

**PHUOC & PARTNERS**  
ATTORNEY AT LAW



**A business approach to legal service**

# COMPANY **PROFILE**

---

**PHUOC AND PARTNERS LAW LLC**  
A LEADING FULL SERVICE LAW FIRM IN VIETNAM





PHUOC & PARTNERS  
ATTORNEY AT LAW

# TABLE OF CONTENTS

## 01 ABOUT US 04

A letter from the Founder and Managing Partner	04
About us	06
Vision - Mission	08
Core values	09
Our History	10

## 02 OUR CAPACITY 12

Our values	12
Client testimonials	13
Awards	14
Our clients	16
Areas of legal practice	18

## 03 OUR PEOPLE 40

Founder	42
Partners	46



# *A letter from the Founder and Managing Partner*

Dear valued Clients,

As one of the leading law firms in Vietnam, Phuoc & Partners takes pride in actively contributing to legal knowledge dissemination, supporting law enforcement, and fostering the development of the legal profession in Vietnam. Over the past two decades, we have witnessed a remarkable transformation in the legal landscape of Vietnam.

From a modest law office in the early 2000s, we have now expanded to three offices in Ho Chi Minh City, Hanoi, and Da Nang, with a diverse team of nearly 100 lawyers and consultants serving over 2,500 clients both domestical and international clients.

Throughout our growth, Phuoc & Partners has not only expanded in scale but also diversified our areas of practice. Our legal services cover a wide range of fields, including taxation, labour and employment, mergers and acquisitions, litigation, investment, contracts, real estate, maritime, finance, and banking, etc. In these fields, we have established ourselves as market leaders in labour and employment and taxation. Our goal is to provide premium and specialised legal services concerning the Vietnamese legal system to help clients achieve their business development objectives while ensuring compliance with the law.

“A business approach to legal service” is our motto. This motto serves as a guiding principle for our legal consultancy and legal solutions, aiming to best meet the needs of our clients. We believe that with this approach, our services are more effective and practical, combining legal compliance with business development activities of clients.

On behalf of all the lawyers and staff at Phuoc & Partners, I sincerely thank our valued clients for their trust and entrusting us with their important legal matters. We are honoured to continue accompanying our clients on their path to future development.

Yours sincerely,

Director cum Managing Partner  
**Nguyen Huu Phuoc, Esq.**





**Nguyen Huu Phuoc, Esq.**

Director cum Managing Partner



## » VISION

Phuoc & Partners aims to be a top reference for law firms in Vietnam, delivering the most reliable legal services and assistance tailored to requirements of each particular client within every area of legal practice.



## » MISSION

Phuoc & Partners provides outstanding legal services to its clients, delivered with a steadfast commitment to ethics and professionalism, then help achieve our clients' goals and uphold the principles of the civil justice system.





## CORE VALUE «

At Phuoc & Partners, we hold ourselves to a high standard of conduct, based on universally respected ideals that guide our actions and set the expectations for our team. Our values are more than just words on a page, they are a way of life that shapes every aspect of our work.

Integrity – Efficiency – Loyalty are our core values of Phuoc & Partners. These values define us, guide our decision-making and shape our interactions with the clients.







# ABOUT US

Phuoc & Partners is a law firm specialising in legal advice and litigation. By providing comprehensive legal services, we assist clients in minimising administrative costs and focusing on their core business activities.

Our dedicated team is present in three offices in Ho Chi Minh City, Hanoi, and Da Nang, advising and assisting both domestical and international clients with their legal matters throughout the country's provinces and cities. With our strengths in advising and resolving legal issues in various fields, Phuoc & Partners is the perfect choice for both corporate and individual clients.

# OUR HISTORY

*A solid foundation being built and carried forward from the past to the future*

Through over 20 years of establishment and development, Phuoc & Partners has made significant strides, marked memorable milestones and brought numerous values to the Firm as well as to the society.

2000s

## Start-up and Expansion

In 2003, Lawyer Nguyen Huu Phuoc established a small law office named TLS in Ho Chi Minh City, focusing on advising on tax, labour and employment, and foreign investment. A few years later, TLS experienced significant growth. Therefore, Lawyer Nguyen Huu Phuoc decided to establish a law company named Phuoc & Partners to replace TLS and expand its areas of practice. During this phase, Phuoc & Partners also opened offices in Hanoi and Da Nang.

2010s

## Rapid Growth

During this period, Phuoc & Partners welcomed additional partners, and the firm expanded its areas of practice to better meet clients' needs. In this phase, we gained significant recognition and were evaluated by independent valuers as one of the leading law firms in Vietnam in the fields of taxation, labour and employment, real estate, and litigation.





2020s

### Consolidation and Breakthrough

The 2020s present significant challenges for the legal service industry due to the positive and negative impacts of artificial intelligence and the fourth industrial revolution. Consequently, Phuoc & Partners underwent restructuring and welcomed a generation of dynamic lawyers to adapt to the new circumstances and prepare for a breakthrough development.



**PHUOC & PARTNERS**  
ATTORNEY AT LAW

# » OUR VALUES

At Phuoc & Partners, our values are built upon socially respected ideals. These ideals guide our activities and set our expectations.



## **Phuoc & Partners operates with absolute integrity**

We are committed to adhering to the highest professional ethics standards. We consistently uphold this principle and do everything possible for our clients, unless it violates the law, the ethical standards of lawyers under the Law on Lawyers and internal regulations of the firm.

## **Phuoc & Partners strives for excellence**

This principle applies to every task we undertake. We ensure that Phuoc & Partners delivers legal services of the highest quality, whether for clients or contributions to the community and the society.



## **Phuoc & Partners strives for building up and maintaining the client's loyalty**

Phuoc & Partners holds reliability and loyalty in high regard. We build up the reliability with our clients through a strong and unique value proposition that focuses on market differentiation, personalised relationships, and flexible pricing models. These qualities enable us to deliver timely and effective legal consulting services to our clients.





## *Client Testimonials*

At Phuoc & Partners, our goal is to achieve the best possible results for each client, regardless of the size of the work, the scale of the client, or the service fees. We are delighted when clients take the time to evaluate our services. Below are testimonials from some prominent clients.

1

### **MR. TAKUHIRO HOMMA, HOMMA AND TSUJIMURA PARTNERSHIP**

“... I was very impressed with your professional service. Friendly and informative. Very focused to take a good care of the clients professionally in a very good way with their pride”.

2

### **MS. LE THI CAM LY, LEGAL DIRECTOR OF COCACOLA VIETNAM**

“...Thank you and appreciated to the excellent expertise and services from your team to help us handling this difficult case”.

3

### **MR. STEFAN CLAUSSEN, WORLD CAT PUMA VIETNAM**

“I appreciate very much the excellent service we have received from you and your team over the past 3 years of my tenure with PUMA. Having said this, I am certain that I will consult with your great firm again should there be an opportunity in the future ...”



# Awards

---

## MAJOR DEALS

Phuoc & Partners takes pride in having been involved in numerous significant deals and cases in Vietnam.

Due to our commitment to client confidentiality, we are unable to disclose specific information about the transactions we have handled for clients without their permission. Therefore, if you would like to learn more about the deals we have successfully resolved for clients, please arrange a meeting with us, and we will provide relevant information within reasonable limits for your information and consideration before using our services.

## RANKINGS

In the last two decades, Phuoc & Partners has consistently been recognised by legal publications and directories in the Asia-Pacific region and internationally, such as Asia Pacific Legal 500, Asia Law, Chambers & Partners, ALB (Asian Legal Business), and the Tax Directors Handbook, as one of the leading commercial law firms in Vietnam. The following are some areas of expertise in which we have received nominations from these publications:



## AWARDS

In the past two decades, Phuoc & Partners has received prestigious awards from international organisations and magazines. These awards recognise our dedication and commitment to providing legal services to our clients.

If you would like to know more about our awards, please contact us at [info@phuoc-partner.com](mailto:info@phuoc-partner.com)



# » *Our Clients*



We have served over 2,500 clients, the majority of which are foreign-invested companies and multinational corporations from Europe, the United States, and Asia who have trusted and utilised our legal services. Due to confidentiality reasons, we cannot list all of our clients, but below are some notable clients for reference:

- AAA
- AIA
- AIG
- Archetype
- Akzo Nobel
- Allgreen Properties Limited

- Amata City Bienhoa
- Anheuser – Busch InBev
- Aspen
- Associated British Foods
- Basf
- Bayer

- Beiersdorf
- Bosch
- British Chamber of Commerce Vietnam
- Brooks Sports Inc
- Bureau Veritas
- Cargill
- CTBC Bank

- CBRE
- Chicilon Media
- Chevron Lubricants
- Circle K
- CMA CGM
- Coach
- Coats Phong Phu

- Coca-Cola
- Columbia Asia
- CTBC Bank
- Danfoss
- Deutsche Bank
- DHL
- DKSH
- Diageo

- Elanco Animal Health
- Elca
- FE Credit
- Fico Tay Ninh Cement
- First Solar
- Fulbright University Vietnam
- Getz Pharma



- GE
- GoBear
- Gojek Vietnam
- Grab
- GS 25 Vietnam
- Habeco
- Heineken
- Hennessy

- Home Depot
- Hong Leong Bank
- Isuzu Vietnam
- Idemitsu
- Intel
- ISHCCM
- Keppeland
- Lazada

- Maersk
- Maybank Kim Eng Securities
- Nissei
- Kimberly Clark
- Mirae Asset Finance
- Manpower

- Mead Johnson Nutrition
- Merck
- Mitsui & Co., Ltd
- Moët Hennessy
- Mitsubishi Elevator Vietnam
- Ogilvy & Mather

- Pernod Ricard Vietnam Spirits and Wines
- Pharmacy
- Pizza Hut
- Persolkelly Vietnam
- Pouyen Vietnam
- Premier Oil

- Propzy
- Publicis Groupe
- Puma
- PV Drilling & Well Services
- Piaggio Vietnam
- REE Corporation
- Repsol

- Robert Bosch
- Roche
- Samsung Vina Electronics
- SSG Education
- Sanofi-Aventis
- Santen Pharmaceutical Asia

- Sapharco
- Sabeco
- Scancom
- Schneider Electric
- SGS
- Shinhan Vietnam Finance
- Siam City Cement

- Siemens Healthcare
- Sodexo Vietnam
- Son Kim Land
- Sony
- SSIS
- Sunlife
- Techtronic
- TOA Paint (Vietnam)

- Tower Watson
- Tiki
- Tuong An Vegetable Oil
- Uniqlo
- Unilever Vietnam
- United Pharma

- UOB
- Vietnam Lubricants & Chemicals
- Vinmec General Hospital
- Vinacapital
- WPP Media

- Wanek
- WPP Marketing Communications
- Zuellig Pharma

# LABOUR AND EMPLOYMENT



**PHUOC AND PARTNERS LAW LLC**  
**A business approach to legal service**

Phuoc & Partners has a highly experienced team of labour and employment lawyers, making us one of the leading law firms in Vietnam in this field. With this team, we can handle any legal issues related to labour and employment. Importantly, the expertise of our lawyers in labour law is accumulated through practical experience, which is highly beneficial for businesses.

For consecutive years, our labour and employment practice has been ranked at the top in Vietnam and recognised as one of the most dedicated law firms of the year by reputable legal evaluation organisations such as Asia Law and Legal 500.

Our lawyers provide advice and representation not only to businesses but also to employees. We advise on legal issues related to wages/hours of work and labour benefits, support the development of internal policies, procedures, and guidelines. Our goal is to help clients create and maintain a positive work environment with employee participation, anticipate and prevent potential labour and employment risks.

We also assist clients in resolving personnel issues, establishing and terminating labour relations, and restructuring human resources. If clients require litigation support, our experienced litigation team is ready to handle any labour and employment disputes before state management agencies and competent courts in Vietnam.

With in-depth legal knowledge and comprehensive practical experience across multiple fields, we can provide efficient and trustworthy legal services that meet the clients' trust in our law firm.







PHUOC & PARTNERS  
ATTORNEY AT LAW

## PHUOC AND PARTNERS LAW LLC

**A business approach to legal service**

# TAX



# TAX

Phuoc & Partners is one of the top-ranked law firms in tax advisory services. We not only provide advice on taxes related to business operations in Vietnam but also for foreign organisations and individuals conducting transactions and generating income in Vietnam, including cross-border transactions.



Our lawyers have been involved in tax advisory for numerous transactions for clients, including individuals and businesses of all sizes. In every case, our ultimate goal is to effectively achieve the clients' business objectives. With our reputation and experience, we are the top choice in the Vietnamese tax advisory market.

Our lawyers have extensive experience working with the Ministry of Finance, the General Department of Taxation, the General Department of Customs, and provincial-level Tax Departments and Customs Departments to resolve tax-related issues for clients. If clients need to lodge complaints or initiate litigation against any third party, we also have an experienced litigation team ready to handle any tax-related disputes before state management agencies and competent courts in Vietnam, from administrative complaints to administrative lawsuits against tax authorities or civil lawsuits related to the performance of tax obligations by relevant parties.



# MERGERS & ACQUISITIONS

» PHUOC AND PARTNERS LAW LLC

A business approach to legal service





# **MERGERS & ACQUISITIONS**

Phuoc & Partners provides legal services related to merger and acquisition (M&A) activities, ranging from non-disclosure agreements to post-closing restructuring and reorganisation. In addition to legal advice, we can coordinate with auditors, tax advisors, and management consultants if necessary to best meet the clients' requirements in the transactions.

With our team of experienced lawyers, we have advised on hundreds of M&A transactions of various scales. Our understanding of business and a goal-oriented approach is highly appreciated by clients. As a result, we have had the opportunity to work with diverse clients from various industries, accumulating valuable experience to better serve our clients.

We apply an interdisciplinary approach to provide legal and tax structuring solutions, as well as advice on financial and tax-related matters. All these results are consolidated by our lawyers and translated into appropriate contract language during negotiation processes. When negotiations conclude, we support clients in completing transactions through legal services for registering restructuring if necessary, registering M&A transactions, and conducting other legal procedures as required by each transaction to ensure a smooth transfer.

Our M&A advisory services focus on:

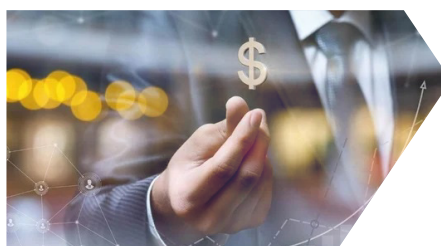
- Advice on transaction structuring;
- Preparation of basic terms/Letters of Intent and confidentiality agreements;
- Legal due diligence;
- Preparation of sale and purchase agreements, shareholder agreements, and other necessary agreements if needed;
- Preparation and participation in negotiation processes for necessary contracts and agreements;
- Completion of necessary legal procedures to finalise transactions.



# INBOUND INVESTMENT

**PHUOC AND PARTNERS LAW LLC**

**A business approach to legal service**





# » INBOUND *INVESTMENT*

Phuoc & Partners has extensive experience in assisting foreign investors in developing and implementing their market penetration strategies in Vietnam.

We always understand the needs of foreign clients, especially their goals and business plans in Vietnam, and work closely with them step by step until their business plans are completed. We advise clients on legal issues ranging from investment projects to daily operations. We identify and evaluate the challenges and risks that clients may encounter when investing in Vietnam and support clients in directing their business activities in Vietnam to achieve their investment objectives.



## We provide the following services:

- Market research, including advice on the legal structure for clients entering business in Vietnam and conducting legal due diligence to minimise legal risks for their investments;
- Advice on short-term, medium-term, and long-term strategies to structure clients' business operations according to their investment timeframes and goals;
- Establishment of foreign-invested enterprises, including joint ventures with both domestic and foreign capital contributions, and 100% foreign-owned enterprises;
- Investment advice under PPP contracts and business cooperation contracts;
- Establishment of branches and representative offices of foreign traders;
- Drafting and negotiating transaction documents, including joint venture agreements, share purchase agreements, share transfer agreements, shareholder agreements, etc.; and
- Business termination procedures, including restructuring, dissolution, and liquidation.



# LITIGATION



**PHUOC AND PARTNERS LAW LLC**  
**A business approach to legal service**



# LITIGATION

Phuoc & Partners provides legal representation services for numerous individuals and businesses in various litigation cases. Our litigation team consists of experienced practitioners who have been involved in resolving civil and commercial disputes, representing clients as plaintiffs and defendants in complex civil, commercial, and administrative lawsuits at all levels of courts in Vietnam and relevant arbitration institutions on a case-by-case basis.

During the dispute resolution process, our lawyers prioritise negotiation and other amicable solutions. However, when litigation is deemed necessary, our experienced litigation team will actively handle the relevant dispute resolution procedures at courts or arbitration institutions proficiently and skilfully.

At Phuoc & Partners, we stand by our clients from the beginning to the conclusion of the case, guiding them to fulfil all legal requirements of the case. When necessary, we continue to support clients in appealing judgments of the court of the first instance to the appellate court.

The civil and commercial disputes we have handled include disputes related to

- Contracts, labour
- Transportation and maritime,
- Insurance, tax, assets, disputes between shareholders, between companies and shareholders,
- Personal injury,
- Divorce and family matters

In addition to participating in dispute resolution at all levels of courts in Vietnam, our lawyers also engage in litigation at domestic and international arbitration institutions under arbitration procedures, e.g.

- Vietnam International Arbitration Centre (VIAC),
- Hong Kong International Arbitration Centre (HKIAC),
- Singapore International Arbitration Centre (SIAC),
- International Chamber of Commerce (ICC), etc.

# DEBT RECOVERY



» **PHUOC AND PARTNERS LAW LLC**  
**A business approach to legal service**





# DEBT RECOVERY

Every business at some point or another may encounter difficulties in debt recovery from customers. Therefore, businesses must understand the appropriate debt recovery methods in compliance with the legal regulations to effectively recover debts without violating the law.

Phuoc & Partners will assist clients in complying with debt recovery rules in Vietnam, which are inherently complex and challenging without the legal assistance of debt recovery specialists.

Vietnamese law views the actions of third-party debt collectors as illegal if they violate or employ unfair or dishonest means to recover debts from debtors. Vietnamese law also prohibits debt collectors from engaging in harassment, deception, or threats towards debtors. Phuoc & Partners supports clients in debt recovery by sending letters of demand, arranging amicable settlement or filing a lawsuit in case amicable settlements does not work.

As per our experience, sending letters of demand or negotiation with debtors with involvement of lawyers is usually more effective than the action alone by the clients because the debtors would acknowledge the seriousness and determination of the creditors when they are willing to seek legal representation to protect their rights.

# REAL ESTATE



» **PHUOC AND PARTNERS LAW LLC**  
**A business approach to legal service**





We have a team of real estate lawyers to provide comprehensive services related to real estate affairs, including providing the advice and support in drafting, review, negotiation, etc. of contracts for real estate transactions, advice for real estate projects, advice on cooperation in real estate business, support in settlement of disputes relating to real estate, etc. to numerous domestical and international clients.

We have been involved in complex real estate transactions, large-scale land development projects, and related issues concerning planning and land use, financing, lending, and litigation. Our lawyers have handled numerous sales and purchase transactions, participated in negotiations, prepared sales and purchase documents, and completed other post-transaction procedures.

With accumulated experience from participating in various parties in transactions, we can easily understand clients' needs and grasp transactional issues, thereby proposing practical solutions to support clients more effectively.

Our clients in the real estate sector are diverse, ranging from domestic and international real estate developers, operators of office buildings, residential complexes, shopping centres, industrial zones developers, housing developers, to users of real estate products such as companies leasing the land and infrastructure in industrial zones, companies leasing factories/offices, and house buyers/tenants, etc.





# FINANCE AND BANKING

## » PHUOC AND PARTNERS LAW LLC A business approach to legal service





## FINANCE AND BANKING

Finance and banking are one of the core practice areas of Phuoc & Partners. We understand the complexity of financial agreements as well as the intricacies of the financial services and banking industry. Our experienced lawyers in the finance and banking team have advised many domestical and international banks and financial services companies in various scales in Vietnam. The understanding of our experienced lawyer team about the financial services and banking industry in Vietnam, combined with relevant expertise such as land law, real estate law, civil law, etc. enables us to promptly meet clients' requirements with superior quality.

The field of finance and banking services in Vietnam is rapidly changing to integrate with global development in an increasingly competitive environment. Banks are increasingly focused on improving customer service and providing innovative solutions. Meanwhile, Vietnamese law, to some extent, has not been able to keep pace with the rapid growth of financial and banking activities, causing challenges for the operations of credit institutions, financial organisations, and fintech companies.

In this context, clients will find that we have the ability to quickly identify the key issues, and this means we can promptly pinpoint the critical issues and what needs to be done to achieve the objectives. We deliver the best commercial results and protect the interests of clients while strictly complying with the law. This is an advantage for clients, especially when it comes to matters requiring deep knowledge and understanding of the complex legal environment in Vietnam.

In this practice, we provide the clients with compliance advisory, including compliance with credit and financial services laws in Vietnam, banking industry codes of conduct, payment system regulations, and security obligations; acting as a liaison between clients and regulatory authorities in Vietnam.

In addition, our team of lawyers represents clients in a wide range of financial transactions and is involved in all aspects of the transaction process as per client requirements. We engage in transaction structuring, legal due diligence, legal analysis, drafting and negotiation of key agreements, and ultimately closing the deals. Our clients include both borrowing entities and lending entities, enabling us to provide practical and effective advice.



# INTELLECTUAL PROPERTY

## » PHUOC AND PARTNERS LAW LLC A business approach to legal service



## INTELLECTUAL PROPERTY

In the current globalised world with easy and fast communication, companies need legal support to protect their intellectual property rights. At Phuoc & Partners, we help small and medium-sized enterprises as well as multinational corporations understand and effectively utilise their intellectual property rights. With a network of partners from various industries and fields throughout Vietnam, we can easily support clients wherever they conduct business activities within Vietnamese territory.

Our team of lawyers works closely with clients to ensure their ideas and technologies are secure, allowing clients to focus on developing their business activities. We represent clients in filing patent applications and trademark registrations with the Intellectual Property Office of Vietnam, as well as assist in handling intellectual property infringement through necessary legal measures.



### Our Services include:

- Registering trademarks for their products and services in Vietnam and worldwide through our network of intellectual property associations.
- Registering and protecting copyright for various works, including books, computer programs, scripts, drawings, images, films, and sound recordings.
- Registering patents including filing patent applications, patent enforcement, infringement analysis, patent investigations, negotiation of licensing agreements, and global patent rights.
- Initiating intellectual property disputes in Vietnamese courts for both domestical and international clients.
- Anti-Counterfeiting







## MARITIME AND TRANSPORTATION

» PHUOC AND PARTNERS LAW LLC  
A business approach to legal service







## MARITIME & TRANSPORTATION

In the maritime and shipping industry, clients often need to make quick decisions and take prompt action, which may require the assistance of a maritime lawyer. When a vessel sets sail and enters international waters, the client's rights may – literally – sail away.

Similarly, if a client's vessel is detained, every minute that passes results in financial loss. In such situations, the wisest decision for the client is to seek a reliable and competent maritime lawyer who is well-versed in vessel detention issues and other aspects of maritime law. These lawyers know how to effectively handle challenging situations.

At Phuoc & Partners, our lawyers promptly handle vessel detentions or resolve detention cases. We liaise with local port authorities in Vietnam on behalf of our clients and provide various related services in the maritime field, including immediate vessel and cargo detentions, resolution of cruise ship passenger injury claims, resolution of seafarers' rights, and expedited resolution of maritime liens and disputes.



# OUTBOUND INVESTMENT

PHUOC AND PARTNERS LAW LLC

A business approach to legal service







The founding lawyer of Phuoc & Partners has been involved in providing legal advice on investments in Vietnam and outbound investment for clients since the 1990s.

We are one of the few law firms in Vietnam with extensive expertise in outbound investment, along with a large international network of affiliated law firms. As a result, we provide legal advisory services on all aspects of cross-border transactions for Vietnamese buyers and foreign sellers, offering highly practical advice. We pride ourselves on maintaining close working relationships with various Vietnamese state agencies, from local to central levels, regarding outbound investment. We are often invited by these state agencies for consultation on legal fields within our expertise, as well as for input on draft regulations regarding outbound investment by Vietnamese businesses.

Our outbound investment advisory services include:

- Comprehensive legal analysis and assessment.
- Advice on legal issues and compliance, approval procedures of competent state authorities.
- Advice on labour and employment issues, including the dispatch of Vietnamese managerial personnel abroad, resignations, and labour disputes.
- Advice on operational issues such as intellectual property protection, environment, community relations, and dispute resolution.
- Foreign exchange advice.









# OUR PEOPLE «

The human resources team at Phuoc & Partners consists of lawyers, trainee lawyers, and legal specialists who hold master's and bachelor's degrees in law from universities in Vietnam and abroad. Phuoc & Partners has gathered individuals with extensive experience and expertise in various legal fields. Our human resources team is currently working at our three offices in Ho Chi Minh City, Hanoi, and Danang to serve all legal matters of clients across Vietnam.

The Board of Partners at Phuoc & Partners is responsible for guiding, coordinating, managing, and supervising the human resources team to ensure the best possible quality of service for clients.

Below is the information about the Partners at Phuoc & Partners.





## Founder

*Nguyen Huu Phuoc*



Director cum Managing Partner  
Email: [phuoc.nquyen@phuoc-partner.com](mailto:phuoc.nquyen@phuoc-partner.com)



Lawyer Nguyen Huu Phuoc is

- Master of Law (LLM), Bristol Law School UWE (UK), 2009
- Bachelor of Laws (LLB), General University of Ho Chi Minh University (1995)
- Bachelor of Arts (BA) in languages (English), Pedagogical University (1996)
- Member of the Bar Association of Ho Chi Minh City, Vietnam.

Mr. Nguyen Huu Phuoc established the TLS Law Firm in 2003, which later became known as Phuoc & Partners Law Firm and has acted as Director cum Managing Partner since its establishment. Prior to that, he gained valuable experience as Deputy Manager of the Tax and Legal Department at Pricewaterhouse Coopers and KPMG, two of the world's largest international consulting and auditing firms. Additionally, he then served as the Managing Lawyer of Luat Viet Law Firm, one of leading Vietnamese law firms, for nearly two years.

With a master's degree in international Commercial Law from the University of Bristol Law School (UWE), a Bachelor of Laws degree from the Ho Chi Minh City University of Law, and a bachelor's degree in English Language from the Pedagogical University in 1996, Mr. Nguyen Huu Phuoc possesses a diverse educational background. Furthermore, he has completed training programs and obtained various accounting and tax certificates from the Association of Chartered Certified Accountants (ACCA), the world's largest professional accounting organisation headquartered in the UK.

At Phuoc & Partners Law Firm, Mr. Nguyen Huu Phuoc heads two primary practice groups: Tax and Labour & Employment. With over 25 years of experience, he specialises in tax planning for large businesses in various industries. He regularly

drafts, reviews, and negotiates tax-related provisions in various corporate documents, including mergers and acquisitions agreements, legal opinions, and employment contracts. Additionally, Mr. Nguyen Huu Phuoc provides expert advice to corporate clients on general tax compliance matters, including personal income tax, corporate income tax, and foreign contractor withholding tax. He also represents clients in administrative lawsuits related to tax disputes with local tax authorities in Vietnam.

In the field of labour and employment, Mr. Nguyen Huu Phuoc has provided clients with comprehensive guidance on various legal matters related to labour law, practical aspects of employment policies, workforce re-structure, and issues arising from mergers and acquisitions. He has offered advice on hiring, termination, layoffs, and represented clients before district and provincial labour management agencies, as well as in various courts. Notably, Mr. Nguyen Huu Phuoc has successfully defended employers in numerous employment litigation cases involving workplace discrimination, protection of trade secrets, and non-compete and confidentiality agreements. He also provides valuable counsel on personnel affairs and employee welfare decisions.

During the early 2010s, in addition to his esteemed expertise in tax as well as labour and employment



laws, Mr. Nguyen Huu Phuoc expanded his practice into the field of marriage and family law. Within Phuoc & Partners Law Firm, he became the primary legal practitioner in this area, dealing with matters such as divorce, child custody, child support, visitation, property division, prenuptial and postnuptial agreements, wills, and inheritance. Furthermore, Mr. Nguyen Huu Phuoc has gained extensive litigation experience by representing businesses owners, people in the entertainment sector, and foreign communities in marriage and family law disputes, both in and out of court.

Since 2006, Mr. Nguyen Huu Phuoc has been consistently recognised as one of Vietnam's leading lawyers in the fields of tax law and labour and employment laws by reputable independent organisations like Legal500, Chambers Asia, and ALB. These accolades are based on the positive feedback received from clients, colleagues, and experts.

In addition to his legal practice, Mr. Nguyen Huu Phuoc has actively shared his expertise through presentations at various business and professional seminars. He has spoken on various law related topics, including tax law as well as labour and employment law, and legal professional skills. These seminars have been organised by prominent entities such as HKBG, the European Chamber of Commerce, VCCI (Vietnam Chamber of Commerce and Industry), the Ho Chi Minh City Department of Justice, the Vietnam Bar Federation, the Ho Chi Minh City Bar Association, and the Judicial Academy. Moreover, Mr. Nguyen Huu Phuoc has authored numerous academic articles related to his areas of expertise and frequently contributes to specialised journals on tax law as well as labour and employment law, and legal professional skill in Vietnam.

Due to his extensive knowledge and experience, Mr. Nguyen Huu Phuoc has been sought after for

interviews by newspapers, magazines, and TV shows. He willingly shares his insights on topics concerning tax and labour and employment laws in Vietnam, as well as his expertise as a professional practitioner.

Moreover, Mr. Nguyen Huu Phuoc has authored and published any books in the field of law, covering various topics such as law firm management, civil law, and labour law. He has also been co-authors of, and translated, books related to the law or legal profession.

Last but not least, Mr. Phuoc has established and manages the website <https://chiaseluatlaodong.com/> to share his knowledge of labour and employment law, provide updates on new labour and employment law regulations, answer frequently asked questions in such a field, and offer free forms related to labour law for HR professionals in businesses.

In terms of community activities, Mr. Nguyen Huu Phuoc holds several important positions, including:

- Member of the Executive Committee of the Vietnam Human Resource Club (VNHR), in charge of labour law consultancy to VNHR members
- Member of the Executive Committee of the Vietnam Association of Corporate Directors (VACD) - in charge of the legal consultancy for VACD members
- Vice chairman of the Chief Sales & Marketing Officer (CSMO) Club, in charge of providing legal advices to CSMO members
- Member of Vietnam Business Lawyers Club (VBLC)
- Guest lecturer at the Judicial Academy.



## *Duong Tieng Thu*

### **Senior Partner**

Email: [thu.duong@phuoc-partner.com](mailto:thu.duong@phuoc-partner.com)

Lawyer Duong Tieng Thu is:

- Bachelor of Laws (LLB), University of Law of Ho Chi Minh City (2001)
- Member of the Bar Association of Ho Chi Minh City, Vietnam
- Speaker, guest lecturer at Vietnam Human Resource Club, Vietnam Bar Association



Lawyer Duong Tieng Thu joined Phuoc & Partners in 2010 and is currently a Senior Partner. She is primarily responsible for the labour and employment practice area at Phuoc & Partners.

Lawyer Duong Tieng Thu began her legal career immediately after graduating from law school and has worked for H&M Consulting Law Firm, Vision & Associates Law Firm, and the Ho Chi Minh City branch of Gide Loyrette Nouel Law Firm, holding various positions.

Lawyer Duong Tieng Thu has extensive experience in assisting businesses with their operations and foreign investments in Vietnam, including company establishment, representative office establishment, mergers and acquisitions, transfer of ownership capital, and other commercial matters. Over the past decade, she has specialised in labour and employment law and is now regarded as one of the leading labour and employment lawyers in Vietnam. Lawyer Duong Tieng Thu regularly advises and supports businesses in developing labour utilisation plans, devising solutions for employment issues, structuring labour resources in buying, merging, consolidating, dividing, and separating businesses, advising on employee termination due to organisational restructuring, technological changes, and economic reasons. She also assists businesses with various legal issues



related to trade unions, compliance with Vietnamese labour laws, employment of foreign workers in Vietnam, recruitment and hiring of labour, as well as consulting, drafting, and reviewing labour-related documents such as employment contracts, probation contracts, vocational training contracts, labour leasing contracts, internal policies on salary, allowances, and benefits, salary scales, labour regulations, collective labour agreements, democratic regulations, and advising on the disciplinary process, termination of labour contracts, and resolution of labour disputes.

Another notable activity of Lawyer Duong Tieng Thu is legal training. She is frequently invited by businesses to conduct training on labour and employment laws for their HR teams. She is also a key speaker at many labour law seminars organised by the Vietnam Human Resources Club.

## *Truong Thi Hien*

### **Partner**

Email: [hien.truong@phuoc-partner.com](mailto:hien.truong@phuoc-partner.com)

Lawyer Truong Thi Hien is:

- Master of Laws (LLM), University of Social Sciences of Toulouse, France (2001)
- Bachelor of Laws (LLB), University of Law of Ho Chi Minh City (2000)
- Member of the Bar Association of Ho Chi Minh City, Vietnam
- Guest lecturer at the Judicial Academy

Lawyer Truong Thi Hien joined Phuoc & Partners in 2020 and is currently a Partner. She is responsible for various fields such as investment, commerce, mergers and acquisitions, real estate, and taxation at Phuoc & Partners.

Prior to joining Phuoc & Partners, Lawyer Truong Thi Hien practiced law at several law firms, including InvestConsult, Bizlink, DNPro Counsel, and Incolaw. Over the course of more than 15 years working at these law firms, she has handled various matters related to investment, contracts, mergers and acquisitions, real estate, and taxation. Lawyer Truong Thi Hien has assisted numerous clients, both domestic and international, in fulfilling investment and business registration procedures, drafting and reviewing various types of contracts and internal regulations, providing advice on cooperation and joint ventures, tax consulting, legal opinions in various business areas, and legal advice on procedures, processes, and conditions for investment projects.

Additionally, she worked as an in-house lawyer for Vietnam Investments Group (VIG) and its investment companies specialising in the food and education sectors for approximately 3 years. During this time, she participated in the entire legal process of buying and merging activities, including legal due diligence, transaction structuring, tax planning, drafting share/ capital transfer contracts, shareholder agreements, and other related agreements, as well as registration for buying and merging transactions. Furthermore, she also handled various issues related to daily business operations, such as negotiating and drafting contracts with suppliers, lessors, licensors,



insurance companies, and banks, providing advice and coordination with accounting, investment, operations, marketing, and human resources departments of companies to ensure smooth operations and compliance with legal regulations.

With her accumulated experience from previous legal practice, at Phuoc & Partners, Lawyer Truong Thi Hien actively supports clients in various legal areas within her expertise. She is responsible for corporate, investment, real estate, contracts, taxation, compliance, and more. She frequently provides legal advisory services and legal opinions in various fields, and her services have been highly appreciated by clients. Particularly, thanks to her practical experience during her time as an in-house lawyer for an investment fund, Lawyer Truong Thi Hien knows how to effectively combine the business development needs of companies with the requirements of legal compliance, thereby offering practical and effective solutions for clients.

Lawyer Truong Thi Hien is also a guest lecturer at the Judicial Academy, and her teaching is highly valued by students for its practicality and usefulness.





*Truong My Ly*

**Partner**

Email: [ly.truong@phuoc-partner.com](mailto:ly.truong@phuoc-partner.com)

Lawyer Truong My Ly:

- Master of Laws (LLM), Tours University (2005)
- Bachelor of Foreign Economics, Hanoi Foreign Trade University (2002)
- Bachelor of Arts in languages (French), Hanoi Foreign Language University (1996)
- Member of the Bar Association of Ha Noi, Vietnam
- Member of the Executive Committee of Hanoi Jurist Association

Lawyer Truong My Ly joined Phuoc & Partners in 2006. After an interval of about 6 years, she rejoined Phuoc & Partners in 2020 and is currently a member lawyer and head of the Hanoi office. Lawyer Truong My Ly is responsible for various fields such as investment, commerce, mergers and acquisitions, debt recovery, marriage and family matters, and more.



Prior to joining Phuoc & Partners and during the interval, Lawyer Truong My Ly held the position of Deputy Head of Legal Advisory at Concetting, one of the first and leading consulting companies in Vietnam for nearly 6 years. She also worked as a senior lawyer at the law firm Shin & Kim, one of the four largest law firms in South Korea. Additionally, she served as an in-house lawyer in the position of Head of the Legal Department at VPBank Securities Company and the Legal Department at Vinsmart Research and Production Joint Stock Company.

Throughout her career, Lawyer Truong My Ly has advised and assisted foreign investors in



establishing their commercial presence in Vietnam through forms such as setting up foreign-invested enterprises, capital contribution, purchasing shares in Vietnamese companies, or establishing representative offices and branches in Vietnam. She has provided legal advice on various investment-related issues in Vietnam, including mergers and acquisitions, and participated in different stages of transactions such as legal due diligence, negotiating terms and conditions of share purchase agreements, shareholder agreements, or joint venture contracts. She also has extensive experience in drafting and reviewing bond issuance files, private placement of shares, contracts for bond subscriptions, share purchase contracts of joint-stock companies in Vietnam.

In addition to her extensive experience in the investment field, Lawyer Truong My Ly has also assisted multinational companies and domestic companies in various corporate-related matters such as increasing charter capital and investment capital, registering foreign loans, drafting and reviewing sales contracts, service contracts, lease contracts, loan contracts, credit contracts, mortgage contracts, etc. She has also supported companies in their daily activities, such as drafting and reviewing labour regulations, labour contracts, applying for work permits for foreign workers in Vietnam, and drafting and reviewing anti-money laundering regulations.

## *Ngo Thi Kim Trinh*

### **Partner**

Email: [trinh.ngo@phuoc-partner.com](mailto:trinh.ngo@phuoc-partner.com)

Lawyer Ngo Thi Kim Trinh is:

- Bachelor of Laws (LLB), University of Law of Ho Chi Minh City (2007)
- Member of the Bar Association of Ho Chi Minh City, Vietnam



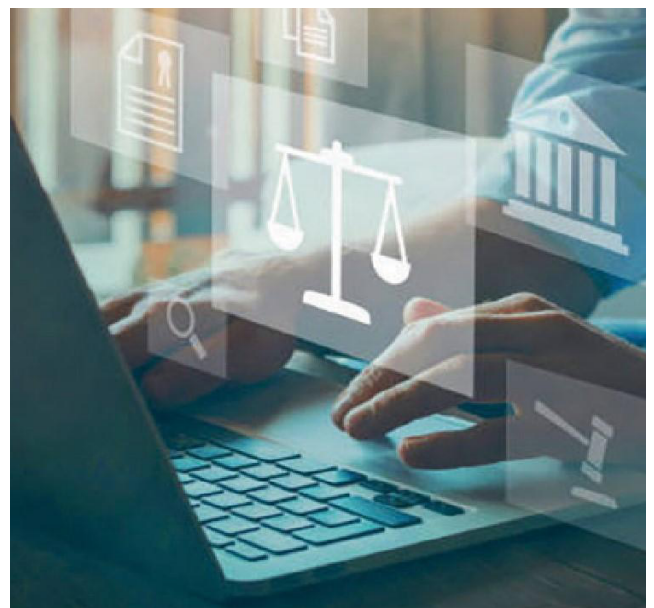
Lawyer Ngo Thi Kim Trinh joined Phuoc & Partners in 2020 and is currently a member lawyer. She is primarily responsible for the litigation department at Phuoc & Partners.

Before joining Phuoc & Partners, Lawyer Ngo Thi Kim Trinh worked for nearly 10 years at Le Nguyen Law Firm and 4 years at Viet Law Firm as a litigation lawyer. In these firms, she was responsible for providing legal advice and representing clients in litigation proceedings in commercial, civil, marriage, and family matters. She has participated in resolving and protecting the rights and interests of many clients in disputes over commercial contracts, administrative tax lawsuits, construction contract disputes, and has assisted clients in resolving difficulties in the implementation of commercial/service contracts, real estate transfers, and more. Additionally, Lawyer Ngo Thi Kim Trinh is also an expert in advising and handling disputes involving foreign elements in labour, inheritance, marriage and family, child custody disputes,

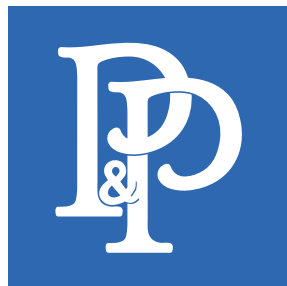


and compensation for damages to honour, reputation, and dignity.

Currently, as a member lawyer in charge of the litigation department at Phuoc & Partners, Lawyer Ngo Thi Kim Trinh guides and supervises the litigation team in providing advice and resolving all types of disputes for clients, including labour disputes, share transfer contracts, international service/commercial contracts, intellectual property rights, divorce cases, administrative lawsuits, civil lawsuits in courts and commercial arbitrations. In addition, she provides legal opinions and represents clients in negotiations and mediations to resolve conflicts arising from the implementation of contracts and transactions in various fields without resorting to litigation procedures.







**PHUOC & PARTNERS**  
ATTORNEY AT LAW

**A business approach to legal service**

## **PHUOC AND PARTNERS LAW LLC**



Headquarters: Apartment

A5.01F-A6.01F Paris Hoang Kim, No. 31,

Street 1 - Ward An Khanh - City. Thu Duc - Ho Chi Minh City



[info@phuoc-partner.com](mailto:info@phuoc-partner.com)



Hanoi Branch: 5th Floor, Vinachimex

Building, No. 04 Pham Ngu Lao Street, Ward

Phan Chu Trinh, Hoan Kiem District, Hanoi



[www.phuoc-partner.com](http://www.phuoc-partner.com)



Da Nang Branch: 85-87 Tran Phu Street,

Hai Chau 1 Ward, Hai Chau District, Da Nang



+84 (28) 3622 3522