



NGUYEN THU HUYEN

Partner | Attorney at law huyennt@bizconsult.vn
BIZCONSULT LAW FIRM M +84 912908579
Hanoi
www.bizconsult.vn

RELATED EXPERTISE

- Foreign Investment
- Labor
- Mergers & Acquisitions
- Dispute Resolutions
- Real Estate & Construction
- Foreign Loan

INTRODUCTION

"Ms. Nguyen Thu Huyen is a partner at BIZCONSULT LAW FIRM with 15 years of extensive experience. Highly recommended for her expertise, she is a dedicated lawyer specializing in various areas, including foreign investment, labor law, mergers & acquisitions, and dispute resolution. Ms. Huyen also offers valuable insights in real estate and construction, as well as expert advice in foreign loan registration."

REMARKABLE CASES IN RECENT YEARS:

- **Foreign Investment:**
 - Advising and representing Palm Equipment International (UK), Takashina), Tokyo Zairyō, Nittan Valve, Aeon Delight, Toyota Tetsusho Corporation, Yotsuba (Japan), Sunward Corporation (China), Horiba Instruments (Singapore) Agon Pacific Co., Ltd (Thailand), Aeon Delights and IGD Ventures Vietnam, LP, to obtain Investment Registration Certificate and Enterprise Registration Certificate and Business License for doing investment in Vietnam;
 - Advising foreign individuals (from French, Singapore, Hong Kong and China) to invest into Vietnam in form of capital/share acquiring in local companies for doing real estate business, real estate brokerage, investment consultancy and computer services;
 - Establishing, adjusting license for establishment of Representative Office for Tensar (UK), Horiba Instrument (Singapore), Draeger Safety (Singapore), Agon Pacific (Thailand), Toyota Tsusho Nexty Electronic (Hong Kong), Wise Consulting (Finland), Light House (Finland) and GE International (USA), DYMAK A/S.

- **Labor Laws:**

- Advising and drafting on standard labor contract, training agreement, confidential agreement with employees for several clients, such as Redsun ITI Corporation, Sunshine Group, Nguyen Sieu Private School, Goldsun Vietnam JSC, and Hung Thinh Security Joint Stock Company, PETRONAS Chemical Marketing (Vietnam);
- Advising, drafting internal labor regulations and representing client to register internal labor regulations with the competent authority for Winrock International in Vietnam, Nui Phao Mining Company Limited;
- Advising and carrying out the procedures as authorized by Golf +18 Co. Ltd, D & P Solutions Co., Ltd. and Tokura Construction JSC, Japan – Contractor’s Vietnam Office to apply for visa, temporary residence card, work permit, and document certifying work permit exemption for foreign experts in Vietnam;
- Advising Vietnam Manpower JSC on procedures for applying for License on sending laborers to work abroad;
- Advising Arup Vietnam Limited on overview of legal system on trade union, steps for establishment of trade union, activities requiring the involvement of trade union;
- Advising RedRiver Company in settlement of a labor dispute with a foreign employee arising from Company’s decision on termination of labor contract at the court.

- **Mergers & Acquisitions:**

- Conducting legal due diligence on a Vietnamese target company for Marico SEA, a subsidiary of Marico Limited;
- Conducting legal due diligence on Corona Vietnam, a Japanese manufacturing company based in Hung Yen, Vietnam.
- Conducting legal due diligence of a corporation doing livestock feed production and breeding (including a listed parent company and more than 10 subsidiaries);
- Advising AEON Finance including legal due diligence in relation to its contemplated investment in “The Gioi Di Dong”;
- Advising clients on the acquisition of two branches operating in field of sending laborers to work abroad and vocational secondary schools (driving training);
- Advising SEAF Blue Waters Growth Fund Limited (Cayman Islands) and SEAF SME Financial LLC (USA) on numerous financial investments in emerging Vietnamese companies;
- Advising ILJIN Electricity Co., Ltd. and ILJIN Global Limited (Korea) in respect of sale of their shares in a joint venture company to its joint venture partner;
- Advising IDG Ventures LLP on acquisition of shares in Peacesoft (now NextTech group).

- **Dispute Resolutions:**

- Acting as authorized representative of a Korean shareholder for requesting open of bankruptcy procedure towards a Vietnamese security company;
- Acting for TCT Contractor to take legal actions against 5-Star Hotel at the court of Hanoi for claiming US\$1.3 million under the Fitting-Out Contract to TCT Contractor. TCT Contractor won the case and received the debt from the 5-Star Hotel;
- Advising and Representing Bafo CC Ltd – Finnish company, a main contractor in a project of which the investor is a state-owned company located in Hung Yen, Province, to initiate a lawsuit against the investor at Vietnam International Arbitration Centre;
- Acting as lawyer protecting rights and benefits of Hanoi Housing Development and Investment – Consultant JSC (“HANDIC”), the defendant in the commercial case “the dispute arising from construction contract” initiated by a contractor with a disputed value of approximate US\$850,000.

- **Real Estate and Construction:**

- Advising THT, a foreign-owned company in Vietnam on proposed transaction structures, valued at approximately \$ 78 million; comparing the advantages, conditions and legal procedures of each structure, drafting related contracts for the structure approved by customers, supporting negotiation with partners of THT;
- Advising Housing Development and Investment JSC, preparing internal approval documents, transfer contract relating to the transfer of part of commercial area on the first floor, apartment;
- Advising Petro Vietnam Construction and Investment JSC on issues related to the transfer of project;
- Advising Viet Nam Building Technical Service JSC on some issues of the mixed-use, residential, and office project;
- Advising Vietcombank, Chuong Duong Branch and drafting the MOU and leasing contract of off-the-plan building.

- **Foreign Loan:**

- Advising, reviewing financial documents for two Clients regarding their foreign loans valued at 400million\$, 110million\$ for funding their real estate projects;
- Advising, drafting documents and representing six (06) Vietnamese companies in registration, amendment of the foreign loan given by SEAF Blue Waters Growth Fund (the client) with the State Bank of Vietnam, provincial level;
- Advising and representing clients in registration of foreign loans for GE Systems Vietnam Company Limited, KAP VINA

Company Limited, Agon Pacific Vietnam Co., Ltd., Viet Thai International JSC, Nittan Valve Co., Ltd.

ADMISSION

- Ho Chi Minh Bar Association

EDUCATIONS AND TRAININGS

- Hanoi Law University, Vietnam;
- Judicial Academy, Lawyer's Skill, Hanoi
- University of the West of England, Master of Law (LLM International Trade and Economic Law)

SPEAKER

- “Vietnamese Labor Laws”, PETRONAS conference, 2011
- “Laws on NDA – NCA”, presented in Labor Law Conference 2019 hosted by VNHR, HCM May 2019
- “Laws on Labor contract, Training Agreement, NDA – NCA”, presented in labor law workshop hosted by VNHR, Hanoi August 2019

PUBLICATIONS AND WRITINGS

- Mena Counsel, June 2019.
- “International Guide on Mergers & Acquisition – M&A Guide for Vietnam”, published in the “Getting the Deal Through”, annually updated 2014, 2015, 2019.
- “New regulations: construction contracts for state-funded projects”, Asian-Counsel, 2010.

LANGUAGES

- Vietnamese (mother language).
- English
- French (beginner).