# LAW FIRM **PROFILE**



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## ◆Introduction

# Connecting Japan with ASEAN - Efficient solutions in a unified legal platform

The amazing surge in ASEAN economic development has brought about an unexpected influx of Japanese companies to the region. One of the biggest misconceptions from foreigners conducting business in Southeast Asia is that they tend to put all ASEAN countries under a single umbrella. Nothing could be further from the truth. The laws of Thailand, for example, are not even remotely similar to the laws of Singapore or Brunei. Each of the ASEAN countries has its own perspective on fair play, justice, and the relationship of individuals or corporations with regard to taxation, immigration, or labor. Navigating these laws is a job for experts in these fields. We eliminate the need for our clients to contract with legal network in each ASEAN country; all of our clients' needs are solved through one legal window.



# About Us

## One Asia Lawyers provide ASEAN-wide legal services as a single legal platform

One Asia Lawyers is a network of independent law firms created expressly to provide seamless, comprehensive legal advice for Japanese clients. We are legal specialists in the myriad and very complex laws in each of all ASEAN countries.

One Asia Lawyers' member firms combine years of Southeast Asian legal experience in virtually all specialties of the law, from mergers/acquisitions to finance, real estate, and employment statutes. With our member firms in each ASEAN country as well as Japan, we provide an accessible and efficient service throughout the region.

## Our Japanese lawyers integrate with local lawyers to provide expert advice

Each member firm in the region works closely with a Japanese lawyer who can communicate with our clients in Japanese. Beyond expert legal knowledge, through their first-hand experience of living and practicing legal experience in the ASEAN region, our lawyers have a solid understanding of local business practices and customs, offering practical and efficient solutions tailored to the local business and cultural climate.

## We contribute to the growth of business in South East Asia

In many of the ASEAN countries, international business development is so novel that many legal cases have no precedents. Our local member firms are comprehensively trained and even provide pro-bono legal services in developing regions. As lawyers, we are passionate about developing the law and educating both business people and societies in the ASEAN region.

## Quality, Speed and Fees: three key factors of our service

One Asia Lawyers' international legal network was created to support our clients' endeavors to expand in the ASEAN market by focusing on superb advice, speedily delivered with affordable fees from each member firm.

1 **Quality**

The distinctive ethnic, cultural, gender, and generational diversity of our team allows us to analyze and examine our clients' cases from multiple perspectives, allowing us to combine multiple skill sets to create the most logical solution.

2 **Speed**

In our high-speed, internet driven world, rapid response time is not only appreciated, but demanded.

3 **Fees**

Affordable rates combined with efficient service create repeat business and referrals. We have proudly developed a reputation for reducing costs in all areas of our services.

# We support the globalization of the Japanese legal sector

As the Japanese legal sector is sector is increasingly shaped by the effects of globalization, One Asia Lawyers passionately support the international growth of the Japanese legal sector. We conduct seminars, assist lawyers obtain the necessary foreign qualifications, and we recognize the future by offering legal internships.

One Asia Lawyers clients are not limited to only Japanese businesses. As our global clientele increases, we progressively serve a more global market. We are essentially "lawyers without borders.  Our group of Japanese lawyers provides high quality and expert services across borders." We are a truly international law firm.

### Supporting advancement of Japanese lawyers into Southeast Asia

Each passing year brings an increasing number of Japanese attorneys into the legal profession. We are committed to encouraging and welcoming young Japanese lawyers into all of our firms. In other words, what's good for our customers is good for us.

### Supporting Japanese lawyers to obtain Singaporean law licenses

A thorough understanding of British Common Law is imperative in Southeast Asia, where many states are former colonies of the UK. Singaporean Law represents a de facto standard in the region. We support and assist all lawyers, even those not working with One Asia, in attaining Singaporean qualifications through the Foreigner Practitioner Examination.

### International Internship Program

It is our belief and corporate doctrine that all law students should have exposure not only to their own countries' laws, but to foreign laws early in their legal career.

### Educating Local Lawyers

In the same way we support our Japanese lawyers to obtain foreign qualifications, we proudly assist and provide the necessary means for our local lawyers to become experts in Japanese law.

# Corporate Social Responsibility

One Asia Lawyers plays an active part in local communities. We feel that it is both our obligation and our responsibility to contribute to the growth and development of every local community.

# Our Contribution to Society

We genuinely have a social conscience. By actively engaging in volunteer programs and donating to local organizations, our presence is a contributing aspect to local communities. Our Singapore Firm is heavily involved in the Pro Bono Services Firm of the Law Society of Singapore. In developing countries we actively engage in the promotion and establishment of the base for constitutional government. In Cambodia, Japan has proudly been a key player in establishing their civil code. One Asia lawyers are involved in educational programs related to spreading an understanding of the civil codes in ASEAN region countries.

# ◆Our System

**A single contact point allows One Asia Lawyers to merge your ASEAN legal service in the most concise possible form. By combining Japanese and local firms, we have an unparalleled advantage of diversity, allowing us to provide optimal solutions.**

Our greatest strength is the convenience and accessibility we offer. We are the single contact point you need for all your ASEAN legal service requirements.

Each of our local member firms has hand-picked experienced local attorneys and qualified staff to provide the utmost quality service. Extensive research is conducted in cooperation with local legal teams on the constantly changing ASEAN laws and statutes so that we are always ahead of the curve in local legal matters.

## HR, Education

We are passionate about the professional and personal growth of our staff by conducting various induction courses and encourage and support our local staff to obtain added qualifications. We are dedicated to the continuing continuous workplace and external training of our people, even our partners.

We have a distinctive policy to encourage our people to work globally across all our firms. We call this “Borderless Advice.” For example, our Tokyo-based or our Vietnam-based lawyers can work in our Singapore member firm if he or she wishes, giving them the advantage of expert understanding of both the common law and civil law requirements across borders.

## Efficient IT System

Secure, efficient, and interconnected IT systems to communicate across our firms ensure discretion and trust with clients. Encrypted video and phone conference calls are part of our daily operations.

# ◆Client Advisory

## Advisory Service for Entire ASEAN

In recent years, Japanese Companies have considered all the ASEAN countries as a single business region. Requests for investment to ASEAN countries together with receiving legal advice about each ASEAN country are increasing. However, deploying a legal representative in each ASEAN country is a simple task. One Asia Lawyers offers “Advisory Service for Entire ASEAN” with strength utilizing lawyers qualified by each country and Japanese lawyers in firms in each country.

“Advisory Service for Entire ASEAN” provides services such as the provision of basic legal information of each ASEAN country (alerts about the establishment of any new law), advice of basic law (company law, labor law etc.), and review of basic transaction contract (sales contract, basic agreement, employment contract, etc.) as a single legal platform. This integration of services enables us to provide with same effect as the legal department deployed in ASEAN countries, but at a low cost.
Of course you can select a specific country, not just the whole package. We also provide tailored advisory contracts based upon your companies’ business situation in ASEAN.

## Internal Report Crisis Response Department

Rather than attempt to handle matters outside their areas of expertise, many Japanese companies are now relying on One Asia Lawyers to utilize its strengths to manage crisis response for internal matters of irregularities, either criminal or ethical. Since we have physical firms in all ten of the ASEAN countries, we can respond rapidly and efficiently according to the individual local requirements.

# Our Specialities

## Mergers and Acquisitions (M&A)

**One Asia Lawyers' in-depth understanding of international standards and local legislative frameworks allows us to offer businesses support and guidance through successful M&A's in ASEAN nations. The unmatched integration and cooperation among One Asia Lawyers' regional firms allows us to offer borderless advice and localized legal services.**

For Japanese businesses looking to expand their operations across the ASEAN region, M&A is a critical and imperative business strategy. Advice and legal services for M&A is one of the most essential areas of our ASEAN practices. From foreign investment checking, structuring and due diligence reports, to creating and negotiating contracts regarding share transfers and joint ventures, One Asia Lawyers provide support and pragmatic legal advice pre-merger, during, and in post-merger integration.

What separates us from other firms is our profound understanding of international standards and requirements combined with actual local practices seen in ASEAN countries. We provide optimal solutions for our clients by combining our skills and knowledge of local laws, languages, cultures, and religions to ensure our clients meet international and local requirements.

With multiple firms/member firms across the ASEAN region, we are in the exceptional position to be able to manage cross border M&A events. For instance, when a Singaporean company with subsidiary companies in Indonesia, Malaysia and Vietnam seeks advice, One Asia Lawyers member firms can provide legal oversight of the project as a single event. No other firm has this unique capability.

## Headquarters Establishment & Reorganization of Subsidiary Companies

**For companies considering establishing headquarters or subsidiaries, or reorganizing entities in the ASEAN region we offer advice relating to laws, tax systems and company policies. From deciding the where to establish, the actual establishment and/or reorganization, we support our clients through the entire process. The ASEAN region is developing favorable tax policies for companies establishing headquarters in the member countries.**

Until now, Japanese businesses have largely overlooked much of the ASEAN region and have principally established their headquarters in Singapore and Hong Kong. Recently, however, Thailand and Malaysia have both developed favorable and inviting tax systems for companies establishing local headquarters. Our understanding of relevant systems throughout the region coupled with the capability to internally compare laws and being able to analyze clients' businesses, strategies and resources permits us to assist businesses to decide their best location.

Our member firms are comprised of experts with experience in headquarters establishment. Assessing each particular situation from multiple perspectives (local political polices, tax systems, and Japanese corporate and tax laws) allows us to provide optimal solutions and assist our clients in finding the best headquarters location.

## Real Estate

**Investing in property in a foreign country is not be undertaken lightly. With our understanding of ASEAN real estate regulations and local business practices, we are able to provide informed and practical advice to Japanese companies investing in property.**

Property law in the ASEAN region differs remarkably not only from Japan but also from country to country. Restrictions imposed on foreign companies is the norm. Our team of property law experts offers legal advice relating to all property law matters in each individual country. Encompassing all characteristics of real estate law, from creating and reviewing contracts of sale, lease agreements, collateral contracts and loan agreements, to setting up residential condominiums, and the construction of shopping malls, hotels and resorts, One Asia Lawyers' member firms have the knowledge and experience to confidently advise clients on the best courses of action in real estate transactions. Additionally, we also perform due diligence for real estate related M&A cases.

## Dispute Resolution

**By facilitating international arbitration, litigation and even debt collection, we provide pragmatic solutions to the variety of disputes that can arise in the ASEAN region.**

With the benefits of the globalization of the Japanese economy has also meant that Japanese businesses have increasingly entered into more foreign markets, thereby increasing the number of both corporate and "political" disputes arising in the extensive international arena. As experts in litigation, arbitration and alternative dispute resolution methods, we view this area of legal practice as central to our operations. With the advantage of numerous firms across the ASEAN region, we provide borderless legal services with special understanding of all forms of dispute resolution.

### 1.International Arbitration

Lengthy international litigation is an expensive and time-consuming proposition. Arbitration as an alternative in dispute resolution method on the rise. However, it requires expertise and comprehensive knowledge in the relevant area, along with localized experience. Our people have experience working as arbitrators and agents in the ICC, Singapore Arbitration Centre (SIAC) Kuala Lumpur (KLRCA), Vietnam Arbitration Centre (VIAC), and the Indonesia Arbitration Committee (BANI). One Asia Lawyers have the skills to provide pragmatic strategic advice to our clients.

In our Singapore member firm, one prominent member of our staff is a former lecturer on international dispute resolution at the prestigious Harvard University. We offer an unmistakable advantage in arbitration and mediation.

### 2.Litigation Within the ASEAN Region

Unfortunately, as companies expand their operations into the ASEAN region, so does the number of Japanese companies consumed by international litigation. Local courts operate significantly different than their counterparts in Japan. Each member firm of One Asia Lawyers has accumulated years of experience dealing with cases before ASEAN local courts making us the local experts in the fields of company and intellectual property laws, employment laws, and tax disputes. We have experience in virtually all areas in which corporations can become involved, or entangled, in a foreign country.

### 3.Asset Investigation and Security Collection

Realizing security interests in ASEAN countries is a complicated and difficult process. As there are limited means for investigating assets, many companies are left without remedies. One Asia Lawyers has developed close working relationships with local asset investigators. We have established both the networks and resources needed to conduct discreet and thorough investigations for our clients. Based on the results of an investigation, we advise our clients on their next steps to enable the most favorable outcome.

By facilitating international arbitration, litigation and even debt collection, we provide pragmatic solutions to the variety of disputes that can arise in the ASEAN region.

## Employment Law

**Labor disputes and visa and immigration problems are commonplace throughout all ASEAN countries. A detailed understanding and experience with ASEAN employment laws and local customs enables us to advise our clients on all employment issues.**

### 1.Employment Law Advice

Mere knowledge of local labor laws in and of itself is insufficient to properly advise our clients. A real-world appreciation of the local customs and practical realities is mandatory. Our team of specialists has a deep understanding of both. We provide our clients practical advice on a wide range of employment issues.

Each country in ASEAN is distinct in its approach to labor laws. We advise on and assist with all employment related work. Our areas of expertise include but are not limited to: creating employment contracts and company regulations; constructing or restructuring disciplinary and dismissal strategies; work-related injuries; and former employees' non-compete agreements. Depending on the firm, we also can deal with cases of sexual harassment, power harassment, mental health issues, temporary and irregular work issues, and contemporary local issues that often arise in the modern business climate.

We also advise on labor related due diligence reports in M&A and restructuring situations.

### 2.Employment Disputes

We have represented companies from a variety of sectors in their employment disputes With a network of member firms across the ASEAN region, we are experienced in virtually all types of disputes arising out of dismissals and reconstructing, advising and acting in civil proceedings and mediation, and conducting negotiations with labor unions.

### 3.Visa, Work Permits, Immigration

Any and all expansions into the ASEAN market will encompass the acquisition of the correct visas and work permits for non-local employees. Understanding and navigating these laws is a job left to our local experts. We provide all necessary advice and documentation to speedily guide our clients through the application processes. Additionally, our local experts in member firms can speedily respond to all types of immigration issues and are available on short notice.

# Our Specialities

## Compliance and Fraud Investigation

**We support our clients to establish compliance and fraud prevention mechanisms in their subsidiary companies; thereby minimizing business risk in ASEAN expansions.**

With globalization comes the risk that breaching regulatory compliance obligations in one jurisdiction can have legal consequences across multiple countries. Fraudulent business practice by a subsidiary in one country can adversely affect the operation of the entire company. As such, ensuring that subsidiaries have the requisite infrastructure is crucial for expanding operations into the ASEAN region. Unfortunately, corruption and fraud is notorious across the region. Our firms in the ASEAN region combine to provide our clients with unified legal advice and comprehensive fraud investigations.

### 1.Ensuring Compliance and Establishing Risk Management Networks

With our diverse experience, we minimize our clients' business risks by helping establish effective internal control mechanisms and corporate governance frameworks.

We provide a wide range of legal services in this area, including establishing and creating compliance programs, manuals, and internal reporting systems and mechanisms.

As we receive an increasing number of cases regarding risk management establishments within companies, we constantly add to our database of knowledge to utilize our expertise in each firm and offer our clients an effective internal reporting window for businesses.

### 2.Fraud Investigations

When confronted with unexpected fraud allegations that need urgent attention, One Asia Lawyers is able to provide prompt advice and take immediate action on behalf of clients.

With our profound understanding of local laws and regulations, One Asia Lawyers is able to support its clients through the entire process from responding to investigations by relevant authorities and the government, to making media statements and investigating the reasons behind any allegations of fraud. We then advise and assist our clients to ensure that a similar incident is not repeated.

By utilizing our networks of relevant local authorities and experts, we can deliver practical and effective advice to our clients to achieve rapid and optimal resolutions.

## Finance

**Our in-depth knowledge of the local regulations gives us the ability to deal with all types of financial transactions occurring in the ASEAN region; such as acquiring and structuring finance, dealing with security interests, creating contracts, and negotiating with local businesses. We offer a variety of services to meet all our clients' needs in this area.**

Our locally embedded associates provide a deep and thorough knowledge of financial aspects and local regulations, giving us the ability to deal with the quagmire of financial transactions occurring in the ASEAN region. We offer a variety of services to meet all our clients' needs - acquiring and structuring finance, dealing with security interests, creating contracts, as well as negotiating with local businesses.

## Intellectual Property (IP) rights

**The protection of intellectual property rights is of the utmost significance when expanding and advancing into the ASEAN region. We advise our clients how to strategically protect IP rights.**

Piracy, replica productions, and trademark infringements are rampant in the ASEAN region and are some of the most common issues that Japanese enterprises face. IP laws and their application are constantly changing because of evolving nature of new technology and ideas. This is especially true in the ASEAN region where the laws surrounding IP are constantly being amended. It is challenging dealing with essentially unstable IP laws and their local application. To maximize the value of the enterprise, it is critical to have the right legal protection for the intellectual property rights of any business.

Attorneys in all member firms constantly study to understand the latest laws and are able to offer strategic advice on how to protect the IP rights of our clients. From applications and registrations of trademarks and patents to infringement disputes and litigation, One Asia Lawyers can support clients in all areas of IP law in the ASEAN region in cooperation with local member firms.

## Start-up Company Support

**Start-up companies need a strong foundation and constant monitoring and support. This is an exciting era in ASEAN for start-up companies. One Asia Lawyers supports the creation and expansion of start-up companies into ASEAN.**

Even more so than for established corporations, it is crucial for new companies to have competent legal representation to expand into the ASEAN region. Usually, however, start-up companies do not have the resources to obtain the necessary legal advice. These companies often put off agreements among shareholders, partners, employees, and trade partners. It is common for Japanese businesses to use home country company rules and employment contracts, despite the fact that company and labor laws vary dramatically from Japan. Disputes frequently occur concerning the rights of management, profit distribution among shareholders and partners, labor management, and ownership of ideas. To avoid these pitfalls, such issues require knowledgeable counsel to avoid the conflicts that often arise when a correct early legal environment is ignored.

One Asia Lawyers teams have experienced Japanese and local corporate and commercial lawyers specializing in start-ups and venture companies. Understanding the risks that exist in the day-to-day management of a new company is often overlooked. We support our start-up clients through the legal development of their business in the ASEAN region by providing flexible services.

From establishing a company, applying for visas, registering products, and creating shareholder agreements, to setting up special arrangements such as special equity security, stock options and company rules, One Asia Lawyers provides comprehensive services at a reasonable price. We also create consulting agreements for our clients that cover the entire ASEAN region.

## Immigration Support and Wealth Management

**One Asia Lawyers provides legal advice for clients emigrating from another country. Asset management, trust creation, obtaining a visa and residency, account management, taxation, and education are all parts of the solutions we provide for our clients from other countries.**

### 1 Immigration Support

One Asia Lawyers' clients have relocated and/or emigrated from Japan to the ASEAN region for a multitude of reasons; business, and financial opportunities, and for education. We support our clients by managing the risks encountered when making the move.

We take into account both Japanese and ASEAN tax laws, we advise our clients what legal mechanisms are necessary at what point of their journey for all aspects of their lives; our services are comprehensive.

### 2 Wealth management

Globalization is resulting in many of our clients not only relocating to the ASEAN region, but increasingly investing in and moving assets to the region. Working together with One Asia Lawyers' expert team, clients receive advice on inheritance and business succession, along with all the other concerns related to wealth management abroad. From selecting an asset management company, establishing and running trusts, and advising relating to security interests abroad, One Asia Lawyers provides solutions appropriate to our client's needs.

### 3 Family and Succession Law

Wills, international marriages and divorce disputes are all areas covered by One Asia Lawyers' cross-border solutions for family and succession matters throughout the ASEAN region.

# Singapore Member Firm




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As the geographical hub of Asia, Singapore is central in the fields of finance, international trade, information technology and education. As a result, many Japanese corporations are headquartered in Singapore.

Transparent and predictable laws, a reliable legal system and transparent business environment, coupled with the Singapore International Arbitration Centre makes Singapore a desirable base for doing business in the region.

The member firm of One Asia Lawyers in Singapore is Focus Law Asia LLC. Head counsel in our Singapore Member Firm is not only widely experienced as an international law firm partner, he is also the first Japanese lawyer to have obtained a Singapore Law Practice licence. Our local lawyers of Focus Law Asia LLC are a diverse team including partners who have extensive experience in international law firms. All are lawyers with international experience. High quality international legal services to our clients is a result of the synergy among our Japanese and local lawyers in Focus Law Asia LLC.

## Firm Members

| | |
|---|---|
| Tetsuo Kurita | Attorney (Qualified Singapore, Japan, NY; USA) |
| Tomoyoshi Ina | Attorney (Japan) |
| Kazutaka Mori | Attorney (Japan) |
| Hiroyuki Masuda | Attorney (Singapore, Japan) |
| Takehiro Miyoshi | Attorney (Singapore) |
| Toshikazu Miyamoto | Registered Foreign Attorney (Washington DC; USA) |
| Junya Kobayashi | Attorney (NY: USA) |
| Chisa Sakaide | Paralegal, Translator |
| Tomomi Fujita | Paralegal, Translator |
| Shem Khoo | Attorney (Singapore, NY) |
| Elaine Seow | Attorney (Singapore, England & Wales) (Notary Public, Commissioner for Oaths) |
| Mark Tan | Attorney (Singapore, England & Wales) |
| Mimi Ahn | Attorney (Singapore) |
| Hannah Cheang | Attorney (Singapore) |
| Christian Teo | Attorney (Singapore) |
| Veronica Teo | Attorney (Singapore) |
| Esther Yong | Attorney (Singapore) |
| Christine Chae | Director |
| Richard Lee | Blockchain and Crypto Specialist |
| Claire Sim | Consultant |
| Maheswari Rajendran | Secretary |
| Daniel Kim | Director |
| Joy Won | Accountant |

People in Singapore Member Firm : 23
(Attorneys and Paralegals)
As of 1 July 2020

# Thailand Member Firm




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Solid infrastructure, diversity of industries, and investment-friendly policies make Thailand an attractive option in Southeast Asia for copious businesses. Thailand is currently the most popular choice of Japanese manufacturers as an ASEAN location. Recent years have seen not only the manufacturing industry, but real estate, finance and service sectors all grow exponentially, making Thailand a stronger force in the ASEAN market and will continue to grow for decades to come.

While Thailand has the same civil law system as in Japan and is seen as relatively reliable, there are nuanced interpretations and precedents exclusive to Thailand. The paucity of reliable English and Japanese material commenting and reviewing Thai law means that special care is needed when doing business in Thailand.

One Asia Thailand staff has invaluable working knowledge of Thai law across multiple fields, and are also experts in operating businesses in Thailand.

The member firm of One Asia Lawyers in Thailand is JNP Legal. JNP Legal combines its local knowledge with its experience working in an international law firm in Japan and throughout Asia. The teamwork among our highly skilled Japanese and Thai local staff enable us to provide unparalleled international legal services to our clients.

## Firm Members

| | |
|---|---|
| Yuto Yabumoto | Managing Director |
| Nippita Pukdeetanakul | Attorney (Thailand) |
| Masao Koide | Attorney (Japan) |
| Miho Marsh | Manager |
| Galyawat Sompong | Attorney (Thailand) (Litigation Department) |
| Nattaphorn Keetrakul | Attorney (Thailand) |
| Saisuree Aksornsua | Attorney (Thailand) |
| Aroonrat Taychadharadol | Attorney (Thailand) |
| Komkrich Oonatornratanakul | Attorney (Thailand) |
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| Aekkawin Tippayaratprontawee | Attorney (Thailand) |
| Nithiwit Insalee | Attorney (Thailand) |
| Sarun Pankivjana | Attorney (Thailand) |
| Kumu Handa | Paralegal |
| Chorpaka Kumchad | Paralegal |
| Jantanipa Kittayanurak | Legal Assistant |
| Sopita Tubtimdong | Legal Assistant |
| Sasitorn Wiriyapistan | Administration・Manager |
| Pitchayarpuck Donwicha | Administration staff |

People in Thailand Member Firm：19
(Attorneys, Managers and Paralegals)
As of 1 July 2020

# Malaysia Member Firm


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Malaysia's location in the heart of Southeast Asia bordering Thailand, Indonesia, and Brunei and its proximity with Singapore and the Philippines, Malaysia has been a significant player as an "Honor Student" among ASEAN countries.

Malaysia has been internationally renowned for rich natural resources and agriculture and as exporters of rubber, tin mining, and natural gas drilling industries since the colonial period. Economic development brought about Malaysia's industrialization, and during its course, Malaysia set its goal to become a member of advanced countries in 2020. The goal is called "Wawasan." In the Malay language it means "vision."

Largely influenced by English Common Law, Malaysia adopted a federal system and the Constitution of Malaysia sets out the legal framework and rights of Malaysian citizens as the supreme law of the land. Also Islamic law plays a strong role in defining the laws which only apply to Muslims in some areas of the country. In recent years, Malaysia has been seeking to develop its system and to become a hub of a neutral, efficient, and a reliable provider of dispute resolution services in ASEAN countries, which is known as the Asian International Arbitration Centre (AIAC).

Our member firm in Malaysia is Lim Jo Yan Co. Lim Jo Yan Co.'s partners have experience in mergers and acquisitions, cross-border transactions, regulatory compliance, and corporate and commercial matters in international law. Those experiences enable us to provide the best services and legal solutions to our clients.

## Firm Members

| | |
|---|---|
| Jo Yan Lim | Attorney (Malaysia) |
| Kazuki Sano | Attorney (Japan) |
| Yuki Hashimoto | Attorney (Japan) |
| Miki Kato | Paralegal |
| Satomi Yukawa | Paralegal |
| Jade Wei-Li Yap | Attorney (Malaysia) |
| Huei Wen Teoh | Attorney (Malaysia) |
| Choo Kang Wei | Attorney (Malaysia) |
| Sarah Huang | Attorney (Malaysia) |
| Nora Jawi | Paralegal |

People in Malaysia Member Firm：10
(Attorneys and Paralegals)
As of 1 July 2020

# Vietnam Member Firm




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With its recent uptick in enhanced economic efficiency and strengthened stance on preventing corruption, Vietnam is finally on a path to truly becoming a capitalist economy. The constitutional reform undertaken in 2013 has revealed a genuine shift towards a more transparent form of democracy.

The relaxation of foreign investment rules, economic reforms, and more flexible labor and real estate laws, foreign business have discovered a much more favorable climate. That being said, though many laws have been amended, the application of these laws are still somewhat confusing, even to seasoned locals.

The member firm of One Asia Vietnam is ACSV Legal. Its legal, business and management experts can assist our clients across multiple business and investment fields. The head partner has years of experience working at an international law firm in Vietnam and has built the critical strong connections with local authorities that are a must to accomplish any business success there. Through the cooperation of our skilled Japanese staff and local lawyers, we provide practical solutions for our clients in Vietnam.

## Firm Members

| | |
|---|---|
| Mark Oakley | Managing Partner, Attorney (England & Wales) |
| Fubito Yamamoto | Manager |
| Ryo Matsutani | Attorney (Japan) |
| Tsukasa Ariizumi | Manager |
| Marieke Van Der Pijl | Business Development Manager |
| Hieu Pham | Special Counsel, Attorney (Vietnam) |
| Elaine Chew | Attorney (Malaysia) |
| Minh Nguyen | Attorney (Vietnam) |
| Huyen Pham | Attorney (Vietnam) |
| Phuong Huynh | Attorney (Vietnam) |
| Katie O'connell | Attorney (CA) |
| An Tran | Associate |
| Thu Nguyen | Associate |
| Trang Phan | Associate |
| Ly Nguyen | Associate |
| Linh Nguyen | Associate |
| Nguyet Le | Associate |
| Huong Vo | Associate |
| Duc Tran | Associate |
| Truong Le | Associate |
| Phuong Nguyen | Junior Associate |
| Cuong Ta | Junior Associate |

People in Vietnam Member Firm : 22
(Attorneys, Managers and Associates)

As of 1 July 2020

# Indonesia Member Firm


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As the largest country in ASEAN in terms of population and land area, a labor force, and extensive natural resources, Indonesia is expected to become one of the strongest economic forces in the region. The government of Indonesia is making a concerted effort to simplify and deregulate bureaucracy issued several in several sectors and has also begun to consciously solicit and welcome foreign investors. As a result of these efforts, Indonesia's investment climate, infrastructure and economic growth are steadily expanding.

Japan is one of Indonesia's largest trading partners, in terms of export and import. Specifically, Foreign Direct Investment (FDI) from Japan is in the third position, right behind Singapore and the USA. Most impressive is the infrastructure sector, which shows no signs of slowing down.

One Asia Indonesia's partners are experts in virtually all facets of Corporate Commercial matters, including company establishment, M&A, and contractual matters. Additionally, their high levels of expertise in infrastructures, energy and mineral resources, and banking and finance place them in a rare position of knowledge. Most notably in infrastructure and energy sectors, the legal team, led by Mr. Donke Kahfi, has been instrumental in the success of foreign investment groups. The synergistic combination of local lawyers and skilled Japanese lawyers enables One Asia to provide a synergy to provide high quality international legal services and solutions for the complicated Indonesian legal system.

## Firm Members

| | |
|---|---|
| Donke Ridhon Kahfi | Attorney (Indonesia) |
| Koji Umai | Attorney (Japan) |
| Hiroyuki Masuda | Attorney (Singapore, Japan) |
| Ryan Mandela | Attorney (Indonesia) |
| Rahmansyah Arif | Attorney (Indonesia) |
| Stefani Erlina Halim | Associate |
| Aurelia Zafira Fitriannisa Putri | Associate |
| Giffary Argyarama | Junior Associate |
| Rini Sudrajad | Junior Associate |
| Endang Tirawati | Man power consulant |
| Diana Widyastuti | Senior Advisor |
| Marlindah J Adrianz | Of Counsel |
| Yudha Muchty Zain | Commercial Advisor |

People in Indonesia Member Firm: 13
(Attorneys, Associates, Counsels, and Advisor)
As of 1 July 2020

# Philippines Member Firm


Contact (Japanese / English)

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With over one hundred million population with an average age of twenty-three years old, The Philippines is one of the most rapidly emerging economies in the world. The economic consumption has been dramatically increasing since 2012. According to the World Bank, the Philippines had the world's 10th fastest growing economy in 2017.

With over 52 million English speakers (fifth in the world), The Philippines has become a global center for outsourcing, especially call centers for U.S. banks and insurance companies, cementing its place in the future of the ASEAN economy.

One Asia Lawyers Philippines Member Firm/Gulapa Law's Founding Partner has experience in practicing law in various jurisdictions, including Vietnam, Singapore, Japan and New York and is also a professor of law in a well-known law school in the Philippines.

One Asia Lawyers Philippines team has a wealth of experience in assisting our clients across multiple fields including mergers and acquisitions, energy, investments, and infrastructure, particularly in the area of Public-Private Partnerships. Providing commercially and legally-sound advice, the Philippine Firm is poised to play a key role in advising clients in various areas of commerce across the ASEAN.

## Firm Members

| | |
|---|---|
| Aris L. Gulapa | Founding Partner (Philippines, NY) |
| Junya Kobayashi | Japan desk Partner (NY) |
| Charmaine Haw | Managing Partner (Philippines) |
| Melissa Chavez | Partner (Philippines) |
| Angel Machuca | Partner (Philippines) |
| Oliver Baclay, Jr. | Partner (Philippines, NY) (Intellectual Property Attorney) |
| Licelle Cobrador | Of Counsel (Philippines, NY) |
| Al-Shwaid Ismael | Of Counsel (Philippines, NY) |
| Yasmin Sanchez | Of Counsel (Philippines) |
| Mau Macaraeg | Of Counsel (Philippines) |
| Carlo Cajucom | Senior associate (Phillipines) |
| Aileen Sanguie | Senior associate (Phillipines) |
| Dake Mandocdoc | Senior associate (Phillipines) |
| Janine Mesina | Senior associate (Phillipines) Certified Public Accountant |
| Phill Recentes | Junior Associate (Philippines) |
| Maynard Bacus | Junior Associate (Philippines) |
| Estella Lazaro | Underbar Associate (Philippines) |
| Chris Co | Underbar Associate (Philippines) |
| Daniel Fordan | Underbar Associate (Philippines) |
| Sean Borja | Underbar Associate (Philippines) |

People in Philippine Member Firm : 20
(Attorneys and Of Counsels)
As of 1 July 2020

# Cambodia Member Firm




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Cambodia's convenient geographic location in the middle of the Indochina Peninsula, with its young, eager, and low average waged workers, is an emerging dynamo among ASEAN nations. Under Prime Minister Hun Sen's leadership, the government is stable, and foreign investment regulations are relatively non-restrictive. Cambodia promises to be a significant economic force in the coming years.

Bordered by Vietnam, Thailand and Laos places Cambodia in a distinctly advantageous position in the area. While transport costs to its neighboring countries have increased, Cambodia still has specific advantages that are favorable for Japanese businesses and for attracting investment.

Our member firm in Cambodia is Mar & Associates. It has legal, business and management experts who assist our clients across multiple fields. Our head partner in the Phnom Penh firm is one Cambodia's leading attorneys, with years of experience living and working there. His experience and perseverance in building strong networks with local government organizations is invaluable. Through cooperation of our Japanese and our local lawyers, One Asia Cambodia provides practical solutions for our clients.

## Firm Members

| | |
|---|---|
| Mar Samborana | Attorney (Cambodia) |
| Nobuaki Murakami | Attorney (Japan) |
| Shigeki Yoshida | Attorney (Japan) |
| Erika Kong | Manager |
| Ai Miyashita | Manager |
| Chie Izumi | Manager |
| Hor Ritheavy | Manager |
| Chea Kimheang | Manager |
| Prak Phannarath | Attorney (Cambodia) |
| Mar Kolvirya | Attorney (Cambodia) |
| Bun Pronh | Attorney (Cambodia) |
| Chum Charya | Attorney (Cambodia) |
| Dim Chanpisey | Attorney (Cambodia) |
| Ouk ChanChakrya | Attorney (Cambodia) |
| Suos Sarun | Attorney (Cambodia) |
| Sum Sokh Udom | Attorney (Cambodia) |
| Kim Boryna | Attorney (Cambodia) |
| Y Samphy | Senior Associate |
| Samsak Rachana | Senior Associate |
| Sou Doungchay | Associate |
| Loeung Sopheak | Associate |
| Lim Sokhom | Associate |
| Noun Channa | Associate |
| Prak Chanden | Associate |
| Sith Socharakvatey | Associate |
| Thoun Puthearorng | Associate |
| Chuob Tola | Paralegal |
| Tang Mouysrong | Paralegal |
| Ly Teng | Paralegal |
| Ou Seng Lin | Paralegal |
| Lek Vorlak | Paralegal |
| Sngourn Thearany | Paralegal |
| Tann Somnea | Paralegal |
| Trylim Vathana | Paralegal |
| Thorn Sreysros | Paralegal |
| Morn Narann | Paralegal |
| Hok Sivching | Paralegal |
| Chhom Lyda | Paralegal |

People in Cambodia Member Firm：38
(Attorneys and Paralegals)
As of 1 July 2020

# Laos Member Firm


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The Laotian government is developing 12 Special Economic Zones(SEZ) in a bid to attract foreign direct investment to boost development in rural areas. There is an untapped potential in Laos as direct investment is rapidly increasing. Regulations on foreign investment are being revised and rewritten at a rapid pace. Numerous businesses are expanding their Thailand operations into Laos due to several major factors: a minimum wage that is one third of Thailand's, similarities in Lao and Thai languages, and the Laotians' thirst for economic stability. The SEZ make Laos a very attractive investment option among ASEAN countries. The combination of hydroelectric power plants and mineral rich countryside provides an excellent stage for state-owned enterprises.

That being said, there is a distinct deviation between what the law states and its practical application. It is absolutely crucial to have access to established networks in Laos and the practical political and management skills needed to operate and thrive in this environment.

Our Laos member firm, Phanthaly Law, has local experts with years of practical experience. Our head partner combines his local legal and management experience, expertise and skills with an extensive local network. Additionally, he was served as vice-head of the Lao Bar Association in the past.

## Firm Members

| | |
|---|---|
| Viengsavanh Phanthaly | Attorney (Lao) |
| Satomi Uchino | Manager |
| Saosakhone Oudomsouk | Attorney (Lao) |
| Noy Sengkhamyong | Attorney (Lao) |
| Alisaman Phommachanh | Attorney (Lao) |
| Santisouk Phankhankham | Attorney (Lao) |
| Vilayseng Sinthaoudom | Attorney (Lao) |

People in Laos Member Firm：7
(Attorneys and Paralegals)
As of 1 July 2020

# Myanmar Member Firm


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Myanmar is making a slow but marked evolution from a military dictatorship to a stable democracy. Economic activity has resumed and foreign ventures are steadily increasing. As a result of the 2015 general elections, democratization of the government is expected to proliferate.

It must be noted, though, that Myanmar's international reputation is somewhat tarnished by laws that are still inadequate and/or lacking in international logic. It is anticipated that in fields such as Company, Intellectual Property, Competition and Arbitration, laws will be rewritten and/or established over the next few years. Myanmar has both a dynamic workforce and nearly boundless untapped natural resources. It is sometimes referred to as "Asia's Last Frontier." With the reforms in progress, its long-term potential economic power universally projected.

Myanmar's constantly changing legal landscape provides challenges not seen in the other ASEAN countries. At One Asia Myanmar, we constantly conduct research into the direction that law reforms will take and offer practical advice that accounts for gaps in the current laws and also takes into consideration the impact of possible future legal regulation. Led by our managing partner, together with our experienced local staff, we provide Myanmar's best possible legal services.

## Firm Members

| | |
|---|---|
| Dr. May San Pwint | Attorney (Myanmar) |
| Yuto Yabumoto | Managing Director |
| Kyar Phyu Wutt Yee | Attorney (Myanmar) |
| Theint Theint Soe Han | Attorney (Myanmar) |
| Dr. Zarchi Aung | Attorney (Myanmar) |
| Hein Min Latt | Attorney (Myanmar) |
| Tin Tin Htay | Attorney (Myanmar) |
| Kay Khaing Win | Attorney (Myanmar) |
| Su Su Win | Attorney (Myanmar) |
| Nwe Ni May Win | Attorney (Myanmar) |
| Win Yadanar Hlaing | Attorney (Myanmar) |
| Nandar Aung | Attorney (Myanmar) |
| Yi Mon Htut | Paralegal |
| Hsu Myat Noe | Paralegal |
| Zun Nwe Maung | Paralegal |
| Su Su Shein | Paralegal |
| Pyae Pyae Phyo | Paralegal |
| Thuta Zaw | Firm Manager |
| Wai Yan Moe | Accountant |

People in Myanmar Member Firm：19
(Attorneys and Paralegals)
As of 1 July 2020

# Tokyo Member Firm


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Japanese businesses looking to expand into ASEAN countries require both an understanding of local laws and how they are practically applied. Ultimately, they must consider whether their investment and development decisions are in line with Japanese legal requirements. As the relationship between the ASEAN region and Japan deepens, there is also increased investment from ASEAN into Japan.

Our member firm in Japan is Bengoshi Houjin One Asia. Under the direction of our head partners with their international legal experience, we provide our clients standard legal services in the areas of M&A, company law, labor law, venture regulation, real estate law, debt financing law, IP, litigation, alternative dispute resolution and international trade regulation. We have the resources and the expertise across all areas necessary for business operation in Japan.

## Firm Members

| | |
|---|---|
| Yoshiro Tsuchitori | Attorney (Japan) |
| Tetsuo Kurita | Attorney (Qualified Singapore, Japan, NY; USA) |
| Hironori Matsumiya | Attorney (Japan) |
| Toshikazu Miyamoto | Registered Foreign Attorney (Washington DC; USA) |
| Hisakazu Mizuseki | Attorney (Japan) |
| Goro Kokubu | Attorney (Japan) |
| Masao Koide | Attorney (Japan) |
| Tetsuyuki Oyama | Attorney (Japan) |
| Hiroki Yamada | Attorney (Japan) |
| Kimiyoshi Shimura | Attorney (Japan) |
| Tomoyoshi Ina | Attorney (Japan) |
| Nobuaki Murakami | Attorney (Japan) |
| Kazutaka Mori | Attorney (Japan) |
| Hiroyuki Masuda | Attorney (Singapore,Japan) |
| Shigeki Yoshida | Attorney (Japan) |
| Koji Umai | Attorney (Japan) |
| Kazuki Sano | Attorney (Japan) |
| Ryo Matsutani | Attorney (Japan) |
| Tomohiro Hata | Attorney (Japan) |
| Junya Kobayashi | Attorney (NY: USA) |
| Takehiro Miyoshi | Attorney (Singapore) |
| Akira Saito | Advisor (Professor of Kobe University) |
| Sooin Hwang | Paralegal |
| Yu Takashima | Paralegal |
| Eriko Kohara | Paralegal |
| Sayaka Nasu | Paralegal |
| Mami Sasaki | Paralegal |
| Ayumi Tsuji | Paralegal |
| Tsukasa Ariizumi | Paralegal |
| Ai Miyashita | Paralegal |
| Erika Kong | Paralegal |
| Satomi Uchino | Paralegal |
| Chie Izumi | Paralegal |
| Fubito Yamamoto | Paralegal |
| Chisa Sakaide | Paralegal, Translator |
| Miho Marsh | Paralegal |
| Tomomi Fujita | Paralegal, Translator |
| Miki Kato | Paralegal |
| Satomi Yukawa | Paralegal |

People in Tokyo Member Firm : 39
(Attorneys and Paralegals)

As of 1 July 2020

# Osaka Member Firm


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One Asia Lawyers Osaka Member Firm was established to handle corporate and commercial legal affairs related to both domestic and overseas economic activities of companies based in various regions of western Japan. To further strengthen One Asia Lawyers' international operations, Osaka Member Firm not only works with member firms from Asian countries to handle cross-border transactions, but also works with Tokyo Member Firm to provide "one-stop service" in all domestic and overseas corporate and commercial legal areas, in western Japan.

In close cooperation with member firms in Tokyo and other Asian countries, Osaka Member Firm has lawyers with abundant experience in not only domestic practice, but also overseas practice such as business expansion including acquisition of overseas companies, fraud allegations at overseas subsidiaries, and overseas disputes. We respond to legal needs in a wide range of fields, including dispute resolution and litigation, M&A and corporate, expansion into Asia, and finance and intellectual property.

The representative of Osaka Member Firm has a track record of resolving many construction disputes as a lawyer and engineer (construction sector) and providing daily legal consultations, making use of his professional career in design and site management as a civil engineer in a major construction company. We provide legal support to construction and real estate companies not only from a legal aspect but also from a technical aspect. Furthermore, in order to make extensive use of the track record in cross-border projects, the representative serves as a team leader of our "infrastructure export legal practice team" that was established to support infrastructure exports to Asia, including railways, airports, ports, roads, water supply and sewerage systems, and energy-related facilities where e Japan's advanced technological capabilities are concentrated.

In this way, in order to support the further development of companies based in various regions of western Japan, Osaka Member Firm provides Japan's highest level of comprehensive legal services from Kansai region.

## Firm Members

| | |
|---|---|
| Satoru Ezoe | Representative Attorney (Japan) |
| Nobuaki Murakami | Attorney (Japan) Concurrently working in the Tokyo office. |
| Kazutaka Mori | Attorney (Japan) Concurrently working in the Tokyo office. |
| Hiroyuki Masuda | Attorney (Japan) Concurrently working in the Tokyo office. |
| Shigeki Yoshida | Attorney (Japan) Concurrently working in the Tokyo office. |
| Kazuki Sano | Attorney (Japan) Concurrently working in the Tokyo office. |
| Tetsuyuki Oyama | Attorney (Japan) Concurrently working in the Tokyo office. |
| Akira Saito | Advisor |
| Misa Yonezuka | Paralegal |

People in Osaka Member Firm：9
(Attorneys and Paralegals)

As of 1 July 2020

# MEMO




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