



# **JOHN NGUYEN & ASSOCIATES**

## **COMPANY PROFILE**

# COMPANY PROFILE

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# Introduction



# 01

# John Nguyen & Associates

Founded in 2023, John Nguyen & Associates Law Firm (“JNA”) is spearheaded under the management of Attorney Nguyen Chi Thien. John Nguyen & Associates Law Firm takes great pride in being one of top leading, reliable organization in the legal field. With a team of experienced and dedicated experts, JNA guarantees to accompany all customers through thick and thin in all legal aspects.

Utilizing our prowess in consultancy and dispute settlement through arbitration, in Court, or even out of Court settlement, JNA promises to provide our clients with top-notch legal services. Our team is well-versed in debt settlement, banking and finance consultancy as well as in legal aspects of fields such as trade services, goods manufacturing, logistics that can fully unravel any and all complex legal questions businesses and financial institutes may have.

The confidence of customers is a testament to the quality of JNA's services. We are proud to have provided legal services to large enterprises such as Vietranstimex, Sotrans, EXPC, Motaro, Woori Bank, Ruco, Freeland,... Encompassing the goal of always putting our customers' interests at heart, JNA is constantly striving for innovation so as to bring comprehensive and effective legal solutions to all.

Guided by the vision of becoming a leading legal service provider, the JNA team is committed to continuously learning, adapting and thriving to meet the diverse business needs of our customers. Let JNA be your trusted companion and warrant your interests to the highest potential.



## Nguyen Chi Thien

CEO

*"A person who is good at law is not necessarily a good lawyer. But a good lawyer always puts the right person in the right place, with the right conscience."*



Founded in 2023, John Nguyen & Associates Law Firm (“JNA”) is spearheaded under the management of Attorney Nguyen Chi Thien.

## Nguyen Chi Thien

### CEO of John Nguyen & Associates Law firm

**NGUYEN CHI THIEN – CEO of John Nguyen & Associates Law firm**

*Asides from being in charge of internal legal facets of major corporations such as Hoa Sen Group, Vietravel, and Sotran Logistics. Mr Thien had also worked at many prominent, prestigious law firms and attorney's office, namely Truong Thi Hoa's Law Office and Phuoc & Partners Law Firm.*

As a result of over ten years of practice, Attorney Chi Thien has accumulated various experience in numerous fields of law, especially in Civil, Corporate, Investment, Commercial, Intellectual Property, Labor, Marriage, etc. Throughout his career, Attorney Chi Thien has partook in the consultancy and settlement of many Mergers and Acquisitions (M&A) cases, including where he advised an American company in the acquisition of a publicly listed food business in Vietnam for 16 million USD, and advising a packaging company to acquire 70% of shares of a plastics manufacturing corporation in Vietnam. He has also successfully handled disputes related to business transactions, protecting the interests of companies in disputes at Court and the Vietnam International Arbitration Center (VIAC).

Employing years of experience and skills, Attorney Chi Thien has actively participated in many community activities, legal awareness raising programs, Q&As as well as providing personal takes pertaining to legal matters organized by reputable news outlet and news stations namely Ho Chi Minh City Law Newspaper (PLO), Tay Ninh Radio – Television Station (TTV11), Viet Nam Parliament TV, Ho Chi Minh City Television (HTV7), Vinh Long Radio Television Station.

In addition to serving as an in-house Legal Specialist in the Legal Department for several large-scale enterprises across various industries such as Hoa Sen Group, Vietravel, and Sotrans Logistics, Lawyer Chi Thien has also worked at reputable law firms and offices, including Truong Thi Hoa Law Office and Phuoc & Partners Law Firm.



# Our Team



# 02







## **TANG MINH HUONG**

### **Advisor**

*Tang Minh Huong, PhD Candidate, LL.M. is the Head of the Logistics and Supply Chain Management program at Ho Chi Minh City University of Technology. He is a research member of VALOMA and VLI*

Tang Minh Huong, PhD Candidate, LL.M. is the Head of the Logistics and Supply Chain Management program at Ho Chi Minh City University of Technology. He is a research member of VALOMA and VLI, with over six years of experience at international corporations like Hanes Brand, Hoa Sen Group, and Yakjin. Having studied and conducted research in Thailand, Malaysia, and Singapore, he has published extensively on logistics, cold chain, and supply chain management. He also contributes to key research projects on food safety in logistics and the development of a logistics center at the Saigon Hi-Tech Park.





## NGUYEN PHUONG THAO

### Advisor

*Nguyen Phuong Thao, LL.D. is currently the Head of the Civil Law Department at Ho Chi Minh City University of Law and an Arbitrator at the Southern Trade Arbitration Center (STAC)*

She is actively involved in scientific research and contributes to articles and monographs on intellectual property, contracts, and compensation for damages. With many years of teaching and legal consulting experience, Nguyen Phuong Thao, LL.D. possesses in-depth expertise in Civil Law and Intellectual Property Law.



## LE HO TRUNG HIEU

### Advisor

*Le Trung Hieu, LL.M. is currently working at the Faculty of Law, Van Lang University. He completed a Master's degree in Commercial Law and Dispute Resolution at the University of New South Wales (Australia) and a Master's degree in Professional Accounting at Charles Sturt University*

With many years of experience in legal consulting at law firms and in-house legal roles, he has worked at major organizations such as PetroVietnam and an American educational institution. He also contributes to legal research, having published numerous articles in reputable domestic and international journals.





## **VO NGUYEN ANH THUONG**

### **Associate**

*Vo Nguyen Anh Thuong graduated with a Bachelor of Laws from Ho Chi Minh City University of Law and completed the lawyer training program at the Ho Chi Minh City Judicial Academy*

Before joining John Nguyen & Associates, she worked at professional law firms and earned specialized certifications. Thuong has been involved in various legal fields such as corporate, commercial, real estate, and litigation. At John Nguyen & Associates, she continues to develop her knowledge and skills to become a professional lawyer.



## **TRAN TRUNG QUYET**

### **Associate**

*Attorney Tran Trung Quyet received his Lawyer's Practicing Certificate from the Department of Legal Support and his Lawyer Card from the Vietnam Bar Federation in 2021. He is a member of the Ho Chi Minh City Bar Association.*

With experience in various legal fields such as real estate, commerce, labor, and particularly deep expertise in insurance, dispute resolution, and litigation, Mr. Quyet joined John Nguyen & Associates as an Associate Lawyer, providing clients with effective legal solutions.



# 03

## Mission & Vision





## Mission

John Nguyen and Associates Law Firm aims to create outstanding, perennial values in the law industry and to become one of the national leading law firms in the field of legal consultancy and litigation.

With a commitment to delivering superior legal solutions and promoting transparency and fairness, JNA works alongside businesses and communities to build a strong legal environment that serves as a foundation for economic and social development.



## Vision

JNA aims to lead in civil law and other legal practice areas, continuously enhancing service quality, building a strong team of legal experts, and pioneering in legal consultancy and dispute resolution.

With a client-centric approach, we work tirelessly to promote transparency and fairness in the legal system, fostering trust and sustainable values for society. Our vision is not only to drive the firm's growth but also to contribute positively to the advancement of the legal industry in Vietnam.



# Core Values



## Client – first approach

Every solution we provide is aimed at maximizing benefits and ensuring customer satisfaction.



## Transparency and fairness

Our team of lawyers is committed to working with utmost dedication, responsibility, and professionalism.



## Dedication & professionalism

We strive to build a transparent and fair legal environment that contributes to a united and thriving community.



## Sustainable development

We continuously innovate and enhance our capabilities to deliver long-term value to our clients and society.



# Legal Services

04





## 4.1 Human Resources Management and Legal Training



- Consulting on the establishment and operation of enterprise governance systems and internal risk control mechanisms.
- Conducting comprehensive legal audits to ensure the enterprise's compliance with applicable laws and regulations.
- Developing and implementing internal policies and procedures to enhance transparency and management efficiency.
- Organizing legal training programs for personnel to raise awareness and improve legal competencies within the enterprise.
- Acting as a representative and authorized agent in resolving internal disputes, ensuring the protection of the enterprise's interests and reputation.

## 4.2 Representation and Authorization



- Consulting on the establishment and operation of enterprise governance systems and internal risk control mechanisms.
- Conducting comprehensive legal audits to ensure the enterprise's compliance with applicable laws and regulations.
- Developing and implementing internal policies and procedures to enhance transparency and management efficiency.
- Organizing legal training programs for personnel to raise awareness and improve legal competencies within the enterprise.
- Representing and acting under authorization in resolving internal disputes, safeguarding the enterprise's interests and reputation

## 4.3 other Services



- Representing clients in administrative procedures before state authorities, including business registration, licensing, and other legal documentation.
- Advising and organizing trade promotion activities to support enterprises in market development.
- Providing ongoing legal consultancy services, acting as a family lawyer or personal legal advisor for individuals and businesses.
- Offering hourly legal consulting services to flexibly meet urgent advisory needs and providing legal support in other areas upon clients' specific requests, ensuring maximum protection of rights and optimal legal effectiveness.



# 05

# Legal Practice Areas







**BUSINESS & INVESTMENT**



**COMMERCIAL**



**CONTRACT**



**M&A**



**COMPETITION**



**INTELLECTUAL PROPERTY**



**MARITIME**



**LOGISTICS**



**REAL ESTATE**



**REGULAR LEGAL CONSULTANCY**



**LABOR**



**LITIGATION**

# BUSSINESS & INVESTMENT

*In a complex and constantly evolving legal environment, ensuring compliance and risk management is critical for every business. JNA's ongoing legal advisory services offer comprehensive solutions that help clients optimize business operations, reduce costs, enhance competitiveness, and build a foundation for sustainable growth.*



## Company Establishment and Registration

- Registering companies, representative offices, and branches in Vietnam.
- Advising on business licenses, agency, and distribution permits.

## Corporate Governance

- Supporting the organization and preparation of documents for Board of Directors, Members' Council, and General Shareholders' Meetings.
- Drafting key corporate governance documents such as the Company Charter, Shareholders' Agreements, and other related documents.
- Advising on organizational structure, voting rights, and operational authority of governance bodies.

## Ongoing Legal Advisory

- Assisting with compliance issues in areas including tax, labor, environment, and intellectual property.
- Advising on internal conflicts and disputes with government authorities.

## Investor Support

- Representing and negotiating matters related to investment projects, capital transfers, pre-emptive rights, and other critical agreements.
- Advising on corporate restructuring to align with strategic development plans.



# COMMERCIAL

*With extensive practical experience in the field of commerce, JNA offers comprehensive legal consultancy services designed to protect clients' lawful interests and enhance their risk management capabilities. We assist both domestic and international investors and enterprises in ensuring transparency, efficiency, and legal compliance throughout all commercial activities—from the inception of transactions to addressing issues arising during business operations.*

## *Scope of Legal Services in Commercial Law*

### **Drafting and Reviewing Commercial Contracts**

- Domestic and international goods sale and purchase agreements.
- Service supply, distribution, agency, and franchise contracts.
- Transportation, logistics, and supply chain-related service agreements.

### **Legal Advisory During Contract Execution**

- Advising on rights, obligations, and contract enforcement mechanisms.
- Proposing solutions for handling breaches of contractual obligations.
- Drafting annexes for contract amendments, extensions, or termination.

### **Representation and Legal Consultancy in Commercial Dispute Resolution**

- Advising on appropriate dispute resolution methods (negotiation, mediation, arbitration, litigation).
- Preparing legal documents and participating in dispute resolution proceedings.
- Representing clients in dealings with relevant authorities or counterparties.

### **Ongoing Legal Support for Commercial Operations**

- Reviewing internal processes and transaction documents to ensure legal compliance.
- Providing timely advice on issues arising from day-to-day business activities.
- Updating and assessing the impact of new legal regulations.



# M&A

## Mergers and Acquisitions (M&A)

*JNA provides in-depth and comprehensive legal solutions in the field of M&A, assisting businesses in ensuring transparency, efficiency, and legal compliance throughout all stages of the transaction. With extensive experience and a dedicated team of lawyers, we work closely with our clients to optimize transaction structures, minimize risks, and secure successful M&A deals.*

### *Specific Legal Services in M&A*

#### **Drafting and Reviewing Key Documents**

Corporate charters, shareholder agreements, and joint venture contracts.

- Preparing comprehensive due diligence reports, offering a full risk and opportunity assessment of the transaction.

#### **Governance and Compliance Advisory**

Providing legal opinions on corporate governance policies and ensuring compliance with Vietnamese laws and regulations.

#### **Contract Negotiation and Drafting**

Share purchase agreements, asset transfer agreements, and related transactional documents.

#### **Legal Due Diligence**

- Conducting and supervising legal, financial, and operational due diligence.

#### **Investment & Securities Transaction Support**

Advising on private placements, venture capital investments, initial public offerings (IPO), stock options, and other capital-raising activities.

*With deep expertise and a strong understanding of the market, JNA is committed to delivering innovative and effective legal solutions, accompanying businesses on their path to sustainable growth.*





# MARITIME

*In an increasingly complex maritime legal environment, JNA delivers specialized legal advisory services to shipowners, logistics providers, and marine transportation companies. Our goal is to protect lawful interests, manage risks, and optimize operational efficiency throughout the entire supply chain—while ensuring compliance with both international and domestic maritime regulations.*



## Drafting and Reviewing Maritime Transportation Contracts

- Charter party agreements (voyage charter, time charter, bareboat charter).
- Cargo transportation, loading/unloading, and port warehousing contracts.
- Logistics agreements and related international freight service contracts.

## Legal Advisory on Marine Insurance

- Hull insurance.
- Protection & Indemnity (P&I) insurance.
- Cargo insurance.

## Support in Resolving Maritime Disputes

- Disputes concerning cargo loss or damage during transportation.

- Conflicts between shipowners, carriers, and other involved parties.
- Legal representation and advisory in arbitration, mediation, or litigation.

## Legal Advisory on Multimodal Logistics Operations

- Drafting and reviewing logistics contracts within international supply chains.
- Advising on the liabilities of parties involved in multimodal transport.
- Resolving disputes arising from international logistics transactions.

## Advisory on Oversized and Overweight Cargo Transportation

- Legal and technical consultation on the transportation of oversized and overweight cargo.
- Assisting with permits and compliance with safety and regulatory requirements.

# LOGISTICS

*With a team of seasoned lawyers who possess deep industry knowledge in logistics, JNA provides comprehensive legal services to help clients manage risks, ensure legal compliance, and resolve disputes effectively. We are a trusted partner to logistics companies, carriers, shipowners, insurers, and import-export businesses, delivering tailored legal solutions optimized for each specific case.*



## *Legal Services in Logistics and Transportation*

### **Contract Advisory**

Drafting, reviewing, and negotiating contracts related to logistics, including:

- Maritime, road, rail, and air transportation agreements.
- Vessel charter, purchase, and mortgage contracts.
- Warehousing and integrated logistics service contracts.

### **Transaction and Corporate Restructuring Advisory**

- Supporting mergers and acquisitions (M&A) in the logistics and transportation sectors.
- Advising on corporate restructuring to optimize operations and resources.

### **Dispute Resolution**

Representing clients in disputes related to:

- Maritime and shipping matters before courts and arbitration tribunals.
- Claims for loss, damage, or delay in cargo delivery.
- Collisions, salvage operations, and general average claims.

### **Emergency Support**

- Advising and handling vessel arrest, release procedures, and claims for compensation.
- Assisting clients in managing unexpected incidents in the supply chain or logistics operations.

### **Compliance and Risk Management Advisory**

- Assessing and advising on compliance with Vietnamese and international laws and regulations in logistics and transportation.
- Advising on cargo insurance, liability issues, and related legal matters.



# REAL ESTATE

*With deep legal expertise and practical experience in the real estate and construction sectors, JNA's team of lawyers is committed to delivering legal security and maximizing efficiency for clients across all transactions and projects.*

## *Scope of Legal Services in Real Estate and Construction*

### **Legal Advisory in Real Estate Transactions**

- Conducting legal due diligence and participating in negotiations related to real estate and construction transactions.
- Advising on procedures for obtaining and renewing land use rights certificates and housing ownership certificates.
- Drafting and reviewing contracts for the sale, transfer, and lease of real estate assets.

- Real Estate Project Management
  - Providing legal advisory throughout project implementation and operation.
  - Resolving issues related to land use rights and assets attached to land.

### **Real Estate and Construction Dispute Resolution**

- Participating in mediation and negotiation, & representing clients in dispute resolution before courts or arbitration tribunals.
- Handling disputes related to construction contracts, land use rights, and other construction-related matters.

### **Construction Law Services**

- Negotiating & drafting construction contracts and service agreements.
- Advising on legal aspects of residential, apartment, eco-urban, and general/subcontractor projects.
- Assisting with legal procedures related to architectural design and civil construction.



# REGULAR LEGAL CONSULTANCY

*In a complex and ever-evolving legal environment, ensuring legal compliance and effective risk management is vital for every business. JNA's ongoing legal advisory services offer a comprehensive solution that helps clients optimize business operations, reduce costs, enhance competitiveness, and build a solid foundation for sustainable growth.*



## Stay Updated with the Latest Legal Regulations

- We help you stay ahead by providing prompt and accurate updates on new legal provisions.
- Advisory services on the proper application of regulations tailored to your business sector, ensuring compliance and minimizing legal risks.

## Enhance Internal Governance Systems

- Develop and review internal rules, charters, and governance documents in accordance with legal standards and business needs.
- Standardize templates used in transactions and management processes to ensure consistency and professionalism.

## Contract and Transaction Expertise

- Draft, review, and negotiate various types of contracts to ensure the best protection of your legal rights in every transaction.
- Provide strategic advice on negotiations and handle arising issues to empower you in key business agreements.

## Effective Legal Compliance Advisory

- Assess compliance levels and propose practical solutions in areas such as taxation, labor, environment, and commercial operations.
- Assist in establishing a sustainable operational system that minimizes legal exposure.

## Flexible Dispute Resolution Support

- Advise and represent clients in dispute matters, from negotiation & mediation to proceedings before competent authorities or courts.
- Deliver strategic solutions aimed at achieving the most favorable outcomes.

## Specialized Legal Training

Organize legal training programs for internal staff to strengthen risk management & compliance capabilities within the organization.

## Expedited Administrative Procedure Support

Handle legal procedures such as business registration, licensing, and other regulatory requirements with state authorities, saving clients time and effort.



# LABOR



At John Nguyen & Associates, we pride ourselves on being leading experts in labor law, delivering comprehensive solutions to help businesses operate seamlessly within legal frameworks. With our team of seasoned attorneys, we don't just provide advice we create harmony between legal compliance and your business interests.

## *Key Services*

### **Labor law compliance consulting**

Ensuring full adherence to current regulation.

### **Contract drafting and review**

Employment contracts, collective labor agreements, company policies.

### **HR policy advisory**

Compensation structures, social insurance, employee benefits.

### **Workplace safety**

Ensuring legally compliant working environments.

### **Workforce management**

recruitment strategies, Legal disciplinary actions, and lawful contract termination.

### **Legal training**

Enhancing legal awareness for executives and HR teams.

# LITIGATION

*JNA offers comprehensive and practical legal solutions in litigation, helping clients make informed decisions aligned with their business goals and personal interests. We provide strategic dispute analysis, advice on various resolution methods—including negotiation, mediation, arbitration, and litigation—and clear, upfront assessments of cost, timelines, and potential outcomes to ensure efficiency and the best protection of our clients' rights and interests.*

## *Areas of Litigation*

### **Commercial and Business Disputes**

- Corporate and shareholder disputes.
- Insurance and reinsurance disputes.
- Competition-related disputes.
- International trade and commercial disputes.
- Consumer fraud and unfair trade practices.

### **Contract and Tort Disputes**

- Commercial contract disputes.
- Tort claims and liability disputes.

### **Labor and Employment Disputes**

- Disputes between employers and employees.
- Legal issues involving dismissal, discipline, and employee benefits.

### **Intellectual Property Disputes**

Infringement of copyrights, trademarks, and other IP rights.

### **Construction and Real Estate Disputes**

- Disputes arising from construction contracts.
- Disputes concerning real estate sale and transfer agreements.

### **Financial and Debt Recovery Disputes**

Non-performing loans and banking-related financial disputes.





# Our Clients



# 06

At JNA, we place a strong emphasis on establishing long-term and sustainable partnerships with our clients and collaborators. Backed by a solid foundation of legal expertise and in-depth industry knowledge, we take pride in being a trusted legal partner to both domestic and international organizations. Our commitment lies in delivering optimal legal solutions tailored to the diverse and stringent requirements of each client, while fostering strategic partnerships that drive efficiency and sustainable growth for all parties involved.

**John Nguyễn's notable clients and partners include the following:**





# 8 Reasons

Why clients should choose John Nguyen & Associates



01

## TRUSTED PARTNER

JNA is a reliable choice for all legal matters—from litigation to corporate advisory.

02

## DIVERSE EXPERTISE

With experience across various legal fields, we effectively handle even the most complex legal challenges.

03

## DEDICATED TEAM

Our lawyers prioritize client interests with high expertise and a strong sense of responsibility.

04

## CLIENT-CENTERED APPROACH

We listen carefully to your needs to provide the most tailored and effective legal solutions.



05

**ON-TIME COMMITMENT**

JNA guarantees timely delivery without compromising on quality.

06

**FLEXIBLE SOLUTIONS**

We offer creative and adaptable strategies tailored to each situation to achieve optimal results.

07

**STRICT CONFIDENTIALITY**

All client information is protected under the highest confidentiality standards.

08

**SUSTAINABLE VISION**

JNA is committed to creating long-term legal value and promoting transparency and fairness in society.





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