

2017/2018

Vision & Associates is locally and internationally recognized as a leading professional firm of Vietnam.

<p>Asia Pacific Legal 500</p>	<p><u>Banking and Finance:</u> Tier 3</p> <p>The Firm: At Vision & Associates, managing partner Pham Nghiem Xuan Bac and Luu Tien Ngoc have been particularly active. Highlights included advising the World Bank on setting up a pilot City Infrastructure Financing Facility and acting for a large domestic company in obtaining loans for a high-profile real estate development</p> <p><u>Capital Market:</u> Tier 2</p> <p>The Firm: Vision & Associates handles various Vietnamese legal issues regarding international capital markets matters. Pham Nghiem Xuan Bac and Dang Trong Hieu advise Franklin Templeton on a contemplated sale of securities via an off-exchange transaction. Other work relates to the Vietnamese law aspects of foreign listings, testament to this is Luu Tien Ngoc and Le Tuan Anh's advice to Cheong Yun Holdings, which owns resorts in Vietnam, on its planned Hong Kong listing. Other clients include Mekong Capital, the Vietnamese Securities Depository and Duxton Asset Management.</p> <p><u>Corporate and M&A:</u> Tier 3</p> <p>The Firm: Vision & Associates works with leading global firms to advise international investors on a range of acquisitions, including matters concerning competition law and warranties and indemnities insurance, alongside more traditional transactional mandates. Pham Nghiem Xuan Bac heads the practice, with other key partners including Luu Tien Ngoc, Le Quynh Anh and Ngo Trung Hieu.</p> <p><u>Dispute Resolution:</u> Tier 2</p> <p>The Lawyers: Vision & Associates' dispute resolution practice handles mandates including debt recovery, employment law and intellectual property disputes, often working alongside leading international and Asian firms. Le Tuan Anh, Dang Trong Hieu and Le Quynh Anh are the key contacts. Senior associates Le Nguyen Anh Vu, Nguyen Bao Ngoc and Pham Minh Long are also noted.</p> <p><u>Insurance:</u> Tier 2</p> <p>The Firm: Vision & Associates advises international insurers on matters such as acquirer's warranties and indemnities insurance for M&A deals, as well as transactions in the sector. Luu Tien Ngoc, Dang Trong Hieu and senior associate Pham Thi Cuc advised Petrolimex Insurance on its sale of a stake to Samsung Fire & Marine Insurance. The team also advises the United Insurance Company of Vietnam and QBE on corporate matters.</p> <p><u>Intellectual Property:</u> Tier 1</p> <p>The Firm: Vision & Associates' IP practice, led by Do Quang Hung, advises owners of world-renowned intellectual property on anti-counterfeiting, registration oppositions and filings concerning trade marks and patents. At partner level, Nguyen Thi Thu Ha is a key contact, while senior associates Nguyen Vu Quan and Nguyen Thuy Hong are also noted. Clients include Jack Daniel's, Herbalife, Marvel Entertainment and Unilever.</p> <p>The Lawyers: Managing partner Pham Nghiem Xuan Bac is ranked as <i>Leading Individual</i>.</p> <p><u>Labour and Employment:</u> Tier 2</p> <p>The Firm: Vision & Associates' employment practice cover matters such as recruitment procedure, data protection, executive terminations, and whistleblowing issues for national and international clients. Le Tuan Anh and Nguyen Thi Thanh Xuan advise Turkish Airlines on employment matters concerning its employees in Vietnamese airports, while in the contentious space Anh acted for United Insurance Company in terminating an employment contract following an employee's breach of company procedure. Luu Tien Ngoc advised Bayer on transferring employee data to third-party service providers.</p> <p><u>Project & Energy:</u> Tier 3</p> <p>The Firm: Vision & Associates advises on matters including road construction projects and renewable energy, acting for investors, developers and suppliers alike. Le Quynh Anh advised VTEC on contracts for an electronic toll collection system on several motorways, with Luu Tien Ngoc also a key contact.</p> <p><u>Real Estate and Construction:</u> Tier 3</p> <p>The Firm: Vision & Associates handles a mix of transactional and regulatory work, including real estate finance. Dang Trong Hieu advises Obayashi Corporation on subcontractors' agreements. Luu Tien Ngoc's expertise includes joint venture matters, and executive partner Le Quynh Anh is a key name for real estate finance. Managing partner Pham Nghiem Xuan Bac advises on first-in-country projects in the hospitality sector. Other clients include City Garden Apartments Vietnam, which the firm advised on corporate matters following a change of ownership.</p> <p><u>TMT:</u> Tier 2</p> <p>The Firm: Vision & Associates advises a range of national and international clients on data protection matters, as well as handling other telecoms and online regulatory matters. Le Tuan Anh and senior associate Vuong Son Ha assisted PCCW Media with a review of terms and conditions regarding its online music service's Vietnamese operations; Anh also advises Baidu on a proposed project launch in Vietnam. Luu Tien Ngoc advises Bayer on data protection matters concerning transfers of employee data. Other clients include John Lewis.</p> <p><u>Tax:</u> Tier 3</p> <p>The Firm: Vision & Associates' tax offering is a source of non-contentious advice covering personal taxes, corporate transactional matters and issues concerning corporate restructurings. Nguyen Thi Thanh Xuan is advising Air Liquide Vietnam on foreign contractor tax, and Le Quynh Anh is assisting Woodhouse Commodities with the tax aspects of its import and export businesses. Other clients include Vineco Agricultural Investment, Development and Productions, and Padmac Vietnam.</p>
-----------------------------------	---

Overview:

Vision & Associates advised Cam Lo – Tuy Loan BT Investment Company on a \$560 million loan financed by a group of Japanese banks. The team acted for the World Bank as a regulatory consultant for a project to set up a pilot City Infrastructure Financing Facility to finance municipal infrastructure in Vietnam.

Banking and Finance:

Vision & Associates is highly recommended.

The Firm: Vision & Associates advised Cam Lo – Tuy Loan BT Investment Company on a \$560 million loan financed by a group of Japanese banks. The team acted for the World Bank as a regulatory consultant for a project to set up a pilot City Infrastructure Financing Facility to finance municipal infrastructure in Vietnam.

The Lawyers: PHAM NGHIEM Xuan Bac is ranked as *Market-leading Lawyer*.

Capital Markets:

Vision & Associates is recommended.

The Firm: Vision & Associates, a full service law firm, acted as counsel to underwriters, corporations and bond issuers including ISDN Holdings, Franklin Templeton Investments and DWS Vietnam Fund.

The Lawyers: Luu Tien Ngoc [*Leading Lawyer*] and Xuan Bac Pham Nghiem are the leading partners at the firm.

Corporate and M&A:

Vision & Associates is recommended.

The Firm: Vision & Associates is a “very good firm for local corporate, commercial and contractual issue based advice,” according to a client.

The Lawyers: Xuan Nguyen Thi Thanh is mentioned for her “impressive knowledge of local laws and clarity in communication”. Pham Nghiem Xuan Bac is ranked as *Market-leading Lawyer*. Luu Tien Ngoc, Dang Trong Hieu and Le Quynh Anh are ranked as *Leading Lawyers*.

Key clients of the practice include Duxton Asset Management, VinaCapital Opportunity Fund and Keppel Land Vietnam.

Construction & Real Estate:

Vision & Associates is recommended.

The Firm: Vision & Associates is a “very good firm for local corporate, commercial and contractual issue based advice,” according to a client.

The Lawyers: Xuan Nguyen Thi Thanh is mentioned for her “impressive knowledge of local laws and clarity in communication”

Dispute Resolution:

Vision & Associates is highly recommended.

The Firm: Spearheaded by Pham Nghiem Xuan Bac, the dispute resolution and litigation practice at Vision & Associates represents a range of industry leaders including LG Electronics Vietnam, Hyundai RNC Ha Tay and Chevron Lubricants Vietnam.

The Lawyers: Quynh Anh Le acted for Hyundai RNC Ha Tay in a dispute against a Vietnamese individual over the termination of a house and purchase contract.

Intellectual Property:

Outstanding

The Firm: “V&A [the firm] always provides practical and sharp resolutions and always achieve intended results,” says a client.

The Lawyers: Vision & Associates’s IP team led by Quang Hung Do represented Charles & Keith against genuine handholds bearing the mark “Charles & Keith” due to increased competition between authorised distributors and unauthorised sellers. Pham Nghiem Xuan Bac is ranked as *Market-leading Lawyer*.

IT, Telco & Media:

Vision & Associates is highly recommended.

The Firm: Vision & Associates has a strong clientele in its IT, telco and media practice including IBM, Microsoft, Motorola and Baidu.

The Lawyers: Tuan Anh Le assisted PCCW Media in reviewing the terms and conditions and privacy policy applicable to its digital online music services based on the Vietnamese laws in force. Le also advised Baidu, the largest Chinese web services company, in its plan to launch online services in Vietnam, including opining on IP and regulatory matters.

Labour & Employment:

Vision & Associates is recommended.

The Firm: With clients such as JP Morgan Chase, Synergy Worldwide, Turkish Airlines and Boston Consulting Group, Vision & Associates has broad experience in the labour and employment market.

The Lawyers: Tien Ngoc Luu advised Bayer on transfers of HR data among different entities and with third-party service providers. Tuan Anh Le advised United Insurance Company of Vietnam on the termination of a labour contract with the employee, who failed to comply with the employer’s salvage process by dismissal or mutual agreement

Project & Infrastructure:

Vision & Associates is recommended.

The Firm: With industry specific knowledge and expertise, clients such as Ministry of Transport, Cam Lo-Tuy Loan Bt Investment Company and An Khanh New City Development are pleased to work with Vision & Associates. Clients appreciate its “excellent local knowledge, pro-active and professional work ethics”. The firm continues to provide services for internationally-funded projects on infrastructure and power plant development, especially renewable energy, covering all phases from approval, submission, location, procurement and construction.

Shipping, Maritime & Aviation:

Vision & Associates is recommended.

The Firm: Vision & Associates advised Turkish Airlines on its retainer agreement including reviewing and revising employment contract template, a Tan Son Nhat Airport office lease agreement and application procedures for the issuance of a work permit.

The Lawyers: Tien Ngoc Luu advised Sky Cargo Service Company on its listing on the Hong Kong Stock Exchange.

The firm’s main clients include Cathay Pacific Airways, Lufthansa Technik, Southern Waterborne Transportation Corporation and Gefco.

Taxation:

Vision & Associates is recommended.

The Firm: The tax practice group at Vision & Associates has particular experience in obtaining tax incentives for its clients’ new investment projects as well as obtaining clarification of tax incentive schemes.

The Lawyers: Xuan Bac Pham Nghiem, the managing partner, advised a foreign multinational on compiling a tax matrix outlining local tax considerations for the transfer of direct and indirect shares for local subsidiary for its reorganisation.

Insurance:

The Lawyers: Luu Tien Ngoc and Dang Trong Hieu, of the insurance practice at Vision & Associates, advised Asia Capital Reinsurance Group on a review of the establishment licence granted by Vietnamese authorities to a representative office of the organisation in Vietnam.

<p>Chamber Asia</p>	<p style="text-align: center;"><u>Banking and Finance:</u></p> <p style="text-align: center;">Band 3</p> <p>What the team is known for Handles a wide range of banking and capital markets transactions, counselling clients on the establishment of domestic and foreign credit facilities and investment funds, syndicated bank lending and project financing. Active providing advisory services to various Vietnamese government agencies.</p> <p>Works highlights Worked with the Nomura Research Institute to review the legal framework in place for an ODA loan to be provided to Vietnam in order to support agriculture finance.</p> <p>Significant clients HSBC, World Bank, Sumitomo Mitsui Banking Corporation, Société Générale, Korea Development Bank.</p> <p>Notable practitioners Partner Luu Tien Ngoc [Band 3] has more than 20 years of experience in the legal and business consulting fields with key knowledge in foreign direct investment, banking and finance and capital markets. He is known for advising international companies in a broad range of sectors including telecommunications, electronics and banking.</p> <p style="text-align: center;"><u>Corporate and M&A:</u></p> <p style="text-align: center;">Band 3</p> <p>What the team is known for Busy on M&A mandates across a range of industry sectors and additionally advises on business restructuring and corporate governance. Especially active working with asset managers and investment funds with targets in Vietnam.</p> <p>Work highlights Assisted BIDV Insurance with a private placement of shares valued at USD54 million. Advised DWS Vietnam Fund on the preparation of an amendment to a convertible bond agreement.</p> <p>Significant clients Crédit Agricole, Wärtsilä Vietnam, Duxton Asset Management, VinaCapital Vietnam Opportunity Fund.</p> <p>Notable practitioners Luu Tien Ngoc [Band 3] is co-head of department and has more than 22 years of experience on corporate law matters. He recently advised Duxton Asset Management on a USD2.6 million convertible bonds deal.</p> <p style="text-align: center;"><u>Dispute Resolution:</u></p> <p style="text-align: center;">Band 3</p> <p>What the team is known for Robust Vietnamese practice experienced in both international arbitration and litigation in the domestic courts. Deep bench serving clients on a suite of contentious matters, from debt interest and sales agreement enforcement to construction and employee dismissal lawsuits.</p> <p>Works highlights Represented Lintec in a dispute regarding an outstanding payment related to a construction contract. Acted for Air Liquide Vietnam in a VIAC-seated dispute regarding an outstanding payment amount related to a sale and purchase agreement.</p> <p>Significant clients Fujita, LG Electronics Vietnam, Readymix Concrete, Hyundai, Taya Construction & Development.</p> <p>Notable practitioners Le Tuan Anh and director of the legal practice Le Quynh Anh are key contacts.</p> <p style="text-align: center;"><u>Intellectual Property:</u></p> <p style="text-align: center;">Band 1</p> <p>What the team is known for Advises blue-chip clients in the media, consumer products and technology sectors on the prosecution and enforcement of IP rights, including industrial designs. Also advises on domain name protection and the resolution of cybersquatting issues, and continues to handle anti-counterfeiting actions.</p> <p>Strengths Multiple peers agree that “they are a really good firm.”</p> <p>Significant clients Unilever, Honda, Lacoste, Parfums Christian Dior, Warner Bros.</p> <p>Notable practitioners Le Thi Kim Dzung [Band 1] is a highly experienced special counsel with a background at the National Office of Intellectual Property. Particularly experienced in patents law, she has a long history of acting on patent prosecutions and enforcements on behalf of multinational clients.</p> <p>Head of the trade mark department Do Quang Hung [Band 2] is characterised by peers as “a very good lawyer.” His experience is centred on trade mark infringement cases and navigating lengthy contentious matters. He has been leading on a long running, and complex trade mark dispute on behalf of Ponaflex involving a cancellation action.</p> <p>Founding and managing partner Pham Nghiem Xuan Bac [Band 3] represents a high-profile clientele with prosecution and enforcement mandates across a range of industry sectors. He has extensive experience in relation to patent infringement cases.</p> <p style="text-align: center;"><u>Real Estate:</u></p> <p style="text-align: center;">Other Noted Firms</p> <p>Le Quynh Anh [Band 2] of Vision & Associates has a long history in real estate and is especially renowned for her skilled handling of industrial property matters. She is described by multiple peers as a very respected lawyer “doing various angles of real estate.” Recently she has been acting for SUDICO on land use rights, contracting and development issues.</p> <p style="text-align: center;"><u>TMT:</u></p> <p style="text-align: center;">Band 3</p> <p>What the team is known for Sizeable department which frequently advises major international companies on their Vietnamese operations. Notable expertise in data protection, licensing and internet privacy. Well complemented by the firm’s IP expertise.</p> <p>Work highlights Assisted TriMas with advice regarding its online recruitment process.</p> <p>Significant clients Electrolux, Motorola, Expedia, Pfizer, Microsoft.</p> <p>Notable practitioners A key contact is Luu Tien Ngoc, who leads the office’s TMT practice.</p>
---------------------	--

2016/2017

Vision & Associates is locally and internationally recognized as a leading professional firm of Vietnam.

Overview:

Banking and Finance:

Tier 2

The Lawyers: At **Vision & Associates**, managing partner Pham Nghiem Xuan Bac and Luu Tien Ngoc have been particularly active. Highlights included advising the World Bank on setting up a pilot City Infrastructure Financing Facility and acting for a large domestic company in obtaining loans for a high-profile real estate development

Corporate and M&A:

Tier 4

The Lawyers: At **Vision & Associates**, practice co-heads Luu Tien Ngoc and Dang Trong Hieu and managing partner Pham Nghiem Xuan Bac are regularly instructed by domestic and international clients on advisory and transactional matters.

Dispute Resolution:

Tier 2

The Lawyers: **Vision & Associates'** key partner Le Tuan Anh handles a steady flow of domestic litigation over a broad range of disputes such as debt recovery, sale and purchase agreements and employment contracts.

Insurance:

Tier 2

The Firm: **Vision & Associates'** recent highlights include assisting Asia Capital Reinsurance Group with the review of its Vietnamese establishment licence.

The Lawyers: Luu Tien Ngoc and Le Tuan Anh regularly handle insurance-related instructions.

Intellectual Property:

Tier 1

The Firm: The firm advised Ponaflex on a requested cancellation of trade mark to allow 'Pona & device' to be licensed in the client's name in Vietnam and has experience in handling litigation over counterfeit products. Other clients include Yahoo! and Hewlett-Packard.

The Lawyers: Nguyen Nguyet Dzung and Do Quang Hung are key names in the large team at Vision & Associates, which also includes well-respected managing partner Pham Nghiem Xuan Bac [*Leading Individual*].

Labour and Employment:

Tier 2

The Firm: Vision & Associates' cross-practice team receives a steady flow of referrals from international law firms and such recent instructions include advising Electrolux on rolling out an online recruitment system and assisting QBE with the review and revision of its labour contract template in Vietnam.

The Lawyers: Le Tuan Anh is a name to note in the area.

Real Estate and Construction:

Tier 3

The Firm: Vision & Associates which advised City Garden Apartments Vietnam on amending its investment licence and assisted Berjaya Hotay with reviewing its bar licensing agreement at Sheraton's hotel in Hanoi.

The Lawyers: Le Quynh Anh is the main contact.

TMT:

Tier 2

The Firm: Vision & Associates undertook several data-related matters in 2015, including advising Microsoft on data protection under Vietnamese law and assisting Pfizer with the proposed establishment of e-signature documents in the country... Altus Group is another key client.

The Lawyers: Le Tuan Anh and Dang Trong Hieu led on these matters respectively.

Tax:

Tier 3

The Firm: Vision & Associates recently advised a client on the tax consequences of transferring shares of its subsidiary and assisted another client with import duties in Vietnam.

The Lawyers: Dang Trong Hieu and Le Tuan Anh are the key contacts in the practice.

Overview:

Banking and Finance:

Vision & Associates is highly recommended.

The Firm: The banking group at Vision & Associates has recently been advising financial regulators on Vietnam's legal framework as well as the establishment and operation of credit institutions. Instructed by one of the borrowers on the \$560 million Cam Lo-Tuy Loan highway project. Luu Tien Ngoc and Dang Trong Hieu have been reviewing and revising the facility agreement and other documents.

The Lawyers: Mr. PHAM NGHIEM Xuan Bac is ranked as Market-leading Lawyer.

Capital Markets:

Vision & Associates is recommended.

Competition & Anti-trust:

Vision & Associates is recommended.

Construction & Real Estate:

Vision & Associates is recommended.

Corporate and M&A:

Vision & Associates is recommended.

The Lawyers: Mr. LUU Tien Ngoc, Mrs. LE Quynh Anh and Mr. DANG Trong Hieu are ranked as Leading Lawyers

Dispute resolution:

Vision & Associates is highly recommended.

The Firm: Pham Nghiem Xuan Bac leads Vision & Associates's dispute resolution and litigation practice, which has been particularly successful at representing retainer clients, such as Vietmindo, an Indonesian mining company, and Kei Sei, a Japanese rail company, before courts such as the People's Court of Hanoi City. Le Tuan Anh advised Lintec on the successful settlement of a construction contract dispute.

The Lawyers: Mr. Pham Nghiem Xuan Bac is ranked as Leading Lawyer

Financial Service Regulatory:

Vision & Associates is recommended.

Insurance:

Vision & Associates is highly recommended.

The Firm: Luu Tien Ngoc and Dang Trong Hieu, of the insurance practice at Vision & Associates, advised Asia Capital Reinsurance Group on a review of the establishment licence granted by Vietnamese authorities to a representative office of the organisation in Vietnam.

Intellectual Property:

Outstanding

The Firm: Bolstered by a team of more than 45 fee earners in its IP group, Vision & Associates advises domestic and foreign clients on all sectors of IP including copyright, designs, patents and trade marks. Headed by Pham Nghiem Xuan Bac, the practice regularly cooperates with reputable IP firms in Cambodia, China, Europe, Singapore and Thailand. Do Quang Hung represented Ponaflex, a Korean plastic hose manufacturer, in a trade mark dispute. The NOIP initially rejected the client's application but the firm was able to convince the authorities that Ponaflex was the appropriate mark owner.

The Lawyers: Mr. Pham Nghiem Xuan Bac is ranked as Market-leading Lawyer.

Investment Fund:

Vision & Associates is recommended.

IT, Telco & Media:

Vision & Associates is highly recommended.

The Firm: Vision & Associates's IT, media and telecommunications team tends to handle matters involving internet privacy, data protection and transfer, technology licensing and outsourcing. Dang Trong Hieu also advised pharmaceutical company Pfizer on how Vietnamese laws affected the use of e-signatures in its local operations.

Labour & Employment:

Vision & Associates is recommended.

Project & Infrastructure:

Vision & Associates is recommended.

Restructuring & Insolvency:

Vision & Associates is highly recommended.

Taxation:

Vision & Associates is recommended.

Overview:

THE FIRM

Banking and Finance:

Band 3

What the team is known for: Typically represents domestic banks and government agencies on a range of banking and capital market transactions. Active on project financing for the infrastructure sector.

Notable practitioners: Luu Tien Ngoc [Band 3]'s specialisms include M&A, FDI, insurance, private equity and securities trading. He has a strong roster of international clients and is noted for his depth of experience interacting with governmental bodies.

Significant clients: HSBC, Korea Development Bank, Sumitomo Mitsui Bank, Standard Chartered, OCBC.

Corporate and M&A:

Band 3

What the team is known for: Busy on M&A mandates across a range of industry sectors and additionally advises on business restructuring and corporate governance. Especially active working with asset managers and investment funds with targets in Vietnam.

Notable practitioners: Luu Tien Ngoc [Band 3] has been involved in the corporate law sphere for more than two decades. His broad expertise spans FDI, private equity, insurance and TMT. He remains active in advising key clients on sale and purchase arrangements.

Significant clients: Boston Consulting Group, Unilever, Duxton Asset Management, Sony Electronics, VinaCapital Vietnam Opportunity Fund.

Dispute Resolution:

Band 3

What the team is known for: Experienced in both international arbitration and litigation in the Vietnamese courts. Recent cases have included complex disputes in the real estate and construction sectors.

Significant clients: Fujita, LG Electronics, Readymix Concrete, PT Vietmindu Energitama.

Intellectual Property:

Band 1

What the team is known for: Advises blue-chip clients across media, consumer products and technology on the protection of IP rights in Vietnam. Frequently assists in both prosecution and enforcement. Additional capacity in respect of domain name registration and resolution of cybersquatting issues.

Strengths (Quotes mainly from clients)

"Key players in the market; they've been around a long time and have developed a good team."

Notable practitioners: Le Thi Kim Dzung [Band 1] heads the patent team at the firm and is described as "a guru" by a leading peer in the market. She is especially well versed in the prosecution of patents and has recently assisted clients in challenging patents filed by other groups.

Head of the trade mark department Do Quang Hung [Band 2] assists multinational clients on trade mark infringement proceedings in Vietnam. He also has experience advising on IP rights in Laos and Cambodia.

Founding partner Pham Nghiem Xuan Bac [Band 3] represents high-profile clientele with prosecution and enforcement mandates across a range of industry sectors. Lately, he has been acting for an international company regarding a series of major patent infringements in Vietnam.

Significant clients: Christian Dior, Hewlett-Packard, Honda, Lacoste, Warner Bros.

Real Estate:

Vision & Associates' executive partner Le Quynh Anh [Band 2] is a real estate expert. She has been active in this market for almost 25 years and is particularly known for her focus on industrial property matters. One recent highlight saw her advising on a joint venture between Vietnamese and Korean engineering firms for a construction project located in China

TMT:

Band 2

What the team is known for: Sizeable department which frequently advises major international companies on their Vietnamese operations. Significant expertise in outsourcing, data protection, licensing and internet privacy.

Strengths (Quotes mainly from clients)

"A very well-known firm with a good reputation."

Work highlights: Assisted VMS through a range of matters, including reviewing co-operation and service supply contracts. **Work highlights:** Assisted VMS through a range of matters, including reviewing co-operation and service supply contracts.

Notable practitioners: A key contact is Luu Tien Ngoc, who leads the office's TMT practice.

Significant clients: Wintek Vietnam, BT, Motorola, Atotech Vietnam, Toyota Industrial Equipment Vietnam.

2015/2016

Vision & Associates is locally and internationally recognized as a leading professional firm of Vietnam.

Overview:

Banking and Finance:

Tier 2

The Firm: **Vision & Associates** acts for multinational banks, including SMBC and Rabobank, as well as government ministries and committees, including Vietnam's Ministry of Finance. The practice frequently partners with international firms to provide local law advice on project finance transactions

The Lawyers: Luu Tien Ngoc and managing partner Pham Nghiem Xuan Bac are the team co-heads

Capital Markets:

Tier 3

The Firm: **Vision & Associates** serves as Vietnamese counsel to a company that is listing on an international stock exchange, and which the firm is assisting with the private placement of shares and associated regulatory advice

The Lawyers: Luu Tien Ngoc and Dang Trong Hieu are the key contacts.

Corporate and M&A:

Tier 4

The Firm: **Vision & Associates** has a strong track record advising on the acquisition of state-owned enterprises and provides corporate governance and secretariat services on a retainer basis.

The Lawyers: The team co-heads are Luu Tien Ngoc and Dang Trong Hieu

Dispute Resolution:

Tier 1

The Firm: **Vision & Associates** has retainers with various clients to handle debt recovery proceedings.

The Lawyers: Managing partner Pham Nghiem Xuan Bac, Le Quynh Anh and Dang Trong Hieu share leadership of the team.

Insurance:

Tier 2

The Firm: **Vision & Associates** acts for clients including Manulife (Vietnam) and QBE. Areas of expertise include the establishment of businesses, policy reviews and regulatory compliance.

The Lawyers: Pham Nghiem Xuan Bac and Luu Tien Ngoc are the practice co-heads.

Intellectual Property:

Tier 1

The Firm: IP continues to be a core practice area for **Vision & Associates** and the firm significantly expanded its team by recruiting six associates during 2015 and 2016. The group has a full-service approach, although it is typically instructed to handle domain name disputes, trade mark infringements and appeals to NOIP to invalidate trade mark registrations. Clients include The Hearst Corporation, Unilever and Bridgestone

The Lawyers: Managing partner Pham Nghiem Xuan Bac [*Leading individual*] and Le Thi Kim Dzung, who are able to draw on their considerable experience as former NOIP patent examiners, jointly head the team with Do Quang Hung

Project and Energy:

Tier 3

The Firm: **Vision & Associates** is experienced in advising on internationally funded PPP projects. Clients include Chevron and THT Development

The Lawyers: **Vision & Associates**, co-headed by Pham Nghiem Xuan Bac and Luu Tien Ngoc...

Real estate and Construction:

Tier 3

The Firm: **Vision & Associates** is assisting with a real estate development project in Hanoi, which has included revising a joint venture agreement and handling a dispute

The Lawyers: Le Quynh Anh led the advice

TMT:

Tier 2

The Firm: **Vision & Associates** saw increased activity advising on data protection, outsourcing, licensing and data privacy. Typical instructions include advising international clients on establishing joint ventures and providing regulatory support

The Lawyers: Luu Tien Ngoc is the key contact.

Tax:

Tier 3

The Firm: **Vision & Associates** has strong transactional expertise and is particularly adept at advising investors on tax incentives

The Lawyers: Le Quynh Anh and Dang Trong Hieu co-head the team, which acts for clients including Obayashi Vietnam and ISC

Overview:

Vision & Associates is highly respected for its strong intellectual property practice, as well as its banking and finance work. "They are top-notch, I consider them among the big five IP firms in Vietnam," says a peer...

Vision & Associates was the winner of the Best Firm in Vietnam at IFLR's Asia Women in Business Law awards 2014.

The Lawyers: The intellectual property group consists of 45 fee earners and provides a range of services covering all aspects of intellectual property rights, including patent, designs, trade marks and copyright. Managing partner Pham Nghiem Xuan Bac, one of the founding partners, is a highly respected patent and trade mark attorney. He is assisted by Do Quang Hung, whose work includes intellectual property commercialisation and technology transfer.

Hung is leading a team in an ongoing trade mark dispute for Korean company Ponaflex. Partner Le Quynh Anh specialises in corporate and M&A work and maintains close ties with the firm's long-standing clients such as Unilever and ArcelorMittal. In banking, some of the noteworthy matters include providing a large foreign bank with legal opinions in connection with the amendments to the loan agreements between the client and its lenders. Over the past 12 months, Vision & Associates has provided legal advice on Vietnam's legal framework governing banking, financial and foreign exchange operations, syndicated bank lending, preparation and review of contractual documents, and advising on financial risks of projects. Corporate partner Luu Tien Ngoc is considered a top M&A lawyer who has been described as a "strong negotiator" in recognition of his handling of complex transactions.

Banking and Finance:

The Firm: Vision & Associates is highly recommended.

The Lawyers: Mr. PHAM NGHIEM Xuan Bac is ranked as Leading Lawyer.

Banking and Finance:

The Firm: Vision & Associates is highly recommended.

The Lawyers: Mr. PHAM NGHIEM Xuan Bac is ranked as Leading Lawyer.

Capital Markets:

Active

Competition & Anti-trust:

Vision & Associates is recommended.

Construction & Real estate:

Vision & Associates is recommended.

Corporate and M&A:

Vision & Associates is highly recommended.

The Firm:

The Lawyers: Mr. LUU Tien Ngoc and Mrs. LE Quynh Anh are ranked as Leading Lawyers

Dispute resolution:

Vision & Associates is highly recommended.

Energy and Natural Resources:

Vision & Associates is recommended.

Dispute resolution:

Vision & Associates is highly recommended.

Financial Service Regulatory:

Active

Insurance:

Vision & Associates is recommended.

Intellectual Property:

Outstanding

Investment Fund:

Vision & Associates is recommended.

IT, Telco & Media:

Vision & Associates is highly recommended.

Labour & Employment:

Vision & Associates is recommended.

Private Equity:

Vision & Associates is recommended.

Project Finance:

Vision & Associates is highly recommended.

Restructuring & Insolvency:

Vision & Associates is recommended.

Shipping, Maritime & Aviation:

Active

Tax:

Active

Overview:

Other key local firms include ... **Vision & Associates** ...

Banking and Finance:

Band 3

What the team is known for Solid track record of advising lenders on syndicated loans in the power and real estate sectors. Also handles foreign exchange transactions.

Notable practitioners Luu Tien Ngoc [*Band 3*]'s broad practice covers banking and finance, capital markets and private equity work. He routinely represents international bank syndicates on project financing.

Significant clients Duxton Asset Management, HSBC, The Korea Development Bank, Rabobank, Société Générale...

Corporate and M&A:

Band 3

What the team is known for Offers a full range of corporate services including corporate governance, M&A, restructuring and insolvency. Key clients hail from the manufacturing, consumer goods, soft commodity and asset management sectors. Additional capabilities in IP.

Notable practitioners Luu Tien Ngoc [*Band 3*] is held in high regard for his broad-ranging practice. He has recently advised on strategic M&A in a variety of sectors including energy, manufacturing and hospitality.

Significant clients Unilever, VinaCapital, Wärtsilä, Langdon & Seah, Olam International.

Dispute Resolution:

Intellectual Property:

Band 1

What the team is known for Prominent name for contentious IP work, including anti-counterfeiting advice and trade mark infringement. Frequently advises clients in combating cybersquatting domain names.

Strengths (Quotes mainly from clients)

"Combine high-quality work with a high success rate."

"Highly efficient team of legal consultants."

Notable practitioners Le Thi Kim Dzung [*Band 1*] is considered to be one of the gurus of Vietnamese IP law. She recently represented a company in a complex patent invalidation case. Highly regarded practitioner Do Quang Hung [*Band 2*] represents domestic and foreign clients on patent and trade mark issues, and is particularly well versed in advising on IP disputes.

Managing partner Pham Nghiem Xuan Bac [*Band 3*] is highlighted for her many years of experience advising on IP registrations and enforcement. His recent work includes advising a pharmaceutical client in relation to a patent infringement.

Significant clients Lacoste, Hewlett-Packard, Parfums Christian Dior, Universal Studios, Warner Bros Entertainment.

Projects, Infrastructure & Energy:

Band 4

What the team is known for Maintains an active practice in the PPP sphere and is also noted for real estate and hospitality work.

Notable practitioners Executive partner Le Quynh Anh [*Band 2*] is a respected practitioner in the real estate sphere. She has recently advised Korean investors on land acquisition opportunities.

Significant clients The World Bank, Chevron Lubricants, Vietmindong Energitama, Quang Trung Power, RWE.

TMT:

Band 2

What the team is known for Large local team with an enviable roster of international and domestic corporate clients. Provides full-service assistance in TMT, although particularly active in the IT sector.

Work highlights Acted for System Exe on contract issues relating to the sale of its production management system to Vietnamese buyers.

Notable practitioners Managing partner Pham Nghiem Xuan Bac is a key client contact.

2013/2014

Vision & Associates is locally and internationally recognized as a leading professional firm of Vietnam.

<p><i>Asia Pacific Legal 500</i></p>	<p style="text-align: center;"><u>Overview:</u></p> <p style="text-align: center;"><u>Banking and Finance:</u></p> <p style="text-align: center;">Tier 2</p> <p>The Firm: Vision & Associates mainly represents international lenders, and clients...</p> <p style="text-align: center;"><u>Capital Markets:</u></p> <p style="text-align: center;">Tier 3</p> <p>The Firm: ... Vision & Associates acted for clients in the logistics, real estate, apparel and agricultural industries, among others. The firm is active on IPO deals, conducting due diligence reports on listing companies, and assisting listing companies with regulatory matters.</p> <p>The Lawyers: Luu Tien Ngoc and Dang Trong Hieu are the key contacts.</p> <p style="text-align: center;"><u>Corporate and M&A:</u></p> <p style="text-align: center;">Tier 4</p> <p>The Firm: Vision & Associates advises clients in the manufacturing, power, healthcare, education, logistics, telecoms and tobacco industries...</p> <p>The Lawyers: Managing partner Pham Nghiem Xuan Bac heads the department.</p> <p style="text-align: center;"><u>Dispute Resolution:</u></p> <p style="text-align: center;">Tier 1</p> <p>The Firm: The disputes practice at Vision & Associates enjoys an 'excellent' reputation... the firm handled a number of debt recovery matters. The team is experienced in representing clients before courts and government agencies, as well as in mediation proceedings.</p> <p>The Lawyers: Le Tuan Anh is recommended.</p> <p style="text-align: center;"><u>Insurance:</u></p> <p style="text-align: center;">Tier 2</p> <p>The Firm: Vision & Associates recently advised on a proposed reinsurance deal. The firm is also experienced in policy reviews and regulatory advice relating to general, life and statutory insurance.</p> <p>The Lawyers: Pham Nghiem Xuan Bac heads the department.</p> <p style="text-align: center;"><u>Intellectual Property:</u></p> <p style="text-align: center;">Tier 1</p> <p>The Firm: Vision & Associates is 'very active in IP', and represents clients in the pharmaceuticals, electronics, healthcare, mechanical engineering and chemical industries...</p> <p>The Lawyers: ... Le Thi Kim Dzung is recommended.</p> <p style="text-align: center;"><u>Real estate and Construction:</u></p> <p style="text-align: center;">Tier 3</p> <p>The Firm</p> <p>The Lawyers: Le Quynh Anh is a noteworthy practitioner.</p> <p style="text-align: center;"><u>TMT:</u></p> <p style="text-align: center;">Tier 2</p> <p>The Firm: Vision & Associates acts for clients such as Wintek Vietnam, BT and Vietnam Mobile Telecom Services Company (VMS). Recent highlights include reviewing and revising joint venture contracts for clients in the film industry, and acting as local counsel for international clients in the technology and telecoms sectors.</p>
--	---

Chamber Global

Overview:

Banking and Finance:

Band 2

THE FIRM

KEY INDIVIDUALS Pham Nghiem Xuan Bac [Band 2], one of the founding members of the firm, has extensive expertise in this area. He wins client admiration as an “affable and capable individual.” Clients value Luu Tien Ngoc [Band 2 – Capital Markets, Band 3]’s extensive banking and securities expertise, which spans nearly two decades... He also focuses on the technology sector...

Corporate and M&A:

Band 3

THE FIRM

KEY INDIVIDUALS Le Quynh Anh [Band 3] is a key contact for corporate work, and is experienced in foreign direct investment and M&A. Luu Tien Ngoc [Band 3] also offers corporate and commercial expertise, and has more than 15 years’ experience in the field..

Projects, Infrastructure & Energy:

Band 3

THE FIRM

KEY INDIVIDUALS Partner Le Quynh Anh [Band 3]oversees the day-to-day running of the firm and has nearly two decades of experience in foreign direct investment and property-related work.

Banking and Finance:

Band 2

THE FIRM Vision & Associates continues to be one of the leading firms in Vietnam for financial and banking-related work. The team has strong capabilities in cross-border lending and capital and foreign exchange transactions, in addition to expertise in the equitisation of state-owned banks into joint stock entities...

KEY INDIVIDUALS Clients value Luu Tien Ngoc [*Band 3 Banking & Finance, Band 2 Banking & Capital Markets, Band 3 Corporate and M&A*]'s extensive banking and securities expertise, which spans nearly two decades... Pham Nghiem Xuan Bac [*Band 3 Banking & Finance, Band 3 Intellectual Property*] is one of the founding members of the firm and has extensive expertise in this area. He wins client admiration as an "affable and capable individual."

Corporate and M&A:

Band 3

THE FIRM Well known in the market, Vision & Associates has continued to see a steady stream of corporate work... Sources also note that the firm has a good working relationship with the authorities.

KEY INDIVIDUALS Le Quynh Anh [*Band 3 Corporate and M&A, Band 3 Projects, Infrastructure & Energy*] is a key contact for corporate work, and is experienced in foreign direct investment and M&A. Her partner Luu Tien Ngoc [*Band 3 Banking & Finance, Band 2 Banking & Capital Markets, Band 3 Corporate and M&A*] also offers corporate and commercial expertise, and has more than 15 years' experience in the field.

Dispute Resolution:

Band 3

THE FIRM Vision & Associates is seen as a solid performer in Vietnam and remains busy advising clients on commercial and contractual disputes. The group represents large international companies as well as domestic clients in litigation and arbitration matters.

KEY INDIVIDUALS Pham Nghiem Xuan Bac [*Band 3 Banking & Finance, Band 3 Intellectual Property*] is the managing partner at the firm and a key contact for disputes-related work.

Intellectual Property:

Band 1

THE FIRM Market commentators note the ability of this leading team to advise across the entire intellectual property spectrum. Areas of expertise include patents, designs, trade marks and copyright issues, which it handles for both domestic and international clients. Recent mandates of note have centred on a variety of high-profile trade mark infringements/disputes, and notable clients...

KEY INDIVIDUALS Le Thi Kim Dzung [*Band 1 Intellectual Property*] heads the firm's intellectual property department. She has long-standing expertise in a wide range of intellectual property rights matters and represents clients throughout Asia, with a particular focus on Vietnam, Laos and Cambodia. Experienced partner Do Quang Hung [*Band 2 Intellectual Property*] is noted for his understanding of intellectual property matters and his particular know-how in patent and trade mark issues. Pham Nghiem Xuan Bac [*Band 3 Banking & Finance, Band 3 Intellectual Property*] is managing partner and one of the founding members of Vision & Associates. He focuses on the registration and enforcement of patents and trade marks.

Projects, Infrastructure & Energy:

Band 3

THE FIRM This firm is sought after by a wide variety of local clients for its know-how in a range of projects, real estate and property development matters...

KEY INDIVIDUALS Partner Le Quynh Anh [*Band 3 Corporate and M&A, Band 3 Projects, Infrastructure & Energy*] oversees the day-to-day running of the firm and has nearly two decades of experience in foreign direct investment and property-related work.

TMT:

Band 1

THE FIRM Vision & Associates is one of the leading lights in the Vietnamese TMT sphere and remains a popular choice with notable international clients... Sources note the firm's extensive know-how in domestic TMT matters and the team's proven track record in a wide range of issues such as transactional and regulatory work.

KEY INDIVIDUALS Hanoi-based partner Le Tuan Anh has extensive expertise in the media and technologies field.