



Mr. SANG HUYNH HOANG

Lawyer

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PRACTICE AREAS:

- Investment
- In-House Counsel
- Corporate & Commercial
- Foreign Direct Investment
- Mergers & Acquisitions
- Employment & Labor
- Oil & Gas Industry

BIOGRAPHY & EXPERIENCE

Sang is recommended as a lawyer in various legal areas such as In-house Counsel, Foreign Direct Investment, Corporate and Commercial, Mergers & Acquisitions and Employment & Labor, Oil and Gas Industry.

REMARK EXPERIENCES

In-house Practices

- Providing Secondment Service for Bridgestone Vietnam from Feb to June 2018 under Secondment Service Agreement (2018) and for GE Vietnam from Nov 2018 to April 2019 under Secondment Service Agreement (2019, 2021), Cargill (2020) advising on daily works including contracts and dealing with many legal, commercial, competitive issues;
- Providing monthly legal update (2020, 2021) for Suntory Pepsico Vietnam Beverage.

Commerce & Corporate

- Reviewing and translating the franchise agreement for Pet Lovers Centre Pte Ltd (Singapore) to franchise its pet retail shop business to a local company in Vietnam (2016);

- Drafting a franchise agreement for a local company (HTN Venture Limited Liability Company) (a franchisor) (2016);
- Advising consortium among Lotte E&C, Huvis Water, Honor Shine Global on PPP Project in Ho Chi Minh City (2016);
- Providing legal retainer services on general corporate, investment, commercial and employment for Decathlon, Lotus Group, AEON, Koa-Sha Vietnam (2016 – 2020);
- Reviewing the sale agreements, distribution agreement, consulting service agreement and other commercial agreements for Lotus Group, Draeger Vietnam, Decathlon Vietnam (2016-2018);
- Drafting and advising Koa-Sha Media Vietnam on many agreement templates for advertising service in Bus and other related agreements (2017-2018);
- Obtaining a Retail Business License for Bridgestone Vietnam for retail distribution its tyres in Vietnam (2018);
- Advising Bridgestone Vietnam and Koa-Sha Vietnam on Vietnamese regulations on trade discount and rebate, promotion and advertisement, auction, competition issue (2018);
- Advising Koa-Sha Vietnam on the procedure to organize an art performance event in Ho Chi Minh City, regulatory step to hold a fair, an exhibition in Ho Chi Minh City (2019);
- Advising on Hotel Management Agreement for Haritex Development and Investment JSC for a hotel located in Halong City (2019);
- Advising on Hotel Management Agreement for KDI Holdings for Hotel located in Nha Trang (2020);
- Advising on sale bad debt for Mirae Asset Finance Company (Viet Nam) Ltd (2020);
- Advising on registration of Grab application and Baemin application with Vietnam e-Commerce and Digital Economy Agency (iDEA) (2020, 2021).

Foreign Direct Investment

- Setting up 100% foreign invested company (GE Healthcare Vietnam Company Limited), Sunforson Power Company Limited; foreign invested companies like 2Q International Joint

Stock Company (Norway), Engar Vietnam Limited Liability Company) and a number of local companies (i.e. Wellington Height Limited Liability Company, HTN Venture Company Limited, Xuan Thuy Da Lat JSC, V-Nor Omega3 Company Limited...) (2016-2018);

- Setting up Auchan Luy Ban Bich (332 Luy Ban Bich) & Auchan Summer Square (243 Tan Hoa Dong) supermarkets in Ho Chi Minh City for Auchan - one of the world leading corporations in retail business (2017).

Mergers & Acquisitions

- Advising a Korea corporation on acquisition of controlling equity interest of Mirae Asset Prévoir Life Insurance Company in Vietnam – one of Top 10 Best M&A Deal in 2017-2018. Legal due diligence Mirae Asset Prévoir Life Insurance Company (2017);
- Advising KUSTO Vietnam in a restructuring and business transfer transaction in relation to SCG Cement-Building Materials Co., Ltd., a member of Siam Cement Group (SCG) spending \$156 million on buying up the shares of Vietnam Construction Materials JSC (VCM) (2016-2017);
- Restructuring Lien Minh Bach Khoa Education JSC (LMBK) and its subsidiaries due to share transfer among its shareholders. Legal due diligence LMBK (2017);
- Advising Envoy Media Partners Limited (EMP) and CJ CGV Vietnam Company Limited (CGV VN) on Vietnamese regulations related to cinema dissemination activities and investment in order to listing shares of EMP in Korea. Legal due diligence CJ CGV VN (2017, 2018);
- Advising a Korean investor in acquisition of VND400 billion bonds with warrants issued by An Phat Plastic and Green Environment JSC - a listed company in Hai Duong (2018);
- Advising and restructuring Healthcare Busines of a worldwide company – General Electric, including formation of 100% foreign invested company, business and assets transfer, capital transfer... This transaction is carried out at global level with the involvement of various teams and many international lawyers, financial advisors of Big 4 and senior manager (2019).

Employment & Labor

- Advising Mien Trung Joint Stock Corporation on labor restructuring due to asset transfer and organization restructuring (2017);
- Advising Bridgestone Vietnam and Totalgaz Vietnam on many kind of templates like employment contract, collective labor agreement, internal labor regulation (2018);
- Regularly advising and obtaining numerous work permits, work permit exemptions, temporary resident cards for Booking Office of All Nippon Airways Co., Ltd in Vietnam (Japan), Draeger Vietnam, Asian Rave Connection (2016 – 2020);
- Advising on the procedure for registration of internal labor regulation for Bridgestone Vietnam, Draeger Vietnam (2018), Representative Office of Puls Trading Far East Limited in Ho Chi Minh City (2020);
- Advising on the procedure for setting the Trade Union of Bridgestone Vietnam and payment of trade union fee of Bridgestone Vietnam (2018);
- Advising on Non-Compete Agreement (NCA) and Non-Disclosure Agreement (NDA) for Sendo (2019).

Oil & Gas Industry

- Drafting Operation and Maintenance Service Contract (O&M Contract) for FSO Bien Dong 01 Project, FPSO PTSC Lam Son.
- Organizing a bidding for contractor selection to provide the materials and equipments (US\$10 million) for Thaibinh-Hamrong Project, an oil and gas project of PVGAS.

EDUCATION AND TRAININGS

- Vietnam National University Ho Chi Minh city – Faculty of Economics and Law, International Trade Law;
- Ministry of Justice, Judicial Academy, Lawyers’ Skills;
- Lawyer Practice Certificate issued by Ministry of Justice.