



DIMAC

PROFESSIONAL CORPORATE LAWYERS

“NOT THE PROBLEM
SOLVER ONLY, BUT YOUR
STRATEGIC LEGAL PARTNER”

INTRODUCTION ABOUT

DIMAC

Dear Distinguished Clients,

The implementation of renovation policies for calling for foreign investment and international integration of Vietnamese Government have motivated the Vietnamese economy to advance stably. The development of enterprises has required the emergence of reputable law firms, which can effectively provide them with professional legal services.

Seizing this opportunity, DIMAC Law Firm (“DIMAC”) was founded in 2015 by Mr. Pham Quoc Tuan, who was a partner of P&P Law Firm for approximately ten (10) years. From late 2016 to early 2017, DIMAC developed dramatically, marked by the events that two (02) Senior Associates of Baker & McKenzie Vietnam, Mr. Le Thanh Tung, the former Chief Legal Counsel of Masan Resources, and Mr. Duong Quoc Thanh, the Head of Hanoi Office of VCI Legal, jointly participated to become the partners of DIMAC, besides Mr. Nguyen Danh Cong, who was promoted to be the partner of DIMAC in August 2017.

After Mr. Thanh had his new profession navigation, currently along with three (03) Partners, DIMAC has a team with around thirty-five (35) lawyers and legal assistants working in four (04) offices in Ho Chi Minh City, Hanoi, Danang and Phu Quoc. It is proud of being recognized as a professional law firm by **Legal 500**, **Benchmark Litigation Asia Pacific**, **Asialaw Profiles** and **IFLR1000**.

Strongly keeping in our mind that customer’s satisfaction decides DIMAC’s success, the branding image and reputation of DIMAC are established on the core values of **Dedication, Kindness and Professionalism**. In the course of our actions, we always keep the quality of DIMAC’s legal services to the highest level with effective, concise and practical solutions for the purpose of meeting the Clients’ strict requirements. The trust of big clients has strongly corroborated that DIMAC is the best choice for the enterprises.

We always remind ourselves of reserving sincere gratitude for the Clients who have chosen and collaborated with DIMAC. Therefore, it is always our joy when DIMAC has a chance to work together and support Clients to deal with their legal matters and accordingly, bring them the most satisfaction.

Best regards,

Pham Quoc Tuan
Founder, Managing Partner



OUR CORE VALUES

DIMAC builds a friendly and professional corporate culture where the lawyers here are always most respected to maximally develop their strengths and our Clients are really well cared with the best supports. DIMAC's culture is expressed through activities and consistent with our core values set up and maintained as from the first day of our establishment.

In-Principle Values

- COMMITMENT**
- INTEGRITY**
- KIND AND MORAL**
- ACTIVE AND CREATIVE**
- COOPERATIVE AND SUPPORTIVE**

DIMAC TEAM

Partners	03 people
Counsels	02 people
Senior Associates	02 people
Associates	04 people
Junior Associates	09 people
Paralegals	17 people

DIMAC LAWYER'S QUALITIES

Master of Laws trained abroad	08 people
Master of Laws trained in Viet Nam	02 people
More than 10 years of experience	06 people
More than 5 years of experience	08 people

AWARDS

Recognition and Awards to DIMAC



1. LEGAL 500 ASIA PACIFIC - LEGAL500



2. BENCHMARK LITIGATION ASIA PACIFIC BENCHMARK LITIGATION



3. INTERNATIONAL FINANCIAL LAW REVIEW - IFLR1000



4. ASIA LEADING LAW FIRMS - ASIALAW PROFILES



5. BEST M&A LAW FIRM IN VIETNAM - DEALMAKER GLOBAL AWARD



6. COMMERCIAL DISPUTE RESOLUTION LAW FIRM OF THE YEAR IN VIETNAM - WORLDWIDE FINANCIAL ADVISOR AWARDS MAGAZINE



■ PARTNER



PHAM QUOC TUAN

MR. PHAM QUOC TUAN IS THE FOUNDER AND MANAGING PARTNER OF DIMAC LAW FIRM ("DIMAC"). BEFORE FOUNDING DIMAC, HE HAD POSITIONED AS A PARTNER IN P&P LAW FIRM FOR APPROXIMATELY TEN (10) YEARS, APART FROM SOME LEADING FIRMS WHERE HE WORKED, SUCH AS LUAT VIET, THANG & ASSOCIATES AND LUCY WAYNE & ASSOCIATES.

MANAGING PARTNER

Founder

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EDUCATION

Program on Negotiation,
Harvard Law School

Master of Laws (LLM) in
International Commercial
Dispute Resolution Law, the
University of Westminster (UK)

Bachelor of Laws (LLB) in
Commercial Law, Ho Chi Minh
Law University

Bachelor of Arts (BA), Ho Chi
Minh City University of
Economics, Management Faculty

MEMBERSHIP

Board Member of Vietnam
Business Lawyer Club

Mr. Pham Quoc Tuan completed a Program on Negotiation in Harvard Law School and held a Master of Law Degree (LLM), majoring in International Commercial Dispute Resolution in the United Kingdom in 2011. In 2017, he was successfully trained in Commerce Mediation course by Centre for Effective Dispute Resolution of the United Kingdom (CEDR).

Mr. Pham Quoc Tuan is currently a qualified lawyer of Ho Chi Minh City Bar Association, an arbitrator of Vietnam International Arbitration Centre (VIAC) and a Board member of Vietnam Business Lawyer Club.

With more than 20 years of working experience, Mr. Pham Quoc Tuan has advised and worked with the international Clients, such as Coca-Cola Vietnam, ANZ Bank, Standard Chartered Bank, Commonwealth Bank, Prudential Vietnam, Samsung Vina, VNG (Vina Games), GM Vietnam, Akzo Nobel, Becker Vietnam, Bayer Vietnam, Monsanto (Dekalb in Vietnam), Schenker Vietnam, Perfetti Van Melle Vietnam, Gamuda Land Vietnam and Acer Vietnam. For the corporations in Vietnam, Mr. Tuan has advised and provided legal services for Bitexco, Novaland, Coteccons, Tien Phuoc, HSC, Hoan My and Viet Thai International.

The Clients remember and recognize Mr. Tuan as an excellent negotiator and a premier lawyer, who is always dedicated and responsible for all handled work, with his profound professional knowledge in contracts, construction, real estate, investment, M&A and dispute resolution at Arbitration Centers and Courts.

The Asia Pacific Legal 500, Asialaw Leading Lawyer, and Benchmark Litigation Asia Pacific have named Mr. Pham Quoc Tuan as one of the top lawyers of Vietnam.

■ PARTNER



PARTNER

Head of Ha Noi Office

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EDUCATION

Master of Law (LLM),
International Law, the
University of Panthéon - Assas
(Paris II) (France)

Bachelor of Laws (LLB), Faculty
of Law, Vietnam National
University, Hanoi

ENS Program on Negotiation

MEMBERSHIP

Member of Hanoi Bar Club

Association Vietnam Business
Lawyers Club

LE THANH TUNG

MR. LE THANH TUNG HAS JOINED DIMAC AS A PARTNER AS FROM 2016 AND HE IS CHIEF OF DIMAC'S REPRESENTATIVE OFFICE IN HANOI. HE SPECIALIZES IN VARIOUS AREAS SUCH AS CORPORATE, COMMERCE, MERGERS AND ACQUISITIONS (M&A), CAPITAL MARKET, FOREIGN INVESTMENT, ADVISING ON LEGAL COMPLIANCE, AND RESTRUCTURING.

Mr. Le Thanh Tung has more than 22 years of experience practicing in several leading law firms and corporations as an in-house counsel. Mr. Tung used to be the lawyer of Baker & McKenzie (Vietnam), Logos, VCI Legal, Luat Viet, and also experienced in advising a number of financial organizations, multinational corporations and large domestic corporations.

Mr. Tung had been the Chief Legal Counsel for five (05) years at Masan Resources where he directly advised on establishing a joint venture between Masan Resources and H.C. Starck and provided assistance in all legal matters concerning Nui Phao of significant scale. During this time, Mr. Tung has also experienced in advising on several large transactions, including loans from foreign and domestic banks, bonds, private placements to foreign investment funds to mobilize capital for the Nui Phao Mining Project and Masan Resources' listing on the stock exchange.

Recently, Mr. Tung has advised and worked with the large clients, such as BKAV, Vinafor, Square Communications, Gamuda Land, Redsun, Viettel IDC, VPBank, Nui Phao Mining Company Ltd, Nui Phao - H.C. Starck, MOL AccessPortal, DATC, Mobifone, ABeam, Hormann Vietnam LLC and other large corporations.

Mr. Tung is highly appreciated by the clients due to his practical advices and respectful knowledge on the corporation's operation, together with his dedication, thoroughness and best efforts in order to best address the clients' business and legal requirements.

Mr. Tung is a member of Hanoi Bar Association and Vietnam Business Lawyers Club. Having deserved the prestige and success in his career, Mr. Tung has been ranked in Legal 500 Asia Pacific in 2018

■ PARTNER



NGUYEN DANH CONG

MR. NGUYEN DANH CONG IS THE LAWYER WHO HAS BEEN ADHERED TO MR. PHAM QUOC TUAN, THE FOUNDER, AS FROM THE ESTABLISHMENT OF DIMAC LAW FIRM. CURRENTLY, MR. CONG IS A PARTNER AT DIMAC, AFTER MANY YEARS OF PROFESSIONALLY WORKING IN LARGE LAW FIRMS IN VIETNAM, SUCH AS P&P, BIZLAW AND BIZLINK.

Mr. Nguyen Danh Cong has more than ten (10) years of law practice experience in the areas of investments, mergers & acquisitions, real estate, corporate, commerce, finance and banking. Mr. Cong also participated and directly consulted many large transactions relating to corporate structuring, mergers and acquisitions, inbound and outbound investments, banking, real estate, securities and bond issuance, gold floor business transaction and capital markets.

Mr. Cong advised and worked with the large clients, such as ACB, Sacombank, Pepsico Suntory Vietnam, DKSH, Herbalife Nutrition Vietnam, Sacomreal, Besra Gold Inc Group, VinaCapital, WPP, Ogilvy & Mather, Golden Lotus Group, Smart Shirts (Hong Kong) Group, Olam Group, Acom Group, Midea Group, Otsuka OPV Pharmaceutical JSC, Savipharm Pharmaceutical JSC, VOF, Mekong Capital, Dragon Capital, foreign venture funds and other large corporations.

Mr. Cong holds the Master of Laws Degree in Economic Law of University of Economics and Law in 2012, after completing the LLB program in Business Law of Economics and Law Faculty, Vietnam National University in 2010.

As from 2015, Mr. Cong has been a member of Ho Chi Minh City Bar Association. Mr. Cong is also the member of Small & Medium Enterprises International Trade Association of Malaysia (SMITA) and the Legal Advisor of Expat Community investing and working in Vietnam.

Mr. Cong is also nominated as one of experienced lawyers specializing in Mergers & Acquisitions by the reputable law magazines of The Legal 500 Asia Pacific.

PARTNER

Head of Da Nang Office

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EDUCATION

Master of Economic Law (LLM),
University of Economics and Law

Bachelor of Business Law (LLB),
Economics and Law Faculty,
Vietnam National University

Bachelor of Arts, Business English,
Ho Chi Minh City Agriculture and
Forestry University

MEMBERSHIP

Ho Chi Minh Bar Association

Small & Medium Enterprises
International Trade Association of
Malaysia (SMITA)

■ COUNSEL



COUNSEL

E: thich.tran@dimac-law.com

EDUCATION

Master of Law, Ho Chi Minh City Law University

Bachelor of Law, Ho Chi Minh City Law University

MEMBERSHIP

Ho Chi Minh Bar Association

TRAN NGOC THICH

MR. TRAN NGOC THICH HAD BEEN THE LEADER OF INVESTMENT AND CORPORATE PRACTICE IN A LEADING LAW-FIRM IN VIETNAM FOR MORE THAN FOUR (04) YEARS AND LEGAL MANAGER OF AN INTERNATIONAL LARGE GROUP FOR MORE THAN EIGHT (08) YEARS BEFORE COOPERATING WITH DIMAC.

Given nearly fifteen (15) years of experience, Mr. Thich has capacity to deeply understand and effectively deal with matters in foreign investment, mergers and acquisitions (M&A), corporate and labor. Particularly, Mr. Thich can advise the clients on the complicated issues with regards to investment and corporate, obtaining licenses, executing M&A deals, legal due diligence and corporate restructuring.

Mr. Thich is utterly proficient in advising and supporting clients to deal with complicated issues in labour and employment, including compliance with the labour law, common practice and policies, labour restructuring, legal matters in labour in case of M&A, recruitment, dismissal, retrenchment, and personal income tax.

Mr. Thich has represented many large clients in working with the Provincial Labour Authorities and the Courts of multi-level in labour disputes and claims against the State authority procedures. In addition, he has rich experience in solving the labour discrimination cases, disputes of trade secret and non-competition, human resources and decisions on benefits.

Mr. Thich has worked with various international clients such as Vina Capital, Capital Land (Singapore), Lotte Mart, Nissei (Japan), Texchem (Malaysia), Zagro (Singapore), Yuranga (Australia), Sunrider (United States), Revenue Valley (United States), Puma (United States), Scancom (Denmark), Danieli (Italia), DHL Express (United States), TAT Petroleum (Singapore), Panalpina (Germany), Volume Cocomo (United States), Uneed (Korea), CZ Slovakia (Slovakia) and Southern Land (Vietnam).

COUNSEL



THAN TRONG LY

POSSESSING A MASTER DEGREE IN LAW IN THE UK, MORE THAN 10-YEAR EXPERIENCE AND DILIGENCE IN HANDLING HIS WORK, MR. THAN TRONG LY IS ONE OF THE KEY LAWYERS IN DIMAC, WHO SPECIALIZES IN CORPORATE, M&A, EMPLOYMENT AND ARBITRATION.

Mr. Ly obtained the Master's Degree of Laws (LLM), majoring in International Commercial Law and Business Law in the United Kingdom in 2020.

After four (04) years working at Phuoc and Partners, a well-known and reputable law firm in Vietnam, Mr. Ly has officially joined and developed DIMAC as one of the first lawyers since March 2015. Currently, he is a Senior Associate, mainly in charge of handling legal matters in the areas of construction, real estate, employment, corporate, M&A and commercial arbitration at domestic and international arbitration centers.

Mr. Ly advised and worked for high-profile international and domestic clients, such as ANZ Bank, Commonwealth of Australia Bank, ACB Bank, Cotec-cons Group, Hitachi (VNHPT), Archetype Group, CPG Vietnam, Novaland, Tien Phuoc, Bitexco, Redsun, SonKim Land, CITY Group, Khang Dien, Kinh Do Land, Vimedimex Group, Nuplex Resins Vietnam, Lock & Lock, Jebsen & Jebsen Vietnam, Herbalife, Panasonic Vietnam, PepsiCo Vietnam, XLE Group, TIKI, ECOM Group, Infinity Group, Besra Inc., Azko Nobel, Monsanto (Dekalb in Vietnam), Puma Vietnam, CNA-HTE Vietnam, Becker Vietnam, Kawasumi (Japan), Viet Thai International Group (Highlands Coffee), Hoan My Group, Savipharm, YKK Vietnam and many other FDI companies in Vietnam.

Because of his professionalism, dedication, and English proficiency, Mr. Ly has won the trust and high credit from his clients.

COUNSEL

Head of Phu Quoc Office

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EDUCATION

Master of Laws (LLM), University of Hertfordshire, UK

Bachelor of Laws (LLB), Ho Chi Minh City University of Laws

Bachelor of International Relations, Ho Chi Minh City University of Foreign Languages – Information Technology

MEMBERSHIP

Ho Chi Minh City Bar of Association

Arbitrator of Southern Trade Arbitration Centre

Vietnam Society of Construction Law (SCLVN)

■ COUNSEL



COUNSEL

E: tuan.hoang@dimac-law.com

EDUCATION

Master of Investment Law (LLM), University of Birmingham, (UK)

Bachelor of Law (LLB), Hanoi Law University

Bachelor of Economics, National Economics University

HOANG THANH TUAN

MR. HOANG THANH TUAN IS ONE OF THE BEST LAWYERS OF DIMAC IN HANOI, WHO IS IN CHARGE OF CORPORATE, MERGER & ACQUISITION (M&A), INVESTMENT INTO VIETNAM AND FOREIGN MARKETS.

Prior to joining DIMAC in 2018 as an Associate, Mr. Tuan had worked for the Ministry of Planning and Investment of Vietnam (MPI) at the Agency for Business Registration for around seven (07) years. Specifically, Mr. Tuan has directly been involved in the process of drafting the legal documents and laws that govern the business and investment activities in Vietnam, including the Enterprise Law, the Investment Law and their implementing regulations.

Given his valuable knowledge and experience gained from a Master Degree in Investment from the University of Birmingham (UK) in 2012 and the handled work at the Ministry of Planning and Investment, Mr. Tuan has always played a significant role in providing consultancy for both inward and outward investment in Vietnam and potential foreign markets. He has been actively participating in investment transactions in real estate and M&A projects and effectively assisting the big clients in the process of their issuance and sales of shares and stocks.

Mr. Tuan has advised some notable key clients, including BKAV Corporation, Dentsu Vietnam Ltd., Vimedimex Group, Vietnamobile Telecommunication JSC, Vietnam Debt and Asset Trading Corporation, Vinacapital Vietnam JSC, Best Logistics Technology (Vietnam) Ltd and other high-profile clients.

Grounded in his real competency through professionalism, dedication and practical solutions, especially his best efforts to maximally satisfy clients' demands, Mr. Tuan has won the trust of the high-ranking clients in many projects he participated.



INVESTMENT

ADVISING AND HANDLING LEGAL ISSUES OF INVESTMENT ARE DIMAC'S INTENSIVE STRENGTH. OUR LAWYERS HAVE SUCCESSFULLY ADVISED AND SUPPORTED FOREIGN INVESTORS IN IMPLEMENTING IMPORTANT PROJECTS IN VIETNAM AND VIETNAMESE LARGE ENTERPRISES IN COOPERATION WITH OTHER OVERSEAS PARTNERS.

PROFESSIONAL INVESTMENT SERVICES THAT DIMAC CAN PROVIDE:

1. CONSULTING INVESTMENT STRUCTURES IN VIETNAM

DIMAC can advise clients on (i) flexible investment structures, heading to effective solutions and investment targets; and (ii) the advantages and disadvantages of each approach for clients to choose properly.

2. IMPLEMENTING LEGAL PROCEDURES TO DEPLOY INVESTMENT STRUCTURES

In line with the selected investment structure, DIMAC can assist clients in carrying out all legal procedures for the implementation of the investment project in Vietnam by (i) establishing appropriate types of companies; (ii) signing a Business Cooperation Contract (BCC) with partners; or (iii) signing the Public Private Partnership (PPP) Contract with Vietnamese Government

3. ADJUSTING INVESTMENT PROJECT DURING ITS OPERATIONS

DIMAC can assist clients in all legal procedures or work to adjust projects, such as (i) the increase or decrease of investment capital and/or contributed capital to implement projects; (ii) the adjustment of scale and targets of projects; (iii) the change of project location and project aim; and/or (iv) other adjustments related to projects.

4. ESTABLISHMENT OF COMMERCIAL PRESENCE WITHOUT SETTING UP A LEGAL ENTITY

In order to help clients evaluate the Vietnamese market or a new investment location, DIMAC can assist clients in establishing commercial presence such, as representative offices or branches.

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- Herbalife Vietnam One Member Co., Ltd
- Dentsu Vietnam Co., Ltd
- Acer Vietnam Co., Ltd
- Becker Coatings Vietnam Co., Ltd
- Asaiinvest Sai Gon JSC
- Redsun ITI., Corporation
- BKAV Corporation
- Alipay Singapore Holding Pte. Ltd
- Jumbo Group of Restaurants Pte. Ltd
- Nui Phao Mining Company Ltd
- Pierre Fabre SA (Representative office in HCMC)
- Savipharm J.S.C
- Sovico Holdings Company
- Saitex International Vietnam Co., Ltd
- Amcotech Pte Ltd



MERGERS AND ACQUISITIONS (M&A)

DIMAC IS A PROFESSIONAL LAW FIRM WITH ITS EXPERTISE IN MERGERS AND ACQUISITIONS (M&A). APART FROM LEGAL MATTERS, THE EXPERIENCED LAWYERS OF DIMAC ALWAYS APPROACH TRANSACTIONS IN AWARENESS OF BALANCING BUSINESS FACTORS, THEREBY SUPPORTING CLIENTS TO MINIMIZE RISKS AND GAIN THE BEST BENEFITS IN TRULY SUCCESSFUL TRANSACTIONS

DIMAC's lawyers, who have the effective negotiation skill and deep knowledge, can approach the M&A transactions quickly and deal with complicated legal and practical matters successfully in areas of real estate, mineral, restaurant - hotel, manufacture, commerce and communication.

PROFESSIONAL LEGAL SERVICES ON M&A THAT DIMAC CAN PROVIDE:

1. (i) Advising on the transaction structure, tax, and labor issues;
2. (ii) Preparing all documents to provide a Legal Due Diligence report (LDD);
3. (iii) Preparing all documents for transacting, negotiating, and completing the transaction;
4. (iv) Advising and supporting in negotiation for the establishment of various investment Companies, investment in acquiring shares, securities offering, Initial Public Offering (IPO), and private placement

SEVERAL REMARKABLE AND VALUABLE TRANSACTIONS THAT DIMAC'S LAWYERS HAVE SUCCESSFULLY ADVISED

- Square Communications Group, a leading Vietnamese communication company entering into the strategic cooperation and transfer of shares to Hakuhold Inc;
- A Malaysian investment bank acquiring 70% of shares of a Vietnamese company who owns a five-star hotel in Hanoi;
- A global renewable energy development company investing in a wind power project in Binh Dinh Province, Vietnam;
- A world-class wolfram company borrowing capital from foreign investment funds to raise its capital for its mining project in Thai Nguyen Province, Vietnam;
- One of the largest retailers with the methods of online business and marketing of consuming products in Vietnam on a number of issues related to securities offering;
- A world-class wolfram company listing on the stock exchange HOSE;
- A leading information technology company in Vietnam getting loans from foreign investment funds and the ESOP program to raise its capital and preparing for initial public offerings;
- A State invested company in the acquisition of Japanese partner's shares to become a sole member of one of the largest plywood manufacturing company in Vietnam;
- A Vietnamese pharmaceutical company in the transfer of shares to a Japanese pharmaceutical corporation;

CORPORATE

DEALING WITH CORPORATE MATTERS IS THE POINT DIMAC REALLY MASTERS. WE POSSESS THE TALENT TEAM WITH SIGNIFICANT EXPERIENCE GAINED, WHO CAN EXCELLENTLY UNDERSTAND LAW AND VIETNAMESE CULTURE, AS WELL AS FLUENTLY COMMUNICATE IN ENGLISH. THIS HELPS DIMAC'S LAWYERS SOLVE CLIENTS' MATTERS BEST AND BRING MORE VALUE ADDED TO THEM.

PROFESSIONAL CORPORATE SERVICES THAT DIMAC CAN PROVIDE:

1. ADVISING, DRAFTING CORPORATE DOCUMENTS AND SOLVING LEGAL ISSUES OF ENTERPRISES

- Advising and resolving legal issues relating to (i) Internal corporate structure and restructuring; (ii) Organizing meetings of the Board of Directors and General Meeting of Shareholders; and (iii) other corporate issues;
- Advising and solving matters arising in labor, taxation and contracts;
- Drafting (i) Minutes of the meeting;(ii) Resolutions, Decisions or other internal documents of enterprises; and (iii) Documents and dossiers for legal matters in enterprises; and Conducting the assigned works as a member of the Board of Directors at

2. SUPPORTING LEGAL WORK ARISING OUT FROM PROJECTS

- Giving initial advice on legal issues of the projects;
- Obtaining licenses, approvals;
- Drafting required documents, advising and dealing with legal working during the project implementation; and completing legal procedures to complete the project.

3. ADVISING AND SOLVING MATTERS ARISING IN LABOUR

Drafting and reviewing Labor Contract, Policy and Internal Labor Regulation

4. NEGOTIATING, DRAFTING AND REVIEWING ALL TYPES OF CONTRACTS ON COMMERCE, INVESTMENT AND BUSINESS

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- Dentsu Vietnam Co., Ltd
- Acer Vietnam Co., Ltd
- Asiacinvest Sai Gon JSC
- Vimedimex Hanoi One Member Co., Ltd
- Phu The Hung JSC
- TEKCOM Corporation
- Suntory Pepsico Vietnam Beverage Co. Ltd
- Herbalife Vietnam Co., Ltd
- Bitexco - Hotel Management Co., Ltd
- BKAV Corporation
- Champion Sports Media Co., Ltd
- Alipay Singapore Investment Holding Pte. Ltd.
- Becker Coatings Vietnam Co., Ltd
- Besra Gold Inc
- Phu Nhuan Jewelry Joint Stock Company





■ NEGOTIATION

DIMAC'S LAWYERS, DIRECTED BY MR. PHAM QUOC TUAN, WHO GRADUATED THE PROGRAM ON NEGOTIATION AT HARVARD LAW SCHOOL AND ALSO IS A TRAINER TO INSPIRE CEOs, CFOs AND OTHER MANAGERS IN NEGOTIATION, HAVE SUFFICIENT SKILLS AND EXPERIENCE TO HELP CLIENTS SUCCESSFULLY NEGOTIATE THE MOST DIFFICULT BUSINESS DEALS.

PROFESSIONAL NEGOTIATION SERVICES THAT DIMAC CAN PROVIDE:

1. NEGOTIATING TO SIGN, AMEND AND/OR LIQUIDATE CONTRACTS OR AGREEMENTS

DIMAC, on behalf of Clients, will negotiate the contractual terms and specific issues to bring them the best benefits.

2. NEGOTIATING IN MERGERS AND ACQUISITION (M&A)

With considerable experience in M&A transactions and excellent negotiation skills, DIMAC can bring outstanding values to Clients when negotiating to (i) complete all

types of contracts in M&A transactions; and (ii) deal with issues arising from M&A transactions.

3. NEGOTIATION FOR DISPUTE RESOLUTIONS

DIMAC can provide effective negotiation services to help both parties find creative solutions in various disputes. This helps Clients settle disputes quickly, efficiently and keep a good relationship, rather than pursue the cases at the Courts or Arbitration Centers slowly or costly.

SOME OF KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- Novaland Investment Group Corporation., Ltd
- Siam City Cement (Vietnam). Ltd
- Bank for Agriculture and Rural Development of Viet Nam
- The Advertising Research and Training Institute
- Hoan My Danang General Hospital JSC
- City International Hospital (CIH)
- Canadian International School
- Ho Chi Minh City Securities Corporation
- Savipharm J.S.C
- Thanh Hoa B.O.T JSC
- Commonwealth Bank Vietnam
- Fresenius Kabi Bidiphar JSC
- A Group of 150 residents of the Vinhomes Golden River Ba Son
- Mekong Development Bank (MD Bank)
- KIS Vietnam Securities JSC
- A Group of 20 sub-contractors in Sun Avenue Project



■ REAL ESTATE

GAINING MANY YEAR EXPERIENCE IN ADVISING REAL ESTATE PROJECTS, DIMAC HAS BUILT A REPUTATION BY OUR LAWYER'S DILIGENCE, REAL CAPACITY AND STEADY KNOWLEDGE. GIVEN THAT, WE SUCCESSFULLY SUPPORTED MANY LARGE ENTERPRISES AND INVESTORS IN EXECUTING REAL ESTATE PROJECTS IN VIETNAM.

PROFESSIONAL LEGAL SERVICES ON REAL ESTATE THAT DIMAC CAN PROVIDE:

1. OBTAINING LICENSES OR PERMITS FOR IMPLEMENTING REAL ESTATE PROJECTS

DIMAC can support Clients in preparing dossiers and solving all legal issues to obtain the licenses for real estate projects in Vietnam

2. ADVISING AND PROPOSING SOLUTIONS IN IMPLEMENTATION REAL ESTATE PROJECTS

Legalize the land use right of the land lot which Clients lease, sublease or cooperate with their partners;

Complete legal dossiers for legally implementing projects

Deal with all the legal matters, risks, and/or consequences in agreements and transactions Clients signed with their partners

3. ADJUSTMENT, AMENDMENT OF ISSUED LICENSES, APPROVALS IN CASE OF CHANGING PROJECTS

DIMAC has enough experience, abilities, and skills to advise and support Clients in preparing dossiers and working with competent authorities for obtaining amended Licenses

4. TRANSFERRING REAL ESTATE PROJECTS

DIMAC can support Clients in (i) Introducing potential partners; (ii) Advising on suitable financial structures; (iii) Advising on solutions to complicated legal issues; and (iv) Negotiating with their business partners to achieve the best prices and deals for Clients

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- Gamuda Land Vietnam Limited Liability Company
- Tien Phuoc Real Estate Joint Stock Company
- Vimedimex Real Estate Joint Stock Company
- Asia Realty Investment Joint Stock Company (AsiaReal)
- Son Kim Land
- CT Group Vietnam
- R.C Real Estate Development and Finance Corporation (Refico)
- DHA Investment One Member Company Limited
- National Housing Organization Joint Stock Company (NHO)
- Vinacapital Real Estate Company
- Kinh Do Land Corporation
- Cantavil Real Estate Company
- Viet Commercial Real Estate Joint Stock Company (Vietcomreal)
- Sai Gon Thuong Tin Real Estate Joint Stock Company (Sacomreal)

■ CONSTRUCTION

LED BY MANAGING PARTNER PHAM QUOC TUAN, AN ARBITRATOR OF VIAC AND AN EXPERIENCED LAWYER SPECIALIZING IN CONSTRUCTION, DIMAC'S LAWYER TEAM CAN EFFECTIVELY SUPPORT CLIENTS IN SOLVING LEGAL ISSUES IN THE FIELD OF CONSTRUCTION.

PROFESSIONAL LEGAL CONSTRUCTION SERVICES THAT DIMAC CAN PROVIDE:

- 1. REVIEWING OR DRAFTING CONTRACTS ON CONSTRUCTION, INCLUDING FIDIC STANDARDIZED ONES**
- 2. PREPARING DOCUMENTATION AND WORKING WITH COMPETENT AUTHORITIES TO OBTAIN THE NECESSARY LICENSES AND APPROVALS FOR CONSTRUCTION WORKS.**
- 3. ADVISING AND PROVIDING SOLUTIONS TO LEGAL ISSUES ARISING IN THE CONSTRUCTION PROCESS OF REAL ESTATE PROJECTS**

Supporting to implement signed construction contracts
Solving arising legal issues not agreed in the contracts;
Handling issues on-site between related parties; including the Owner, the Main Contractor, and the Subcontractors; if any
- 4. PARTICIPATING IN MEDIATION TO RESOLVE ANY DISAGREEMENT OR DISPUTE ARISING AS CONSTRUCTING WORKS BETWEEN:**

Clients, in the role of Contractor, work with the Owners and/or Subcontractor
Clients, in the role of Owners, work with the Main Contractors or Sub-contractors, where necessary
Other parties, in the role of Arbitrator, if Client approve

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAS SUPPORTED:

- Coteccons Construction Joint Stock Company (Coteccons)
- Alliance Construction and Trading Company Limited (Alliance)
- Khu Dong Investment and Real Estate Company Limited
- CNA – HTE Vietnam Company Limited
- No. 1 Construction Joint Stock Company (Vinaconex)
- Inter Art Saigon Company Limited
- An Thien Phu Company Limited

■ MEDIATION FOR DISPUTE SETTLEMENT

OUR MANAGING PARTNER, MR. PHAM QUOC TUAN WHO WAS TRAINED BY CENTRE FOR EFFECTIVE DISPUTE RESOLUTION (CEDR) IN THE UK, IS CURRENTLY A MEDIATOR OF VIETNAM MEDIATION CENTRE (VMC). DIMAC TEAM CAN, THEREFORE, PROVIDE CLIENTS AS ENTERPRISES WITH EFFECTIVE COMMERCIAL MEDIATION SERVICES.

In accordance with Decree 22, which has come into effect since 15 April 2017, and Chapter 33 of the Civil Procedure Code on recognition of out-of Court mediation results, Commercial Mediation becomes a mean of effective and friendly commercial dispute resolution for enterprises. This dispute resolution manner combines the strengths of both negotiation before litigation and court conciliation, enabling parties to request the Court to issue the effective Decision on Recognition of Successful Mediation where they reach an agreement in the mediation stage.

PROFESSIONAL MEDIATION SERVICES THAT DIMAC CAN PROVIDE:

- 1.** Consulting the parties to a dispute on some initial issues to be mediated;
- 2.** Appointing lawyers to assist the parties in commercial mediation conducted by a Mediation Centre when the DIMAC's people is not involved as a mediator;
- 3.** Participating as the mediator of VMC or ad-hoc mediator to help parties themselves find the most effective solution to commercial disputes;
- 4.** Assisting parties to work with Courts in order to obtain a Decision of Recognition of Successful Mediation;
- 5.** Helping parties draft a Mediation Agreement, after parties reach a mediated solution.

OUTSTANDING BENEFITS OF DISPUTE RESOLUTION THROUGH MEDIATION:

- 1.** Our professional mediators can facilitate the parties themselves to seek fair solutions;
- 2.** We help the parties keep a positive business relationship with their partners;
- 3.** The parties can escape from Court litigation or arbitration process but the dispute is still resolved;
- 4.** In the event of successful mediation, the decision on recognizing this result is issued by the Court with an immediate effect.



DISPUTE RESOLUTION AT COURTS AND ARBITRATION CENTERS

DIMAC TEAM COMPRISES OF PROFESSIONAL LITIGATION LAWYERS WITH MASTERING IN-DEPTH KNOWLEDGE, EXCELENT REASONING AND CONSIDERABLE EXPERIENCE IN HANDLING COMPLICATED AND HIGH-VALUED DISPUTES. DIMAC CAN SUPPORT CLIENTS IN SOLVING THE MOST COMPLICATED CASES BEFORE COMPETENT COURTS OR ARBITRAL ORGANIZATIONS IN VIETNAM AND THE ASIAN REGION.

PROFESSIONAL DISPUTE RESOLUTION SERVICES THAT DIMAC CAN PROVIDE:

- 1.** Acting as a mediator in commercial disputes, to facilitate the parties in finding solutions;
- 2.** Representing Clients to resolve commercial disputes at Arbitration Center or request the Court to cancel an arbitration award;
- 3.** Resolving disputes and protecting Client's right at Courts and request the Courts to re-consider the verdict according to cassation and retrial procedures;
- 4.** Requiring the competent Court to annul the illegal Arbitral Award or re-consider the judgment declared according to the cassation or the re-opening procedures

DISTINCTIVE FEATURES THAT DIMAC CAN BENEFIT CLIENTS:

- 1.** All DIMAC's lawyers handle the work diligently and master on negotiation and argument skills;
- 2.** DIMAC puts Clients' interest on the top priority as our commitment;
- 3.** Clients are always advised and updated fully and quickly;
- 4.** The solution that Clients get is the best since we well understand Vietnamese culture and always execute the work professionally and morally.

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- Coca-Cola Beverages Vietnam Limited Liability Company, Bayer Vietnam Limited and Mekong Development Joint Stock Commercial Bank (MD Bank) – **Labor dispute**
- Standard Chartered Bank, ANZ and Commonwealth - **Dispute over a Loan contract**
- HSC and KIS Securities Company - **Commercial dispute over stock**
- Prudential Insurance Vietnam Company Limited - **Commercial dispute over insurance**
- General Motor Vietnam, Becker and Pioneer Company Limited, Dekalb, VNG, Dupond, Basf and Connell Bros Company - **Dispute over corporate debts**
- CBRE Company Limited and Hoan My Da Nang Company - **Dispute over office lease service**
- Tien Phuoc, Dinco (Da Nang) and Vimedimex Real Estate Joint Stock Company - **Disputes over real estate**
- City International Hospital (CIH) - **Disputes in the healthcare and hospital field**
- Schenker Vietnam, Metro Cash & Carry Company Limited, Azko Nobel Vietnam and Midea Vietnam Company Limited - **Commercial dispute**





■ ENTERPRISE AND BANKING DEBT RECOVERY

GATHERING EXPERIENCE IN HANDLING DEBT FOR ANZ, COMMONWEALTH, STANDARD CHARTERED, ABC, BANKS AND LARGE ENTERPRISES, LAWYERS OF DIMAC ARE FULLY CAPABLE, SKILLFUL AND PERSISTENT TO RECOVER THE MOST DIFFICULT DEBTS OWED TO ENTERPRISES AND BANKS. WE CAN THEREFORE HELP CLIENTS HAVE SUFFICIENT CASH FLOW FOR THEIR BUSINESS ACTIVITIES.

PROFESSIONAL LEGAL SERVICES ON DEBT RECOVERY THAT DIMAC CAN PROVIDE

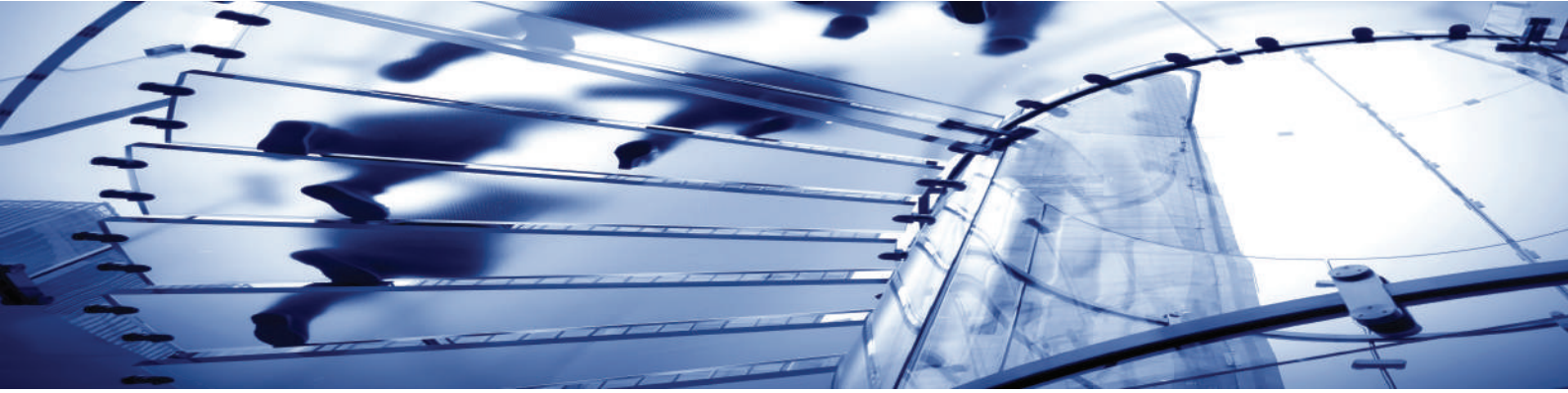
1. Advise client on related legal issues, debt recovering structures for the most effective solution;
2. Negotiate with the obligator for paying debts to Clients on the best payment schedule;
3. Initiate a lawsuit against the obligator in the Court or Arbitration Centers to get an effective judgment for enforcement; and
4. Support Clients for enforcement of the Court verdict or the Arbitral award to fully recover money.

BENEFITS FOR BANKS AND ENTERPRISES WHEN WORKING WITH DIMAC:

1. Secured feeling while working with a trustworthy and professional law firm. Bank's and enterprises's reputation are preserved, together with the good relationship with its customers assured;
2. Fully updated of all key latest information and receive professional advice on legal issues; and
3. Flexibility with various options on charging a service fee, based on the debt value, case complexity, and work volume handled.

SOME KEY CLIENTS THAT DIMAC'S LAWYERS HAVE SUPPORTED:

- **Banking:** ANZ, Standard Chartered Bank and Commonwealth and ACB Bank
- **Consumer and Electronic products:** Samsung Electronics and Media Vietnam Company
- **Beverages:** Coca-Cola Beverages Vietnam Limited Liability Company
- **Security:** KIS and (HSC) Ho Chi Minh City Security Corporation
- **Agricultural products:** Dekalb Vietnam Company Limited
- **Forwarding services:** DB Schenker Vietnam Company Limited
- **Entertainment and games:** VNG Corporation (Vina Games)
- **Automobile industry:** General Motors Vietnam Company LTD (GM Vietnam)
- **Painting industry:** Akzo Nobel Vietnam Company and Sigma Yong Chi Coatings
- **Wholesale and supermarket:** Metro Cash & Carry Vietnam Company
- **Construction:** CNA-HTE Vietnam, Vinaconex Corporation, Inter Art Saigon Co., Ltd, An Thien Phu, CenGroup
- **Commercial Real Estate Service:** CB Richard Ellis (Vietnam)



▪ LEGAL TRAINING

AS VIETNAM INTENSIVELY INTERGRATED INTO THE WORLD BY ENTERING INTO MANY IMPORTANT CONVENTIONS, THE COMPETITION IN THE BUSINESS ENVIRONMENT HERE IS BECOMING FIERCER AND HARDER. IT IS, VERY NECESSARY FOR ENTERPRISES TO CONTINUOUSLY IMPROVE AND INCREASE LEGAL KNOWLEDGE AND SOFT SKILLS FOR THEIR MANAGERS.

With DIMAC's talented and experienced lawyers in training, led by the Founder and Managing Partner Pham Quoc Tuan, DIMAC can provide enterprises and corporations with comprehensive legal training.

LEGAL SUBJECTS AND SOFT SKILLS THAT DIMAC CAN TRAIN PROFESSIONALLY:

1. The Harvard Principled Negotiation and the Rules on Persuading in Business;
2. Legal Matters of Establishment and Operation of Companies;
3. Regulations and Skills in Dealing with Legal Investment Matters in Vietnam;
4. Important Legal Matters and Strategies for Negotiating in M&A;
5. Drafting, Negotiating and Solving Disputes over Commercial Contracts;
6. Effective Corporate Debt Recovery;
7. Skills and Strategies in Settling Construction Disputes
8. Procedures, Skills and Experience in Solving Commercial Disputes;
9. Strategies in Settling Labor Disputes;
10. Understanding Enterprise Regulations for Companies' Managers;
11. Essential Regulations on Labor necessary to Human Resource Managers; and
12. Other Legal Training Programs designed under requirements.

SOME KEY COMPANIES THAT DIMAC'S LAWYERS HAVE TRAINED:

- Vinamilk Joint Stock Company (Vinamilk);
- FrieslandCampina Vietnam Co., Ltd;
- Finance Prudential Vietnam Co., Ltd;
- Thien Long Group, Tien Phuoc Co., Ltd;
- Saigontourist Travel Service Co., Ltd;
- Saigon Securities Joint Stock Company (SSI);
- Saigon Tobacco Company;
- Vietnam Swire Cold Storage Co., Ltd, Vietnam ;
- CPG Vietnam Co., Ltd
- Sacom Investment and Develop Joint Stock Company;
- Sacom Wires and Cables Joint Stock Company;
- UPS VN Company, Gemadept Logistics Co., Ltd;
- DHL Supply Service Chain Co., Ltd (Vietnam);
- Novaland Investment Joint Stock Company;
- Empire City Joint-Venture Co., Ltd;
- F.D.C Investment Construction Real Estate;
- Anova Corp; and
- Vietnam Bachy Soletanche Company .

SERVICE FEES OF DIMAC

DIMAC IS VERY FLEXIBLE TO OFFER SERVICE FEES FOR CLIENTS. OUR OBJECTIVE IS TO SET UP A REASONABLE FEE, SATISFYING THE FINANCIAL CAPACITY OF CLIENTS AND SUITING WITH DIFFICULTIES OF THE WORK ASSIGNED TO DIMAC. MORE IMPORTANTLY, OUR SERVICE QUALITY ALWAYS OUTWEIGHS THE SERVICE FEE TO BE PAID TO DIMAC.

CURRENTLY, DIMAC HAS FIVE (05) OPTIONS OF SERVICE FEES AVAILABLE TO BE OFFERED TO CLIENTS, INCLUDING:

1 SERVICE FEE IS CHARGED ON AN HOURLY BASIS WITH THE FOLLOWING CHARGE-OUT RATES:

• Partner	VND 8,155,000/hour	<i>(equivalent to USD 350/hour)</i>
• Counsel	VND 6,524,000/hour	<i>(equivalent to USD 300/hour)</i>
• Senior Associate	VND 5,825,000/hour	<i>(equivalent to USD 250/hour)</i>
• Associate	VND 4,669,000/hour	<i>(equivalent to USD 200/hour)</i>
• Paralegal	VND 3,495,000/hour	<i>(equivalent to USD 150/hour)</i>
• Translation fee	VND 815,500/hour	<i>(equivalent to USD 35/hour)</i>

2 FIXED FEE

3 SUCCESSFUL FEE

4 INTEGRATED FEE

5 MONTHLY RETAINER FEE

The Monthly Retainer Fee is extremely suited with the Clients as the enterprises, which have been incorporated for a while but had no a legal department to deal with arising legal issue and therefore, need a professional law firm to support. Accordingly, when a important issue arises, Clients can either directly contact DIMAC or send an email to our lawyers, and Clients will quickly receive effective legal advice, opinions and/or solutions from DIMAC. For this service, Clients are entitled to use our diversified and professional services with the manageable fee within the expense and time agreed with DIMAC.

The Fees offered to the Client are exclusive of governmental value added tax 10% and out-of-pocket expenses which include but not limited to court, arbitration, enforcement fees and any other similar related expenses incurred by DIMAC to provide satisfactory legal services to the Client such as traveling expenses (air fares, taxi fares and car rent), long-distance tele-phone charges, facsimile charges, excessive postages, photocopies, expert fees and, investigation costs, and other similar out-of-pocket expenses if any.



LARGE CLIENTS

DIMAC'S LAWYERS HAVE PROVIDED A WIDE RANGE OF PROFESSIONAL LEGAL SERVICES AND ASSISTED TO SOLVE COMPLEX ISSUES FOR OVER HUNDRED CLIENTS WHICH ARE BIG AND HIGH PROFILE ENTERPRISES OPERATING IN VIETNAM.

MOST OF THEM ARE MULTINATIONAL COMPANIES WITH THEIR HEADQUARTERS IN EUROPE, ASIAN AND THE UNITED STATES.

FOR THE PURPOSE OF CONFIDENTIALITY , WE ONLY HERBY LIST OUT SOME OUTSTANDING CLIENTS WHO HAVE TRUSTED AND WORKED WITH OUR LAWYERS.

INDUSTRY	LARGE CLIENTS
FOOD AND BEVERAGES	<ul style="list-style-type: none"> • Coca-Cola Beverages Vietnam Limited Suntory • PepsiCo Vietnam Beverage • VietThai International Joint Stock Company (VTI)
AUTOMOBILE MANUFACTURING	<ul style="list-style-type: none"> • GM Vietnam Motors Co., Ltd
INSURANCE	<ul style="list-style-type: none"> • Prudential Vietnam Life Insurance Co., Ltd
RETAIL TRADE AND SUPERMARKET	<ul style="list-style-type: none"> • Metro Cash & Carry Vietnam Co., Ltd
COMPUTERS AND SOFTWARE PROTECTION SERVICES	<ul style="list-style-type: none"> • Midea Consumer Electric Vietnam Co., Ltd • Acer Vietnam Co., Ltd • BKAV Joint Stock Company
MEDIA AND GAMES	<ul style="list-style-type: none"> • VNG Vietnam Corporation (Vina Games) • Vietnam Co., Ltd • Square Group Company
CONSTRUCTION	<ul style="list-style-type: none"> • Coteccons Construction Joint Stock Company • Dinco Engineering and Construction Corporation • CPG Vietnam Co., Ltd • Nui Phao Mining Company Limited • CNA - HTE Vietnam Co., Ltd • Siam City Cement Vietnam Co., Ltd • Khu Dong Investment and Real Estate Co., Ltd • Vinaconex Corporation
REAL ESTATES	<ul style="list-style-type: none"> • Gamuda Land Vietnam Co., Ltd • No Va Land Investment Group Corporation • Tien Phuoc Real Estate Joint Stock Company • Vimedimex Real Estate Joint Stock Company • Asia Realty Investment Joint Stock Company • R.C Real Estate Development and Finance Corporation • DHA Construction Consulting Company Limited • National Housing Organization Joint Stock Company • CBRE Vietnam Co., Ltd • Cengroup
FUNCTIONAL FOOD, MEDICINE AND HOSPITAL	<ul style="list-style-type: none"> • Herbalife Vietnam Single Member Limited Liability Company • Savi Pharmaceutical Joint Stock Company • Fresenius Kabi Bidipharm Joint Stock Company • Vimedimex Medipharm Joint Stock Company • Hoan My Danang General Hospital Joint Stock Company • City International Hospital (CIH) • Pierre Fabre SA (representative office in HCM City)



OFFICES AND CONTACTS

IF YOU NEED FURTHER INFORMATION RELATED TO LEGAL SERVICES OF DIMAC, PLEASE CONTACT US BY USING THE DETAILS UNDERNEATH. WE WILL CONTACT CLIENTS AS SOON AS POSSIBLE TO RESPOND SPECIFIC LEGAL INQUIRIES. THE WORK INFORMATION OF CLIENTS IS ALWAYS KEPT CONFIDENTIAL BY DIMAC AND NOT BE PROVIDED FOR ANY OTHER THIRD PARTY.

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