

ASIAN LEGAL BUSINESS

APR 2022 / ASIA EDITION

 THOMSON REUTERS®

MCI (P) 005/02/2022
ISSN 0219 - 6875
KDN PPS 1867/10/2015(025605)



ASIA'S
TOP 15 TMT
PRACTITIONERS

WE HEAR
FROM VIRTUAL
FIRM LEADERS

CLIENTS PICK THE
BEST DISPUTES
LAWYERS

THE REGION'S
BEST LAW FIRMS
TO WORK FOR

EMPLOYER OF CHOICE



CHANDLER MHM

have varying years of experience. An open-door and team-based system allow more experienced lawyers to constantly communicate with and guide the younger lawyers in a safe space, thereby ensuring that each lawyer is encouraged to constantly grow and develop into the next stage of his or her career with confidence," she says.

"Our senior lawyers, having benefited themselves from the mentorship and training they received are committed to invest time and effort to understand the hopes, expectations and concerns of each member of their team. The close relationship among the lawyers within a team enables more senior lawyers to help make sense of the myriad of challenges faced by young lawyers and has been key to ensuring that we have done well on talent retention despite the challenges of the pandemic," Hing notes.

For LNT & Partners, retention stems from a commitment to provide lawyers with a variety of growth and development opportunities, "from organising internal training sessions on legal expertise as well as soft skills,

to informing them of external courses and events which they might find useful, encouraging them to attend and supporting them financially if they do," they say, noting they build talent from fresh graduates and aim to promote internally while providing all members "equal opportunities to become partners."

"We have two partners who started as junior associates at the firm around ten years ago. The spirit of teamwork has always been encouraged within LNT," it says.

MEANINGFUL WORK

Retention strategies are one side of the coin, but meaningful work is something often spoken about as an antidote to the great resignation and a way to ensure employee engagement.

Tiziana and Darani of Tilleke & Gibbins say they don't think law firm leaders should define 'meaningful work' unilaterally.

"Only the employees themselves can do that, and it means something different to each person. We're careful to make sure that we're asking them that question regularly and allocating

appropriate work to meet their definition wherever possible. We're fortunate to be large enough to be able to build roles around each employee's skillset and professional goals, without being so large that people feel anonymous and stuck inside a rigid framework," they say.

For LNT & Partners, it's important that employees can "feel joyful in their daily work and see their path to moving forward."

"On the employer side, we have always been of the view that every member of the firm has the right to voice their opinion about their workplace and the firm's leadership, and that the leadership has a responsibility to take into account these opinions," it says.

Mah of MWKA says for the firm, meaningful work is viewed as "the result of aligning passion with the delivery of effective solutions."

"A lot of professional and personal satisfaction comes from seeing how our work impacts individuals and the communities around us. As an organisation, we have identified five of the Sustainable Development Goals

CHANDLER MHM

FULL-SERVICE TOP TIER LAW FIRM
IN THAILAND



www.chandlermhm.com



www.linkedin.com/cmhm



[@chandlermhmlimited](https://www.facebook.com/chandlermhmlimited)





CHANDLER MHM

promoted by the United Nations. Our founder leads by example with his contribution as a Human Rights Commissioner. Our family law team has been at the forefront of strategic litigation concerning Malaysian citizenship for abandoned and adopted children, resulting in us winning the ALB Family Law Firm of the Year Award in 2021," Mah says.

"We also encourage our lawyers to participate in pro bono and community projects, which have included coaching underprivileged school children on digital enablement and legal awareness. Our work is not always confined to legal issues. Our lawyers collaborate with our talent in finance, human resources and technology (MWKA Technologies Pte Ltd) to solve complex problems and provide client value. For example, litigation support, financial analysis, data security and regulatory compliance automation," he adds.

Takaya says the firm is supportive of their employees as people, and forge long term relationships with them.

"We focus on professional development and providing career progression to maintain a high retention rate.

It is understandable however that from time to time for personal or professional reasons employees may choose other paths in life. In those situations, we remain supportive and have on many occasions welcomed back alumni to their previous or new roles within the firm," she says.

"There has been a lot of attention in the media on low employee engagement at work globally. As a firm we are mindful of ensuring that employees are in roles that are appropriate for them and routinely monitor workloads to ensure that these are appropriately distributed. Particularly during the COVID pandemic, we have focused on ensuring the health and safety of our employees," **Takaya** adds.

Tiziana and Darani say the firm's approach to development and retention "mixes quantitative data analysis and a fixed development framework with qualitative individual appraisal and ongoing continuous improvement."

"That continuous improvement is fairly unique in that it isn't just about improving employees — it's about the firm itself and the approach we take to supervision, development, and

appraisal. If employees have ideas about how to improve the development system for their benefit and that of others, they are encouraged to share them and we take that feedback very seriously," they say, noting that at the moment they're in the process of developing a revamped mentorship system thanks to one suggestion from an employee.

"We'll soon be rolling out channels for feedback on working practices—above and beyond our annual employee experience survey—at the suggestion of another. This kind of engagement ensures that the development of our associates and staff isn't just something dictated from the top—it's a collaborative effort that everyone has a hand in, and people really appreciate that as they feel that they play a significant role in their development and career progression," they add.

CULTURE OF COLLABORATION

Veeranuch Thammavaranucept, senior partner of Thailand's Weerawong, Chinnavat & Partners, says that people are a priority for the firm — "our philosophy is that the firm is a platform to

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

In its second annual list, ALB unveils outstanding disputes lawyers in the region when it comes to client service. These lawyers were selected based on client recommendations sent directly to ALB. The list is in alphabetical order, and some lawyers have been profiled.

LIST BY ASIAN LEGAL BUSINESS, TEXT BY WANG BINGQING



CHARLES ALLEN

partner, RPC



Charles Allen is a solicitor advocate and dispute resolution lawyer with over 25 years of experience in Hong Kong. He joined RPC in June 2019 with a strong profile and reputation in the local market for supporting clients in domestic and cross-border litigation and in international arbitrations.

Allen advises on a wide range of high-value commercial disputes, representing clients in matters before courts and tribunals in Hong Kong and other jurisdictions around the region.

Among recent significant work, Allen has acted for a technology company in contested cross-border enforcement of a substantial European arbitral award, including seeking security for the sum due pending the outcome of a set-aside application in the seat. He is also acting for clients in several pandemic-related matters, including banking and sale of goods disputes.

Allen also sits as an arbitrator and mediator in commercial matters including under the ICC and HKIAC rules.

A client praises him as “a first-rate lawyer, who despite having a very busy diary, keeps his eye on the ball and finds creative solutions for the issues at hand.” ^{ALB}

JOHN P BANG

senior partner, Peter & Kim



John P Bang has been at the centre of some of the most prominent and complex international disputes in Korea and the world for most of his career.

He is widely regarded as a super advocate and has led counsel teams in landmark cases in front of courts as well as arbitral tribunals. In the last two

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

CHARLES ALLEN

RPC, Hong Kong

LE TUAN ANH

Vision & Associates, Vietnam

BRANDON BANG

Bae, Kim & Lee, Korea

JOHN BANG

Peter & Kim, Korea

TONY BUDIDJAJA

Budidjaja International Lawyers, Indonesia

ANNA CHAN WAN KEI

Oldham Li & Nie, Hong Kong

CHAN LENG SUN SC

Duxton Hill Chambers (Singapore Group Practice), Singapore

JOSEPHINE CHEE

Rajah & Tann Singapore, Singapore

KAREN CHEUNG

HFW, Hong Kong

HUAI YUAN CHIA

Dentons Rodyk & Davidson, Singapore

years, he has successfully represented Mirae Asset Global Investments to a full victory in a multi-billion-dollar case in the Delaware Courts. He is currently representing the Republic of Korea in two major ISDS cases, as well as representing POSCO in an arbitration relating to the development of the \$35 billion New Songdo International Business District.

Bang has been at the forefront of the development of the international arbitration and litigation practice in Korea over the last two decades and has represented parties in over 250 proceedings under the rules of all major institutions and/or ad hoc arbitrations including the ICC, SIAC, HKIAC, ICSID, UNCITRAL, CIETA etc. He also acts as an arbitrator and is regularly appointed as co-arbitrator or presiding arbitrator by institutions and users.

Talking about his approach to client service, Bang says he believes “excellent client service entails responding to all the client’s needs to the best of my abilities by being proactive and offering solutions, instead of just telling them what the law is.”

A client says: “John has excellent knowledge of the law, he knows/thinks what the next moves of the opponents will be, thus he can guide us properly and bring successful results to our clients.” ^{ALB}

KAREN CHEUNG

partner, HFW



Karen Cheung’s practice covers a broad spectrum of matters, ranging from complex cross-border corporate and commercial litigation, white-collar crime, regulatory matters, shareholders disputes, shipping law, employment law, and land disputes to judicial review. Cheung also advises high net worth individuals and families in Hong Kong and China on a wide range of disputes, including contentious probate litigation and matrimonial proceedings.

ASIA SUPER 50 DISPUTES LAWYERS 2022

Among her most noteworthy cases, Cheung has handled the landmark cases on cyber-bullying and obtained the first-ever judgment by the Court of Appeal in Hong Kong to condemn the practice of doxxing which infringes one's privacy and endangers one's life.

Cheung often advises and acts for financial institutions in enforcing the relevant facility agreements and guarantees against the borrowers and guarantors which involve parallel court proceedings on appellate level in multiple jurisdictions, and the reciprocal recognition and enforcement of judgment between Hong Kong and the Mainland.

Cheung describes her approach to clients as pursuing "a promise of service excellence" and says she "always maintains close relationships with each of her clients to truly understand their business, strategies and market risk."

Cheung is actively involved in community engagement as well. She is the founding member and vice chairman of the Greater Bay Area Union and serves as the Chair of the Youth Committee of the Hong Kong and Mainland Legal Professional Association. Cheung was also short-listed as a finalist for Litigator of the Year (North Asia) in ALB Women in Law Awards 2021.

Cheung is "professional, efficient and she gives me the confidence that I'm being represented in the best possible manner," says a client. 

CHIA HUAI YUAN

partner (Singapore),
business development lead for
Vietnam & Thailand,
Dentons Rodyk & Davidson



Chia has extensive experience in a wide range of contentious and non-contentious civil and commercial matters, including international and domestic commercial disputes, fraud, debt recovery, breaches of directors' duties, claims for breach of trust, insolvency, insurance

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

ALLEN CHOONG

Rahmat Lim & Partners,
Malaysia

EMMANUEL CHUA

Baker McKenzie, Singapore

NILO DIVINA

DivinaLaw, Philippines

YUET MIN FOO

Drew & Napier, Singapore

BHAVIN GADA

Stratage Law Partners,
India

HISAYA KIMURA

Nagashima Ohno & Tsunematsu,
Japan

CHRIS HOWSE

Howse Williams, Hong Kong

JAMES HSIAO

White & Case, Hong Kong

KOICHIRO IIDA

Mori Hamada & Matsumoto,
Japan

FARID KARACHIWALA

J Sagar Associates, India

claims, employment and labour disputes, non-compete disputes, misuse of confidential information, professional negligence, medical negligence, white-collar crimes and investigations.

In recent years, Chia has successfully represented clients in several matters as lead counsel, including a matter where he successfully argued and obtained summary judgment in a complex claim in a fraud and conspiracy case, securing a significant cost order against the adverse party. He also successfully resisted an appeal brought against the adverse party over the summary judgment and obtained a significant cost order.

Chia, who graduated from the National University of Singapore's Law Faculty with First Class Honours, once served as Deputy Public Prosecutor and State Counsel with the Attorney-General's Chambers and Justices' Law Clerk to the Chief Justice of Singapore and other justices of Singapore's Supreme Court. In 2018, he was appointed to the Supreme Court's panel of lawyers tasked with assisting it on important questions of law.

On his approach to client service, Chia says he aims to "distill complex ideas simply so that clients can easily understand approach and strategy" and "makes it a point to put clients at ease".

A client praises him for being "extremely efficient and to the point," while another says that "he is systematic and structured in analysing the issue at hand and will advise appropriately." 

FOO YUET MIN

director, dispute resolution,
Drew & Napier



Foo Yuet Min acts as lead counsel and advises clients mainly on civil disputes relating to a wide range of commercial and regulatory matters, always with the aim of achieving commercially viable solutions for clients. She has an

active practice in complex litigation and international arbitration.

Many of her matters involve SIAC and ICC arbitrations as well as arbitration-related court proceedings. She has particular experience and interest in dealing with multi-lingual proceedings and has conducted a bilingual international arbitration under the UNCITRAL Arbitration Rules.

Among her most noteworthy cases as lead counsel, Foo is representing a BVI company wholly owned by the Chairman of a leading Chinese menswear designer brand on a \$26 million claim in litigation involving complex issues of trusts, knowing receipt, dishonest assistance, equitable remedies, breach of contract, and banker/custodian-customer duties etc. She also represents clients in arbitration matters involving infrastructure, oil and gas and media rights disputes, among others.

She successfully represented a group of Indonesian companies in the landmark Singapore Court of Appeal decision in PT Perusahaan Gas Negara (Persero) TBK v CRW Joint Operation [2015] SGCA 30. The case was closely watched internationally, and the decision took runner-up position for “Most important published decision of the past year” at the prestigious GAR Awards 2016.

“She is strategic and sensible in her advice, and is upfront about which courses of action are likely to result in useful outcomes. There is a real feeling that she’s on your side, and will not bring you into battles that aren’t in your interests to fight,” says a client. ^{ALB}

KAP-YOU (KEVIN) KIM

senior partner, Peter & Kim



Kap-You (Kevin) Kim, is one of the most renowned international arbitration practitioners in Korea and has been involved in some of the biggest and most

complex disputes in the region for close to two decades.

In 2021, a year after founding Peter & Kim, Kim led a counsel team that successfully represented Mirae Asset and its affiliates in a US litigation arising from the termination of a \$5.8 billion transaction. The decision by the Delaware Supreme Court is widely considered to be a landmark due to its relevance to disputes involving COVID-19.

Among other prominent engagements, he continues to represent the Republic of Korea as lead counsel in two separate investment arbitrations, including the one brought by Lone Star Funds in an ICSID arbitration, where the amount in dispute is close to \$5 billion.

Over the past 30 years, Kim has acted as counsel, presiding arbitrator, co-arbitrator, or sole arbitrator in more than 300 cases of international arbitrations under various arbitration rules. His track record as an advocate in international arbitrations is representative of his market-leading reputation and includes prominent victories like the successful representation of Hyundai Heavy Industries in a \$2.5 billion victory against an Abu-Dhabi state-run investment company.

Kim has served as the vice president of the ICC International Court of Arbitration (2014 – 2021), secretary-general of ICCA (2010 – 2014), member of the LCIA Court (2007 – 2012) and vice-chair of the IBA Arbitration Committee (2008 – 2010).

“Mr. Kim is able to cut through the complexity and find the best solution to move forward,” says a client. ^{ALB}

RAKESH KIRPALANI

director, dispute resolution & information technology, Drew & Napier



As the chief technology officer of Drew & Napier, Kirpalani has combined his expertise in technology with his background in commercial dispute resolution

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

TEJAS KARIA
Shardul Amarchand
Mangaldas & Co, India

KEVIN KIM
Peter & Kim, Korea

SAE YOUN KIM
Kim & Chang, Korea

RAKESH KIRPALANI
Drew & Napier, Singapore

LEONG KAH WAH
Rajah & Tann Singapore,
Singapore

SAKCHAI LIMSIRIPOTHONG
Weerawong Chinnavat &
Partners, Thailand

DHRUV MALIK
Juris Corp, India

ADAM MANIAM
Drew & Napier, Singapore

DHIRAJ MHETRE
Khaitan Legal Associates,
India

CHAKRAPANI MISRA
Khaitan & Co, India

ASIA SUPER 50 DISPUTES LAWYERS 2022

in the matter of litigation and arbitration. He has been acting for clients on all levels of the Singapore Courts and advising on risk management and disputes concerning technology, electronic evidence, compliance with technology-related regulatory issues and cybersecurity.

His client portfolio includes various multi-national corporations, multi-jurisdictional private equity funds and listed companies both in Singapore and other jurisdictions.

Kirpalani also leads DrewTech, which is Drew & Napier's technology practice that manages disputes and risks for clients in key areas where technology and the law interface.

Among his recent remarkable cases, Kirpalani recently acted in a High Court suit concerning a \$2.6 million claim, involving both financial and technological issues in the financial services sector, particularly in the growing payment processing space. Kirpalani and his team successfully discharged the freezing injunction, on a second attempt for, among other things, breach of undertakings given to the Court by the plaintiff when applying for the injunction.

He also acted for an issuer of digital tokens on the Ethereum blockchain for 1.4-million-euro (\$1.55 million) claim in a litigation matter, which concerns novel issues of law and technology, particularly blockchain technology.

A client praises Kirpalani for being "prompt, clear and concise with his advice," while another comments that "Rakesh is able to distil the issues at quickly and provide timely advice." 

SAKCHAI LIMSIRIPOTHONG

partner, Weerawong, Chinnavat & Partners



Sakchai Limsiripothong, who has been with the firm for over 19 years, has extensive experience in dispute resolution in commercial, construction, banking,

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

MULYADI

Nurjadin Sumono Mulyadi & Partners, Indonesia

RAMESH NAGARATNAM

RBN Chambers, Singapore

LINH D. NGUYEN

VILAF, Vietnam

WASEEM PANGARKAR

MZM Legal, India

MAHESH RAI

Drew & Napier, Singapore

SHANKH SENGUPTA

Trilegal, India

NATHEE SILACHAROEN

Chandler MHM, Thailand

MIGUEL U. SILOS

Cruz Marcelo & Tenebrancia, Philippines

DEBBY SULAIMAN

Hiswara Bunjamin & Tandjung in association with Herbert Smith Freehills, Indonesia

HAFZAN TAHER

Soemadipradja & Taher, Indonesia

bankruptcy, business reorganization, employment, intellectual property, tort, trade matters, as well as labour and white-collar crime matters.

In recent years, he represented the Export-Import Bank of the United States, the official export credit agency of the Federal Government of the United States and a major creditor of Thai Petrochemical Industry Public Company Limited, in the successful defence of tort claims valued at 190 billion baht (approximately \$5.9 billion) in the largest claim in the Central Bankruptcy Court of Thailand to date.

Sakchai also acted for one of the major property developers in Thailand in relation to disputes between the major shareholders of the company, in which the disputed project value was 6,500 million baht, regarding many civil cases between the major shareholders of the company.

A client describes Sakchai as "a commercially-focused litigator with an analytical eye," while another praises him as being "concise and punchy, really homing in on points with a good command of the evidence." 

ADAM MANIAM

director, dispute resolution, Drew & Napier



Maniam is widely regarded as one of the rising stars of the Singapore bar. He has an active practice in complex and high-profile litigation and international arbitration matters relating to a wide range of sectors.

He also advises on regulatory issues and has been engaged to advise on and investigate fraud, anti-money laundering and competition law issues that have arisen in both private and listed companies.

Among Maniam's most significant cases is a multi-jurisdictional dispute involving assets worth approximately \$1.48 billion. The dispute involved one

of the largest representative actions ever filed in the Singapore Courts.

Maniam also acted for members of the De La Sala family in the largest trust case ever heard in Singapore, involving disputed assets estimated to be worth between \$600 million and \$800 million. Maniam successfully argued numerous applications against Senior Counsel and was also successful in hearings before the Court of Appeal.

A client of Maniam has the following praise for him: "Adam has very good subject knowledge, is cooperative and goes the extra mile to help the client. I found his capabilities top of the line. An excellent lawyer having equally good personal traits." ^{ALB}

MULYADI

**senior partner, Nurjadin Sumono
Mulyadi & Partners**



As a dispute resolution specialist, Mulyadi focuses his energies primarily on civil and criminal litigation and has been practicing for over 25 years. He also

handles issues relating to administrative procedures, commercial arbitration, bankruptcy, and insolvency as well as industrial disputes.

Mulyadi routinely handles complex, high-profile litigation cases. He advises many companies on a wide range of issues from a variety of sectors and especially in the suspension of debt payments obligations, representing both creditors and debtors. Mulyadi has also represented various major Indonesian banks advising on debt settlement, while also representing them in civil lawsuits against their debtors to fulfil debtors' obligations to their creditors.

Mulyadi has represented many domestic and foreign clients in lawsuits, throughout the investigation process, in dealing with the police and all the way through to the prosecution process and into the courts.

ASIAN LEGAL BUSINESS

ASIA SUPER 50 DISPUTES LAWYERS

TAN CHUAN THYE SC

**Rajah & Tann Singapore,
Singapore**

NICHOLAS TAN

Allen & Gledhill, Singapore

IAN TEO

Helmsman, Singapore

HIROYUKI TEZUKA

Nishimura & Asahi, Japan

EUGENE THURAISSINGAM

**Eugene Thuraisingam,
Singapore**

GREG JOSEPH SJ TIONGCO

**Tiongco Siao Bello,
Philippines**

CLARENCE VALDECANTOS

ACCRALAW, Philippines

NIRUCH WINIYAKUL

**Kudun and Partners,
Thailand**

LEONARD YEOW

Tay & Partners, Malaysia

BAHARI YEOW

Gan Partnership, Malaysia

Clients have a special admiration for Mulyadi as he is very professional in his ability to provide the best solutions based on legal remedies combining a comprehensive and effective strategy required by clients. ^{ALB}

MAHESH RAI

**director, dispute resolution;
deputy head, construction &
engineering, Drew & Napier**



Rai is an expert in litigation and arbitration with particular focus on complex, high-value and cross-border disputes across sectors of construction and

engineering, infrastructure, telecommunications, IT, shipping, energy and commodities. He is also the Deputy Head of Construction & Engineering practice of the firm and advises on front-end construction matters.

Rai has acted for clients in some major disputes, including successfully representing a large EPC contractor in a complex 9-year arbitration to substantially reduce the claim amount from \$430 million to \$6,000; acting in a significant ICC arbitration against the Indonesian government to win more than \$20 million, the first case in Asia where costs of funding were awarded; advising for on a significant copyright infringement suit against one of the most renowned operators of luxury hotels in the world, in which he successfully established the defendant infringed the rights of the copyright proprietor; and representing a Korean multinational conglomerate in a UNCITRAL arbitration against Asia's largest petrochemical plant over claims amounting to \$434 million arising from construction dispute.

A client rates Rai as "top of the class," while another adds: "Working with Mahesh and his team has been seamless from start to finish. As soon as Mahesh stepped in, our long-standing dispute got resolved in no time." ^{ALB}