour & Employment
- Litigation
- Real Estate Investment Trusts (REITS) /
Capital Markets
- Restructuring & Insolvency
- Regulatory

We Aim To Exceed Expectations – In Everything We Do

Kudun & Partners Limited

23rd Floor, Unit C & F,
Gaysorn Tower,
127 Ratchadamri Road, Lumpini,
Pathumwan, Bangkok 10330,
Thailand

Tel: (66) 2 838 1750

Fax: (66) 2 838 1795

Email: info@kap.co.th

Website: www.kap.co.th

Contact: Kudun Sukhumananda - kudun.s@kap.co.th
Chinawat Assavapoke - chinawat.a@kap.co.th

Troy Schooneman - troy.s@kap.co.th

(International Practice)

Mayuree Sapsuttiporn (林小丁) - mayuree.s@kap.co.th
(China Practice)

Number of employees: 44 (9 partners)

Offices in Asia: Bangkok

Year Established: 2015

Languages Spoken: English, Mandarin Chinese, Thai.

Main Practice Areas

Mergers & Acquisitions, Tax & Corporate Restructuring, Litigation, Arbitration & Dispute Resolution, Debt & Equity Capital Markets, Foreign Direct Investment, Infrastructure Funds & REITs, China Practice.

About us

An evolved global market requires an evolved approach to providing legal advice. Kudun and Partners was founded in 2015 from a desire to provide more commercially minded and creative legal advice, and to be proactive, hands-on partners in every deal we're involved in. Clients value our responsiveness and distinctly commercial attitude, as well as our passion for developing forward-thinking, innovative strategies and solutions that respond to their unique business needs. Our experienced team of Thai and international lawyers act as trusted advisors to both Thai and international clients on transactions in Thailand and throughout Southeast Asia.

Key practice areas

Mergers & Acquisitions. We advise Thai and international corporations and private equity firms on some of the most high-profile domestic and cross-border M&A transactions in Thailand and across Southeast Asia.

Tax & Corporate Restructuring. We deliver a broad range of specialist tax advisory services to corporations, individuals, family offices, and financial institutions, covering the full spectrum of industry sectors, with particular emphasis on domestic and cross-border M&A deal structuring and tax optimization, pre- and post-IPO corporate restructurings and business spin-offs, wealth management, transfer pricing, tax disputes, and indirect tax matters.

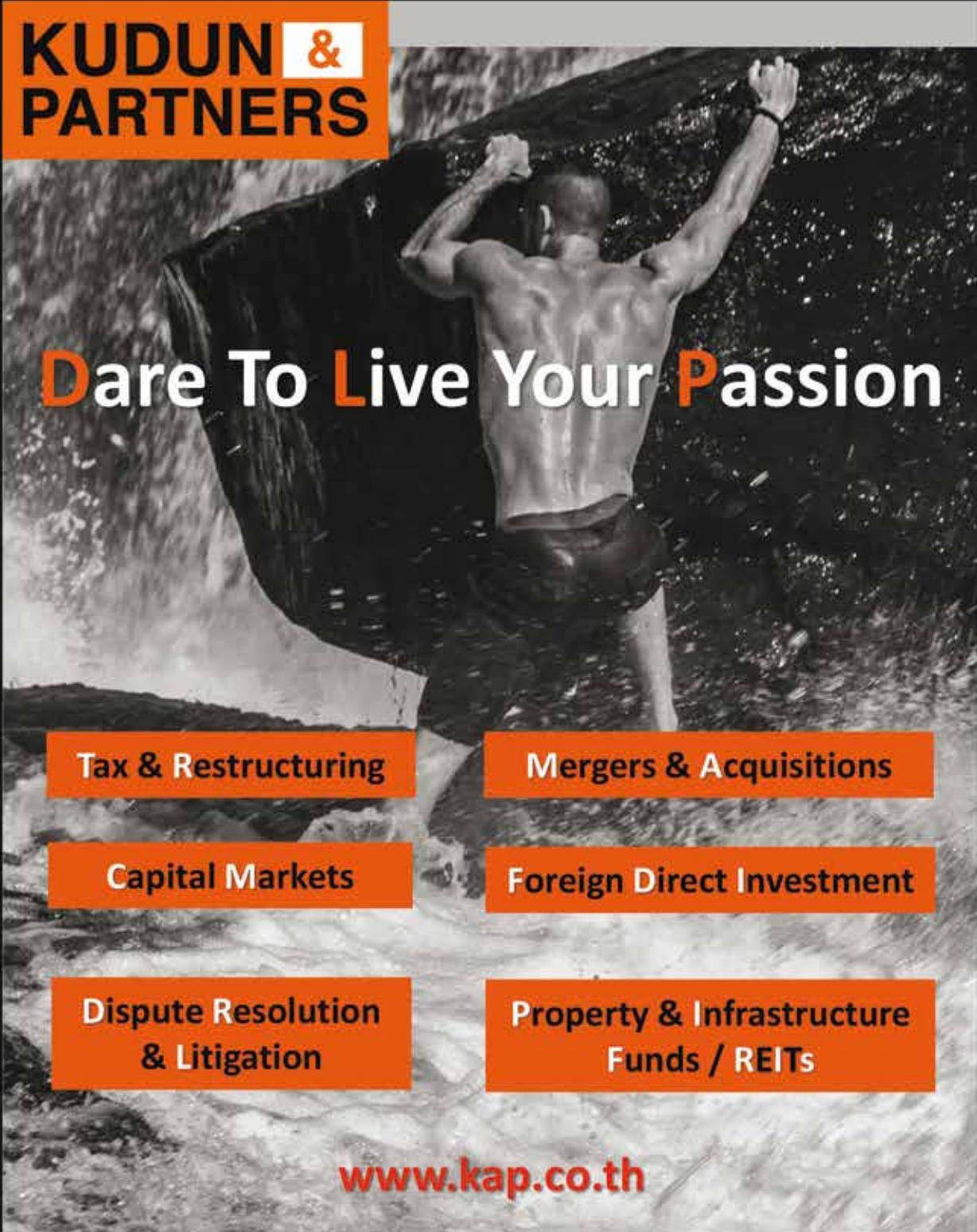
Litigation, Arbitration & Dispute Resolution. Our highly experienced litigators appear before all levels of Thai Courts as well as in national and international arbitration proceedings on a wide range of matters, including general corporate and commercial, construction and telecommunications, administrative law, bankruptcy and rehabilitation proceedings, and disputes involving property-related matters, criminal law, and white-collar crime.

Debt & Equity Capital Markets. We advise on a wide range of capital market offerings in transactions across a range of industries, including IPOs, high yield debt and bridge financings, convertible debt offerings, as well as equity and equity-linked derivatives.

Foreign Direct Investment. We act as trusted legal and business advisors to leading international private and public corporations, private equity funds, and foreign individuals on all aspects of their investment transactions in Thailand and across Southeast Asia.

Infrastructure Funds & REITs. We have substantial experience advising both domestic and international clients on the formation and structuring of infrastructure funds and REITs, and work with our clients on the full spectrum of securities, tax, and regulatory issues typically associated with such transactions.

China Practice. We are the first independent law firm in Thailand to establish a dedicated China Practice to serve the unique needs of Chinese corporations and individuals on both inbound and outbound investment transactions in Thailand and throughout Southeast Asia.



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PARTNERS**

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Tax & Restructuring

Mergers & Acquisitions

Capital Markets

Foreign Direct Investment

**Dispute Resolution
& Litigation**

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LUMPINI, PATHUMWAN, BANGKOK 10330, THAILAND

+66 (2)-838-1750

Pisut & Partners

7th Floor, Ocean Tower 1,
170/15 Ratchadapisek Road,
Klongtoey, Bangkok,
Thailand 10110

Tel: (66) 2026 6226
Fax: (66) 2026 6227

Contact: (66) 2026 6226

Number of employees: 14 lawyers as at December 2019
Offices in Asia: Bangkok, Thailand
Year Established: 2016
Email: info@pisutandpartners.com
Website: pisutandpartners.com

Languages Spoken: Thai, English, Chinese.

Main Practice Areas

- Dispute Resolution
- Corporate & Commercial
- Mergers & Acquisitions
- Employment & Immigration
- Real Estate
- Hotels & Hospitality
- Capital Market
- Insolvency & Restructuring
- Intellectual Property
- Debt Recovery
- Foreign Direct Investment
- Estates & Family Law

Recognition and Awards

For Pisut Rakwong:

- Asia Law Leading Lawyer 2018, 2019 and 2020.
- Dispute Resolution Star 2019.
- The A-List, Thailand's Top 100 Lawyers for 2019 and 2020.

For Pisut & Partners:

- Asia Law, Notable Firm for Dispute Resolution.

Key Deals

- Advised the shareholders of a Thai public listed company on the disposal of their shares. The transaction value is THB 10.16 billion.
- Represented Thai Hua Rubber Public Co, Ltd. on the acquisition of land plots in the industrial estate in Rayong province. The transaction value is THB 2 billion.
- Represented WebTVAsia in respect of its acquisition of YouTube channels from Thai celebrities and operators.
- Represented Ri-Yaz Group, a leading Malaysian hotel operator, on its USD 17 million acquisition of a 4-Star hotel in Koh Samui, Thailand, from Japanese investors.
- Advised ONYX Hospitality Group on the opening of the Amari Niseko in Japan.
- Successfully defended a global petroleum company against a computer-related criminal charge filed by its employee based on an allegedly false input of information into the company's database on its server.
- Successfully pursued a THB 2 billion claim based on wrongful conduct in the South Bangkok Civil Court from an influential Thai family on behalf of a global explosive company listed on the Australian Securities Exchange.
- Successfully defended a global financial services firm against breach of contract claims worth THB 350 million filed by a hospitality group in Thailand.
- Advised Maxim Integrated, a company listed on NASDAQ, and its directors, on a criminal charge filed by a former employee of the company arising from regulatory issues.
- Successfully defended IBM Thailand against a THB 450 million unfair termination claim jointly brought by its employees.
- Advised Environmental Tectonics Corporation on an arbitral award against Royal Thai Air Force in respect of flight simulation systems and governmental procurement and obtained final judgment from the Supreme Court of Thailand in respect of the arbitral award.
- Advised a Vietnamese conglomerate on the opening of hotel under a global hospitality brand.
- Represented a Singaporean developer on the opening of Dusit-branded hotel in Bangkok.
- Assisted a Cambodian NGO in the prosecution of a managing director accused of embezzling over USD 10,000,000 of donor funds.
- Uncovered and prevented an incidence of CEO fraud on behalf of a biomedical devices company in the UK against the purported CEO of a Thai conglomerate.

See [partner profile on page 215](#)

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170/15 Ratchadaphisek Road
Klongtoey, Bangkok
10110 Thailand

(66) 2026 6226

The Capital Law Office

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Tel: (66) 2 633 9088

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Email: contactus@thecapitallaw.com

Website: www.thecapitallaw.com

Contacts: Pakdee Paknara, Partner
pakdee@thecapitallaw.com
Chatri Trakulmanenate, Partner
chatri@thecapitallaw.com

Number of lawyers: 24

Offices in Asia: Bangkok, Thailand

Year Established: 2013

Languages Spoken: Thai, English.

Main Practice Areas

- Capital Markets
- M&A
- Corporate Governance
- Alternate Investment Funds
- Tax

Firm Profile

The Capital Law Office is an independent law firm founded in 2013 by a legal team with more than 20 years' experience. Today, 24 lawyers, including 4 award-winning partners, advise local and international clients on transactions in Thailand and across Asia, with in-depth understanding of clients' business needs and objectives. The firm provides a full range of legal services, focus on Capital Markets, Corporate and M&A, and Corporate Governance.

Capital Markets: Our team has unparalleled experience in advising both issuers and underwriters on many precedent-setting projects involving complex and innovative issues. These legal specialists provide a broad spectrum of services, including issuance of equity, equity-linked products, debt instruments and derivatives in domestic and international markets.

Mergers and Acquisitions: The firm's strong M&A team advises clients on a full range of private and public transactions, including share and asset acquisitions and disposals, tender offers, reverse takeovers, joint ventures, amalgamations and corporate restructurings. Our M&A specialists represent sellers and purchasers on both domestic and cross-border transactions, with a focus on financial services, aviation, insurance, petrochemical, healthcare, media, real estate, hospitality, and F&B sectors.

Corporate Governance: We represent clients on Corporate Governance issues covering all aspects of management and commercial issues. The team regularly advises on: public and private company law, securities and exchange law, and director responsibilities through every stage of the corporate life cycle. Our Corporate Governance lawyers have market insight that enables them to provide support and regulatory advice on current issues, and on the evolving regulatory landscape in Thailand and across Asia.

For every client and on every transaction, the firm's legal services are guided by one philosophy – a continuing focus on Commitment, Collaboration and Integrity.

Recognition and Awards

- Leading Firm (Thailand), Capital Markets, M&A 2019, by Chambers & Partners Asia Pacific
- Recognized Practitioner, Corporate/M&A 2019, by Chambers & Partners Global
- Leading Firm (Thailand), Corporate/M&A 2019, by The Legal 500 Asia Pacific
- Notable (Thailand), Capital Markets 2019, by IFLR1000

See [partner profile](#) on page 216

Key Practice Areas
Capital Markets
Mergers & Acquisitions
Corporate Governance
Alternative Investment Funds
Tax

Commitment • Collaboration • Integrity

Founded: 2013 by top tier legal team – with more than 20 years' experience
Today: 24 lawyers – recognized by international commentators
Reach: Bangkok-based – major deals across Asia

Warot Business Consultant Ltd.

1055/655 State Tower 31st Floor,
Silom Road, Silom, Bangrak,
Bangkok 10500

Tel: (66) 8 1802 5698

Email: warot@warotbusinessconsultant.com

Contact: Mr. Warot Wanakankowit

Number of employees: 4

Offices in Asia: 1 (Bangkok)

Year Established: 2016

Website: www.warotbusinessconsultant.com

Languages Spoken: Thai, English.

Main Practice Areas

- Corporate and M&A
- Foreign Direct Investment
- Immigration and Employment
- Capital Market and Taxation

Firm Profile

Warot Business Consultant Ltd. (the "Firm") is a Thai law firm that specialises in helping both domestic and international clients to set up and operate business in Thailand. The goal of our Firm is to provide clients with accurate and practical legal advice in a timely manner, while adding value to clients' business activities at a reasonable cost.

The Firm specialises in helping domestic/foreign corporations and small businesses with all their legal needs. Through our understanding of local practices, clients' objectives, Thai laws with international knowledge and mindset, we offer practical services and forward-looking advice to help manage the complexities of an ever-changing business environment. We are dedicated to ensuring that clients' legal needs are not only met, but exceeded.

In recent years, our corporate and M&A practice has been growing significantly. We have represented both startups, SMEs and also venture capital firms in fund raising activities or joint venture.

We believe in providing exceptional legal services, which reflect our Firm's values of recognising the importance of every client. Our lawyers are eager to assist clients with any and all of their legal and tax issues. We focus on providing our clients with effective and efficient legal and tax services of the highest quality, and believe in building strong relationships with our clients and making each client feel like our top priority.

The Firm's lawyers are registered at the Lawyers Council of Thailand and have previously worked for leading law firms, and multinational legal and tax consulting firms.

Key Deals

- Representation of Expara Thailand, a leading venture capital in Thailand, with investment activities in target companies, including conducting legal due diligence and negotiating the shareholders agreement.
- Representation of 500 TukTuks, L.P. in connection with investments that 500 TukTuks invest in Thailand.
- Representation of Smart ID Group Ltd. in negotiating the share subscription agreement and the shareholders agreements with Central Group.



Practical Solutions for Your Business

WAROT BUSINESS CONSULTANT LTD. IS A THAI LAW FIRM SPECIALISING IN M&A, FOREIGN DIRECT INVESTMENT AND COMMERCIAL TRANSACTIONS.

We have helped domestic/foreign corporations and small businesses with all their legal needs. Through our understanding of local practices, clients' objectives, and Thai laws, we offer practical services and forward-looking advice to help manage the complexities of an ever-changing business environment. We are dedicated to ensuring that clients' legal needs are not only met, but exceeded.

“ Laws and regulations are very important issues for business operation and they are something that you must not ignore. ”

The Firm's lawyers are registered at the Lawyers Council of Thailand and have previously worked for leading law firms, and multinational legal and tax consulting firms.

Practice Areas

- Mergers & Acquisitions
- Commercial Transactions
- Foreign Direct Investments
- Work Permit and Visa
- Dispute Resolution
- Real Estate
- Capital Market
- Banking & Finance
- Offshore Companies

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Number of employees: 200

Number of lawyers: 115

Offices in Asia: Bangkok

Year Established: 2009

Website: www.weerawongcp.com

Languages Spoken: English, Thai, Chinese.

Main Practice Areas:

Banking and Finance, Capital Markets, Corporate Advisory and Corporate Governance, Dispute Resolution, Mergers & Acquisitions, Projects and Energy, Public Private Partnerships, Restructuring and Insolvency, Telecommunications, Media and Technology.

Weerawong, Chinnavat & Partners Ltd. is one of Thailand's largest independent law firms. Formerly the Bangkok office of White & Case LLP, which commenced business in Thailand in 1993, Weerawong C&P became an independent Thai law firm in 2009 and offers a full range of legal services.

Consistently recognised in the top tiers of Asian-mena Counsel, Asialaw, Chamber & Partners, IFLR and The Legal 500 as a leading firm in Thailand, Weerawong C&P received the distinction of Best Law Firm in Thailand, Finance Asia 2019, National Firm of the Year in 2014, 2015 and 2017 at the IFLR Asia Awards and in 2016 – 2019 at the Asian Legal Business Awards. The firm has been recognised for 'going beyond' in achieving results for clients by implementing strategies that have not been previously approached.

Areas of practice

Banking and finance: the firm advises lenders, borrowers and other clients on all aspects of banking and finance in the Asia Pacific region, including structuring, negotiating and documenting transactions that involve bank lending, project finance and acquisition financing.

Capital markets: the firm represents issuers, underwriters, placement agents, security holders, investors, corporate trustees and other participants in a wide variety of debt, equity and derivative offerings in domestic and international markets.

Corporate/M&A: Weerawong C&P represents purchasers, sellers, advisors, lenders and financial intermediaries in domestic and cross-border mergers, acquisitions, joint ventures, leveraged buyouts and divestments.

Litigation and Arbitration: the firm provides comprehensive dispute resolution services for domestic and international clients. The team has extensive expertise and experience in all practice areas and industry sectors, with litigators representing clients in both the English and Thai languages.

Restructuring and insolvency: Weerawong C&P is one of the few law firms in Thailand that can provide integrated, multi-disciplinary services in both pre-litigation and litigation, including out-of-court restructurings.

Technology, media and telecommunications: Weerawong C&P advises the top telecommunications, media, technology, fintech and e-commerce companies in Thailand in corporate-commercial, licensing and regulatory matters, financing and dispute resolution.

Myanmar legal and consulting services: The firm represents power companies, banks, hotels, beverage companies, and leading infrastructure and construction groups in a wide range of matters, including the development and implementation of the Dawei sea port, industrial estate, and road and rail link to Thailand. The extent of the firm's local network in Myanmar enables the firm to present innovative solutions to local authorities as well as international best practices that are often welcomed by local decision-makers.

Real estate, construction and engineering: Weerawong C&P provides services in all aspects of commercial real estate and investment matters, including hotels and resorts, residential and multi-purpose projects and related financing.

Projects and energy: Weerawong C&P has extensive experience in projects transactions, including advising on concession and power purchase agreements, construction contracts, public-private partnerships for infrastructure projects and project finance. The firm is active in oil, gas and renewable energy, including hydro, solar and wind energy. The firm advises on regional transactions, including Myanmar, Indonesia, Vietnam and Japan.

See partners profiles on pages 216 – 217



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Vietnam firms
online here:



VIETNAM



In-House Community Survey

Representing Corporate Vietnam

KEY ISSUES AND CONCERNS

Many of the challenges legal teams face in Vietnam are typical of an emerging market. In particular, several respondents mentioned the heavy dependence on relationships with the authorities, lack of regulatory clarity and the effect of licensing and permit requirements on the business’s ability to grow. There is also a lack of deep legal knowledge available in some specialist areas, which can make it difficult to provide timely, accurate advice to help the business capitalise on fast-moving opportunities.

More generally, teams are challenged by the difficulty of keeping pace with the changes to local laws and regulations, and internally they must often contend with a lack of investment in

legal resources and a lack of understanding from the business side with regards to the role of in-house counsel. Five percent of respondents at our events in Hanoi and Ho Chi Minh City said that they expect the size of their team to shrink during the coming 12 months, and many reported headcount freezes.

Several respondents discussed the challenges posed by legal technology adoption, which is still in its infancy in Vietnam but clearly at the front of mind for many. Smart con-

“Several respondents mentioned lack of regulatory clarity and the effect of licensing and permit requirements on the business’s ability to grow”

RESPONDENT PROFILE	
Avg team size:	6
Dominant industry:	Financial services
Ethics/compliance within legal team:	84%
Multinational/Local:	82%/18%



tracts and e-signatures are already quite common, and even contract templates are being used, but e-discovery, matter management solutions, e-billing and board portals are rare.

Roughly two-thirds of teams handle the majority of legal work in-house and the average external legal spend is 29 percent of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, corporate/M&A, intellectual property, tax and employment.

Vietnam market update

LEGAL SYSTEM

Vietnam is a civil law jurisdiction, with the primary source of law being written legislation, named as “Legal Documents” under the Laws on Promulgation of Legal Documents. The Law typically sets forth general regulations which would be then detailed by the Decrees and Circulars issued by the Government and relevant Ministries respectively. The power of interpretation of legislation is delegated to the Standing Committee of the National Assembly. The precedent published by the Supreme People’s Court from time to time would be adopted if lacking written legislation for resolving disputes at court. Vietnam is also a signatory of various investment international treaties, like WTO Commitments and Free Trade Agreements, which prevail in case of conflict with the local laws.

Below is the name of the various Legal Documents and issuing bodies:

Issue bodies	Legal Documents
National Assembly	The Constitution; Codes, Laws, Resolutions
Standing Committee of the National Assembly	Ordinances and Resolutions
The Government	Decrees
The Prime Minister	Decisions
Ministries	Circulars; Joint Circulars
Council of Judges of Supreme People’s Court	Resolutions

CURRENT IMPORTANT GENERAL LAWS AND REGULATIONS COVERING FOREIGN INVESTMENT

Foreign investment in Vietnam is covered by multiple laws and regulations. The Investment Law generally deals with market entry, including, among other things, ownership caps, types of foreign investment and procedure and incentives, while the post-entry operations of foreign invested

enterprises (FIE) are spread across various general laws. For instances, the Enterprise Law deals with enterprise incorporation and corporate governance, and the Ordinance of Foreign Exchange Control addresses foreign exchange control, while relevant land and environment protection matters are governed by the Land Law and Environment Protection Law respectively. Whereas investment in public companies via Vietnamese stock exchanges would be further controlled by the Securities Law, and the Competition Law would apply to merger and acquisition (M&A) transactions that raise concerns about their anticompetitive effect on the market.

OVERVIEW OF KEY REGULATIONS ON FOREIGN INVESTMENT IN VIETNAM

Generally, Vietnam allows for foreign investment in those sectors it commits for market entry, and subject to investment conditions on, among others, ownership cap, investment form, capital and investor nationality, in accordance with investment international treaties of Vietnam (primarily, Vietnam’s WTO Commitments) that are translated into Investment Law and those laws on specific sectors (like retail, banking and finance, securities, real estate and healthcare). The investment could be in the form of setting up a FIE, business cooperation, public private partnership or M&A. For setting up an FIE, a foreign investor shall be granted an investment registration certificate (IRC) approving its project prior to obtaining an enterprise registration certificate for FIE corporate information. In an M&A transaction, approval for a given deal shall be required instead of an IRC. Foreign investment into a public company via a stock exchange is more liberalised than for a non-public company in term of investment conditions, with the key restriction being a foreign ownership cap — typically 49% for those targets conducting conditional business or more as extended by Vietnam’s WTO Commitments or any specific law.



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Two common forms of FIE structure are limited liability company (one or multiple members) (LLC) or joint stock (JS) company. An LLC corporate structure shall comprise a members' council (including equity co-owners) and chief executive officer (CEO) who would be in charge of the daily business of a company. For a multi-member LLC with more than 11 members, a control board is further mandated. Whereas the JS structure could be in the form of a one-tier structure, which includes a shareholders' general meeting (GMS) and board of directors (BOD) (with at least 20% thereof being independent members), or a two-tier one that includes GMS, BOD and control board. The charter capital of a JS shall be divided by shares, while the shareholding of each owner in the charter capital of an LLC is presented by a specific percentage, called the "capital contribution".

As Vietnam follows a public ownership regime for the land, FIEs shall be disallowed to own land but may be granted a land use right (LUR) for project implementation. FIEs might acquire LUR through allocation or lease (with lump-sum or annual rental payment) by the State, sub-leased from developers or by transfer from LUR holders by way of capital contribution, depending on relevant land zoning and planning approvals by State bodies. LUR transfer is not available for FIEs, but rather local companies only. The duration of LUR allocated by or leased from the State will be equal to the time of approved project, which shall be a maximum of 50 years — extending to 70 years in some cases.

Projects involving manufacturing and construction must comply with various environmental regulations, including, among others, an environmental impact assessment report or environmental projection commitment, management of waste and pollution generated by the project, usage of water resources and environmental charges/taxes. Failure thereof would be subject to severe penalties, ranging from administrative fines to business suspension or closure, or even

criminal charge, based on damage to the environment.

Foreign investors are required to remit their investment capital into Vietnam through a special purpose account called a Direct Investment Capital Account (DICA) opened by a foreign-invested company in Vietnam in the case of (a) a company established by a foreign investor and such foreign investor is required to apply for an Investment Registration Certificate; (b) a company in which a foreign investor holds at least 51% of the charter capital as a result of share acquisition or being established upon split, de-merger, merger or consolidation, or being newly established in accordance with specialised laws; or (c) a Project Company established by a foreign investor to implement a PPP project. A capital contribution by a foreign investor and a capital transfer transaction between a non-resident and a resident in the above-mentioned cases must be made through DICA. For foreign investors not falling within the above-mentioned cases, investments in listed companies or the Vietnamese securities market are subject to Indirect Investment Capital Account (IIDA) regulations.

LABOUR CODE

Labour relations between employers and employees is currently governed by the 2012 Labour Code, which will be replaced by the new 2019 Labour Code as of January 1, 2021. In addition to the prevailing Labour Code, some other Laws and Decrees also govern the labour relations, such as Employment Law, Social Insurance Law, Health Insurance Law, Decree No. 05/2015/ND-CP and Decree No. 148/2018/ND-CP guiding the implementation of some provisions of the Labour Code.

Under the prevailing Labour Code, foreign investors should be aware of the following:

- There are three types of labour contract: (a) indefinite-term contract, (b) definite-term contract from 12 months

to 36 months, and (c) seasonal or work-specific labour contract with a duration of under 12 months. It should be noted that in cases where the employee keeps working when the contract of type (b) and type (c) expires, both parties must conclude the new contract within 30 days from its expiry. If no new contract is signed, the signed one of type (b) shall become indefinite-term contract, and the signed contract of type (c) shall become definite-term contract of 24 months. The signed contract of type (b) is only renewed for one time, then becomes indefinite term if continuously implemented.

- An employer with 10 or more employees is required to make and register its internal labour regulations with the local labour authorities.
- Foreigners working in Vietnam are subject to a work permit or work permit exemption certificate (in case of being exempted).
- Social insurance, health insurance and unemployment insurance are jointly contributed by both employee and employer.

The new Labour Code 2019 has some remarkable amendments, such as newly providing regulations on the establishment of employee organisations which are not under Vietnam's trade union system, increasing the retirement age, raising the overtime cap from 30 hours per month to 40 hours per month, etc.

COMPETITION LAW

Acts in restraint of competition, economic concentrations which have or may have a competition-restraining impact on Vietnam's market, unfair competitive acts, competition legal proceedings, dealing with breaches of the law on competition and State administration of competition are currently governed by the 2019 Competition Law. The Law applies to the following entities: organisations and individuals con-

ducting business in Vietnam; industry and professional associations operating in Vietnam; and related domestic and foreign agencies, organisations and individuals.

Administrative violations against regulations on competition are subject to various penalties stipulated in Government Decree 75/2019/ND-CP.

FOREIGN EXCHANGE CONTROLS

Foreign exchange transaction is strictly controlled in Vietnam by the Ordinance on Foreign Exchange, Law on Credit Institutions and their guiding documents. Within Vietnam's territory, except specific cases allowed to transact foreign currencies, all transactions, payments, listings, advertisements, quotations, pricing, prices in contracts, agreements of other similar forms (including conversion or adjustment of prices of goods and services, the value of contracts and agreements) in foreign currencies between residents and non-residents are not allowed. Cases allowed to transact in foreign exchange include residents who are allowed to contribute capital in foreign currencies by transfer for performing projects in Vietnam; who perform import/export entrustment contracts; etc.



www.inhousecommunity.com



KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Allen & Overy Legal (Vietnam) LLC MR		✓		✓	✓	✓	✓	✓										✓	✓			✓		15	
Allens MR	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓			✓	33	
ANT Lawyers					✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓				9	
Asia Counsel Vietnam				✓	✓	✓	✓	✓										✓	✓			✓		13	
Bae, Kim & Lee LLC	✓			✓		✓	✓						✓			✓		✓	✓			✓		7	
Baker McKenzie (Vietnam) Ltd. MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	49	
Bizconsult Law Firm	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓				✓		✓	✓	✓	✓	✓	✓	33	See Page 150
Bross & Partners		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓			✓		✓	✓				✓	30	
CNC Vietnam Law Firm LLC				✓	✓	✓	✓	✓	✓	✓		✓	✓			✓		✓	✓	✓	✓	✓		6	
DFDL				✓	✓	✓	✓	✓		✓	✓	✓						✓	✓	✓	✓	✓	✓	17	
Dilinh Legal		✓		✓		✓	✓	✓		✓	✓		✓		✓	✓			✓	✓	✓			8	
Duane Morris Vietnam LLC	✓	✓		✓	✓	✓	✓	✓				✓	✓		✓	✓		✓	✓	✓			✓	12	
Dzungst & Associates LLC						✓						✓				✓	✓							12	
EPLegal Limited			✓	✓		✓		✓					✓			✓	✓	✓	✓	✓				5	
Frasers Law Company MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	24	See Page 152
Freshfields Bruckhaus Deringer LLP MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15	
Global Vietnam Lawyers	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	60	See Page 154
Gruenkorn & Partner Law Co., Ltd.			✓			✓	✓									✓		✓	✓			✓		8	
Indochine Counsel MR				✓	✓	✓	✓	✓				✓				✓		✓	✓	✓	✓	✓	✓	25+	
Kelvin Chia Partnership	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	7	
LawLink Vietnam Law LLC	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	15	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners	
LMP Lawyers	✓		✓	✓	✓	✓	✓	✓		✓		✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	12	
LNT & Partners	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	70+	
Mayer Brown JSM (Vietnam)	MR	✓	✓	✓	✓	✓	✓	✓								✓	✓	✓	✓	✓	✓	✓	✓	3	
Nishimura & Asahi	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	25	
Phuoc & Associates			✓		✓	✓	✓					✓	✓		✓	✓	✓		✓	✓	✓	✓	✓	50	
Rajah & Tann LCT Lawyers	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	35	
RHTLaw Taylor Wessing Vietnam			✓	✓	✓	✓	✓	✓	✓			✓				✓			✓	✓	✓	✓	✓	34	
Russin & Vecchi	MR		✓	✓		✓	✓	✓		✓	✓		✓		✓		✓	✓		✓	✓	✓	✓	23	See Page 156
Schulz Noack Bärwinkel, Rechtsanwälte PartmbB		✓	✓		✓	✓	✓		✓			✓	✓		✓	✓	✓	✓						3	
Tilleke & Gibbins	MR	✓	✓	✓		✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	51	
VDB Loi			✓	✓	✓	✓	✓	✓											✓	✓	✓	✓	✓	10+	
Venture North Law Limited	✓		✓	✓	✓	✓	✓	✓	✓	✓						✓			✓	✓	✓	✓	✓	14	
Victory LLC		✓	✓	✓	✓	✓	✓	✓				✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	10	
Vietnam International Law Firm (VILAF-Hong Duc)	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	70	See Page 158
Vision & Associates		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	85	
VNA Legal		✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	8	
YKVN LLC	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	96	
ZICO Law (Vietnam)		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	18	

The following firms advise on issues related to this jurisdiction from offices elsewhere: Ashurst LLP Gibson, Dunn & Crutcher LLP Norton Rose Fulbright Shearman & Sterling LLP Stephenson Harwood

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

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Contact: Nguyen Anh Tuan
Number of employees: 33
Offices in Asia: 2

Year Established: 2002

Website: www.bizconsult.vn

Languages spoken: Vietnamese, English

In Brief

Established in 2002, Bizconsult Law Firm is a dynamic and progressive commercial law firm with 30 professionals working in two offices in Hanoi and Ho Chi Minh City. Ranked and widely recognized as one of the most prestigious law firms in Vietnam with its client-focused value, the Firm provides a wide range of professional legal services especially in Corporate, M&A, Banking & Finance, Real Estate and Dispute Resolution to its diverse corporate clients from international organizations, banks and financial institutions, multinational corporations, foreign funds and asset investment companies to State corporations and private SMEs. The Firm and its core lawyers have been granted merits and acknowledged by the World Bank, Hanoi Justice Department, Hanoi Bar Association and various regional and international organizations like Legal 500, ASIAN-MENA COUNSEL, ASIAN LEGAL BUSINESS, Mackrell International, Global Legal Expert, etc. bizconsult Law LLC is working closely with international and regional law firms to offer viable and comprehensive solutions to its clients, especially with regard to cross-border complex transactions and outbound investment projects.

Areas of Practice

- Corporate & Commercial
- Banking & Finance
- Real Estate & Construction
- Employment
- Mergers & Acquisitions
- Investment Projects
- IP & Franchise
- Antitrust & Competition
- Cosmetics, Foodstuff & Drinks
- Capital Markets
- Tax & Trust
- Corporate Insolvency
- Due Diligence
- Private Equity
- Dispute Resolutions

Recognition/Awards or Key Deals

- "Certificate of Merit in recognition of bizconsult law LLC's active contributions in execution of Directive 03/2009/CT-UBND of Hanoi People Committee" by Hanoi Justice Department
- "Certificate of Merit in recognition of bizconsult law LLC's active
- "Contributions to the professional practice for the year 2012" by Hanoi Bar Association.
- "Certificate of Merit in recognition of bizconsult law LLC's active contributions to the professional practice for the year 2011" by Vietnam Bar Federation.
- "Corporate Law Firm of the Year 2011 in Vietnam" by the Global Legal Expert.
- "Leading Lawyer in Intellectual Property in Vietnam 2011" by Asialaw Magazine.
- "Corporate Law Firm of the Year 2010 in Vietnam" by Corporate International Magazine of United Kingdom.
- "Very good law firm in Vietnam" 2009/2010 by Legal500 Asia Law Firms.
- "Corporate Advisory Law Firm of the Year" 2009 by Corporate International Magazine of United Kingdom.
- "Law Firm at Tier 3 on Mergers & Acquisitions, Tier 4 on Banking & Finance and Litigation in Vietnam", by Legal500 Asia Law Firms 2009.
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- "Corporate and Mergers & Acquisitions 2009/2010", by Asian Legal Business Magazine, Singapore.
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See [partner profile](#) on page 217



Corporate & Commercial

Franchise

Mergers & Acquisitions

Real Estate & Construction/EPCs

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Employment & Labor Matters

Investment Projects

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Foods and Drinks

Intellectual Property

Dispute Resolutions

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Frasers Law Company

Ho Chi Minh City

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Ho Chi Minh City, Vietnam

Tel: (84) 28 3824 2733

Fax: (84) 28 3824 2736

Email: legalinquiries@frasersvn.com

Website: <https://www.frasersvn.com/en/>

Contact: Hoa Nguyen,
Business Development Manager

Hanoi

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83B Ly Thuong Kiet Street,
Hoan Kiem District, Ha Noi, Vietnam

Tel: (84) 24 3946 1203

Fax: (84) 24 3946 1214

Number of employees: 36

Offices in Asia: Ho Chi Minh City and Hanoi, Vietnam

Year Established: 2004

Languages spoken: Cantonese, English, French, Italian, Russian and Vietnamese.

Main Practice Areas

Corporate and Commercial, Mergers and Acquisitions, Infrastructure and Major Projects, Energy and Resources, Employment, Dispute Resolution, Banking and Finance, Intellectual Property, Residential and Commercial Real Estate Developments, Insurance, Telecommunications.

Firm Profile

Frasers Law Company (Frasers) is Vietnam's premier independent commercial law firm, providing innovative, international-standard local law advice and opinions, in a Vietnamese context, on all areas of business and commerce to leading global and local companies investing and operating in Vietnam. Frasers was the first law firm to be licensed by the Ministry of Justice in Vietnam with a foreign law company license. The firm is culturally diverse and benefits from the integrated and cutting-edge expertise of its team of local and expatriate lawyers. Frasers understands the legal, commercial, political, and regulatory issues that affect businesses in Vietnam, and aims to provide comprehensive legal services to help clients navigate these complex issues and achieve outstanding business outcomes.

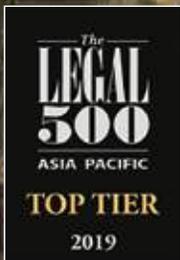
Select Recognition and Key Deals

Some of our recent achievements includes:

- Finalist in the Asia Pacific IFLR1000 Project Finance Deal of the Year Award, 2019.
- WINNER of the Asian Legal Business South East Asian Project Finance Deal of the Year Awards, 2019.
- Finalist in the asialaw Regional Awards for Vietnam Firm of the Year Award.
- WINNER of the In-House Community 'Alternative Investment' Vietnam Law Firm of the Year Award, 2018.
- WINNER of the Infrastructural Journal (IJ) Global Asia Pacific Coal-power Deal of the Year Award, 2019.
- acting as lenders' Vietnam local counsel in relation to the successful financial close in July 2018 of the US \$2.75 billion financing of Nghi Son 2 BOT 1200MW power project, Thanh Hoa province, Vietnam and therefore have intimate knowledge of what it takes to make a BOT power generation project bankable on a limited recourse finance basis in Vietnam.
- advising a client in relation to the biggest ever foreign direct investment project in Vietnam. The project has total registered investment capital of US\$10 billion and consists of numerous components, including a large-scale coal-fired power generation project.
- advising an export credit agency in relation to a 2x660 MW thermal power plant Project to be executed on BOT basis in Tra Vinh Province, Vietnam.
- advising one of the world's largest multinational companies on its acquisition of shares in a listed Vietnamese company via a Mandatory Public Offer.
- acting for one of Japan's leading property companies in relation to its acquisition of the entire share capital of an offshore SPV holding company, together with its 100% controlling interest in one of Saigon's premier Grade A office buildings.

See [partner profile](#) on page 217

Explore new opportunities with us in Vietnam



Son Doong Cave, Quang Binh province, Vietnam.
Officially discovered in 2009, it has been confirmed as the largest cave in the world and is now a UNESCO World Heritage site.

Global Vietnam Lawyers

Floor 8, Centec Tower,
72-74 Nguyen Thi Minh Khai,
Ward 6, District 3, Ho Chi Minh City, Vietnam
Tel: (84) 28 3622 3555
Email: info@gvlawyers.com.vn

Contacts: Nguyen Gia Huy Chuong
Number of employees: 60+
Offices in Asia: 03
Year Established: 2019
Website: www.gvlawyers.com.vn

Languages Spoken: French, English and Vietnamese.

Main Practice Areas

- Banking, Civil Litigation, Commercial Arbitration & Mediation
- Capital markets: Equity
- Corporate and Merger & Acquisition, Real Estate, Intellectual Property
- Corporate Governance & Legal Compliance
- Debt Recovery, Trade and E-commerce, Restructuring and insolvency
- Debt Restructuring and Bond Trading
- Education
- Inbound Investment
- Infrastructure
- Labour & Employment
- Legal Training
- Legal Translation, Maritime & Shipping
- Retainer Service
- Tax

Firm Overview

Our legal staff consists of Senior Associates, Associates and Para-Legal Officers altogether. It is growing fast given the increasing demand for our service. Our Partners, Senior Associates and Associates are seasoned attorneys-at-law while our Para-Legal Officers are graduates from law schools, to be approved as qualified attorneys-at-law by the Ministry of Justice and the National Bar Association in accordance with the laws. Such pooling together of senior and junior staff is the best blessing a law firm may be granted. It enables us to couple wisdom and impetuosity, experience and innovation, subtleness and aggressiveness for our clients' best gratification. GV Lawyers is operating across the country, mainly from its three offices in Ho Chi Minh-City, Ha Noi and Da Nang.

Global Vietnam Lawyers, a gathering of committed and experienced lawyers poised to become a global-standard Vietnamese law firm. With its wide range of practices GV Lawyers is capable of providing effective and timely transactional and dispute-handling assistance to domestic and foreign clients and business partners whatever their issues may be.

We are strongly committed to serving our clients, both local and foreign, with the best expertise in Viet Nam's laws and in line with the globally accepted standards of involvement, professionalism, and moral probity. Our ultimate target is making Viet Nam a safer place for them to make money. To our business partners we pledge loyal and long-term cooperation in order to achieve the jointly determined targets.

Recognition

- Managing partner Nguyen Gia Huy Chuong has been named an In-House Community – Commended External Counsel of the year for 2017-2018 and also honoured to be ranked in Asian Legal Business Magazine's short list of "Managing Partners of the Year for 2016", as leading lawyers in consecutive years of 2013-2020 ranked by Asialaw.
- Partner Nguyen Duc Hieu has been recognized as a "Recommended Expert" in the World Trademark Review (WTR) for Vietnam – The World's Leading Trademark Professionals 2012, 2016.
- Managing partner Nguyen Gia Huy Chuong, Partner Dinh Quang Thuan, Partner Tran Thanh Tung and Partner Le Quang Vy are continuously ranked as "Leading Lawyers" in different practices in the Guide to Asialaw Leading Lawyers 2016, 2017, 2018 edition.

Notable deals

By GV Lawyers' professional staff:

- Hoa Sen University: Dispute between management and shareholders.
- PV Oil – Advising on State Commercial Enterprise Status.
- VIHAJICO – Company Restructuration.
- AEON Group establishment in Viet Nam.
- Berjaya Group Investment Projects in Viet Nam.
- Saigon Port Container Terminal – International loan restructuring.

See [partner profile on page 218](#)



**GLOBAL VIETNAM
LAWYERS**



WORK-DEDICATION

EFFICIENCY

LOYALTY

PROBITY

GLOBAL VIETNAM LAWYERS (GV LAWYERS) is the latest creation by a group of dedicated and well experienced lawyers who started working tens of years ago and have since then advanced their careers with the most distinguished law firms in Viet Nam.

We are proud of the professional achievements of each member of our team and trust that we are the best advisors and counsels you may have.

For more information, please visit us at www.gvlawyers.com.vn.

Vietnam: Ho Chi Minh City | Ha Noi | Da Nang

Russin & Vecchi

Ho Chi Minh City

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Ho Chi Minh City
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No of Employees in Vietnam: 40+
Offices in Asia Pacific: Thailand, Taiwan
Year Established: Vietnam - 1993

Hanoi

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Fax: (84-24) 3825-1742

Email: lawyers@russinvecchi.com.vn

Website: www.russinvecchi.com.vn

Languages Spoken: English, Vietnamese.

Practice Areas

- Corporate
- Banking, Finance and Capital Markets
- Infrastructure
- Foreign Corrupt Practices Act, UK Bribery Act, and Vietnam's Anti-Corruption Law
- M&A
- Real Estate
- Tax
- Employment Law
- Intellectual Property

Firm Profile

Russin & Vecchi was founded in Asia over 50 years ago to serve emerging economies. It had an office in Vietnam from 1966 to 1975. Its Vietnam practice reopened in Ho Chi Minh City in 1993, and its office in Hanoi opened a year later. Cumulatively, it has over 35 years experience operating in Vietnam.

With its long history and experience in Vietnam, it frequently acts as special counsel to international law firms whose clients have transactions in Vietnam.

Russin & Vecchi's Vietnam practice serves both Vietnamese and foreign clients investing, financing, and providing services in Vietnam. We advise clients on alternative structures available to operate in Vietnam; we assist them to set up; and, more importantly, we advise on ongoing legal issues which arise as a result of operating within the country. In addition to its corporate practice, Russin & Vecchi has an active M&A, banking and finance, capital markets, real estate, infrastructure, tax, employment law, intellectual property and other practice areas. In Asia, Russin & Vecchi also has offices in Thailand and Taiwan.

Russin & Vecchi has four partners in Vietnam and over twenty-five Vietnamese qualified associates in both Ho Chi Minh City and Hanoi.

Recognition

Russin & Vecchi has been recognized by:

- Legal 500 AsiaPacific (2018) as a first tier firm for Telecommunications, Media and Technology (TMT) and for Insurance Law
- Asian-Mena Counsel – In-House Community Vietnam Firm of the Year 2017: Alternative Investment Funds (including private equity), Corporate and M&A, Most Responsive Domestic Law Firm
- "A very good firm with great local knowledge." – Chambers (Asia Pacific)
- "They have a good local reputation." – Chambers (Asia Pacific)
- "The group at Russin & Vecchi provides a 'Rolls-Royce service', and is praised for its business acumen and industry knowledge." – Legal 500 (Asia Pacific)
- "Very responsive, concise answers and great follow-through." – Chambers (Asia Pacific)

See [partners profiles](#) on page 218

RUSSIN & VECCHI

At the forefront of Vietnam's development since 1966

**RUSSIN & VECCHI
WAS FOUNDED
IN ASIA
OVER 50 YEARS AGO
TO SERVE EMERGING
ECONOMIES**

With an office in Vietnam from 1966 to 1975 which reopened in 1993 with Heineken as our first client, **we have unique ties and experience in the country.**

We assist local and global clients and we work with international law firms abroad with transactions in Vietnam.

In Vietnam, we have offices in Hanoi and Ho Chi Minh City. Our team comprises 4 partners with 20 lawyers united by a **strong collegial culture, a commercial mentality and a commitment to deliver the very highest professional work product.**

From entry strategy to operations, we help our clients navigate the complex Vietnamese regulatory framework.

We deliver creative and alternative legal business solutions. Our goal is to provide practical and business compliant answers.

Our practice areas

Foreign
Direct
Investment

M&A

Energy

Fintech

Real
Estate

Banking
& Capital
Markets



"Very responsive, concise answers and great follow-through." Chambers

"Provides a 'Rolls-Royce service', 'business acumen and industry knowledge.'" Legal 500

"A particular strength in financial services regulatory matters." Legal 500

"Quick and efficient responses" Chambers

7

**Countries in which
Russin & Vecchi is
present.**

**Its association with
Meritas includes 189
law firms spanning 96
countries globally.**



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Vietnam International Law Firm (VILAF-Hong Duc)

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Fax: (84) 24 3934 8531

Number of employees: 100+

Offices in Asia: 2

Year Established: 1993

Website: www.vilaf.com.vn

Languages spoken: Vietnamese, English.

Main Practice Areas:

Corporate and M&A, Banking and Finance, Capital Markets, Energy and Infrastructure, Real Property, Dispute Resolution

Firm Profile

With 26 years of experience, VILAF is a leading law firm in Vietnam. VILAF is one of the largest law firms in Vietnam with 70 lawyers including 14 partners and with extensive experience advising cross-border M&A and financing transactions in Vietnam.

VILAF's experienced team of senior lawyers covers every aspect of business in Vietnam, including foreign direct investment, commercial, corporate and M&A, banking & finance, capital markets, project finance, power/energy and infrastructure projects, oil & gas, automobile, aviation, real estate, construction, logistics trading & distribution, taxation, fintech, employment, shipping, litigation and arbitration, technology transfers and health care.

VILAF understands Vietnam's culture and policies as they affect the legal development and interpretation of the laws.

VILAF has consistently been ranked as a first-tier law firm in Vietnam in almost all major legal practices including Corporate and M&A, Banking & Finance, Energy & Infrastructure, Real Property, and Dispute Resolution, by prestigious international legal editorials including IFLR 1000, Legal 500, Chambers and Partners, and AsiaLaw.

Recognition

- Asia Law – Vietnam Firm of the Year 2019
- ALB – Project Finance of the Year 2016 and 2019
- ALB – M&A Deal of the Year 2019
- IJGlobal – APAC Coal-fired Power Project of the Year 2018
- IJGlobal – APAC Petrochemicals Deal of the Year 2018
- ALB – Employer of Choice of the Year 2009, 2010, 2011, 2012, 2013, 2014 and 2019
- IFLR – Vietnam Most Innovative Law Firm of the Year 2018
- Finance Asia – Vietnam Deal of the Year 2018
- Finance Asia – Best IPO Deal of the Year 2018
- Annual Vietnam M&A Forum – Best M&A Vietnam Law Firm of the Year 2015, 2016, 2017 and 2018 and the Law Firm of the Decade (2009-2018)
- IFLR – Vietnam National Law Firm of the Year 2006, 2007, 2008 and 2016
- IFLR – Project Finance Deal of the Year 2002 and 2016
- ALB – Vietnam Law Firm of the Year 2016
- Asia Law – Asia-Pacific Dispute Resolution Awards 2016
- Asian-mena Counsel – In-House Community Firm of the Year 2010 and 2015
- Chambers Asia-Pacific – Leading Law Firm of the Year 2012, 2014 and 2015

See partners profiles on pages 219 – 223

*"A very excellent local law firm with a great wealth of knowledge about the practicalities on the ground."
Chambers and Partners (2019 Edition)*



VIETNAM FIRM OF THE YEAR
ASIALAW



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Hanoi Branch Office
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44B Ly Thuong Kiet Street
Phone: +84 24 3934 8530



WWW.VILAF.COM

CAMBODIA LAOS AND MYANMAR

Find a Law Firm.....P.162

In-Depth Firm Profiles.....P.166

Introduction

Cambodia firms
online here:



CAMBODIA

Economic growth hit a better-than-expected 7.5 percent in 2018, driven by higher exports of garments and footwear to the US and Europe.

According to Transparency International, it is the 19th most corrupt country in the world with a score of just 20 out of 100 in the Corruption Perceptions Index.

Cambodia's business environment is challenging. It is ranked 144 among 190 economies for ease of doing business, according to the World Bank, with especially poor scores for contract enforcement, starting a business and dealing with construction permits. In terms of global competitiveness, it is ranked 106th out of 140 by the World Economic Forum.

Key reforms are needed for Cambodia to sustain growth, foster competitiveness, sustainably manage natural resource wealth and improve access to and quality of public services, according to the World Bank.

Recent legislative efforts include a draft e-commerce law, a new construction law and changes to the labour law. A new competition law envisages the creation of a Competition Commission and is expected to be enacted before the end of 2019, with abuse of dominance and anti-competitive agreement prohibitions taking effect after one year.

CONTRACT ENFORCEMENT

Global rank (out of 190)	182
Score (out of 100)	31.7
Time (days)	483
Cost (% of claim value)	103.4
Quality of judicial processes index (0-18)	4.5

Source: World Bank's Ease of Doing Business Report 2020



Laos firms
online here:



Myanmar firms
online here:



LAOS

The rate of economic growth in Laos has been in decline since 2010, dropping from 8.5 percent to 6.3 percent in 2018.

Given high public debt, the government has suspended public projects with low economic returns. However, overall investment will be supported by the continuing construction of the Lao-China railway and the Vientiane-Vangvieng highway.

It is ranked 154 among 190 economies for ease of doing business, according to the latest World Bank annual ratings, with low scores for starting a business, protecting minority investors and resolving insolvency, where it scores zero.

However, it has made good progress in reducing corruption and is ranked 132nd out of 180 countries in the 2018 Corruption Perceptions Index reported by Transparency International, compared to 168th a decade ago.

Laos ranks 113th out of 141 in the World Economic Forum’s Global Competitiveness Index, the lowest score in the region. It scores particularly poorly for corporate governance, competition in services, insurance penetration and its lack of an insolvency framework.

Regulatory developments include amendment to the VAT law, as well as implementation of laws on tax administration, income tax and excise tax. To help shift away from resource exploitation and toward a more diversified economy, the government has approved an SME development plan and a range of important reforms directed at private sector development.

MYANMAR

As might be expected of a frontier market, Myanmar’s economic outlook is positive despite some of the headwinds elsewhere in the region. Growth is projected to further accelerate to 6.7 percent by 2021, supported by building reform momentum, planned large infrastructure projects and investment in sectors undergoing liberalisation.

Indeed, Myanmar has been Southeast Asia’s fastest-growing economy since its first democratically elected leader took office in March 2016. Most of the in-house legal divisions in the country have been established since then, so it is unsurprising in such a young market that the most common challenge for legal teams in Myanmar is growth — either coping with the increasing demand for in-house legal services or recruiting the necessary staff to support the underlying growth of the business.

Myanmar is ranked 171st among 190 economies for ease of doing business, according to the latest World Bank, and is ranked 132nd out of 180 countries in the 2019 Corruption Perceptions Index reported by Transparency International.

Recent reform actions include officialising the use of Chinese renminbi and Japanese yen for trade settlements, opening of the banking and insurance sector to foreign entrants, and introducing electronic budget submissions. In the power sector, the World Bank says that Myanmar needs to invest twice as much and implement projects three times faster to meet growing demand.

CONTRACT ENFORCEMENT	
Global rank (out of 190)	161
Score (out of 100)	42
Time (days)	828
Cost (% of claim value)	31.6
Quality of judicial processes index (0-18)	3.5

Source: World Bank’s Ease of Doing Business Report 2020

CONTRACT ENFORCEMENT	
Global rank (out of 190)	188
Score (out of 100)	24.53
Time (days)	1,160
Cost (% of claim value)	51.5
Quality of judicial processes index (0-18)	3

Source: World Bank’s Ease of Doing Business Report 2020

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
CAMBODIA																								
Bun & Associates				✓	✓	✓	✓	✓	✓	✓	✓	✓			✓			✓	✓	✓	✓	✓	✓	54
DFDL	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	35
Husky & Partners Law Office		✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓		✓	✓	✓	✓	✓	10
KCP Cambodia Ltd				✓		✓	✓	✓		✓		✓			✓				✓	✓		✓	✓	5
MAR & Associates	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	33
Meng & Associates	✓			✓	✓	✓	✓	✓				✓	✓	✓			✓	✓		✓	✓	✓	✓	7
P&A Asia Law Office			✓	✓		✓	✓	✓					✓					✓	✓		✓	✓	✓	4
R&T Sok & Heng Law Office		✓	✓	✓	✓	✓	✓	✓	✓			✓	✓				✓		✓	✓	✓	✓	✓	25
Sciaroni & Associates Law Office	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	10
SCL SP & P Company Limited (Cambodia)		✓		✓	✓	✓	✓					✓				✓			✓	✓	✓	✓	✓	6
SokSiphana&associates (a member of ZICO Law)	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓				✓		✓	✓	✓		✓	✓	23
The Flag Law Group						✓	✓		✓			✓	✓			✓			✓			✓		11
Tilleke & Gibbins		✓		✓	✓	✓	✓	✓		✓	✓	✓		✓	✓			✓	✓		✓	✓	✓	10
VDB Loi	✓			✓	✓	✓	✓	✓						✓		✓	✓	✓	✓	✓	✓	✓	✓	40+

See Page 166

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Ashurst LLP

Norton Rose Fulbright

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
LAOS																								
Arion Legal	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓					✓	✓	✓	✓	✓			7
DFDL Legal & Tax	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	10
LS Horizon (Lao) Sole Co., Ltd.				✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	8
Rajah & Tann (Laos) Co., Ltd.				✓		✓	✓	✓					✓			✓	✓		✓	✓	✓	✓	✓	5
Sciaroni & Associates		✓		✓	✓	✓	✓	✓				✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	N/A
SCL Law Offices Limited (Lao PDR)				✓	✓		✓	✓				✓				✓		✓	✓	✓	✓	✓	✓	6
Tilleke & Gibbins			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	4
VDB Loi				✓	✓	✓	✓	✓	✓			✓	✓					✓	✓	✓	✓	✓	✓	20+
ZICO Law Laos	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓				✓	✓	✓	✓	✓	✓	✓	✓	5

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Ashurst LLP

Norton Rose Fulbright

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
MYANMAR																								
Allen & Gledhill (Myanmar) Co., Ltd.	✓	✓		✓	✓	✓	✓	✓				✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	30
Allen & Overy	✓	✓	✓	✓	✓		✓	✓		✓		✓		✓				✓	✓	✓		✓		N/A
Bae, Kim & Lee LLC	✓			✓		✓	✓	✓					✓			✓		✓	✓					2
Baker McKenzie Limited	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	2
Charltons	✓			✓	✓	✓	✓	✓	✓	✓								✓		✓				6
Decha & Co (Myanmar) Limited		✓		✓	✓	✓	✓	✓	✓	✓		✓				✓		✓	✓			✓	✓	16
Dentons Myanmar Limited	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	8
DFDL	✓		✓	✓	✓	✓	✓	✓		✓	✓				✓			✓	✓	✓	✓	✓	✓	27
Duane Morris & Selvam (Myanmar) LLC	✓		✓	✓	✓	✓	✓	✓		✓			✓			✓		✓	✓	✓			✓	6
Kelvin Chia Yangon Ltd.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	✓	26
LawPlus Myanmar				✓		✓	✓	✓				✓				✓		✓	✓	✓	✓	✓		N/A
Livingstons Legal				✓	✓	✓	✓	✓		✓		✓				✓		✓	✓	✓	✓	✓	✓	5
Luther Law Firm Limited, Luther Corporate Services Limited	✓			✓		✓	✓	✓				✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	N/A
Myanmar Legal Services Limited						✓	✓	✓										✓	✓					7
Nishimura & Asahi			✓		✓	✓	✓	✓			✓	✓	✓		✓	✓		✓	✓	✓			✓	5
Rajah & Tann NK Legal Myanmar Company Limited			✓	✓	✓	✓	✓	✓				✓	✓			✓	✓	✓	✓				✓	10
Sciaroni & Associates		✓		✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	N/A

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Property	Islamic Arbitration	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
SCM Legal Limited	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓			✓		9
Siam City Law (Myanmar) Co. Limited				✓	✓	✓	✓						✓			✓	✓	✓	✓			✓		6
South Asia Consulting Co., Ltd.				✓		✓					✓	✓					✓	✓				✓		4
Stephenson Harwood LLP	✓		✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓		✓	✓	✓				✓	5
Tilleke & Gibbins		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓			✓	✓		✓	✓			✓	✓	10
Trocadelyo LS (Myanmar) Ltd.					✓	✓	✓	✓				✓	✓			✓		✓		✓	✓	✓	✓	4
VDB Loi				✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	60
WongPartnership LLP	✓			✓	✓	✓	✓	✓				✓	✓			✓		✓	✓				✓	9
ZICO Law Myanmar				✓		✓	✓	✓				✓					✓	✓	✓			✓		7

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Ashurst LLP

Bryan Cave Leighton Paisner

Gibson, Dunn & Crutcher LLP

Norton Rose Fulbright

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

MAR & Associates

East Commercial Center, 27th Floor,
Room No. 27HJKLM, Preah Norodom Blvd,
Phum 10, Sangkat Tonle Bassac,
Khan Chamkarmon, Phnom Penh, Cambodia
Tel: (855) 23 964 876
(855) 23 987 876
Email: borana@mar-associates.com
Website: www.mar-associates.com

Managing Partner: MAR Samborana (Mr.)

Number of Professionals: 42
Offices in Asia: 10

Japan desk: JBL Mekong – MURAKAMI Nobuaki (Mr.)
Tel: (855) 23 640 5621
Email: nobu@mar-associates.com

Languages Spoken: Khmer, English, Chinese and Japanese.

Main Practice Areas

- Foreign Investment
- Corporate and M&A
- Taxation and Accounting
- Real Estate and Construction
- Government and Regulation
- Restructuring and Insolvency
- Dispute Resolution
- Private Equity and Venture Capital
- Technology, Media & Telecommunications (TMT)
- Agriculture
- Litigation
- Labor & Employment
- Banking and Finance
- Intellectual Property
- Energy and Resources
- Capital Market and IPO
- International Trade
- Project and Infrastructure
- Maritime and Shipping
- Tourism

MAR & Associates advises on the full spectrum of corporate and commercial services to clients which range from leading international corporate entities including banking, securities, insurance, telecommunications, technology, infrastructure construction, real estate, mechanical engineering, NGO, transportation, energy, and industry; to small home-grown businesses. The firm is committed to helping clients with outstanding and expeditious legal services while mitigating possible risks.

Firm Profile

MAR & Associates is an accredited and highly professional law firm duly registered under the Cambodian Bar Association of the Kingdom of Cambodia. With extensive knowledge of the laws, businesses and markets in the region, its specialized and localized team are committed to excellence and quality legal services for your business. The team is highly competent and capable of working with a wide range of clientele from diverse backgrounds and cultures. Working in association with JBL Mekong, MAR & Associates also offers a unique skill set and high-quality legal service to Japanese and other foreign investors. Committed to excellence and integrity, team at MAR & Associates are experienced, professional, diligent and responsible.

MAR & Associates is also a member firm of One Asia Lawyers network, a legal advisory network with member firms in Japan, Cambodia, Laos, Thailand, Myanmar, Vietnam, Singapore, the Philippines, Indonesia and Malaysia, aiming to provide seamless, comprehensive advice on laws of all ASEAN Countries. With offices in ASEAN nations, the team provides an accessible and efficient service throughout the region as a single platform with guaranteed quality, speed and affordable fee rates.

MAR & Associates is also a member of IFC and World Bank Group for doing business in Cambodia and various international organizations including Japan International Cooperation Agency (JICA) and Japanese Embassy.

Recognition

- Global Law Experts Awards 2019 - Foreign Investment Law Firm of the Year in Cambodia in the area of Foreign Investment
- Global Law Experts Awards 2018 - Foreign Investment Law Firm of the Year in Cambodia in the area of Foreign Investment
- Asialaw Leading Lawyers 2019 – Leading Lawyer for Corporate M&A
- Asialaw Leading Lawyers 2018 – Leading Lawyer for Corporate M&A
- APAC Insider: **1. Best M&A & Investment Law Firm 2018 - Cambodia**
2. Corporate Lawyer of the Year 2018 - MAR Samborana

See [partner profile](#) on page 223



MAR & Associates

a member of



ONE ASIA LAWYERS

Legal Excellence.
Diversity Advantage.
Quality, Speed & Cost-Effective.

With a specialized and localized team committed to excellence and quality legal service, MAR & Associates offers a full legal service with extensive knowledge of the laws, businesses and markets in the region. The team is highly competent and capable of working with a wide range of clientele from diverse backgrounds and cultures.

- Foreign Investment
- Corporate/M&A
- Real Estate & Construction
- Dispute Resolution & Litigation
- Labor & Employment
- Intellectual Property
- Banking and Finance
- Compliance/Regulatory

East Commercial Center, 27 floor, Room No 27HJKLM,
Preah Norodom Blvd, Phum IO, Sangkat Tonle Bassac,
Khan Chamkarmon, Phnom Penh, Cambodia

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Email: info@mar-associates.com

Cambodia | Laos | Thailand | Myanmar | Philippines
Vietnam | Singapore | Malaysia | Japan | Indonesia

Australia firms
online here:



AUSTRALIA



Introduction

INTRODUCTION

The business environment in Australia improved during 2018, with economic growth rising by half a percentage point to 2.8 percent, driven by favourable terms of trade and a resulting boost in resource exports. Growth is forecast to continue at this solid pace, though with a slight potential moderation in 2020 as capacity constraints tighten, slowing growth in China weighs on exports and consumption weakens.

The resilience of the Australian economy has been demonstrated during the past few years, and is testament to the country's open economy and strong fundamentals. It is ranked 14th among 190 economies for ease of doing business, according to the latest World Bank annual ratings, up from 15th in 2016. It is the 13th least corrupt nation out of 180 countries, according to the 2019 Corruption Perceptions Index reported by Transparency International.

In the World Economic Forum's Global Competitiveness

“A comprehensive review of the corporate criminal responsibility regime is underway, with a particular focus on the need for effective laws to hold corporations to account for criminal misconduct”

Index, Australia ranks 16th overall, down two places from 2018. It ranks highly for macroeconomic stability, skills and financial system development, characterised by strong institutions and an innovative, dynamic business sector. But in many other areas there remains significant room for improvement.

CONTRACT ENFORCEMENT

Global rank (out of 190)	6
Score (out of 100)	79
Time (days)	402
Cost (% of claim value)	23.2
Quality of judicial processes index (0-18)	15.5

Source: World Bank's Ease of Doing Business Report 2020

It ranks 29th, its lowest showing, on both the infrastructure pillar and the ICT (information communications technology) adoption pillar, where it trails both China and Russia.

Some significant legal reforms are expected in the near future. The Australian Law Reform Commission published 24 recommendations designed to promote fairness and efficiency in class action proceedings, protect litigants and assure the integrity of the civil justice system in 2019 and it remains to be seen what legislation, if any, result. Also, in the wake of the Financial Services Royal Commission, a comprehensive review of the corporate criminal responsibility regime is underway, with a particular focus on the need for effective laws to hold corporations to account for criminal misconduct. A report is due in 2020.

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Property	Islamic Arbitration	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Arnold Bloch Leibler	✓	✓		✓	✓	✓	✓	✓				✓				✓		✓	✓	✓	✓	✓	✓	153	
Ashurst	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	700
Baker McKenzie	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	258
Bird & Bird		✓		✓	✓	✓	✓	✓				✓			✓	✓		✓	✓	✓			✓	✓	56
Clayton Utz	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	858
Clifford Chance	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	86
Corrs Chambers Westgarth	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	805
Dentons		✓	✓	✓	✓	✓	✓	✓	✓			✓			✓	✓		✓	✓	✓	✓	✓	✓	✓	223
DLA Piper	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	N/A
Gadens	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	379
Gilbert + Tobin	✓	✓		✓	✓	✓	✓	✓	✓			✓				✓		✓	✓	✓	✓	✓	✓	✓	N/A
Griffith Hack												✓													N/A
Herbert Smith Freehills	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	✓	N/A
HFW		✓	✓		✓	✓	✓	✓	✓			✓		✓		✓	✓	✓	✓						90
Jones Day	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	110
K&L Gates	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	309
Kennedys			✓		✓		✓					✓		✓	✓	✓	✓							✓	43
King & Wood Mallesons	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	900+
Maddocks	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	384
MinterEllison	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓		✓	✓	✓	✓	✓	✓	✓	1000+
Pinsent Masons				✓			✓	✓	✓				✓			✓	✓	✓	✓	✓	✓				72

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

	Alternative Investment Funds (inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Property	Islamic Arbitration	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Piper Alderman	✓	✓		✓	✓	✓	✓	✓	✓	✓			✓	✓				✓	✓	✓	✓	✓	✓	237
Seyfarth Shaw							✓																	33
Sidley Austin				✓	✓	✓		✓										✓		✓				11
Squire Patton Boggs (AU)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓			✓		✓	✓	✓	✓	✓	✓	100
Sullivan & Cromwell	✓			✓	✓	✓	✓	✓			✓				✓			✓		✓		✓		12
White & Case				✓	✓		✓	✓	✓			✓	✓			✓		✓	✓	✓	✓	✓		56

The following firm advise on issues related to this jurisdiction from offices elsewhere:

Reed Smith

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in this jurisdiction.

MIDDLE EAST - GCC

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In-Depth Firm Profiles..... P.184

Middle East-GCC firms
online here:



Photo: Tim Gilkison



In-House Community Survey

Representing Corporate United Arab Emirates

KEY ISSUES AND CONCERNS

As a regional centre for business operations across the Middle East and Africa, in-house counsel in the UAE face many complex challenges both domestically and regionally. Some common issues that were mentioned by survey respondents at our events in Abu Dhabi and Dubai include a lack of English translations of updates on legal changes and judgments, poor procedures and outcomes in local litigation, variance between laws as written and in practice, and a lack of transparent sources of information on companies or properties.

In the UAE specifically, respondents noted that some important new laws had yet to be tested in court, including those related to data and privacy protection, and competition. Some also complained about the quality and speed of external advice.

With a depressed local economy, many teams are facing the familiar challenges of constrained legal budgets. “In-house departments are seen as fee burners rather than fee earners,” said one delegate. Just 26 percent of respondents said that they expected the size of their team to grow during the following 12 months, while 73 percent expected to see it shrink. However, some counsel are responding to the difficulties they face with steadfast resolve: “We challenge the challenges,” said one respondent.

“In-house departments are seen as fee burners rather than fee earners”

Most teams in the UAE handle the majority of legal work in-house and the average external legal spend is low at just 27 percent of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, corporate/M&A, intellectual property and employment.

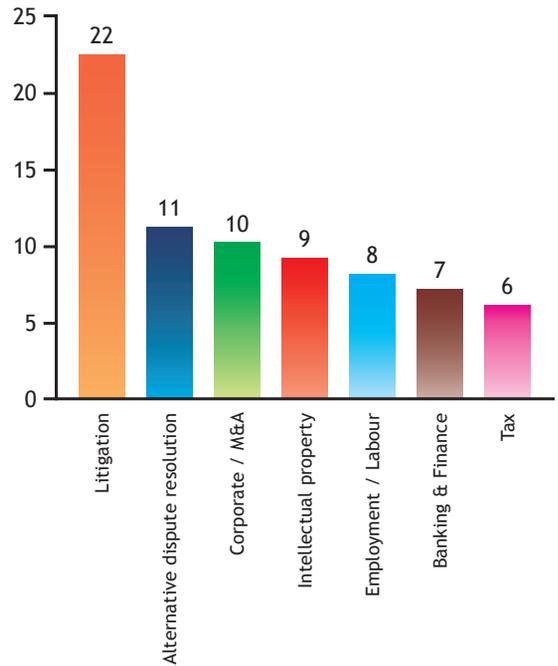
With regards to legal technology, e-signatures and smart contracts are commonly used, e-discovery is less prevalent and matter management solutions, e-billing and board portals are rare.

RESPONDENT PROFILE

Avg team size:	10
Dominant industry:	Technology/Media/ Telecommunications
Ethics/compliance within legal team:	72%
Multinational/Local:	56%/44%

UNITED ARAB EMIRATES

Of the work we do outsource, we are most likely to seek external counsel support in the following areas:



UNITED ARAB EMIRATES

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
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BAHRAIN

Al Tamimi & Company				✓			✓	✓	✓		✓			✓	✓		✓	✓	✓			✓	13
Baker & McKenzie Limited			✓	✓	✓		✓		✓				✓	✓			✓	✓	✓				16
Charles Russell Speechlys LLP	✓		✓	✓		✓	✓	✓			✓	✓			✓	✓	✓	✓	✓			✓	10
DLA Piper	✓		✓	✓		✓	✓	✓			✓		✓	✓			✓	✓	✓			✓	4
KBH Kaanuun			✓	✓		✓	✓		✓		✓	✓	✓		✓	✓	✓	✓	✓			✓	5
Norton Rose Fulbright (Middle East) LLP				✓		✓	✓		✓				✓	✓		✓	✓	✓	✓			✓	3
Trowers & Hamlins	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓	✓	✓		✓	12

See Page 184

The following firm advise on issues related to this jurisdiction from offices elsewhere:

Reed Smith

KUWAIT

Al Tamimi & Company A Kuwait Joint Venture with Attorney Yaqoub Yousef Al-Munayae	✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓		✓	✓	✓	✓			✓	20
Al-dostour Law Firm	✓	✓	✓	✓			✓		✓	✓		✓	✓		✓	✓	✓	✓	✓			✓	16
AlYaqout Legal Group	✓			✓	✓	✓	✓		✓		✓	✓	✓		✓		✓	✓					36

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Property	Islamic Arbitration	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners
Arsan Advocates and Legal Consultants						✓	✓									✓			✓	✓					10
DLA Piper	✓	✓	✓		✓	✓	✓					✓	✓	✓	✓	✓		✓	✓	✓					4
KBH Kaanuun			✓		✓	✓	✓						✓			✓		✓							7

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Cleary Gottlieb Steen & Hamilton

Reed Smith

OMAN

Al Alawi & Co Advocates & Legal Consultants	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	16
Al Tamimi & Company	✓	✓		✓	✓		✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	7
BSA Ahmad Bin Hezeem & Associates LLP			✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	6
Dentons	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	29
DLA Piper	✓		✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	2
Fatma Al Mamari Advocacy and Legal Consultancy Firm in association with Clyde & Co						✓	✓	✓	✓																	6

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Property	Islamic Arbitration	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
Nasser Al Habsi & Saif Al Mamari Law Firm in association with Addleshaw Goddard (Middle East) LLP	✓		✓	✓		✓	✓	✓						✓	✓			✓	✓	✓			✓	11
Sahar Askalan & Partners Legal Advocacy & Consultancy (SAlegal)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	7
Said Al Shahry & Partners (SASLO)	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	31
Trowers & Hamlins	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓		✓		15

See Page 186

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Cleary Gottlieb Steen & Hamilton

Reed Smith

QATAR

Addleshaw Goddard (GCC) LLP				✓	✓	✓	✓		✓			✓	✓	✓		✓		✓	✓	✓			✓	6
Baker & McKenzie LLP				✓		✓								✓				✓	✓					3
Charles Russell Speechlys LLP						✓		✓			✓	✓	✓			✓	✓	✓	✓				✓	2
Clyde & Co				✓	✓	✓	✓	✓		✓	✓	✓	✓			✓	✓		✓	✓			✓	13
Dentons	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	13
DLA Piper	✓		✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓		✓	✓	✓		✓		2

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction (inc. Infrastructure)	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
Eversheds Sutherland (International) LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	9
Fahad Al-Ansari LawFirm	✓	✓	✓			✓					✓	✓	✓			✓			✓	✓	✓	✓	✓	17
Omani & Partners Law Firm LLP	✓		✓	✓	✓	✓	✓					✓	✓	✓		✓			✓	✓	✓	✓	✓	2
Sami Abdullah Abushaikha Advocates & Legal Consultants	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	9
Simmons & Simmons Middle East LLP	✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓		✓	✓	✓		✓	✓	6

The following firms advise on issues related to this jurisdiction from offices elsewhere:

Cleary Gottlieb Steen & Hamilton

Reed Smith

SAUDI ARABIA

Abdullah A. Al Fallaj Law Firm						✓	✓					✓	✓			✓								12	
Al Tamimi & Company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	50
AlDhabaan & Partners in association with Eversheds Sutherland (Int'l) LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	23
Baker Botts				✓	✓	✓		✓					✓	✓	✓	✓		✓	✓	✓					6
BSA Ahmad Bin Hezeem & Associates LLP		✓		✓		✓	✓	✓				✓			✓	✓			✓	✓	✓	✓	✓	✓	4

KEY

✓ Active in this practice area

✓ One of the firm's five largest practice areas

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
Clyde & Co				✓	✓	✓	✓	✓				✓	✓	✓		✓	✓		✓	✓		✓		25
Dentons in association with The Law Firm of Wael A. Alissa	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓		✓		14
DLA Piper in collaboration with Amer Al Amr Law Firm	✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			23
Hammad & Al-Mehdar Law Firm				✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓		✓		32
Jones Day, in association with Ebrahim Alhabardi Law Office				✓	✓		✓		✓					✓		✓		✓						13
Khalil Khazindar Law Firm	✓			✓			✓	✓				✓	✓	✓	✓	✓	✓		✓		✓			5
Legal Advisors, Abdulaziz Alajlan & Partners in association with Baker McKenzie Limited	✓	✓	✓	✓	✓	✓	✓	✓						✓	✓	✓	✓	✓	✓	✓		✓		41
Mohammed Al-Ghamdi Law Firm – in association with Norton Rose Fulbright US LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	8
Shearman & Sterling in association with Dr. Sultan Almasoud & Partners				✓	✓	✓	✓	✓					✓	✓		✓	✓	✓	✓					7
Simmons & Simmons Middle East LLP in alliance with Hammad & Al-Mehdar	✓	✓		✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓	✓		✓	✓		✓		1
The Law Office of Looaye M. Al-Akkas in association with Vinson & Elkins LLP	✓			✓	✓	✓	✓	✓					✓	✓	✓	✓	✓	✓	✓	✓		✓		6

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing	Real Estate/Construction (inc. Infrastructure)	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners
--	--	------------------------	----------	---------------------	-----------------	-----------------------	-------------------	------------	------------------------------	---------------	---------	-----------	-----------------------	---------------------------	-----------------	--------------------------	-----------------------------------	-----------------------	--------------------------------	--	------------------------------	----------	--------------------	------------------------------

The Law Office Of Mohanned Bin Saud Al Rasheed in association with Baker Botts LLP				✓	✓	✓	✓		✓					✓	✓	✓	✓			✓	✓	✓		6
The Law Office of Salman M. Al-Sudairi in cooperation with Latham & Watkins LLP	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	9

The following firm advise on issues related to this jurisdiction from offices elsewhere:

Reed Smith

UNITED ARAB EMIRATES

Addeshaw Goddard (Middle East) LLP	✓			✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	24
Afridi & Angell	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	32 See Page 188
Akin Gump Strauss Hauer & Feld LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	13
Al Dabhashi Gray	✓	✓		✓		✓	✓	✓				✓	✓	✓		✓	✓	✓	✓	✓	✓		10+	
Al Suwaidi & Company				✓		✓	✓	✓				✓	✓	✓	✓	✓	✓			✓			✓	26
Al Tamimi & Company	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	230
Amereller		✓		✓		✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	25 See Page 190
Ashurst LLP	✓		✓	✓	✓	✓	✓	✓	✓				✓	✓		✓	✓	✓	✓	✓	✓			N/A

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications, Media & Technology	Total Applicable Fee Earners
Bae, Kim & Lee LLC							✓		✓				✓		✓	✓		✓	✓			✓		2
Baker Botts	✓		✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	15
Baker McKenzie Habib Al Mulla	MR	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	61
Bird & Bird (MEA) LLP			✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓		✓	✓	✓		✓		14
BonelliErede Middle East	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	18
BSA Ahmad Ben Hezeem & Associates LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓		✓	✓	✓	✓	✓	37
Cedar White Bradley												✓				✓								13
Charles Russell Speechlys LLP	✓			✓		✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	14
Cleary Gottlieb Steen & Hamilton LLP	✓	✓		✓	✓	✓	✓	✓					✓	✓		✓		✓	✓	✓			✓	11
Clyde & Co	MR		✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓		✓	✓		✓	✓		✓	✓	136
CMS Cameron McKenna																								
Nabarro Olswang LLP	✓	✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓		✓	✓	✓			✓	30
Dentons	MR	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓		✓	✓	✓	✓	✓			✓	52
Diaz, Reus & Targ LLP	✓		✓	✓	✓	✓	✓	✓				✓	✓	✓		✓		✓	✓	✓	✓	✓	✓	N/A
DLA Piper	MR	✓		✓	✓	✓	✓	✓		✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	76
Eptalex-MEG Legal Services	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	10
Eversheds Sutherland (International) LLP	MR	✓	✓	✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	45
Galadari, Advocates & Legal Consultants	MR	✓		✓		✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	50

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

MR An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction

MR Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Telecommunications, Media & Technology	Total Applicable Fee Earners	
Germela Law		✓				✓	✓	✓	✓	✓		✓	✓		✓			✓	✓	✓	✓				10+	
Gibson Dunn & Crutcher LLP	✓		✓	✓	✓	✓	✓						✓	✓				✓	✓	✓	✓	✓			15	
Hadef & Partners LLC	MR ✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓		100	
Herbert Smith Freehills	✓			✓	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			N/A	
Horizons & Co				✓	✓	✓	✓	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓	✓				35	See Page 192
Hussain Lootah & Associates		✓		✓		✓	✓	✓					✓	✓				✓	✓	✓					15	
James Berry & Associates																										
Legal Consultants		✓	✓	✓	✓	✓	✓	✓				✓	✓				✓	✓	✓						9	
Jones Day	✓			✓	✓	✓	✓	✓		✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				14	
KBH Kaanuun Limited				✓	✓	✓	✓					✓		✓			✓	✓	✓						7	
King & Wood Mallesons (MENA) LLP					✓	✓	✓				✓		✓				✓								6	
Latham & Watkins LLP	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				21	
Morgan, Lewis & Bockius LLP	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓				20	
Nishimura & Asahi	✓	✓		✓	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			2	
Norton Rose Fulbright (Middle East) LLP	MR ✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓				36	
OGH Legal			✓	✓		✓	✓	✓				✓	✓		✓	✓	✓	✓	✓	✓					9	
Reed Smith	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			7	
Shearman & Sterling	✓			✓	✓	✓		✓					✓	✓			✓	✓	✓	✓					27	
Simmons & Simmons Middle East LLP	MR ✓	✓		✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓			20	

KEY

- ✓ Active in this practice area
- ✓ One of the firm's five largest practice areas

In-House Community Recognition

- MR** An In-House Community Most Responsive Firm of the Year 2019 in this jurisdiction
- MR** Most Responsive (Honourable Mention)

	Alternative Investment Funds (Inc. PE)	Anti-Trust/Competition	Aviation	Banking and Finance	Capital Markets	Compliance/Regulatory	Corporate and M&A	Employment	Energy and Natural Resources	Environmental	FinTech	Insurance	Intellectual Property	International Arbitration	Islamic Finance	Life Sciences/Healthcare	Litigation and Dispute Resolution	Maritime and Shipping	Projects and Project Financing (Inc. Infrastructure)	Real Estate/Construction	Restructuring and Insolvency	Taxation	Telecommunications	Total Applicable Fee Earners	
Squire Patton Boggs	✓			✓	✓	✓	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓	✓	✓	✓	✓	28	
Trowers & Hamlins	✓	✓	✓	✓	✓	✓	✓	✓	✓				✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	25	See Page 194
Vinson & Elkins LLP	✓					✓		✓					✓			✓	✓	✓				✓		8	
Offshore Firms:																									
Maples and Calder (Dubai) LLP	✓			✓	✓		✓							✓				✓		✓				8	
Walkers	✓		✓	✓	✓	✓				✓			✓	✓		✓	✓			✓				11	

Note: Active practice area data above based on the most recent information submitted by individual firms. Other firms are active in these jurisdictions.



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www.inhousecommunity.com

Trowers & Hamlins

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Bahrain World Trade Center
PO Box 3012
Manama, Bahrain
Tel: (973) 17 515600
Fax: (973) 17 131003

Contact: Abdul-Haq Mohammed / Jeremy Ingham
Number of employees: 19
Offices in Asia: Kuala Lumpur
Year Established: 1998
Email: Bahrain@trowers.com
Website: www.trowers.com

Languages Spoken: Arabic, Bahasa Malaysia, Cantonese, English, French, Mandarin, Russian.

Main Practice Areas

- Banking and Finance
- Dispute Resolution
- Housing and Regeneration
- Projects
- Telecoms, media & technology
- Construction
- Employment and Pensions
- International
- Public sector / Local government
- Corporate
- Energy and Infrastructure
- Private Wealth
- Real Estate

Firm Profile

Trowers & Hamlins is an international law firm. We are here to help businesses and governments change the way we live and work for the better. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry. We like to build enduring one-to-one relationships with our clients and develop long-term partnerships beyond transactional work. We provide a full range of corporate, business and commercial legal services.

Trowers & Hamlins in Asia and the Middle East

The international practice of Trowers & Hamlins undertakes work in many jurisdictions but is particularly closely associated with Asia and the Middle East. In the Middle East we are considered to be a regional specialist and we have broad geographical coverage and one of the largest, strongest and most experienced teams of lawyers.

Our connections with the Middle East date back to 1959. Trowers & Hamlins has long-established offices in **Abu Dhabi, Bahrain, Dubai, Oman** and is now the first foreign law firm to secure a branch licence in **Malaysia**.

Our **KL office** is particularly focused on providing international counsel support to major projects and cross border investments for ASEAN clients internationally, and in the ASEAN region, applying our international experience of projects of a similar nature to important in-country projects, with particular focus on energy, infrastructure and PPP projects. Our range of clients and connections, and their fields of activity, are significant and varied. Our client base ranges from Government-linked companies, to infrastructure funds, developers, real estate companies, banks, contractors and engineers, the automotive industry, and sundry partners involved in international commercial activity and joint ventures.

In **Jordan** we have a strong association with Abdul Karim J Al Fauri and Associates and we have successfully advised over the last 15 years on some of Jordan's largest projects: its recent LNG import project; the Arab Gas pipeline from Egypt; oil shale concessions including one with oil major Shell; and a mine-mouth oil shale-fired Independent Power Project.

In **Saudi Arabia** we have a presence on the ground through an exclusive co-operation arrangement with Prima Law & Consultations Office, headed by HH Dr Abdulrahman bin Saud Al-Kabier.

In **Kuwait** we collaborate with a number of leading Kuwaiti law firms and we also enjoy very close and regular working relationships with law firms in **Egypt** (where we had our own office for more than 10 years) **Qatar** and **Turkey**.

Our Middle East practice is acknowledged as one of the leading legal practices in the region. The expertise and experience of our lawyers and the overall breadth and depth of our Gulf practice is amply demonstrated by our substantial involvement (past and present) in some of the most significant, complex high profile and innovative projects and transactions in the region.

We are consistently ranked as a leading law firm in the Middle East and North Africa and are the first law firm to secure a Law Society Award for service levels for our Middle East offices.

Trowers & Hamlins LLP's Bahrain office houses a '*committed team of litigators with excellent client care and fast response times*'. (Legal500 2017).

Recognition and Awards

- Winner of the Offshore Finance award at IFN Awards 2019
- Named 'Best Islamic Law Firm', International Finance Magazine, 2018
- Ranked tier 1 in Islamic Finance in Legal 500, 2018
- Winner "Most innovative deal of the year" (IFN awards 2017)

See partners profiles on page 224



Local expertise, international reach

Trowers & Hamlins is an international law firm. We're here to help businesses and governments change the way we live and work. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry.

Pre-eminent team with a bench comprised of specialists who cover a wide range of corporate matters.

Clients describe Trowers & Hamlins as a "fantastic asset" and remark that they "go beyond legal advice."

Chambers Global 2019

www.trowers.com



Trowers & Hamlins

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Al Muntazah Street
PO Box 2991
PC112, Muscat
Sultanate of Oman
Tel: (968) 2468 2900

Contacts: Salman Ahmed / Tom Wigley
Number of employees: 30
Offices in Asia: Kuala Lumpur
Year Established in Oman: 1980
Email: omanoffice@trowers.com
Website: www.trowers.com

Languages Spoken: Arabic, Bahasa Malaysia, Cantonese, English, French, Mandarin, Russian.

Main Practice Areas

- Banking and Finance
- Dispute Resolution
- Housing and Regeneration
- Projects
- Telecoms, media & technology
- Construction
- Employment and Pensions
- International
- Public sector / Local government
- Corporate
- Energy and Infrastructure
- Private Wealth
- Real Estate

Firm Profile

Trowers & Hamlins is an international law firm. We are here to help businesses and governments change the way we live and work for the better. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry. We like to build enduring one-to-one relationships with our clients and develop long-term partnerships beyond transactional work. We provide a full range of corporate, business and commercial legal services.

Trowers & Hamlins in Asia and the Middle East

The international practice of Trowers & Hamlins undertakes work in many jurisdictions but is particularly closely associated with Asia and the Middle East. In the Middle East we are a regional specialist and we have broad geographical coverage and one of the largest, strongest and most experienced teams of lawyers.

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In **Jordan** we have a strong association with Abdul Karim J Al Fauri and Associates and we have successfully advised over the last 15 years on some of Jordan's largest projects: its recent LNG import project; the Arab Gas pipeline from Egypt; oil shale concessions including one with oil major Shell; and a mine-mouth oil shale-fired Independent Power Project.

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Our Middle East practice is acknowledged as one of the leading legal practices in the region. The expertise and experience of our lawyers and the overall breadth and depth of our Gulf practice is amply demonstrated by our substantial involvement (past and present) in some of the most significant, complex high profile and innovative projects and transactions in the region.

"This respected firm has proven expertise in capital markets and international projects, including matters such as M&A, consortium agreements, joint stock establishment and share acquisitions. Its clients are from a wide variety of sectors such as banking, construction, aviation and government." – Chambers Global 2017

Recognition and Awards

- Winner of the Offshore Finance award at IFN Awards 2019
- Named 'Best Islamic Law Firm', International Finance Magazine, 2018
- Ranked tier 1 in Islamic Finance in Legal 500, 2018
- Winner "Most innovative deal of the year" (IFN awards 2017)

See [partners profiles](#) on pages 224-225

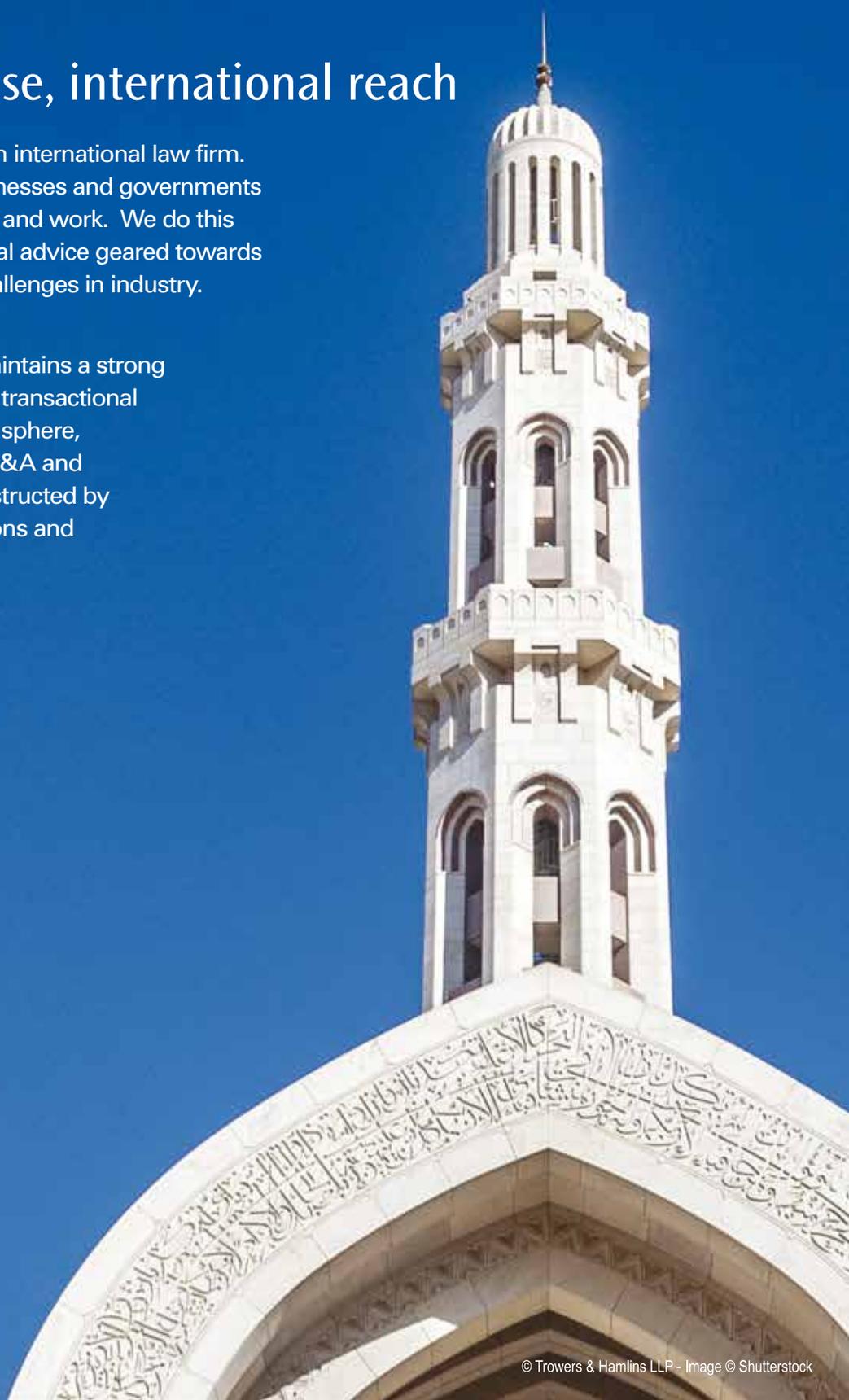
Local expertise, international reach

Trowers & Hamlins is an international law firm. We're here to help businesses and governments change the way we live and work. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry.

"Trowers & Hamlins maintains a strong practice in Oman in the transactional and corporate advisory sphere, regularly advising on M&A and joint ventures. Often instructed by multinational corporations and financial institutions."

Chambers Global 2019

www.trowers.com



Afridi & Angell

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Number of Employees: 75
Year Established: 1975

Website: www.afриди-angell.com

Languages Spoken: Arabic, English, Afrikaans, Dutch, Farsi, French, Hindi, Japanese, Sinhalese, Urdu.

Main Practice Areas

- Aviation
- Compliance and Regulatory
- Dispute Resolution
- Energy
- Government Licensing
- Insurance
- Maritime, Shipping & Transport
- Private Equity, Acquisitions
- Restructuring
- Venture Capital
- Banking & Finance
- Corporate and Commercial
- Employment
- Financial Services Regulation
- Infrastructure and Project Finance
- International Trade Controls
- Military Procurement & Offsets
- Real Estate & Construction
- Technology, Media and Telecommunications

Firm Profile

Founded in 1975, Afridi & Angell is a full-service UAE law firm in its fifth decade at the forefront of the legal community. From the beginning, our hallmarks have been a commitment to quality, unsurpassed knowledge of the law and the legal environment, and crafting of innovative business solutions. Licensed in the three largest Emirates of Abu Dhabi, Dubai and Sharjah as well as the Dubai International Financial Centre, our practice areas include banking and finance; corporate and commercial law; arbitration and litigation; construction; real estate; infrastructure projects; energy; project finance; maritime (wet and dry); and employment. We advise local, regional and global clients ranging in size and sophistication from start-ups, sole proprietorships, family-owned businesses, entrepreneurs and investors to some of the world's largest public and private companies, governments and quasi-government institutions. We attract and retain clients with our dedication to practical guidance focused on their business needs supported by decades of experience in our home jurisdiction, the UAE.

Afridi & Angell is the exclusive member firm in the UAE of top legal networks and associations, most notably Lex Mundi, the world's leading network of independent law firms, and World Services Group.

Recent Awards and Recognition

- Honourable Mention for Regional Law Firm of the Year, The Oath Middle East Legal Awards 2019.
- Honourable Mention for Regional Law Firm of the Year, Banking & Finance Team of the Year, and Employment Team of the Year, The Oath Middle East Legal Awards 2018.
- Highly Commended for Regional Law Firm of the Year (large practice), Legal Week's Middle East Legal Awards 2018.
- Regional Law Firm of the Year Award (small practice), The Oath Middle East Legal Awards 2016.
- Honourable Mention for "responsiveness", In-House Community Firms of the Year, 2017.

See [partners profiles](#) on page 225

A “go to” team of lawyers with local, regional and international expertise



For over 40 years, we have proudly served our clients on a variety of matters ranging from setting up in the UAE to some of the most complex transactions. With offices in Dubai, Abu Dhabi and Sharjah, we are the firm of choice for discerning clients within our core areas of practice: banking and finance, corporate and commercial, dispute resolution, real estate and construction, employment, infrastructure and energy, transport, as well as doing business in the Middle East and the UAE. Within these areas, as well as sub specialties, we address highly sophisticated legal challenges. In addition to our offices in the UAE, Afridi & Angell is the exclusive member firm in the UAE for Lex Mundi, the world’s leading network of independent law firms. As part of the Lex Mundi global network, we can provide our clients preferred access to more than 21,000 lawyers around the world.

www.afridi-angell.com

For more information please contact
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or Masood Afridi (mafridi@afridi-angell.com).

Amereller

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Contact: Christopher Gunson,
Partner, Dubai Office

Email: gunson@amereller.com

Number of employees: 150

Offices: 11 offices

Year Established: 1999

Website: www.amereller.com

Languages Spoken: English, Arabic, Farsi, Kurdish, German, Japanese, Russian.

Main Practice Areas

- Corporate & Commercial
- Dispute Resolution
- Labour & Employment

Firm Profile

Amereller Legal Consultants was established in Dubai in 2003 and is an operational hub for the firm's practice in the UAE and the Gulf. Our Dubai office is a full-service business law practice that advises and represents hundreds of multinational corporations.

The scope of this support covers all business law matters, including support on all types of commercial transactions, strategic investments such as M&A and joint ventures, employment, and regulatory compliance. We also assist on business establishment in the UAE and all of the free zones, including governance and corporate housekeeping.

Our office also advises and represent clients on all aspects of dispute resolution, including local and cross-border arbitration, management of advocates to handle local litigation, complex case management, and negotiating informal resolution to disputes. Where necessary, we work with local counsel to provide support in other jurisdictions.

Recognition

Widely recognized in multiple jurisdictions including Iraq, UAE, Egypt, Iran, Syria, and Libya in rankings that include Chambers, Legal 500, IFLR, and Who's Who, among other lawyer and law firm ranking publications.

AMERELLER

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Horizons & Co

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Contact: Adv. Ali Al Zarooni
Number of employees: 57
Offices in Middle East: 2
Year Established: 1999
Website: www.horizlaw.ae

Languages Spoken: English, Arabic, French, Hindi, Urdu, Tagalog, Afrikaans, Mandarin.

Main Practice Areas

- Civil & Commercial Litigation
- Arbitration and Dispute Resolution
- Private Notary Services
- Incorporations & Formations
- Corporate Structuring
- Intellectual Property
- Patent & Trademarks
- Criminal
- Employment
- Commercial Advisory
- Banking & Finance
- Mergers & Acquisitions
- Franchising
- Capital Markets

Firm Profile

Horizons & Co is a disputes-focused practice, specialising in litigation, arbitration and corporate matters in the UAE and the wider MENA region. The firm have a strong regional focus and have been advising clients, on a range of contentious and non-contentious matters, from our Dubai and Abu Dhabi offices for two decades.

Litigation

Our lawyers handle all types of litigation including; civil and commercial, banking and finance, criminal, employment, and most notable real estate and construction. Due to our expertise in UAE Law litigation we are often called upon by many multinational organisations and international law firms.

The team is regarded for having a mix of civil and common law backgrounds, meaning the firm can handle UAE Court matters, as well as those in the various free zones. Our lawyers are specialists in interim measures and our legal consultants are held in high regard for their drafting skills. Imperative to our success are our Emirati practitioners, who have full rights of audience before all levels of courts and tribunals in the UAE.

Arbitration

With a broad range of experience in domestic and international arbitrations, our clients include corporate organisations and individuals across an extensive range of practice areas, including construction, real estate, corporate and commercial and banking. We regularly work on complex and high-value arbitration matters, working with some of the UAE's top experts to provide additional weight to the case and strengthen our position in order to achieve the best possible outcome for our clients. Our arbitration lawyers are registered to appear before DIAC, ADCCAC and the DIFC LCIA Arbitration Centre.

Corporate

Our corporate team are known for providing clarity to clients in complex commercial transactions such as cryptocurrency and its practical implications under UAE Laws; advising on the sale/transfer of consolidated plots of land, as well as advice on development agreements and VAT implications; negotiating with business partners and drafting all necessary agreements on behalf of our clients. We offer a full range of corporate financial advice, including venture financing, public offerings, strategic alliances, technology transactions and highly complex mergers and acquisitions.

Horizons & Co is a forward-thinking local practice, with our roots firmly embedded in the UAE and our sights set on the global market.

See partners profiles on page 226

HORIZONS

&CO

“Proactive litigation team with a well-attested presence in the local courts. Popular choice for international counsel seeking local disputes expertise.”

Chambers Global, 2019

- Local Knowledge
- Leading Local Firm
- International Standards
- Experts in UAE & GCC Law
- Local & International Lawyers

Trowers & Hamlins

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Contacts: Cheryl Cairns / Saleem Adam
 Offices in Asia: Kuala Lumpur
 Year Established: Dubai 1991 / Abu Dhabi 1993

Languages Spoken: Arabic, Bahasa Malaysia, Cantonese, English, French, Mandarin, Russian.

Main Practice Areas

- Banking and Finance
- Dispute Resolution
- Housing and Regeneration
- Projects
- Telecoms, media & technology
- Construction
- Employment and Pensions
- International
- Public sector / Local government
- Corporate
- Energy and Infrastructure
- Private Wealth
- Real Estate

Firm Profile

Trowers & Hamlins is an international law firm. We are here to help businesses and governments change the way we live and work for the better. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry. We like to build enduring one-to-one relationships with our clients and develop long-term partnerships beyond transactional work. We provide a full range of corporate, business and commercial legal services.

Trowers & Hamlins in Asia and the Middle East

The international practice of Trowers & Hamlins undertakes work in many jurisdictions but is particularly closely associated with Asia and the Middle East. In the Middle East we are considered to be a regional specialist and we have broad geographical coverage and one of the largest, strongest and most experienced teams of lawyers.

Our connections with the Middle East date back to 1959. Trowers & Hamlins has long-established offices in **Abu Dhabi, Bahrain, Dubai, Oman** and is now the first foreign law firm to secure a branch licence in **Malaysia**.

Our **KL office** is particularly focused on providing international counsel support to major projects and cross border investments for ASEAN clients internationally, and in the ASEAN region, applying our international experience of projects of a similar nature to important in-country projects, with particular focus on energy, infrastructure and PPP projects. Our range of clients and connections, and their fields of activity, are significant and varied. Our client base ranges from Government-linked companies, to infrastructure funds, developers, real estate companies, banks, contractors and engineers, the automotive industry, and sundry partners involved in international commercial activity and joint ventures.

In **Jordan** we have a strong association with Abdul Karim J Al Fauri and Associates and we have successfully advised over the last 15 years on some of Jordan's largest projects: its recent LNG import project; the Arab Gas pipeline from Egypt; oil shale concessions including one with oil major Shell; and a mine-mouth oil shale-fired Independent Power Project.

In **Saudi Arabia** we have a presence on the ground through an exclusive co-operation arrangement with Prima Law & Consultations Office, headed by HH Dr Abdulrahman bin Saud Al-Kabier.

In **Kuwait** we collaborate with a number of leading Kuwaiti law firms and we also enjoy very close and regular working relationships with law firms in **Egypt** (where we had our own office for more than 10 years) **Qatar** and **Turkey**.

Our Middle East practice is acknowledged as one of the leading legal practices in the region. The expertise and experience of our lawyers and the overall breadth and depth of our Gulf practice is amply demonstrated by our substantial involvement (past and present) in some of the most significant, complex high profile and innovative projects and transactions in the region.

Clients benefit from a high degree of partner involvement, quality control and accountability. Across the firm, technical expertise is matched by strength, in-depth knowledge and substantial back-up resources. There is a strong shared commitment to doing the job right and delivering consistently good service.

We are consistently ranked as a leading law firm in the Middle East and North Africa and are the first law firm to secure a Law Society Award for service levels for our Middle East offices.

Recognition and Awards

- Winner of the Offshore Finance award at IFN Awards 2019
- Named 'Best Islamic Law Firm', International Finance Magazine, 2018
- Ranked tier 1 in Islamic Finance in Legal 500, 2018
- Winner "Most innovative deal of the year" (IFN awards 2017)

See partners profiles on page 227

Local expertise, international reach

Trowers & Hamlins is an international law firm. We're here to help businesses and governments change the way we live and work. We do this by providing commercial advice geared towards tackling tomorrow's challenges in industry.

The firm is noted for its long history in the Middle East and well-established relationships with major clients.

Clients describe the firm as having "lots of local market knowledge."

Chambers Global 2019

www.trowers.com



REST OF THE WORLD

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..... 198

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Representing Corporate South Africa

KEY ISSUES AND CONCERNS

South Africa is the only jurisdiction included in this handbook where most respondents expected to see the size of their team grow during the next 12 months. However, many legal departments are operating under budget constraints and a quarter expect their teams to shrink.

The legal market in South Africa is mature and this is reflected in the use of technology within in-house teams. E-discovery, matter management solutions, e-signatures, smart contracts, board portals and contract templates are all commonly used — and much more so than in any Asian jurisdictions we surveyed.

Despite the wide deployment of legal technologies, counsel in South Africa report many similar frustrations to their peers in Asia. Even when companies are gearing up for growth and investing in such, the legal team is often the last in line “as we are seen as a cost”. Staying on top of the rapidly changing legislative landscape is another common challenge, particularly for respondents who reported that their team is undersized. Some counsel even expressed difficulty in finding external counsel with the right level of expertise for their business.

As a regional hub, South African teams also face some similar challenges to their counterparts in Singapore, such as supporting the business in jurisdictions with different per-

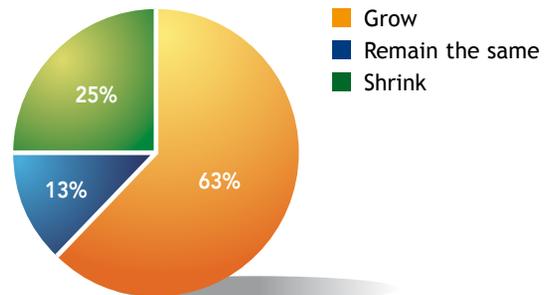
“Some counsel expressed difficulty in finding external counsel with the right level of expertise for their business”

RESPONDENT PROFILE

Avg team size:	28
Dominant industry:	Technology/Media/ Telecommunications
Ethics/compliance within legal team:	50%
Multinational/Local:	75%/25%

SOUTH AFRICA

In the coming 12 months, how will the size of your in-house legal team change?



spectives, time zones and cultures, “some with less appreciation for the role of legal and having us proactively involved in the business”.

Roughly two-thirds of respondents retain the majority of legal work in-house, with external spend typically of around one-third of the legal budget. The most common areas that are outsourced are litigation and dispute resolution, corporate/M&A, antitrust and banking/finance.

Elvinger Hoss Prussen

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Contact: xavierlesourne_hk@elvingerhoss.lu

Number of employees: 370

Offices: Hong Kong, Luxembourg, New York

Year Established: 2012 (1964)

Website: www.elvingerhoss.lu

Languages spoken: Chinese (Cantonese), Chinese (Mandarin), English, French, German, Luxembourgish.

Main Practice Areas

Investment funds / Private equity / Real estate / Corporate, mergers & acquisitions / Management companies and AIFMs / Regulatory and compliance / Structured finance and securitisations / Tax advice and structuring / Tax litigation / VAT and indirect tax / Transfer pricing / Banking and financial services / Capital markets (debt and equity) / Commercial / ICT, IP, media and data protection / Technology / Investment firms and other professionals of the financial sector / Administrative law / Dispute resolution / Employment and pensions law / EU law, competition and antitrust / Finance / Foundation, non-profit organisations and philanthropy / Insolvency and restructuring / Insurance and reinsurance / Public procurement / Urban zoning.

Firm Profile

Our firm was founded in 1964 by lawyers committed to excellence and creativity in legal practice. Since then, we have shaped a firm fit for one purpose; to deliver the best possible advice for businesses, institutions and entrepreneurs. Our Hong Kong office is headed by Xavier Le Sourne, partner of the firm who has strong experience in regulated and unregulated investment structures. The local team is supported by Counsel Charlotte Chen, a native Chinese speaker, and a dedicated group of associates both in Hong Kong and Luxembourg. Partners Katia Panichi, who opened the Hong Kong office in 2012, and Gast Juncker are both responsible for the Asian activities in Luxembourg.

Recognition

Elvinger Hoss Prussen is ranked top tier in Legal 500, Chambers & Partners and IFLR 1000. In every recognized client or peer assessment, the firm ranks among the top firms in Luxembourg. “Elvinger Hoss Prussen has ‘incredible strength-in-depth’ and therefore has the critical mass to handle a considerable volume of matters for clients ranging from boutique investment houses to large international fund promoters.” We were recently honoured to receive the FLR Award 2019 “Luxembourg Most Innovative Law Firm of the Year”.

Key Deals

- We advise a number of Asian asset managers in the establishment and maintenance of their Luxembourg UCITS and AIF ranges. Our clients include the major Chinese banks, asset managers in Hong Kong, Singapore and Korea as well as the major Japanese asset management and securities houses.
- We assisted Far Eastern International Bank in providing financing to a Luxembourg Reserved Alternative Investment Fund through a Luxembourg law governed term loan facility agreement.
- We advised Shenzhen based Tencent Holdings Limited on corporate law aspects in connection with their acquisition of a majority stake in European based entity SUPERCELL OY.
- We advised Hong Kong based Baring Private Equity Asia (BPEA) in setting up two of the largest Asia parallel funds (each under the form of a Luxembourg partnership) respectively investing in Asian management buyouts and real estate.
- We assisted Hong Kong based Euro Asset Management Ltd to set up of a Luxembourg partnership to invest into UK real estate.

**Elvinger Hoss Prussen's Hong Kong office provides legal services only under Luxembourg law*

See [partner profile](#) on page 227

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LUXEMBOURG LAW

Legal advice from a different perspective

With more than 40 years of experience in advising Asian clients we provide guidance to our Chinese clients on all aspects of Luxembourg law.



Contact us to discuss how we can support your business with Luxembourg legal matters.

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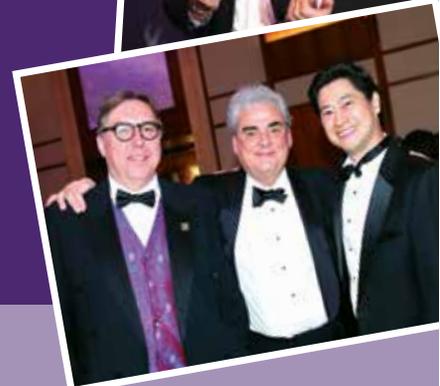
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Lei Zhang

Partner

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天達共和律師事務所
 East & Concord Partners

Lei Zhang is a partner in East & Concord's Beijing office whose practices focus primarily on International commercial arbitration and litigation. Mr. Zhang also specializes in compliance, bankruptcy and liquidation. He has gained significant experience in dispute resolution during his past about twelve-year legal practice.

Mr. Zhang has represented clients in a wide variety of high-profile cases covering an extensive range of commercial disputes. He advises SOEs, bankers, WFOEs and domestic construction companies on matters concerning debt dispute, share purchase litigation and real-estate related disputes, etc. He has been highly praised by his clients. Mr. Zhang speaks Mandarin and English.

See firm profile on page 14



Chaoyi Ji

Partner

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天達共和律師事務所
 East & Concord Partners

Mr. Chaoyi Ji is a partner and Head of the Dispute Resolution Department at East & Concord Partners.

Mr. Ji attained LL.B. from East China University of Political Science and Law and MA in Law from University of Bristol. He has extensive practical experience in handling commercial litigation and arbitration in relation to investment, shareholding, finance, international contracts for the sale of goods, responsibilities of product quality disputes.

In 2018-2019, Mr. Ji was recognized as the rising star in field of arbitration by the media LEGALBAND. In 2014-2015 and 2015-2016, Mr. Ji was ranked as one of 30 rising stars in PRC law practice by LEGALBAND.

See firm profile on page 14



Patrick Gu

Partner

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LINKS
 Law Offices
 通力律師事務所

Patrick Gu is a partner of Llinks. He has accumulated over 15 years in-depth experience working in both foreign and Chinese law firms as well as Fortune 500 companies. Mr. Gu specializes in the areas of foreign direct investment, mergers and acquisitions, and general corporate and compliance related legal issues. Mr. Gu also provides customized services in all fields of labour and employment law, such as daily HR consultation, white collar crime, anti-corruption, anti-bribery investigations etc. Mr. Gu frequently represents clients in arbitrations and litigations. He has a keen business sense, able to provide constructive, practical and insightful advice and solutions to his clients.

See firm profile on page 16



Kenneth To

Partner

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Kenneth To is a partner of W. K. To & Co. and leads the Corporate and Commercial Department. He specializes in the areas of mergers and acquisitions, employment, banking and loans, joint ventures, corporate restructuring, structuring of multinational business operations, shareholder agreements and general commercial contracts. Kenneth also has extensive experience in advising clients on PRC-related matters including cross-border investment, mergers and acquisitions and employment and property issues. In addition to his commercial practice, Kenneth also advises private clients in relation to trust, estate planning and family succession planning.



W. K. TO & CO.
杜偉強律師事務所
Solicitors, Notaries, Agents for Trademarks & Patents

See firm profile on page 18



Christopher Bickley

Partner, Head of Hong Kong Office

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Christopher Bickley joined Conyers in 1994. His practice includes all aspects of corporate law with specialist expertise in corporate finance. Christopher is particularly experienced in initial public offers and listings of shares of companies on the Main Board and the Growth Enterprise Market of The Stock Exchange of Hong Kong Limited, and stock exchanges in other jurisdictions including Australia, London, Singapore and NASDAQ. His experience extends to debt financings, schemes of arrangements, restructuring exercises, fund raising exercises and private equity investment. Christopher has also advised in a number of shareholder disputes and offshore contentious matters.

CONYERS
康德明律師事務所

See firm profile on page 28



Xavier Le Sourné

Partner

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Xavier Le Sourné is a partner of Elvinger Hoss Prussen and is based in Hong Kong since 2015. His practice concentrates on collective asset management and investment funds. He advises a number of investment fund promoters and other financial institutions, principally across Europe and Asia, in relation to the set-up and structuring of their Luxembourg investment fund operations.

More particularly, Xavier advises private equity firms and real estate sponsors.

Xavier Le Sourné is listed as a Notable practitioner in IFLR1000 2019.

**ELVINGER
HOSS**
LUXEMBOURG LAW

See firm profile on page 30



Vivien Teu

Managing Partner

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**Vivien Teu
& Co LLP**
張德堂律師事務所
高級法律顧問

Vivien Teu has in-depth and diverse legal experience in the areas of asset management, investment funds, banking and financial services, securities regulatory, trusts, tax, and corporate commercial matters.

Based in Greater China including Hong Kong and Shanghai most of her career, Vivien's practice uniquely combines her knowledge and experience in both international and Mainland securities and financial regulatory matters, investment funds, cross-border investments and transactions. Vivien regularly advises investment funds, asset managers or other financial institutions establishing or operating in Hong Kong or China, on the full spectrum of China, onshore and offshore funds and investment or financing structures and arrangements.

See firm profile on page 32



Vincent To

Founder and Senior Partner

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W. K. TO & CO.
杜偉強律師事務所
Solicitors, Notaries, Agents for Trademarks & Patents

Vincent is the founder and senior partner of W. K. To & Co. He has extensive experience in all types of litigation, mediation and arbitration and is a highly regarded lawyer in Hong Kong who has dealt with a number of substantial and high profile cases. He sits on the Panel of Arbitrators of the Hong Kong International Arbitration Centre and also the Panel of Arbitrators for the Beijing, Qingdao, Qianhai and Shantou Arbitration Commission. Over the years, Vincent has gained a reputation among clients from the PRC for his profound understanding of their needs and concerns. Vincent is recommended in the Legal 500 Asia Pacific 2017 & 2018 editorial in the field of Dispute Resolution.

See firm profile on page 34



Pravin Anand

Managing Partner

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Practice area/industry focus: Intellectual Property, Litigation and Dispute Resolution

The prominent awards and accolades accorded to Mr. Anand include

- **Best of the Best** – Patents (Expert Guide 2015)
- **Who's Who Legal** Patent Litigation Featured Lawyer 2015
- **IAM Patents1000 Gold (2014)** Category Lawyer
- **WTR 1000 Gold (2015)** Category Lawyer
- "Highly Recommended Leading Lawyer" in Intellectual Property – **Chambers and Partners (2015)**
- 'Leading Individual' for intellectual property – **Legal 500 (2014)**
- Features as a recognized lawyer for IP Litigation in the **Asialaw Leading Lawyers 2015**

See firm profile on page 46



Vineet Aneja

Managing Partner

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Vineet Aneja is the managing partner, and heads the Corporate Commercial Practice of Clasis Law. His professional journey as a lawyer began more than 20 years ago. Today, he has a plethora of experience across sectors such as corporate commercial, retail, hospitality, employment, e-commerce, education, healthcare, aviation, etc. He has provided specialized transactional and advisory services across sectors, covering diverse areas. He has been recognized and awarded for his excellence in corporate laws over many years.



See firm profile on page 48



Mustafa Motiwala

Head of Mumbai Office & Litigation and Dispute Resolution Practice

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Mustafa Motiwala heads the Mumbai office and the Litigation & Dispute Resolution practice of Clasis Law. He specialises in litigation, insolvency & bankruptcy, shipping, real estate, intellectual property rights, media and entertainment, family disputes, Islamic law, project financing and corporate work. He also has expertise in arbitration which includes matters, across various courts and fora in India as well as domestic and international institutional arbitration.



See firm profile on page 48



Hemant Sahai

Founding Partner

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Email: hemant.sahai@hsalegal.com

Hemant Sahai is the Founding Partner of HSA Advocates and is recognized by peers, clients and diverse international legal publications as an "astute lawyer", and one of the "leading lawyers" in India. For the last three decades, Hemant has been a trusted legal counsel to some of the largest corporates in India and overseas for several legal transactional and advisory assignments and is widely recognized for his role in shaping the Indian legal industry. Hemant has also been an adviser to several working groups and committees formed by top Government bodies and institutions, PSUs, regulatory authorities, multilateral institutions (World Bank, IFC, ADB, etc.), banks and financial institutions on a range of diverse issues.



See firm profile on page 50



Emir Pohan

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Emir Pohan has more than 15 years of experience in practising law. He has been advising major Indonesian and international clients in matters relating to commercial disputes, antitrust, employment, and regulatory compliance in many industrial sectors. His practice also covers risk advisory, data protection, and franchising.

In 2019 Emir was recognised and awarded by the In-House Community as a “Commended External Legal Counsel”, and by the International Advisory Experts for franchise law in Indonesia. He is also listed in Who’s Who Legal for franchising in Indonesia.

EMIR POHAN & PARTNERS
LAW OFFICES

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Dr. Mohamed Idwan Ganie is Managing Partner of Lubis Ganie & Surowidjojo. Specialized in Corporate Transactions, Corporate Disputes, Legal Due Diligence, Infrastructure & Transport Law, Restructuring, Investment Law, Legal Compliance, Negotiation, Takeovers, Acquisitions & Mergers. Regional Panel of SIAC, AIAC and CAS.

Admitted to the Indonesian Bar. Licensed Capital Market Lawyer; Fellow of FSI Arb, Chairman of Association of Indonesian Antitrust Lawyers, President of Indonesian Court of Arbitration for Sports, Global Leadership Board of US-Asia Institute - Washington DC (USAI). Senior Lecturer of the Faculty of Law of the (State) University of Indonesia. Graduated in Tort Law from the Faculty of Law, University of Indonesia and holds a PhD in Shipping Law from the University of Hamburg.

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Lia Alizia is a Partner of Makarim & Taira S. heading the Corporate, Commercial and Litigation departments, with particular expertise in employment and Intellectual Property (IP) rights in Indonesia. She has a successful track record of effectively advising a variety of firms from digital startups to multinational firms on their concerns and issues. Keeping abreast of developments in the fast-evolving field of IP law, she draws on her significant experience to interpret and advise clients on application, protection and enforcement. She is also able to provide counsel on sensitive employment issues, including mass terminations of employees and resolution of industrial disputes.

MAKARIM & TAIRA S.
COUNSELLORS AT LAW

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Dr. Yozua Makes is a senior and managing partner at Makes & Partners. He has over 30 years of experience and has handled a broad range of complex cross-border commercial transactions. He is an alumnus of the faculty of law of the University of Indonesia, the University of California at Berkeley (Boalt Hall School of Law), the Asian Institute of Management and Harvard Business School. Yozua was conferred a PhD degree in law by the faculty of law of the University of Indonesia in 2016. Yozua is actively involved in various professional and social organizations. He was the first appointed member of the National Commission of Good Corporate Governance and is a member of the board of experts of the Indonesian Publicly Listed Company Association. He is a registered legal consultant in the Indonesian Capital Market and Financial Institution Supervisory Board and is a distinguished associate professor at the faculty of law of the prestigious University of Indonesia and Pelita Harapan University.

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MAKES & PARTNERS
LAW FIRM



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Mulyana joined MKK in 1995 and has been a partner since May 2008. He graduated from the Faculty of Law, Parahyangan Catholic University in Bandung, in 1987 and earned an LL.M. degree from Columbia Law School in New York City in 1994. He was appointed as a practising lawyer in 1987 by the High Court of West Java. He advises on corporate, administrative and constitutional law issues, conflict of laws and international law, tax disputes (particularly at the level of the Supreme Court), arbitration and alternative dispute resolutions. He previously taught International Business Transactions at the Faculty of Law, Tarumanagara University in Jakarta. His writings have appeared in various national and international law journals and publications.

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Emir Kusumaatmadja is a partner focusing on the areas of banking and finance, mining and project development, in particular in the private power sector, and a range of general corporate matters. Emir Kusumaatmadja joined the firm following his graduation from the Faculty of Law, Padjadjaran University in 1983. He obtained his LL.M. degree from the School of Law at the University of California (Berkeley) in 1986. Mr. Kusumaatmadja has been named by Asia Law and Practice as one of Indonesia's leading Banking and Finance law specialists and by Chambers Leading Lawyers as one of the leading Corporate and Commercial lawyers in Indonesia. He is a member of the Association of Indonesian Legal Consultants.

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Denny Rahmansyah is the managing partner of SSEK, one of Indonesia's largest and most highly regarded corporate law firms. Denny joined SSEK in 2001 and is deeply involved in major transactions related to cross-border mergers and acquisitions, debt restructuring and project financing. He is particularly involved in the real estate, natural resources and regulatory compliance sectors. Denny is recognized by Asialaw as one of Indonesia's leading lawyers for corporate law and M&A. Denny received his Bachelor of Laws from the University of Indonesia and earned his LL.M. in international economic and business law from the University of Groningen, the Netherlands.

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Deepak Sadasivan experience comprises banking work such as capital market financing, security documentation, straight financing and the financing of significant infrastructure/energy projects, including water supply privatisation, IPPs and expressway construction. He is particularly experienced in structuring and documenting Islamic financing transactions inclusive of the world's first exchangeable Sukuk, Malaysia's first Islamic stapled securities, Malaysia's first municipal bonds, and the world's first Green SRI Sukuk (2018).

Highly ranked in 2019 by Asialaw Profiles (Elite Practitioner), IFLR1000 (Market Leader - Banking, Capital Markets, Islamic Finance, Project Finance) and Chambers Asia Pacific (Band 1- Banking and Finance, Islamic Finance), Deepak was awarded Managing Partner Of The Year at the 2016 ALB Malaysia Law Awards for his stewardship of the firm.

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Nick Edmondson

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Nick Edmondson has previously lived and worked in the Middle East as resident managing partner of the firm's Oman office between 1994 and 2000. He is now based in the firm's Kuala Lumpur office and works regularly leading teams involved in the ASEAN region, the Middle East and the UK.

Nick's experience includes project development and finance, privatisation, corporate structuring and inward investment into the UK and Europe. Nick is co-head of the firm's Islamic Finance Group and is client partner for a number of Islamic Financial Institutions. He is a recognised as a notable practitioner in Islamic Finance in Chambers & Partners Guide to the Legal Profession 2016.

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Tom Reynolds

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Tom Reynolds is a partner in the International Corporate Department of Trowers & Hamblins LLP, currently based in our Kuala Lumpur office.

Tom has been working with Trowers & Hamblins for 10 years and has gained a broad range of experience advising on corporate, commercial, banking and finance transactions, with a particular focus on corporate work.

In the corporate field Tom's main focus is on cross-border mergers & acquisitions, private equity, equity capital markets, joint ventures, and corporate structuring for UK company / commercial real estate acquisitions by overseas investors. Often this involves a significant Shari'ah structuring aspect as many of our clients and/or their investors are Shari'ah compliant. Tom also has expertise in advising clients on international commercial contracts including franchise and distribution agreements.



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Emerico O. De Guzman, the Managing Partner of ACCRALAW, was the Head of the Firm's Labor and Employment Department from 2008 to 2014. He is advising several of the top multinational corporations in a variety of industries with their labor and employment concerns. He has been assisting clients with their contracting arrangements as well as the conduct of compliance audits and the resolution of disciplinary cases and termination disputes. He actively gives seminars and lectures on current employment law issues, and has authored several legal papers published in various international books. He is director and officer of key local and international organizations. In 2006, he was President of People Management Association of the Philippines. He was appointed by Philippine President Benigno Simeon C. Aquino III as a member, representing Employers, of the National Tripartite Industrial Peace Council (TIPC). In 2014 he was elected President of the Philippine Bar Association for the year 2014-2015. In 2018, he was appointed Co-Chair, Legal Practice Committee, Inter-Pacific Bar Association.

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Nilo T. Divina

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DIVINALAW
Dynamic Lawyering

Nilo T. Divina is a seasoned corporate and banking lawyer. He established DivinaLaw in 2006 and has led the aggressive growth of the Firm in a short span of time.

Nilo has been serving as the dean of the Faculty of Civil of the University of Santo Tomas from 2009 to the present. He also teaches in the University of the Philippines College of Law.

In 2017, he was named as one of the Top 500 Leading lawyers in the world by the InterContinental Finance & Law Magazine. He was also named Managing Partner of the Year for two consecutive years by the ACQ Global Awards and recognized as one of the top 100 lawyers of the Philippines in 2018 and 2019 by the Asia Business Law Journal.

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**MORALES &
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Rafael A. Morales is the Managing Partner in Morales & Justiniano. He is a professorial lecturer at the College of Law of the University of the Philippines. He authored two books: *The Philippine General Banking Law (Annotated)* and *The Philippine Securities Regulation Code (Annotated)*, as well as numerous legal articles.

He is a member of the Integrated Bar of the Philippines and the Philippine Bar Association, as well as the Financial Executives Institute of the Philippines, the New York State Bar Association, and the American Bar Association. He was president of the Inter-Pacific Bar Association.

He is an In-House Community Commended External Counsel of the Year, 2017.

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 SURALVO**
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Jude Ocampo specializes in mergers and acquisitions, international corporate structuring, tax and corporate law. Jude has advised several global and ASEAN multinationals in multi-jurisdictional reorganizations on complex mergers and acquisitions. He obtained his LL.B. degree from the University of the Philippines, and holds an LL.M. from Harvard University and an MBA in Finance and Supply Chain Management from the University of North Carolina – Chapel Hill. Jude has led engagement teams in various legal and tax firms in the Philippines, Southeast Asia, Central Asia and Europe. He was previously a regional tax director and deputy head of regional tax at DFDL.

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Cristina Suralvo is a power and energy lawyer. She brings nearly a decade of valuable regulatory experience with the power industry as a Deputy Enforcement and Compliance Officer of the Philippine Electricity Market Corporation, which operates and governs the Wholesale Electricity Spot Market. She honed her expertise in corporate, commercial and tax law, advising and assisting domestic and foreign clients at various stages of their business existence and on a range of legal and tax issues. Cristina obtained her LL.B. degree from the University of the Philippines, and placed 10th in the 2001 Philippine bar examinations.

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Karen Ocampo

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Karen Ocampo specializes in tax and data privacy. Karen's tax law experience is wide-ranging, from tax planning and advisory to tax controversy and advocacy. Her competence in this sphere is strengthened by international experience in the tax and legal departments of Big 4 accounting firms abroad. She was senior tax manager at Deloitte Kazakhstan, and a tax executive at Ernst & Young Cambodia. Karen has assisted various clients with data privacy compliance, and holds the Certified Information Privacy Manager (CIPM) credential, as certified by the International Association of Privacy Professionals (IAPP). She obtained her LL.B from the University of the Philippines.



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Christine Antonio

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Christine Antonio specializes in infrastructure, public-private partnerships, and project finance. She possesses extensive experience in the Public Private Partnership (PPP) sector, having worked as a project development director at the PPP Center of the Philippines. She has advised on offshore PPP projects in Vietnam, Myanmar, and Cambodia. She also has substantive experience in project financing, having acted as transaction counsel for various lenders in relation to the financing of several coal hydro power projects in the Philippines. She obtained her LL.B. from the University of the Philippines, and holds a Master of Corporate Law degree from the University of Cambridge.



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Charity Aurellano specializes in dispute resolution, labor, corporate and environmental law. She obtained her LL.B. from the University of the Philippines and holds a Master of Commercial Law degree from the University of Melbourne. She was a former corporate counsel for a group of mining companies and has advised and assisted clients in their license applications and regulatory compliance with mining and environmental law. Having previously worked as an associate in Poblador Bautista & Reyes Law Offices and Siguion Reyna, Montecillo & Ongsiako Law Offices, she also has extensive experience in labor, civil and commercial litigation and intellectual property rights enforcement.



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Hector M. de Leon, Jr. is the managing partner of SyCip Salazar Hernandez & Gatmaitan. His practice focuses on corporate and commercial matters, with emphasis on equity investments, mergers and acquisitions, project development and finance, and similar commercial transactions.

Mr. de Leon is a professorial lecturer at the University of the Philippines College of Law. He is also a fellow of the Institute of Corporate Directors and a member of the Inter-Pacific Bar Association and Tax Management Association of the Philippines.

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bkl BAE, KIM & LEE LLC

Mr. Sung Jin Kim is managing partner of Bae, Kim & Lee LLC. Prior to assuming that role in 2015, Mr. Kim headed the firm's Construction, Real Estate & Arbitration Group, which handles all types of construction and real estate projects and related disputes as well as international disputes in those and other areas. He has also served as Chairman of the Central Construction Dispute Resolution Committee of the Ministry of Land, Infrastructure and Transport and as a non-standing member of the Central Land Tribunal of the same ministry.

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KIM & CHANG

Kye Sung Chung is a senior partner at Kim & Chang, and serves as the chair of the firm's Finance practice. He has been with the firm since 1976, and his practice focuses on banking regulations, corporate finance, securities law matters, and mergers and acquisitions. Mr. Chung has extensive transactional experience, representing publicly and privately-held multinational and Korean companies in cross-border acquisitions, mergers, joint ventures, securities offerings and financings. In addition, he advises foreign and domestic clients on commercial and investment banking issues, including regulatory matters.

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YOON & YANG

법무법인(유) 화우

Jinsu Jeong is the managing partner at Yoon & Yang LLC. Mr. Jeong has extensive experience in commercial and civil litigation as well as white-collar criminal defense. During his 15-year tenure in the judiciary, he served as a judge in various levels of courts including the Seoul District Civil Court, Seoul District Court, and Seoul Western District Court. In 2005, Mr. Jeong took on a prestigious two-year stint as a Judicial Researcher at the Commercial Law Department of the Supreme Court of Korea, where he developed particular expertise in securities, insurance disputes and managerial rights disputes. Since joining Yoon & Yang in 2007, Mr. Jeong has successfully represented numerous conglomerates and multinational companies in their disputes surrounding derivatives products and securities transactions and defended many corporate officers in various embezzlement and breach of duty criminal cases.

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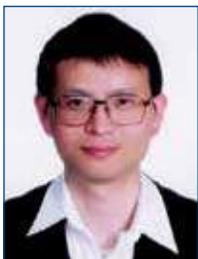


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YULCHON

Mr. Yong Sup Yoon is a Managing Partner of Yulchon. Mr. Yoon is an accomplished litigator with an impressive record of successes in high-stakes cases brought before the Korean courts.

Before joining Yulchon, Mr. Yoon was a presiding judge for various district courts, including the Western Branch of Seoul District Court, the Incheon District Court, and the Gyeongju Branch of Daegu District Court. He was also a research judge for the Supreme Court of Korea and a judge for the Seoul High Court.

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C. F. Tsai is the first patent practitioner in this country who both has technological and law backgrounds and is qualified as a local attorney-at-law. Education: Bachelor of Marine Engineering in National Chiao Tung University (1980); National Taiwan University School of Law (LL.B., 1989); Soo Chow University (LL.M., 1996).

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Yu-Li Tsai owns electrical engineering bachelor degree and telecommunication master degree from NTU, the top local university. He also has an IP master degree from Franklin Pierce Center for Intellectual Property. He is both Taiwan Patent Attorney and US Patent Agent. Currently, Mr. Tsai leads the patent department of Deep & Far Attorneys-at-Law.



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Lu-Fa Tsai earned his LL.B and LL.M degrees from National Taiwan University (NTU). NTU is the top university in Taiwan. He is an attorney-at-law, and now leads the law department. With his expertise, he has been entrusted by local and foreign clients in civil and commercial litigation cases.



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Jessada Sawatdipong is a Senior Partner at Chandler MHM Limited. He specializes in banking and finance, particularly project finance, with a focus on major, cross-border energy and natural resources, infrastructure and real estate projects. He acts for both lenders and borrowers, and has significant experience in representing syndicated lenders in infrastructure projects in Thailand, Laos and Myanmar. He has represented all major commercial banks in Thailand, leading international commercial banks, and multinational financial institutions. Jessada also has an extensive roster of Japanese clients.

CHANDLER MHM

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Kudun Sukhumananda is the founding partner of Kudun & Partners. His passion for developing a paradigm-shifting approach to legal advice led to the creation of Kudun & Partners in 2015. Kudun advises Thai and international clients on a wide range of matters, including foreign direct investment, mergers and acquisitions, real estate projects, and capital markets transactions, including initial public offerings, debt securities offerings, and stock exchange listings. Kudun also regularly advises international clients across a wide spectrum of industry sectors in developing and implementing optimal investment structures needed to do business in Thailand.

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Troy Schooneman is a partner of Kudun and Partners and head of the firm's International Practice Group. With a career spanning more than 25 years in Asia, Troy has extensive experience in advising a broad spectrum of Thai and international public and private companies, private equity funds and government agencies, on domestic and cross-border mergers and acquisitions, private equity investments, joint ventures, project and corporate financings, real estate developments, energy projects, and general corporate matters.

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Pisut Rakwong is the founder and managing partner of Pisut & Partners. Pisut acts for clients from a wide range of sectors and his main areas of practice are dispute resolution, corporate, insolvency and restructuring, trade competition, labour & employment, insurance, administrative and white-collar criminal matters. Pisut has notable involvement in a vast number of Thai court proceedings and arbitrations under the ICC and TAI rules.

Pisut has been named as Dispute Resolution Star by Benchmark Asia Pacific. He is also ranked as Notable Practitioner by Asialaw Leading Lawyers and Thailand Top-100 Lawyers by Asia Business Law Journal.

Pisut frequently speaks locally and overseas on matters relating to his areas of practice.

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Chatri Trakulmanenate has more than 20 years' experience in Capital Markets, M&A, and Corporate law. He represents leading domestic and international clients on international and overseas securities offerings, equity and debt, M&A, restructuring, investments, and on general commercial matters. He regularly advises on complex Capital Markets offerings under Rule 144A, Regulation S, of the U.S. Securities Act, and under Thai securities law. Prior to joining The Capital Law Office, he was a partner at another leading law firm in Bangkok, and he holds an LL.M. degree from Boston University School of Law (1994), and an LL.B. degree from Chulalonghorn University (1991).



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Warot Wanakankowit is a founding Partner at Warot Business Consultant Ltd. He has substantial experience with taxation, corporate and commercial, foreign business law, labour and employment and merger and acquisition transactions.

Prior to founding his own firm, Warot worked at Weerawong, Chinnavat & Peangpanor Ltd., one of leading law firms in Thailand. Before that he worked at KPMG Phoomchai Tax Ltd. as well as with PricewaterhouseCoopers Legal and Tax Consultants Ltd. in Thailand. Warot obtained an LL.B. degree from Thammasat University, and an LL.M. degree from King's College University, in the UK.



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Weerawong Chittmitrapap is widely recognised as one of Thailand's most experienced lawyers in mergers and acquisitions, corporate governance, restructuring, banking and finance, capital markets, infrastructure projects and public-private partnerships. He is renowned for advising clients on strategic transactions, including some of the largest mergers and acquisitions in Southeast Asia to date.

Weerawong is Special Advisor to the Association of Listed Companies of Thailand and has written two books on directors' roles and liabilities for the Bank of Thailand and the Stock Exchange of Thailand. Also, based on a recommendation from the Securities and Exchange Commission, he was retained by the World Bank to assist in its preparation of Corporate Governance Country Assessment of the Kingdom of Thailand.



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Ms. Veeranuch Thammavaranucept leads the capital markets and corporate governance practice groups at Weerawong C&P. She has considerable experience in capital markets and mergers and acquisitions, particularly innovative transaction structures and telecommunications in both domestic and cross-border transactions.

Prior to joining the Firm, she was General Counsel at a major telecommunications and internet services company in Thailand. Veeranuch has an LL.B (Honors) from Chulalongkorn University and an LL.M. from the University of Bristol, UK.

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Nguyen Anh Tuan

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Nguyen Anh Tuan, Partner and Chairman of Bizconsult Law Firm, is a well-recognized lawyer for Corporate and M&A work, recommended by Global Legal Experts for five consecutive years. Tuan has more than twenty-four years of experience in all areas of corporate and business law including, but not limited to, financing and real estate transactions, intellectual property and franchise. Tuan's clients include top Vietnamese and foreign banks and corporations, finance companies and international investment funds. Since 2011, Tuan has ranked as a leading lawyer for intellectual property in Vietnam by AsiaLaw Magazine. In 2010, he acted as counsel for a pharmaceutical manufacturer on a cancellation of Prizer's pharmaceutical mark on the 5-year non-use ground, and his case was awarded the Landmark Case of Mark Cancellation by Asia IP.

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Mark Fraser

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Mark Fraser has been advising clients on transactions in Vietnam since 1994. In 2004, Mark founded Frasers Law Company, which was the first foreign law firm to obtain a foreign law company licence in Vietnam. Prior to practising law in Vietnam, Mark was a senior associate in a large Magic Circle law firm, joining them in London in 1991. Mark was also based in their offices in Ho Chi Minh City, Singapore, Bangkok and Hong Kong at various times. Since being based in Vietnam, Mark's practice has focused on infrastructure projects, banking, project finance and corporate matters. Mark is recognised as one of Vietnam's top leading lawyers by The Legal 500 Asia Pacific, and Chambers Asia Pacific and Chambers Global and Asialaw Profiles.

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Nguyen Gia Huy Chuong is managing partner of Global Vietnam Lawyers. Chuong has about 20 years of extensive experience in consulting on corporate, M&A, and real estate matters. As noted by a client, *“Chuong is very savvy and possesses extensive expertise on cross-border transactions, especially under a tight deadline”*.

Chuong has been consistently recognized as a leading lawyer in Private Equity, Real estate and Corporate/M&A by Asialaw, the Legal500, Chambers & Partners, and IFLR1000.

Chuong has been named an **In-House Community – Commended External Counsel of the Year for 2017**.



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Mr. Vecchi has over 40 years experience practicing law in Vietnam. His expertise includes Vietnamese corporate, commercial law with particular emphasis on foreign investment. He acts for numerous multinational and mid-size investors. Mr Vecchi holds degrees from the Wharton School of Finance and Commerce, University of Pennsylvania (BS in Economics); Temple University (LLB); and University of Rome (Certificate in International Commercial Law). He was an Associate Editor of the Temple Law Quarterly. Mr Vecchi taught contract and corporate law to members of the Vietnam bar association for several years. He has written and spoken extensively on Vietnamese legal issues. He is a member of the Council of Foreign Relations.

RUSSIN & VECCHI

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Nguyen Huu Minh Nhut has experience in international business and multi-jurisdictional transactions. His practice focuses principally on M&A, private equity, international finance, and inbound foreign investment in general. Nhut has been involved in a number of large, complex transactions in which he has acted for multinational clients to provide solutions, to structure and to implement the transaction. He has particular experience in structuring complex M&A deals that require creative structures of share acquisition in light of existing legal restrictions and ambiguities. He has practiced law in Vietnam for over 15 years. Nhut holds a Bachelor's Degree in Commerce with a major in Finance and an LLB from the University of New South Wales, Australia. He is a member of the American Chamber of Commerce in Vietnam.

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Duyen is recommended as a Leading Lawyer in Vietnam by IFLR1000 and Legal 500 in M&A Practice, Energy & Infrastructure Practice and Finance Practice, and as a Market-Leading Lawyer by Asialaw in the Finance Practice.

She advises foreign investors and private equity funds in cross-border M&A, joint ventures, and other equity and equity-linked investments in Vietnam, and multinational financial institutions on asset finance transactions, project financing transactions and financial institution M&A transactions. She has a strong presence in infrastructure and energy sectors, as well as, regulated service sectors.

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Tung Ngo is a founding and senior partner of VILAF with more than 20 years of experience. Tung played a pivotal role in transforming VILAF into a respected independent business law firm in Vietnam.

Well-known and respected for his "high degree of professionalism", Tung has assisted many multinational companies such as Gamuda Land, Coca Cola, Mercedes Benz, Shell, and Exxon Mobil in their business investments since Vietnam opened its doors to foreign investment in the 1990s.

Tung is active in the practice areas of M&A, maritime, litigation, corporate, and commercial. Aside from the legal practice, he is also involved with CSR activities such as serving as an advisory board member in UNICEF.

Benchmark Litigation has recognized Tung to be a Dispute Resolution Star for 2019.

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Nguyen Truc Hien

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Recommended by international legal guides as offering broad expertise in commercial and construction-related work and high-value real estate projects, Hien advises many multiple-million real estate projects and financing (both equity and non-equity) in Vietnam. Hien advises both employers and contractors in construction related contracts such as design/consultant, construction and turn-key contracts. She advises many investors in direct investment and M&A transactions and operational issues in many fields of operation, including retail, e-commerce, consumer goods, automobile, information technology, insurance and telecommunications, among others. She is also an excellent tax lawyer and her tax planning helps clients find the best tax-efficient structures for their transactions and business models.

Hien is a ranked lawyer by Chambers and Partners.

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Luu Hoang Ha

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Ha is a partner in VILAF Energy, Infrastructure and Natural Resources Group. He regularly advises and represents Fortune 500 companies and Vietnamese Government Agencies in many of the most complex matters in the country's energy, infrastructure, and natural resources sectors. He has been instrumental in drafting major regulations affecting Vietnam energy sector. Prior to private practice, Ha managed the Vietnam legal and compliance function of a World Bank/IFC project, Unilever, and Unocal (now Chevron). Ha has been consistently recognised by independent legal publications as a leading lawyer in Energy, Infrastructure and natural resources, and Corporate M&A.

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Pham Si Hai Quynh

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Quynh has worked with VILAF since 2000 and became partner in 2009. Quynh advises leading multinational companies in various industries such as insurance, shipping, and real estate. He has also advised multinational real estate developers, pharmaceutical companies and oil & gas companies in cross-border M&A transactions. His practice areas include Corporate/M&A, Insurance, Shipping, Dispute Resolution, Real Estate and Commercial.

Quynh is In-House Community Commended External Counsel 2016; recognized in ALB's List of 40 Under 40 in 2016; named by IFLR1000 as a Notable Practitioner; an AsiaLaw Leading Lawyer 2017 & 2018; Benchmark Litigation's Dispute Resolution Star 2019; and Asialaw Distinguished Practitioner 2020 in Dispute Resolution.

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Trinh Luong Ngoc

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Ngoc is a qualified Vietnamese lawyer and possesses a wealth of experience in investment, cross-border M&A, corporate, finance, infrastructure, capital market, employment, anti-trust, and tax. Ngoc has likewise been involved in various industries including consumer goods, food and beverages, energy, pharmaceutical, chemicals, real property, healthcare, and water.

Ngoc has been with VILAF for more than 11 years. Prior to joining VILAF, he was with British Petroleum, the operator and major shareholder in the US\$1.3 billion integrated gas-to-power Nam Con Son project, for 3 years as an internal auditor and compliance officer.

He is currently the Vietnam National Reporter for the Tax Committee of the International Bar Association (IBA).

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Nguyen Anh Hao

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Hao has had more than 13 years of considerable experience in capital market, cross-border M&A, oil and gas, renewable energy, real estate, and employment.

Hao has advised many multinational companies in Vietnam in various industries, such as CapitaLand, Jen Capital in acquiring certain real estate projects in Vietnam; Medtronic and Shell on its day-to-day operation in Vietnam; Nameson Holdings Limited and Regina Miracle International (Holdings) Limited with Vietnam garment operation on its IPO and listing on HKX; CPECC in joint venture acquisition JAKS Hai Duong BOT Power Project.

Before joining VILAF in 2006, Hao has worked for Willkie Farr & Gallagher LLP and then Thompson Hine LLP on anti-dumping cases in the USA involving Vietnamese companies for more than a year.

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Tran Anh Hien

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Hien joined VILAF in 2007. He has extensive experience in litigation and arbitration in various forums including the Vietnamese courts, VIAC and SIAC for more than 15 years.

He regularly works with several international law firms in the settlement of maritime, commercial, insurance and investment disputes in Vietnam and other jurisdictions. He has advised a number of multinational insurance, pharmaceutical, chemical, foods and wood manufacturing companies in cross-border M&A transactions as well as their day-to-day operations. In addition to dispute resolution, Hien also advises state-owned entities and multinational enterprises on general corporate, employment and M&A.

Hien was named as a future star by Benchmark Litigation Asia-Pacific 2018 in Commercial and Transactions. He is also named in 2019 as a Next Generation Lawyer by The Legal 500.

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Dang Duong Anh

Managing Partner, Hanoi

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Mr. Dang Duong Anh is recommended as a Leading Lawyer for Finance, Corporate/M&A and Energy&Infrastructure by many reputable legal directories such as Legal500, IFLR1000, Chambers&Partners and AsiaLaw. He is described by clients as "very skilled and responsive". Anh's strength lays on Corporate/M&A, Infrastructure & Energy, Real Estate, Mining, Telecommunications and FDI. He has advised in many outstanding M&A deals, including SCG's acquisition of CSC and VCM valued at \$440M and, respectively, of Prime Group valued at \$240M; CFLD in the acquisition of infrastructure development project; Foxconn in its IPO and listing in HKX valued at \$350M. In infrastructure & energy, his remarkable deals include the Vinh Tan 1 BOT project – IFLR and ALB's Project Finance Deal of the Year, Phu My 3 BOT project, Kien Luong 1 BOO project, Ban Phuc nickel mining financing project and many other renewable projects developed by GE, IMPSA, NEXIF and Canadian Solar, etc..

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Nguyen Duy Linh

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Linh has been a Partner at VILAF since 2000 and has intensive experiences in the corporate, commercial and dispute resolution practices, including construction, insurance, leases, contract laws, trading, distribution, and employment matters. He has assisted foreign investors and financiers in various corporate restructuring transactions and infrastructure projects. Linh has represented clients in a number of landmark litigation and arbitration cases.

Linh has been recommended as a Leading Lawyer in Dispute Resolution and Litigation by both AsiaLaw and Chambers & Partners. He was the Winner for the Dispute Star Award of the Year 2018 for Vietnam awarded by BenchMark Litigation Asia Pacific. One peer praised him as a "tough, good lawyer".

Linh is an arbitrator of the Vietnam International Arbitration Centre.

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Bui Ngoc Anh

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With 23 years of practice and research, Ngoc Anh is a business lawyer with international expertise and local experience on Corporate/M&A, SOE Equitization and State Divestment, foreign direct investment, customs and WTO. Ngoc Anh advised Fortune 500 clients in many of Vietnam's most complex and largest M&A, new foreign investment and regulatory audits and controversies. Ngoc Anh's notable deals include advising August Investment in its acquisition of a portfolio from SCB, JX Nippon Oil & Energy Corporation in acquiring 8% equity in Petrolimex as strategic foreign investor; and ANA Holdings in acquiring 8.771% equity in Vietnam Airlines as strategic foreign investor.

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Nguyen Quang Hung

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Hung has been a recognised leading lawyer in Banking & Finance and Capital Markets by various international legal magazines, such as the International Who's Who of Capital Markets Lawyers, IFLR1000, Legal500, Chambers & Partners, and AsiaLaw. Peers agree that Hung is "skilled at taking on finance work" and "also an adept handler of capital markets matters".

Significant transactions on which he has advised include: the financing of US\$800M by a group of Korean financial institutions for the Keangnam Landmark Tower; the first domestic syndication of US\$225M by Vietnamese banks. Hung has been working in the majority of corporate bond issues guaranteed by CGIF as well as recent domestic bond issues with a total value of over US\$1B. Hung also assists in developing model transactional contracts and security documents for several international banks and large domestic banks.

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Tran Tuan Phong

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Phong is recommended as a top-tier lawyer in Banking & Finance, Capital Markets, Corporate/M&A and Infrastructure & Energy by many reputable legal directories such as Chambers & Partners, Legal500, IFLR1000 and AsiaLaw. Clients recommend him as “a solid choice for Vietnamese counsel”. His broad experience includes representing international sponsors and lenders in relation to large-scale projects in oil & gas, power, renewable energy, chemical, automobile, aircraft, sea-port, highway, telecommunication, real estate, retail and distribution, and consumer goods industries. Phong has been involved in almost all BOT and high-profile infrastructure projects in Vietnam such as Phu My 2.2, Mong Duong 2, Nam Dinh 1, Nghi Son 2, Van Phong 1, Vinh Tan 1, Vinh Tan 3 and CMX RE Sunseap solar power project, among others. Phong’s highlighted works also include in Vingroup’s convertible bonds on the SGX, Vinacomin’s international bonds issues, Vincom Retail and Vinhomes’ Rule 144A international placement/HOSE listing and other overseas IPOs.

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Vu Le Trung

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With 17 years of experience, including 10 years with VILAF, Trung was promoted to be a VILAF Partner in 2019. He is positioned by Legal 500 (2019) in the next generation of leading lawyers in Banking & Finance. Trung’s expertise focus on Banking & Finance, Capital Markets, Corporate/M&A and Aviation. Trung has advised several international lenders (e.g. Standard Chartered Bank, ANZ, Mizuho) in loan transactions with borrowers in Vietnam; advised the issuance of domestic bonds and international bonds (including CGIF-guaranteed bonds); advised various foreign investors (HSBC, DB, Morgan Stanley, BNP Paribas, Shinsei Bank, SBI Holdings, SCG) in their investment in Vietnamese credit institutions and companies; and assisted foreign parties (e.g. DAE, GECAS, Wings Capital, Ping An Leasing, Avolon, AWAS, Macquarie) in aircraft deals with airlines in Vietnam (e.g. Vietnam Airlines, VietJet, JetStar Pacific, Bamboo Airways).

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MAR Samborana

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Mr. Mar has had extensive legal experience representing multinational investment companies, corporations, banks, telecom companies, and equity funds prior to becoming a founder of the firm. He has worked as a senior associate of a major international consulting firm for more than 10 years. He served as a board member of the Arbitration Council Foundation for 8 years and is currently an active arbitrator on the employer list for collective disputes, since 2003. Mr. Mar acted as a vice chairman of the Legislation Council of the Ministry of Interior for more than 10 years and has now been appointed as a Legal Advisor of the Ministry Of Interior for matters related to Immigration and International Affairs and attorney at law attached to Ministry of Interior.

Mr. Mar is fluent in English, Khmer and Russian.

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Abdul-Haq Mohammed

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Abdul-Haq leads our International Real Estate team and is the International Managing Partner based in the Bahrain office. He remains heavily involved in advising on major transactions and is acknowledged across various publications as the leading real estate lawyer in Bahrain. He is responsible for advising on complex development projects and transactions, often managing large teams to deliver these projects. Abdul-Haq is regularly asked to provide strategic legal advice to clients. While continuing to advise on Bahrain's most prominent master-planned projects, such as Bahrain Bay and Durrat Al Bahrain and the recent successful restructuring of the Villamar stalled project, he is leading a number of UK property deals for Middle Eastern investors such as Rasmala plc (including its recent acquisition of Amazon's biggest distribution warehouse in the UK for £54m) and advises governments on strategic frameworks for the delivery of housing and other key elements of infrastructure.

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Jeremy Ingham

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Jeremy Ingham is the Resident Managing Partner of the firm's Bahrain office, and head of Towers & Hamblins' International banking and finance team. He worked in Bahrain between 2006 – 2014 returning to Manama in 2017. He was based in Muscat, Oman with Towers between 2014 – 2017 as resident managing partner of our Oman office. He continues to travel to Oman regularly where he assists a wide range of clients. Jeremy specialises in all areas of corporate banking work acting for banks and other financial institutions as well as corporate borrowers. He has a growing reputation for assisting financial institutions and large corporates with respect to complex and sensitive internal investigations often involving allegations of fraud and regulatory non-compliance. Jeremy's main practice area is finance, incorporating Islamic finance in addition to conventional real estate, development, project and acquisition finance. Jeremy also has significant experience of funds, insolvency and in assisting clients with regulatory compliance issues.

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Tom Wigley

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Tom Wigley is the Resident Managing Partner in the firm's Oman office. Tom joined the firm in 2004, he is based in Oman but has worked in the firm's offices throughout the Middle East.

Tom specialises in the energy sector and heads up the firm's Energy and Natural Resources team. He specifically works on power generation and transmission, water and infrastructure development projects along with oil and gas work.

Tom is listed as a notable practitioner for Energy and Infrastructure work by Chambers Global.

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Salman Ahmed

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Salman Ahmed is a partner in the Banking and Finance Group and heads the firm's Islamic finance practice in the Middle East and Africa. Salman also serves as the head of the Islamic securities practice. He has over a decade of experience as a specialised Islamic finance lawyer. He is regularly cited as one of the preeminent practitioners in Islamic finance and he was named an elite leading lawyer in the Islamic finance category of The Legal 500.

His Islamic finance and general finance practice is ranked Tier 1 and Band 1 by Legal500 and Chambers, respectively. His practice is diverse, with emphasis on representing issuers and financial institutions in connection with public and private offerings of securities (domestic and international), as well as representing various corporations and financial institutions on complex domestic and international Islamic finance matters.



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Bashir Ahmed

Managing Partner

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Mr Ahmed joined the firm in 1988. He advises clients on cross-border transactions, general corporate and commercial, private equity, and banking matters including loan and credit facilities, syndications and regulatory matters. He has also advised on a number of mining, refinery and infrastructure projects. He was seconded to the regional office of an international bank, and acted as counsel for the Middle East and South Asia operations. Mr Ahmed heads the shipping and maritime practice and advises ship owners, P&I Clubs, dry docks and ship repair companies on disputes, shipbuilding contracts, arrest of vessels, and cargo claims. Mr Ahmed is a member of the New York State Bar and the Lahore High Court Bar.



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Masood Afridi

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Mr. Afridi joined the firm in 1993. His practice focuses primarily on infrastructure and project finance. Acting in the capacity of project developer's lead counsel, he has concluded transactions with a cumulative value of over US\$4 billion spread over several project finance transactions. Mr Afridi also heads the firm's energy practice and has been a front-runner in Pakistan's energy sector for several years now. He has participated in the development of numerous thermal and hydel power projects in the country and advised, as lead counsel, on the first ever private sector hydel power plant in Pakistan and the first ever in the Kashmir region. Mr Afridi is a member of the New York State Bar and the Pakistan Bar Association.



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Christopher Gunson

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Christopher Gunson is a partner in the Dubai office of AMERELLER and he has been in the UAE since 2009, during which time he has represented more than 150 Japanese clients on a broad range of matters including distributorship relationships, joint ventures, strategic investments, and regulatory matters. Christopher is fluent in Japanese and is admitted to the bar in New York State.

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AMERELLER



Adv. Ali Al Zarooni

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Having practiced law for over 20 years, Adv. Ali is a highly accomplished, meticulous lawyer and is managing partner of Horizons & Co Law Firm. His areas of specialisation are litigation and arbitration, with a proven track record of success in dispute matters. He has represented some of the region's most prominent companies, establishments and individuals before all levels of courts and various arbitration tribunals. He is a qualified arbitrator registered with Dubai International Arbitration Centre, and is licensed as a Private Notary Public by the Dubai Courts. Adv. Ali is a Member of the International Bar Association, London.

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HORIZONS

&CO



Areen Jayousi

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Areen Jayousi is a partner specialising in dispute resolution. He has over a decade of experience managing commercial disputes in the Middle East, gained through private and in-house legal practice. His particular expertise is the preparation and conduct of litigations as well as arbitrations and dispute resolution for high profile development projects.

Areen has successfully represented clients in high profile cases involving multi-million dollar arbitrations before the various international arbitration fora in the UK and UAE. He is a registered arbitrator with the Dubai International Arbitration Centre. Areen is familiar with civil and common law legal systems and is regularly instructed by international law firms to provide expert local advice. He is fluent in Arabic and English.

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HORIZONS

&CO

**Cheryl Cairns**
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Cheryl Cairns is the Resident Managing Partner in the firm's Dubai office, and specialises in both contentious and non-contentious construction law. Most recently Cheryl has acted on behalf of a specialist systems subcontractor, the Claimant, in an AED 282m claim raised under the Dubai International Arbitration Centre (DIAC) Rules. The claim concerns unpaid certified sums, unpaid uncertified sums, in excess of 200 variations, an extension of time claim and associated loss and expense together with financing charges. The role has involved drafting of all pleadings, attendance at preliminary and procedural hearings, meeting with and obtaining proofs of evidence from witnesses of fact and liaising with engineering, delay and quantum experts appointed. As well as contentious matters, Cheryl regularly advises clients on procurement issues, amendments to redress the balance of risk in standard form building contracts, consultancy agreements and forms of security.

[See firm profile on page 194](#)**Saleem Adam**
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Saleem Adam is a partner based in the UAE. Saleem's practice covers corporate and commercial work, principally in the technology sector, including corporate acquisitions and disposals, joint ventures and procurement/outourcing deals.

Saleem's experience also includes advising on telecommunications regulatory provisions, intellectual property, data privacy, cloud computing, free trade agreements and cybercrimes law. Saleem has spent over nine years in the Middle East.

Saleem acts as company secretary for several high profile companies in the UAE counseling them on corporate governance matters. He regularly advises major local and international corporate clients and government entities on all day to day legal requirements, and is treated as a trusted commercial adviser by many of his clients.

[See firm profile on page 194](#)**Xavier Le Sourné**
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Xavier Le Sourné is a partner of Elvinger Hoss Prussen and is based in Hong Kong since 2015. His practice concentrates on collective asset management and investment funds. He advises a number of investment fund promoters and other financial institutions, principally across Europe and Asia, in relation to the set-up and structuring of their Luxembourg investment fund operations.

More particularly, Xavier advises private equity firms and real estate sponsors.

Xavier Le Sourné is listed as a Notable practitioner in IFLR1000 2019.

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Corporate Counsel Credo

I shall, at all times:

- (i) Remember that I am the legal and ethical conscience of my organisation and conduct myself accordingly**
- (ii) Remember that I am a lawyer first, with an overriding duty and responsibility to my profession and the general public**
- (iii) Ensure my organisation's long-term interests and reputation are paramount in my work**
- (iv) Proactively identify, manage and mitigate my organisation's legal and regulatory risk, legitimately pressing the interests of my organisation to the fullest extent permitted by law**
- (v) Strive to thoroughly understand my organisation and its business so that I am able to provide outcome-led, practical, innovative and cost effective advice and assistance**
- (vi) Partner with my organisation's business leaders to capture opportunities utilising the full potential of the law**
- (vii) Maintain my legal technical skills and continue to educate myself on changes in the law relevant to my organisation and its regulatory environment**
- (viii) Manage my costs to deliver the best available advice and assistance for the best price to my organisation**
- (ix) Endeavour to attract, retain and develop the best legal talent for my organisation**

The Corporate Counsel Credo eventuated as a result of discussions at our In-House Congress events, where counsel suggested that they would find such a document useful in meeting their ethical, legal and business commitments and responsibilities within their organisations. The Credo has been created in conjunction with a number of our Thought Leaders, and we sincerely hope it will be a useful tool to all in-house counsel in their roles. A printable version of the Credo can be found at the In-House Community website.

INDEPENDENCE

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INNOVATION

SCIA

深圳国际仲裁院

SHENZHEN COURT OF INTERNATIONAL ARBITRATION

About SCIA

Established in 1983 as the first arbitration institution in the Guangdong-Hong Kong-Macao Greater Bay Area, the Shenzhen Court of International Arbitration (also known as the South China International Economic and Trade Arbitration Commission, Shenzhen Arbitration Commission, the "SCIA") is an arbitration institution to resolve contract disputes, investment disputes and other property rights disputes among individuals, legal entities and other institutions from China and overseas. SCIA is an explorer to integrate China's commercial arbitration into international practices and so far its arbitration and mediation service have been extended to 119 countries and regions worldwide.

Corporate Governance Structure

The SCIA is the nationally first arbitration institution established by legislation authorizing its corporate governance structure with an international Council which ensures openness, transparency and independence.

International Panel of Arbitrators

The SCIA is the first arbitration institution in Mainland China to include foreign professionals on its panel of arbitrators since 1984. The current 890 SCIA panel of arbitrators cover 76 countries and regions.

Advanced Arbitration Rules

On 21 February 2019, the new SCIA Arbitration Rules took effect, emphasizing party autonomy, bona fide cooperation, efficiency and effectiveness. By enforcing the new rules, SCIA pioneers an optional appellate arbitration procedure to satisfy the demand of the market for substantive justice and reflect a high-level flexibility of arbitration. Under the new rules, the parties may, as agreed, submit a case for which an arbitral tribunal has rendered an award to SCIA for re-hearing and rendering of a final award by a new arbitral tribunal.

Model Arbitration Clause:

Any dispute arising from or in connection with this contract shall be submitted to the Shenzhen Court of International Arbitration (SCIA) for arbitration.

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Office Address II:

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Office Address III:

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Office Address of SCIA North America Hearing Centre:

35 N. Lake Ave, Suite 730, Pasadena, CA 91101, USA



(Service)



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