



# Legal

Forvis Mazars in Vietnam

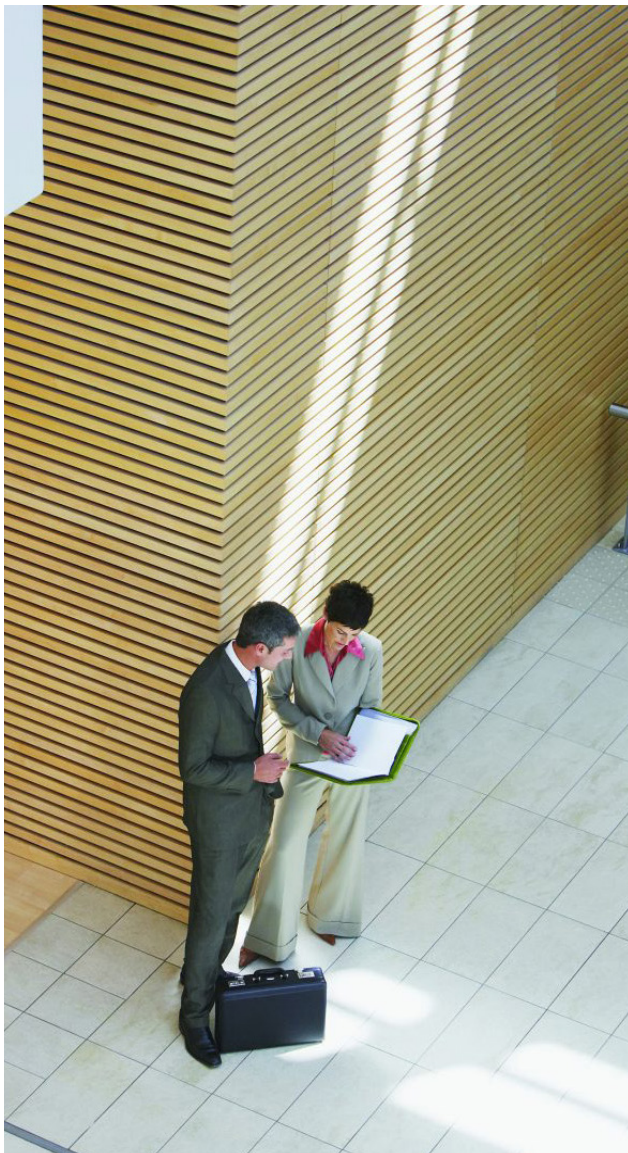
**forvis  
mazars**

# Forvis Mazars Legal Vietnam LLC

## Experts you can trusted

In Vietnam, Forvis Mazars **legal team** guarantees Forvis Mazars Group's clients the benefit of a full advisory service in legal matters, coming in addition to tax and business-related topics (finance, private equity, trust, etc.) provided by Forvis Mazars.

Forvis Mazars legal's team is composed of **experienced lawyers, qualified in Europe** (Paris Bar) **and Vietnam** (Hanoi and Ho Chi Minh City Bars) with other legal professionals having an in-depth knowledge of Vietnamese legal system and business environment.



## How we can help



**Investment - Corporate - M&A**



**Business law and commercial contract**



**Labour & employment - immigration**



**Compliance and corporate governance**



**Projects, infrastructure & energy**



**Alternative Dispute Resolution**



**Real estate & property development**

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Our law firm has the ambition to provide first-rate advice and assistance to our domestic and foreign clients, coupled with a practical solution-based approach, on international and local legal matters.

Forvis Mazars' lawyers cover all matters of business law. They can provide practical advice and support day-to-day operations, as well as strategic and more complex business activities.

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**Minh Nguyen**

Partner, Head of Advisory services  
Forvis Mazars in Vietnam

# How we can help?

## Business-focused advice that helps you reach your potential

### Investment - Corporate - M&A

Forvis Mazars' legal team advises investors and companies in many facets of their investment in Vietnam as well as corporate life.

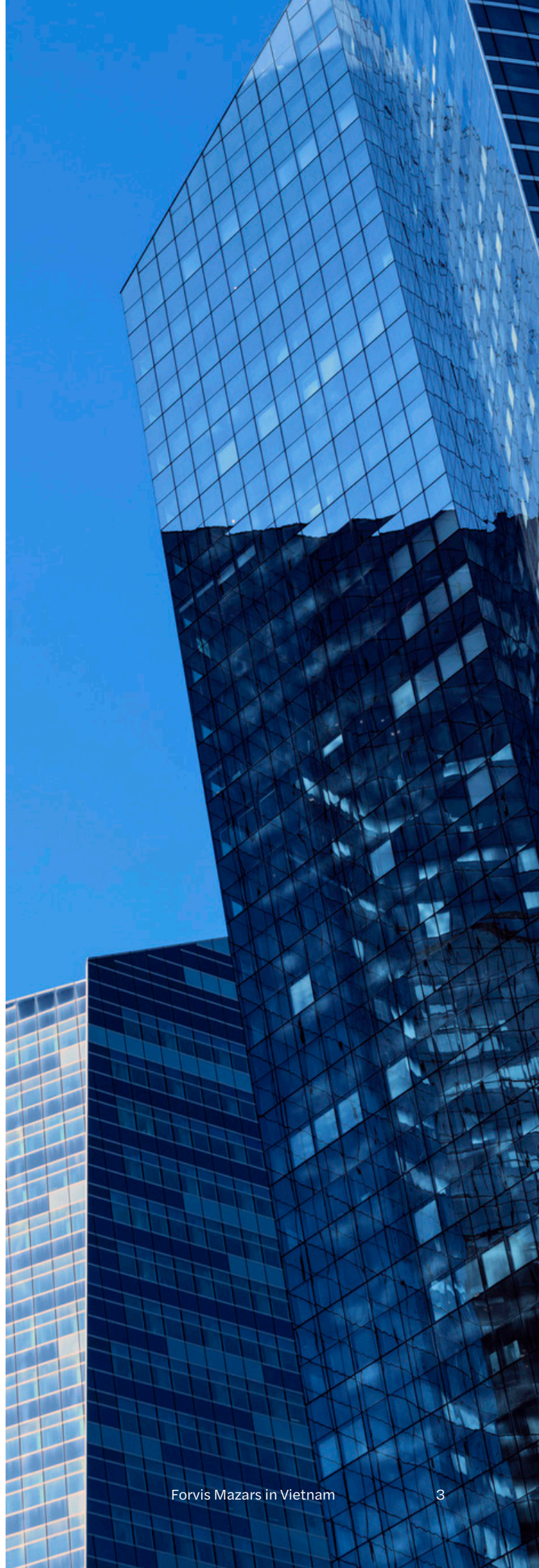
Our lawyers have acquired an extensive knowledge of local and foreign investment.

They assist foreign-invested companies from their establishment (Investment Registration Certificate, Enterprise Registration Certificate, Charter, Shareholder Agreement, Joint Ventures, etc.), through various aspects of their evolution by covering the **full spectrum of corporate transactions** (due diligence, corporate restructuring, mergers and related transactions, acquisitions, etc.) with supporting documentation (MOU, Term Sheet, Share Purchase Agreement, Capital Transfer Agreement, etc.).

For foreign investors investing in Vietnam under other method (BCC, etc.) or Vietnamese investors wishing to invest out of Vietnam, our lawyers are of experience to support as well.

Our lawyers also provide practical advice and **support day-to-day operations** as well as **strategic business activities** (corporate advisory, insolvency, bankruptcy, liquidation procedures, etc.).

Forvis Mazars legal' assistance can also include **corporate secretariat** (Drafting meeting notices, minutes of meetings, resolutions/decisions, etc.).





How we can help?  
**Business-focused advice  
that helps you reach your  
potential**

## **Business law and commercial contract**

Forvis Mazars Legal team works alongside companies in the development of their business operations in Vietnam with their local and international customers, suppliers, and distributors.

Our lawyers provide legal advice **on all forms of commercial contracts and agreements**, including (without exclusivity):

- Consulting
- Sales & purchase
- Lease
- Services & distribution
- Software licensing, technology transfer
- Franchising
- Maintenance & Support
- Manufacturing

We make sure that your contract protects your rights and interest in light of Vietnamese law.

# How we can help?

## Business-focused advice that helps you reach your potential

### Labour & employment - immigration

Our team is highly experienced in advising Vietnamese and international clients on **a wide range of employment and labour law matters**, including:

- Probation agreements, labour contracts, service agreements
- **International mobility** – work permit, immigration and residency (secondment, expatriation, employee transfer)
- Internal labour rules & registration procedures
- Collective labour agreements
- Termination procedures (individual termination or lay-off procedures)
- Internal restructuring operations (due diligence)
- Legal compliance (i.e. personal data, etc.)
- Administrative proceedings before Vietnamese competent authorities and court litigation and/or arbitration

Forvis Mazars' lawyers regularly conduct **trainings sessions on individual and collective labour matters** for our clients. We can also provide your company with a monthly **legal monitoring** (with last legal and case law updates).

The aforesaid services, together with the payroll services provided by Forvis Mazars Vietnam, allow us to comprehensively assist our clients with labour-related matters.



How we can help?

**Business-focused advice that helps you reach your potential**

## Compliance and corporate governance

Forvis Mazars' lawyers understand the regulatory, business and cultural landscape in Vietnam and often provide **compliance advice** to our clients on the issues which may impact their businesses under Vietnamese laws and international regulations, including:

- Advice on the protection of **personal data**
- Risk management advice in the areas of **anti-bribery and corruption**, securities and financial fraud, **anti-money laundering/terrorist financing**
- Regularly conducting **training programs** on compliance

We are also familiar with the **international standards** set by trade restriction lists, such as the US Entity List, United Nation lists or European Union list, etc. In addition, we are supported by our Code of Ethics and of Corruption Prevention.



# How we can help?

## Business-focused advice that helps you reach your potential

### Projects, Infrastructure & Energy

Our team has significant experience on major **infrastructure projects** in a wide range of industries (including rail transport, water, infrastructure, renewable energy, oil and gas).

Having a solid experience on Vietnamese construction law and the principal Engineering Procurement and Construction Contracts (EPC) used on construction projects around the world (such as FIDIC, NEC3, NEC4 and JCT), our team provides tailor made advice to **various stakeholders on construction projects** (Employers, Engineers, Contractors, Sub-contractors and Service providers).

We covers the **full spectrum of construction project work**, including:

- Drafting and/or review
- Bank Guarantees (Advance payment, Performance bond)
- Notices
- Claims (on Extension of Time, on Costs)
- Variation
- Suspension
- Termination
- Alternative Dispute Resolution (Dispute Board, etc.)

Forvis Mazars' lawyers are qualified in the principal the FIDIC books, such as the rainbow suite (**Red Book**, **Yellow Book**, **Silver Book** for EPC/Turnkey Projects), the service provider contracts (FIDIC **White Book**), but also on international projects financed by multilateral development banks (MDB) (FIDIC **Pink Book**) and on Design Build and Operate projects (**Gold Book**).

Our lawyers regularly make appearances as expert speakers at international conferences and seminars on construction and dispute resolution.

Our legal team has been involved on several **renewable energy projects** in Vietnam, such as: on-shore/offshore wind farms and solar farms.



How we can help?

**Business-focused advice that helps you reach your potential**

## Alternative Dispute Resolution

Forvis Mazars provides expert legal support to clients at every stage of the alternative dispute resolution process.



### Assessment of Merits

Prior to the launch of any Dispute Board or International Arbitration procedure, Forvis Mazars' lawyers conduct a thorough assessment of the merits of the action - covering legal, procedural, and cost aspects - through a detailed review of the claims.



### Appointment stage

Our legal team is highly experienced in selecting and appointing DAB members or arbitrators whose expertise aligns with the specific needs of each case.



### Drafting documentation

Forvis Mazars Legal team handles the drafting of all required procedural submissions such as notices of arbitration, statements of claims, counterclaims, selecting and preparing the evidence, etc.



### Effective assistance throughout the procedure

Our team assists the client with all issues arising along the Dispute Board and International Arbitration process (interim measures, challenges of jurisdiction, challenge of arbitrators, selection of expert and quantum witnesses, preparation of factual witnesses, handling of post-award remedies).



### Arbitration Tribunal Hearings

We place our clients' best interests at the heart of our advocacy in Court proceedings, arbitration tribunal sessions and Dispute Board meetings. Our lawyers frequently provide legal opinions and appear before arbitration tribunal as expert witnesses.



### Enforcement

We provide guidance and assistance to our clients for the successful enforcing of Dispute board decisions or International Arbitration awards in Vietnam. We also assist in implementing settlement agreements.

# How we can help?

## Real estate & property development

We provide advice to our clients (developers, property investors, financial institutions, or construction companies) on **all types of transactions in real estate and property projects**, including:

- Land and building acquisitions and sales
- Lease agreements
- Construction contracts
- Offshore and onshore guarantee

Our team has worked on a wide range of sectors, such as commercial, industrial, residential, office buildings, shopping centres.

# Contacts

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Both members share a commitment to providing an unmatched client experience, delivering audit & assurance, legal, tax, advisory and consulting services across the globe.

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