

Company Profile

RHTLaw Vietnam



Content

1	Why Vietnam	3
2	About us	4
3	Areas of Practice	5
4	Industry Groups	17
5	Our Team	19
6	Our Regional Legal Network	30
7	Awards & Rankings	32
8	Contact Us	33

Why Vietnam?

FACTS AND FIGURES

- Population as at Q3 2024: around 101 million

- Key industries
  - Textile, garment and shoes
  - Electronics
  - Automotive and machine building
  - Mineral, oil and gas
  - Coffee
  - E-commerce
  - Food processing

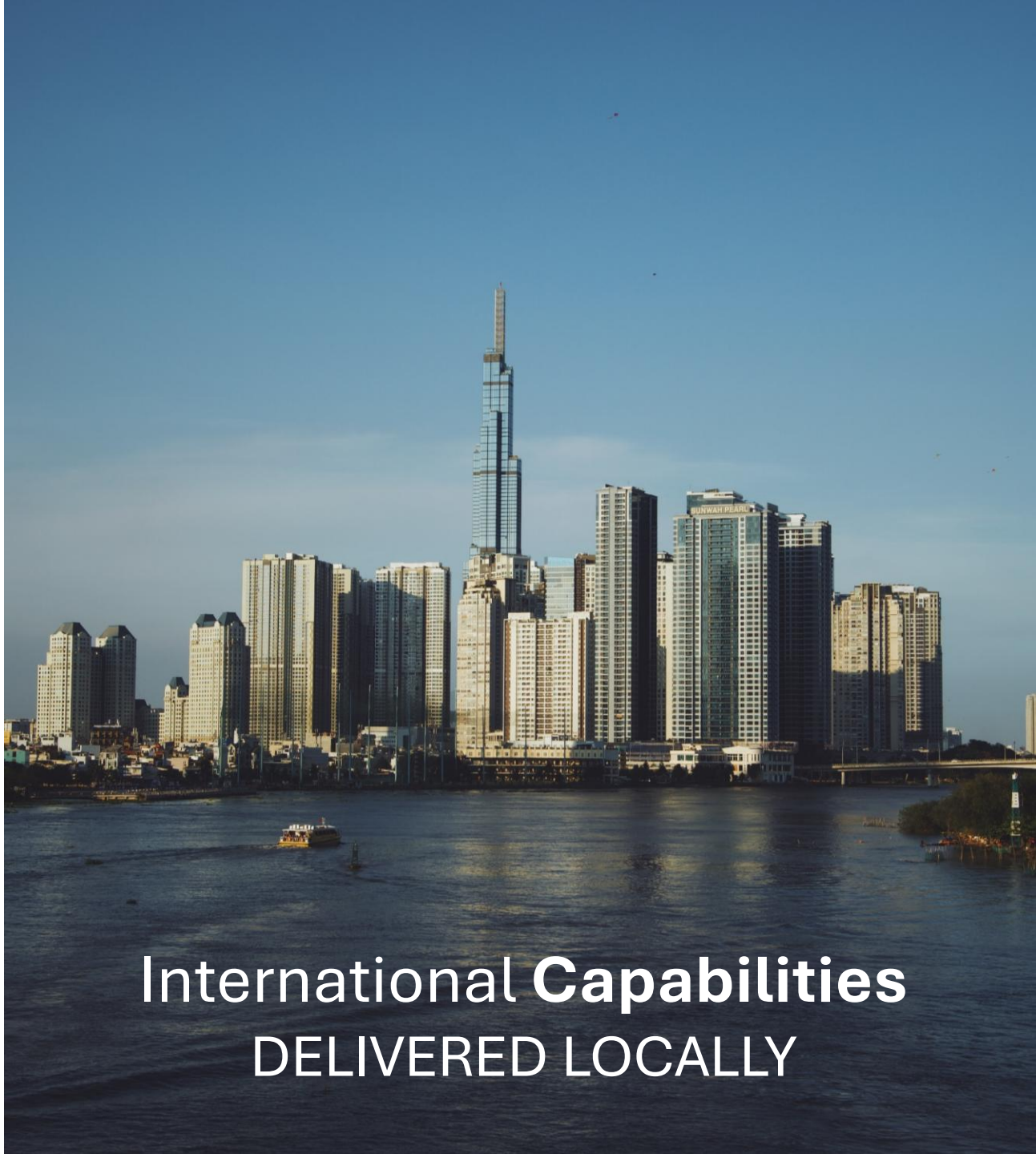
- Member of ASEAN (joined in 1995)
- Emerging market, low-cost jurisdiction
- High growth potential
- Big on manufacturing, electronics and technology
- Availability of skilled labour; hardworking and resourceful people
- Economic reforms - the most well-developed economy in Indochina region
- Socio-political stability





About Us

- The Firm traces its beginnings to 2005 when a team of experienced Vietnamese lawyers came together to set up what was formerly known as PBC PARTNERS. A subsequent joint venture in 2016 with RHTLaw Asia, led to a brand relaunch and the firm became known as RHTLaw Vietnam.
- Since then, the Firm has experienced strong growth and is now recognised as a leading law firm in Vietnam. RHTLaw Vietnam is also a member of ASEAN Plus Group (APG) which is a group of full-services law firms that blends the best of knowledge, culture and international expertise.
- Our model is driven by the focus on helping clients succeed, which translates to clear and precise solutions with high-level legal and commercial insights. We proactively grow our practice in tandem with regional and international fast growing industries and areas.



Areas of Practice



Antitrust & Competition



Banking & Finance



Capital Market



Employment



Intellectual Property



Inward & Outward Investment



Litigation



M&A



Real Estate & Construction



Telecommunication



Trading & Commerce

Antitrust & Competition

- Advising on competition law issues.
- Establishing competition law compliance manuals/policies.
- Evaluating business practices and commercial activities to identify and mitigate risks of possible breaches of the competition law.
- Assisting in anti-trust inspections/investigations conducted by competition authorities including responding to information requests and representing clients in meetings and negotiations with the authorities.
- Assisting with anti-monopoly filings at the competition authority.
- Assisting in defending alleged infringements on competition laws including at proceedings before the competition authority.
- Reviewing the structural changes in businesses (including merges, acquisitions, consolidations, joint ventures and other arrangements) and the consequent structural changes which may result in changes in market dominance and assisting with merger notifications and obtaining clearance for transactions.

Banking & Finance

- Advising clients on various Vietnamese compliance and regulatory issues in connection with the operation of foreign and local banks in Vietnam.
- Drafting and negotiating contracts for banks including domestic and foreign loan agreements, security agreements, and hire purchase agreements.
- Carrying out due diligence, issuing due diligence reports and rendering legal opinions in relation to loan transactions.
- Providing advice on issues in relation to the formation and operation of the various forms of project finance in Vietnam.

Capital Market

- Acting for investment banks, sponsors, issuers and corporations in equity offering on the stock exchange of various jurisdictions, including but not limited to initial public offerings, rights issues, bonus issues, employees scheme issues and investment funds.
- Acting for issuers, security agents, financial institutions and other participants in debt capital market including but not limited to debt securities offerings and private placements.
- Structuring transactions; assisting with corporate reorganisations and schemes of arrangement.
- Conducting legal due diligence on issuers; issuing legal opinions on compliance with relevant laws and listing requirements; reviewing due diligence reports and legal opinions prepared by other legal advisers of issuers.
- Rectifying non-compliance and managing other corporate exercises.
- Interviewing and conducting due diligence on third parties involved in business operations of issuers including but not limited to customers, suppliers, distributors, deposit banks, lending banks, competent authorities and other relevant third parties.
- Drafting and reviewing transactional documents, prospectuses, submissions and offer documents.

Employment

- Drafting and negotiating labour/employment contracts, internal labour rules and co-operative labour agreements.
- Structuring employee benefit plans and advising on compliance and other regulatory issues.
- Assisting clients in labour dispute resolutions.

Intellectual Property

- Our intellectual property services have been recognized by The Legal 500 – The Clients Guide to the Best Law Firms and World Trademark Review. We serve a wide range of clients from international, multinational, national and local corporations to individuals.
- Our areas of expertise cover:
- Establishment of intellectual property rights concerning trademarks, patents and industrial designs, and copyrights.
- Intellectual property commercialization.
- Intellectual property enforcement and litigation.

Inward & Outward Investment

- Advising clients on project and company structuring including the establishment of domestic 100% Vietnamese owned companies, joint venture companies, wholly foreign-owned companies and foreign holding companies.
- Assisting clients in liaising with the various Vietnamese State authorities in relation to all investment phases including pre-licensing and post-licensing procedures.
- Drafting and negotiating joint venture agreements, joint venture charters, business cooperation contracts and shareholding agreements.
- Providing corporate secretarial services.

Litigation

- Advising clients on foreign governing laws and forum clauses in commercial contracts.
- Providing out of court negotiation and settlement and representing clients before Vietnamese courts and arbitration bodies.
- Providing advice and assisting clients in relation to procedures to recognise and enforce foreign arbitration awards in Vietnam.

M & A

- Advising on structuring and restructuring of companies.
- Carrying out due diligence investigations and preparing due diligence reports.
- Negotiating and drafting various types of transactional documents such as contracts for equity interest assignment, share subscription contracts and others.
- Carrying out M&A-related licensing procedures.
- Advising on hostile takeover and defensive strategies against hostile takeover:
- Assessing the target company’s vulnerability to an hostile takeover
- Anticipating the target company's likely defensive strategies and the compliance with laws and other corporate documents
- Advising on preventive actions deterring potential buyers and counteractions undertaken upon receipt of takeover bids
- Drafting or revising charters, shareholders agreements, partnership agreements and other corporate documents
- Cooperating with financial advisers in reviewing, assessing and advising on takeover bids and financing packages proposed by bidders as well as the target company’s debt capital structure for any required refinancing of the target company's public and/or private debt in order to successfully implement the defensive strategies.

Real Estate & Construction

- Project structuring.
- Approvals, registration and licenses for real estate and property projects.
- Advising on various real estate and construction legal issues such as land lease procedures, architectural and zoning approvals, and bidding regulations.
- Advising and assisting in commercial and residential acquisition.
- Drafting and negotiating lease agreements, EPC contracts, construction contracts and management contracts.

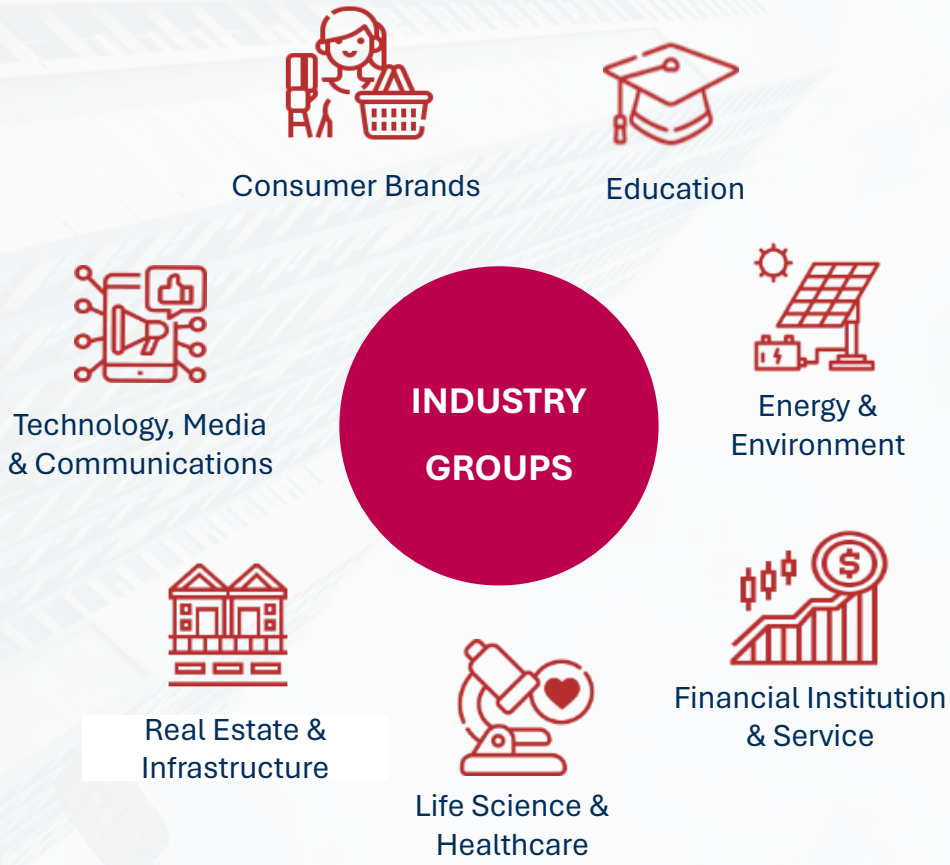
Telecommunication

- Advising clients on various aspects of telecommunication projects including business structuring, regulatory and compliance advice, and licensing procedures.
- Drafting and negotiating telecom contracts such as inter-connection agreements and standard telecom service contracts.

Trading & Commerce

- Advising on Vietnamese trading and commercial laws including Vietnam's WTO compliance requirements such as trading rights, market access to distribution and retail services, establishment of chains of retail outlets, economic-need-test regulations.
- Structuring trading business in Vietnam.
- Carrying out legal due diligence on land and locations for outlets; issue legal due diligence reports; rendering legal opinions.
- Drafting and negotiating commercial arrangements e.g. sales and purchase agreements, service agreements, distribution agreements, franchise agreements and technology transfer agreements.
- Advising and assisting on legal compliance issues, economic-need-test procedures and other licensing procedures.

Industry Groups



We serve a broad range of clients across a variety of INDUSTRY GROUPS.

We are one of the few firms able to assist clients with integrated services covering both private and corporate needs.

Each of our industry groups brings together a team of specialist lawyers from a variety of PRACTICE AREAS.

RHTLaw Vietnam

Clients can expect **intelligent** and **innovative** **Legal** and **business** solutions from a team that is attuned to the nuances of working in Asia.

Our Team

KEY TO
SUCCESS



Tran Thanh Hai



Tran Thanh Hai

Managing Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 903 027 489
E hai.tran@rhtlaw.com.vn

Mr. Hai is in charge of managing the firm's activities. His areas of expertise include mergers and acquisitions, banking and finance, telecommunications, employment, land, technology transfer and trading. His knowledge and experience area the accumulated results of over 20 years practicing in the field as a member of Coudert Brothers (in Hanoi), Deacons Lawyers, Vision Associates and PricewaterhouseCoopers Legal (in Ho Chi Minh City), all leading professional law firms in Vietnam.

Key areas of expertise

- Antitrust & Competition
- Banking & Finance
- Employment
- Intellectual Property
- Inward & Outward Investment
- Mergers & Acquisition
- Real Estate & Construction
- Telecommunications
- Trading & Commerce

Professional Activities

- Legal Skills
- Asian Plus Group

Education

- Hanoi University of Law, Commercial Law Faculty – LLB 1997

Languages

- English (Fluent)
- Vietnamese (Native)

Benjamin Yap



Benjamin Yap

Senior Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 973 753 111
E benjamin.yap@rhtlaw.com.vn

Mr. Benjamin Yap is a registered foreign lawyer in Vietnam, and he holds qualifications to practice at both the Singapore and English Bars. He proudly serves as the first Senior Partner of the Firm. Before his tenure at RHTLaw Vietnam, Benjamin was the resident partner for the Singaporean law firm, Kelvin Chia Partnership, based in Ho Chi Minh City. His expertise lies primarily in corporate and commercial transactions, including mergers and acquisitions, real estate matters, corporate compliance and governance, as well as employment law. From 2008 to 2012, Benjamin led the Singapore Chamber of Commerce in Vietnam (then known as Singapore Business Group) as its President.

Key areas of expertise

- Banking & Finance
- Employment
- Inward & Outward Investment
- Mergers & Acquisition
- Real Estate & Construction
- Trading & Commerce

Professional Activities

- Law Society of Singapore
- Advocate & Solicitor, Singapore
- Barrister-at-law, Middle Temple

- **Education**
- University of Wales, Aberystwyth – LLB 1994

Languages

- English (Native)

Pham Thuy Tuong Vi



Pham Thuy Tuong Vi

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 908 606 977
E vi.pham@rhtlaw.com.vn

Ms. Vi is a graduate of Ho Chi Minh City University of Law, Faculty of Administrative Law. Before joining RHTLaw Vietnam in July 2017, Ms. Vi was an Associate at LuatViet Advocates and Solicitors, Ho Chi Minh City Office; and Legal Manager at Masan Consumer Corporation, Ho Chi Minh City Office. She specializes in commercial law, enterprise law and civil law. Ms. Vi is a Partner of the Firm from January 2018.

Key areas of expertise

- Inward & Outward Investment
- Trading & Commerce
- M&A
- Employment

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City Law University – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Dang Thi Tuong Vi



Dang Thi Tuong Vi

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 903 325 346
E vi.dang@rhtlaw.com.vn

Ms. Vi is a graduate of Ho Chi Minh City University of Law, Faculty of Commercial Law. She joined RHTLaw Vietnam in 2010 and is currently a Partner of the Firm. Her areas of expertise include capital market, IPO, corporate and commercial transactions in M&A and corporate compliance/governance in relation to a wide range of industries from manufacturing, commercial services to healthcare and trading.

Key areas of expertise

- Capital Market
- Inward & Outward Investment
- Mergers & Acquisition
- Trading & Commerce

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City University of Law – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Nguyen Thanh Cuong



Nguyen Thanh Cuong

Partner
Hanoi Office

T +84 24 3974 8881
M +84 39 310 1986
E cuong.nguyen@rhtlaw.com.vn

Mr. Cuong is a graduate of Hanoi University of Law, Faculty of Commercial Law. He also holds a Master's degree in International Business and Law from La Trobe University in Melbourne, Australia. He joined RHTLaw Vietnam in August 2011 and became a Partner of the Firm in 2020. His areas of expertise include investment (outward and inward investment), mergers and acquisitions, corporate and commercial work, labour and other compliance issues in relation to a wide range of businesses such as trading, manufacturing, healthcare and energy.

Key areas of expertise

- Inward & Outward Investment
- Mergers & Acquisition
- Trading & Commerce

Professional Activities

- Hanoi Bar Association

Education

- Hanoi University of Law, Commercial Law Faculty – LLB 2008
- La Trobe University-Australia – LLM 2011

Languages

- Vietnamese (Native)
- English (Fluent)

Mai Thi Ngoc Anh



Mai Thi Ngoc Anh

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 977 299 375
E anh.mai@rhtlaw.com.vn

Ms. Ngoc Anh is a graduate of Ho Chi Minh City University of Law, Faculty of Commercial Law. Before joining RHTLaw Vietnam in August 2013, Ms. Ngoc Anh was an Associate at Audier & Partners, Ho Chi Minh City Branch. She is now a Partner of the Firm and specialises in investment, merger and acquisition, corporate and commercial work, labour and other compliance issues in relation to a wide range of businesses such as trading, e-commerce, manufacturing, F&B, education and healthcare.

Key areas of expertise

- Employment
- Inward & Outward Investment
- Mergers & Acquisition
- Trading & Commerce

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City University of Law – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Huynh Thi Thanh Dzung



Huynh Thi Thanh Dzung

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 903 623 291
E dzung.huynh@rhtlaw.com.vn

Ms. Dzung is a graduate of Ho Chi Minh City University of Law, Faculty of Civil Law. She joined RHTLaw Vietnam in 2011 and is currently a Partner of the Firm. She focuses her practice on civil law, employment law, corporate matters, foreign investment and M&As.

Key areas of expertise

- Employment
- Inward & Outward Investment
- Mergers & Acquisition

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City Law University – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Bui Thi Giang Huong



Bui Thi Giang Huong

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 774 732 694
E huong.bui@rhtlaw.com.vn

Ms. Huong is a graduate of Ho Chi Minh City University of Law, Faculty of International Law. She joined RHTLaw Vietnam in 2012 and is currently a Partner of the Firm. She specializes in foreign investment, corporate compliance, employment matters as well as commercial transactions.

Key areas of expertise

- Employment
- Inward & Outward Investment
- Trading and Commerce

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City Law University – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Ngo Phuong Thao



Ngo Phuong Thao

Partner
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 909 059 317
E thao.ngo@rhtlaw.com.vn

Ms. Thao is a graduate of Ho Chi Minh City University of Law, Faculty of Commercial Law. She joined RHTLaw Vietnam in February 2013 as Legal Assistant. Ms. Thao has built a broad practice advising domestic and international clients across corporate and commercial law, investment, mergers and acquisitions, international IPOs, merger control, employment, and corporate governance.

Key areas of expertise

- Investment
- Trading and Commerce
- M & A
- Antitrust & Competition

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City Law University – LLB

Languages

- Vietnamese (Native)
- English (Fluent)

Pham Thanh Truc



Pham Thanh Truc

Of Counsel
Ho Chi Minh City Office

T +84 28 3820 6448
M +84 93 868 9990
E truc.pham@rhtlaw.com.vn

With over a decade of experience in cross-border M&A, corporate governance, and commercial contracts, Thanh Truc Pham is an Of Counsel at RHTLaw Vietnam. She has extensive experience advising multinational clients in a wide range of industries, including technology, manufacturing, and financial services. Truc earned her LLB from the University of Law in Ho Chi Minh City, and is fluent in both English and Vietnamese. With her deep expertise and domain knowledge, Truc is a trusted advisor to clients seeking to navigate complex cross-border legal issues in Vietnam and beyond.

Key areas of expertise

- Banking & Finance
- Employment
- Inward & Outward Investment
- Mergers & Acquisition

Professional Activities

- Ho Chi Minh City Bar Association

Education

- Ho Chi Minh City Law University – LLB

Languages

- Vietnamese (Native)
- English (Fluent)
- French (Good)

Our Regional Legal Network

Led by RHTLaw Asia, the ASEAN Plus Group (APG) is a group of well-established law firms in Asia, with strong local knowledge and international expertise across 15 jurisdictions in Asia, Oceania, Middle East, and Africa.

>600
Partners

>2,000
Legal Professionals

15
Jurisdictions



Our Regional Legal Network



Member firm of RHTLaw Asia

Our Regional Legal Network

ASEAN+
We know ASIA.

What sets us apart is that we operate as a single unit while delivering **multi-jurisdictional** and **multidisciplinary** representation on some of the most complex transactions

Awards & Rankings



THE STRAITS TIMES Singapore's Best Law Firms 2023

BENCHMARK LITIGATION ASIA-PACIFIC

WTR 1000

The LEGAL 500

IFLR 1000

HealthInvestor Asia Awards 2019 Finalist

AsiaIP IP EXPERTS 2021

RECOMMENDED DOYLES FAMILY LAW 2018

ASIAN LEGAL BUSINESS

Chambers RANKED IN Asia-Pacific 2023

IP STARS from Managing IP

asialaw

WHO'S WHO LEGAL WWL

WealthBriefingAsia AWARDS 2018

SINGAPORE BUSINESS REVIEW



Contact Us

With offices in Ho Chi Minh City and Hanoi, RHTLaw Vietnam is recognised as a go-to law firm in Vietnam.

RHTLaw Vietnam

HO CHI MINH CITY - HEAD OFFICE
Level 11, Endovina Tower
146 Nguyen Dinh Chieu, Xuan Hoa Ward
Ho Chi Minh City, Vietnam
Tel: +84 28 3820 6448

HANOI BRANCH
Unit 1506, Level 15, Thang Long Tower
98 Nguy Nhu Kon Tum, Thanh Xuan Ward
Hanoi, Vietnam
Tel:+84 24 3974 8881

enquiries@rhtlaw.com.vn
www.rhtlaw.com.vn

Follow us on : Linked In | Facebook | Youtube | Instagram



© RHTLaw Vietnam 2025
RHTLaw Vietnam is a Vietnam law practice registered as a limited liability company in Vietnam (“the LLC”).
It works in collaboration with the Singapore law practice RHTLaw Asia LLP.
The LLC is a distinct legal entity in Vietnam.

RHTLaw Vietnam