



CBI Law Firm

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*"Conscientiousness in every case,
Intelligence in the way of thinking,
Safe in each legal solution"*

INTRODUCTION

CBI Law Firm (hereinafter referred to as “**CBI**”) is completely a prestigious law and investment consulting company with our headquarters located in the business center of Ho Chi Minh City, Vietnam. CBI provides fully clients the legal consulting services by our professionals to dispute resolutions and litigation activities in Arbitration and/or People's Courts at all levels within the country.

Our people include experienced lawyers cooperating with associates being highly qualified and knowledgeable on the laws of Vietnam. Our people have been educated and trained at prestigious law schools in local and foreign countries such as Australia and England. We commit to providing clients not only experience, knowledge, understanding, and outstanding performance in our work, but also the certainty of the quality of our legal services.

As the trusted choices of domestic and international customers, CBI always executes our guidelines, namely "Conscientiousness in every case - Intelligence in the way of thinking - Safe in each legal solution", as the lodes.

OUR PROFESSIONALS

Professional teams of CBI Law Firm (CBI) are led by Lawyer Pham Bao Quoc and Lawyer Tran Nhat Hoang, who have extensive experience in investment and corporate law consulting services for many clients in Vietnam. The strength of CBI is mainly based on the combination of talented and enthusiastic associates with experienced and knowledgeable lawyers. More importantly, in our operations, CBI always concentrates on developing its human resources with internal training and establishing new talented generations of lawyers and associates, creating a difference among other law firms.

These elements build CBI's reputation and CBI is incessantly striving to become one of the leading investment and corporate law companies in Vietnam. Currently, CBI is in a strategic partnership with local and international enterprises in Vietnam during their operations.



TRAN NHAT HOANG

Lawyer – Managing Partner



PHAM BAO QUOC

Lawyer – Partner



HUYNH HOANG SANG

Lawyer – Partner



NGUYEN HONG LINH

Lawyer – Partner



THACH HUYNH NHUNG

Lawyer – Partner



PHUNG MINH THUONG

Lawyer – Partner



HUYNH THI Y

Lawyer – Associates



VU PHAM THU HUONG

Lawyer – Associates



MICHAEL PHAM

Immigration Expert



DINH VAN DOAN

Master – Legal consultant

PRACTICE AREAS

With Vietnamese economic growth, the developments and improvements of the Vietnamese legal system also shall be noted by domestic and foreign enterprises. In recent years, a number of legal documents (legislations, decrees, circulars, resolutions, and official letters) have been issued to adjust many different areas of social life, especially in the field of business, such as labor, investment, merger, and acquisition, finance and banking, securities, and real estate. Therefore, the demands of updating and understanding new regulations for purpose of minimizing legal risks for domestic and foreign enterprises, organizations, and individuals are increasing rapidly.

Grasping such demands, the lawyers and associates of CBI incessantly cultivate knowledge and news not only in the field of laws but also in social knowledge, business, among others, and trade to serve our clients with the best quality services.

Clients of CBI shall feel comfortable and satisfied as their difficulties have been understood and resolved through the legal advice provided by CBI lawyers and associates. CBI commits to providing outstanding legal advice to clients in the following areas:

1. Coporate and Business
2. Investment
3. Merge and Acquisition
4. Capital Market
5. Project
6. Real Estate
7. Internet and E-commerce
8. Labor and Employment
9. Intellectual Property
10. Business License
11. Visa and Immigration.
12. Dispute Resolution And Litigation

CORPORATE AND BUSINESS

Understanding thoroughly the legal requirements that an enterprise needs to follow as conducting its business activities in the Vietnam market, CBI is assessed as a legal expert to provide the fastest and most effective solution for domestic and foreign enterprises.

Legal consulting services on Corporate

- Consulting on procedures for the establishment and amendment of business registration certificates of enterprises, branches, representative offices and business location of enterprises;
- Drafting and reviewing charters, and regulations on internal management, to provide legal advice on the operating systems of an enterprise;
- Consulting procedures on division, separation, merger, and/or amalgamation of enterprises, and to change the kind of operations of an enterprise;
- Consulting on the restructuring of human resources management for enterprises;
- Consulting on dissolving an enterprise (conditions related to dissolution and procedures for asset liquidation and tax finalization);

Legal consulting service on business:

- Consulting and carrying out procedures to apply for all kinds of licenses applicable to foreign-invested enterprises, such as business licenses, retail establishments licenses, franchise registration,...;
- Consulting and carrying out procedures to apply for a license for conditional business lines, such as certificate of fire prevention and fighting approval, certificate of eligibility for food safety and hygiene, the announcement of an e-commerce website, registration of websites providing e-commerce services, wine licenses, fertilizers licenses, tour operator licenses (inbound and outbound),...;
- Providing legal consulting services on other matters related to enterprises and commerce as required by clients.

INVESTMENT

CBI provides legal consulting services on investment for domestic and foreign investors in many industries and fields, such as construction, manufacturing and distribution of imported goods, commercial business, among others, and infrastructure. In our legal services, CBI always offers the best solution to eliminate legal risks and achieve cost-effectiveness and time-saving for our clients.

Legal consulting services

- Consulting, analyzing, assessing lawfulness and suitability between business lines of investors and requirements under the laws of Viet Nam, and finding out feasible solutions for investors;
- Consulting to establish foreign-invested enterprises in Vietnam, such as to consult for choosing kinds of enterprises and organizational structures of enterprises, or

- to provide legal advice related to rate and method of capital contribution, plans on sharing the profit of project and plans for handling arising obligations of investors;
- Consulting conditions related to investment incentives and administrative procedures related to investment incentives in Viet Nam and foreign countries;
- Consulting to select a location to implement investment projects and relevant documents;
- Preparing and drafting documents of application dossier for issuing and/or amending investment certificate;
- Drafting the joint venture agreement, capital contribution agreement, and share subscription agreement, among others, and charter of an enterprise;
- Assigning lawyers and/or associates to act on behalf of investors with local partners as well as state agencies for implementing investment projects;
- Providing legal opinions and preparing documents related to mergers and acquisitions (M & A) of enterprises in Vietnam; and
- Consulting on the transfer of projects.

MERGE AND ACQUISITION

In implementation of M&A transaction, the Investor not only concentrates on the matters of economic and the profitability of business and investment after Closing M&A Transaction, but also paying highly attention on the investment policies of Vietnam relating to the industry and business line of investment of investor in Vietnam, on legal matters, legal risks and legal status of targeted project/company.

With a team of highly qualified and experienced lawyers and consultants in the field of M&A, CBI confidently provides customers with the following legal services with the best efficiency according to customers' wishes. customers when performing M&A, specifically:

1. Investment Policy and Approach/
2. Legal due diligence of the targeted project/company
3. Negotiations and Closing M&A transaction
4. Securing approval and explanation

Particularly:

- i. Investment Policy and Approach
 - Advising on the policies of the Government of Vietnam on corporate mergers and acquisitions with analyses of legal restrictions and practical barriers to foreign investors, especially those relating to securities, telecom, and banking business sectors;
 - Advising on and structuring transactions concerning mergers and acquisitions, with analyses on the probability of obtaining approvals of such transactions from Vietnamese Authorities;

- Advising on, and arranging appropriate approaches for implementation of transactions concerning mergers and acquisitions. Suggesting creative solutions for problem areas that occur in this area.
- ii. Legal due diligence of the targeted project/company
- Advising on all legal aspects related to merger and acquisition transactions, including reviewing and counseling clients on documents used in the transactions, with any necessary legal suggestions and/or alerts;
 - Drafting of documents and representing investors in the completion of procedures for completing merger or acquisition transactions;
 - Preparation of all necessary documents for registration of transactions under the laws of Vietnam.
 - Assisting or representing investors in conducting due diligence on the legal aspects of the company to be merged, or to be acquired under the transactions, including the legal status of its assets, properties and contractual obligations;
 - Providing legal assessments on such company and its assets.
- iii. Negotiations and Closing M&A transaction
- Representing investors in negotiations with companies to be merged or acquired concerning the transactions and drafting of all necessary documents to complete the transactions;
 - Reviewing negotiations, advising investors about the negotiations and completing transactional documents based on the results of these negotiations.
- iv. Securing approval and explanation
- Representing investors in submitting the application dossier and following up the appraisal and registration process of the transactions with Vietnamese Authorities;
 - Representing investors in making demonstrations and arrangements of transactions with Vietnamese Authorities in order to secure approvals, registrations, etc.

CAPITAL MARKET

Fund mobilisation has become the pivotal need of companies in the current context of global economy. Therefore, the need of having a team of experts who understand their business and need to devise a robust strategic structure for approach of their business goals is very important and necessary.

CBI's lawyers and experts who have strong experience in capital market practice with extensive strategic relationships with Funds and financial institutions.

Our capital markets practice prides itself on its extensive strategic relationships with Vietnam's largest financial institutions. As capital markets are constantly on the move, with opportunities coming and going, our lawyers have been highly regarded for their ability to manage tight timeframes while delivering solutions in this difficult market.

Our experience in a broad spectrum of industries ensures allows us to understand our clients' business and enables us to tailor an effective strategy for all types of capital

raising activities. Clients rely on LNT & PARTNERS to help them raise billions in funds through a range of securities products – ranging from standard issues to complex hybrid offerings.

Our clients have benefited from a broad range of services in our capital markets practice, including in:

- IPOs and other stock offerings
- debt and bridge financing
- derivatives issue
- private placement offerings

PROJECT

- With a team of lawyers with extensive practical experience, understanding of investment culture and methods of identifying, analyzing and allocating project legal risks, as well as experience and understanding of differences in investment between related parties, CBI is confident to be a partner and a reliable choice to support and advise on project development in the dynamic Vietnamese market.
- CBI clearly understands the impact of risks, common risks, and risk resolution plans for transactions and investment projects; and understand the best-in-class approach to ensure and justify suppliers' investments in risk understanding, additional analysis and plans to address risks and regulations Relevant laws in each stage of project development and implementation in Vietnam.
- The value that CBI brings to project investors is not only consulting on legal aspects but also bringing many beneficial values from many different perspectives and aspects.
- CBI advises on issues of investment models, cooperation models, business, strategy and culture to promote action with customers in the investment model structure, structure, negotiation and adjustment Edit project documents as well as other consents designed to suit private housing projects in Vietnam

INTERNET AND E-COMMERCE

Ecommerce refers to the buying and selling of goods or services using the internet. It is a form of electronic commerce or internet commerce, using the buying and selling of goods, using the digital transfer of money.

E-commerce business model:

- Business to Business (B2B): A business selling goods and/or services to another business consumer online
- Business to Consumer (B2C): A business selling goods and/or services to an individual consumer online

- Consumer to Business (C2B): An individual consumer selling goods and/or services to a business online; and
- Consumer to Consumer (C2C): An individual consumer selling goods and/or services to another individual consumer online.

As shown above, eCommerce has the ability to cover every online transaction possible. If it can be done in the physical world, then it most likely can be done online.

Internet and e-commerce transactions:

- Retail/ Wholesale sales and purchases;
- Direct to customer shipping (Drop-shipping);
- E-commerce platform on goods and services;
- Social network;
- Fintech; and
- Commercial

At CBI law firm, we offer comprehensive consultation on all matters related to the e-commerce industry, and for this, we are regarded as market leaders in the field. We provides theclients with the information and advice they need to keep up with the latest regulatory, legislative, business license relating to and strategic issues shaping this industry and to implement the necessary regulatory requirements in their innovative products and business models.

Legal consulting service:

- Establishing and operating e-commerce companies, including advice on suitable jurisdictions of incorporation;
- Legal issues concerning e-commerce, including such issues as governing law, jurisdiction, and enforcement;
- Regulatory and compliance issues relating to digital advertising, monetization models, affiliation, and publishing;
- Cyber, data security, and information investments;
- Advising and applying for the business license relating to the business model and goods/services;
- Issues relating to forms of payment over the internet;
- Issues relating to domain name registration and enforcement actions against cyber-squatting.

REAL ESTATE

CBI lawyers in the field of real estate have wide and extensive knowledge about the complex nature and fluctuation in the continuously changing Vietnamese real estate market. In addition, CBI lawyers have a deep understanding of the business lines of clients in their current and their positions in the future.

Our lawyers' experience has been recognized by clients through “milestones” cases that CBI performed for individuals, enterprises, and domestic and international organizations in the field of real estate in Vietnam. This is also the reason why CBI always receives a number of attention of many international enterprises, investment funds, foreign-invested, and local enterprises.

Legal consulting services

- Collecting and providing information on long-term and short-term plans and policies of the government related to real estate projects;
- Introducing location for establishing investment projects;
- Consulting, negotiating, and drafting all kinds of contracts related to land use rights (such as contracts on the transfer of land use rights, contracts for the exchange of land use rights, contracts for the transfer of land use rights, contracts for lease and sub-lease of land use rights, contracts for the mortgage of land use rights, contracts for donation/gift of land use rights, contracts for capital contribution using the value of land use rights, and inheritance of land use rights) as well as register transfer of land use rights with state agencies;
- Consulting, negotiating, and drafting the Memorandum of Understanding, the transfer of land use rights between the investor(s) and local partner(s) for implementation of projects;
- Advising, drafting, reviewing and representing on behalf of investor(s) to negotiate and execute contracts in the field of construction;
- Advising, drafting documents, and performing on behalf of clients to submit the application dossiers for the license in preparation and implementation stages of investment projects;
- Advising conditions and procedures to mobilize capital of projects, and to draft relevant documents;
- Advising conditions and procedures to use and exploit workshop/construction in projects;
- Advising on assignment and/or leasing projects; and
- Handling other related matters in the field of real estate.

LABOR AND EMPLOYMENT

As the NEW Labour Code comes into effect in 2020 with significant changes in provisions of labor laws, domestic and foreign enterprises need a professional consultant in the labor area.

With many years of experience in consulting with the fields of labor laws to domestic and foreign clients, CBI is always assessed by clients as a professional consultant in Vietnamese labor laws. We commit to providing practical and effective solutions for

domestic and foreign enterprises in Vietnam for handling labor matters as well as human resource management.

Legal consulting services

- Consulting, drafting, and submitting documents related to labor matters of an enterprise, including labor contracts, labor collective agreements, and internal labor rules;
- Consulting conditions, orders, and procedures for establishing a Trade Union in an enterprise and activities of a Trade Union in the enterprise, as well as the relationship between the Trade Union and employers;
- Consulting labor law related to regulations on salary, bonus, and insurance in enterprises and implementation of such regulations, and consulting the procedures on resolving severance allowance, and insurance for employees as terminating employment relationships;
- Consulting the procedures for setting up salary scale and payroll for an enterprise, and the way and process of paying salary, bonus, and personal income tax for employees;
- Consulting on maternity and labor insurance for female employees;
- Consulting on working and rest hours, and matters related to health conditions, working conditions, and labor safety and hygiene;
- Consulting on material liabilities; conditions and procedures to discipline employees, and assessing the legality of decisions on labor discipline;
- Consulting on behalf of employees/employers to protect legal rights for employees/employers; and participating in procedure of resolving labor disputes relating to labor strikes, layoffs, and labor discipline;
- Consulting on conditions and procedures of recruiting foreign employees, drafting and submitting application dossiers for Visa, Work Permits, and Temporary Resident Cards (TRC) of foreigners who work in Viet Nam; and
- Assisting other matters related to labor.

INTELLECTUAL PROPERTY

CBI operates in all relevant areas of industrial property rights, copyrights, domain names, and enforcement of such rights in Vietnam. With deeply experienced lawyers in trademark and patent, CBI shall provide clients the high-quality services with surpassing competitive fees.

Our team on intellectual property is always ready to assist clients not only by consulting on strategies to protect the creative ideas of clients but also advising methods of handling complex problems related to intellectual property.

Legal consulting services

- Submitting and handling application dossiers related to trademarks, industrial designs, patents, copyrights, and domain names;
- Researching and examining the ability to register objects of intellectual property, transferring and renewing the objects of intellectual property rights;
- Conducting procedures on opposition and invalidation of licenses in intellectual property;
- Negotiating and drafting technology transfer contracts, franchise contracts, among others, and distribution contracts; and
- Enforcing intellectual property rights and anti-counterfeiting.

BUSINESS LICENSE

Compliance with state licensing regulations is becoming increasingly necessary for many industries and business fields before conducting business in Vietnam. At CBI, our professional lawyers on business license help a wide range of domestic and international clients understand Vietnamese laws and regulations and accurately complete license and permit applications under request.

By law, after establishing a company in Vietnam and before starting conditional business areas in Vietnam, businesses often have to comply with state regulations and must have a business license and permit. according to the provisions of Vietnamese law.

Real-life examples include:

In retail business: The foreign owned company in Vietnam must apply for the business license on retail.

For e-commerce platform business, businesses must obtain the business license on E-commerce platform business before business operation. In case of adding online chat function between users, businesses must apply for a social network license.

VISA AND IMMIGRATION

Overseas Immigration

CBI serve our clients from all regions in Vietnam as we identify for them the best opportunities and solutions to settle in America, France, Canada, Australia and other countries around the world through the form of work and investment in those countries.

At CBI, we clearly outline and simplify the immigration process for Clients as we are committed to provide Clients with the tools and knowledge necessary for Clients' immigration at their dream country.

CBI shall provide a holistic solution to all matters relating to immigration services for work or oversea investment.

Legal consulting services

- Advising and carrying out procedures for applying for Settlement visa;
- Advising and carrying out procedures for applying for Permanent Resident Card (Green Card);
- Advising and carrying out procedures for applying for foreign citizenship.

Vietnamese Visa and Entry/Exit

To be able to travel, study, work or investment in Vietnam, it is necessary for foreign citizens to apply for a permit and visa and/or a temporary residence card according to the provisions of Vietnamese law. Understanding that need, with a team of experienced lawyers and associates, CBI has provided legal service to assist our clients in ensuring their right to settle stably in Vietnam for legal purposes.

Legal consulting services

- Advising and implementing legal procedures for applying for new visas and temporary residence cards for foreign investors, foreign workers working in Vietnam or foreign citizens in other forms.
- Advising and implementing legal procedures for obtaining a Work Permit or a Certification of Exemption from Work Permit.
- Advising on protecting the legitimate rights and interests of clients who are foreign citizens illegally entering Vietnam.

DISPUTE RESOLUTION AND LITIGATION

1. Dispute resolution in the pre-proceedings stage

Depending on the characteristics of each case and the client's demands, CBI attorneys shall assess and provide legal opinions for clients (i) to solve their disputes in the most suitable and optimum method (through negotiation and/or mediation) on the basis of reconciling rights and interests of each party, and (ii) to restrict legal risks for clients and help them not only to save expenses but also to ensure their confidential information.

Legal services

- Evaluating and analyzing facts of a client's case comprehensively through a Memorandum on the legal position of the client in disputes;

- Proposing solutions to negotiate with involved parties on the basis of determining the legal position of the client in disputes;
- Participating with clients or representing on behalf of clients to negotiate with involved parties in disputes; and
- Drafting necessary documents for dispute settlement (such as mutual agreements and letters of demand).

2. Dispute resolution in accordance with legal proceedings in Vietnamese courts and the arbitration centers

CBI attorneys have professional skills and many years of work experience in dispute resolution and litigation activities in order to protect the lawful rights and interests of CBI's clients not only in criminal cases but also in civil cases (including labor, commerce, land, contracts, and other civil matters).

Legal services

- Preparing required documents for the client's lawsuit (for example, petition, statement of defense, and/or list of evidence) and performing necessary procedures to file a lawsuit in front of the competent court or arbitration center;
- Participating at hearings in competent courts or arbitration centers according to demands and power of attorney signed by clients; and
- Representing on behalf of clients to contact competent state agencies and relevant organizations in the process of solving disputes.

CLIENTS

REGULAR AND TYPICAL CLIENTS CONSULTED BY CBI LAWYERS

1. Miniso Viet Nam Co., Ltd



2. Miniso International Hong Kong Limited

3. Uniqlo Vietnam Co., Ltd



4. Cho Tot Company Limited



5. Auchan International Joint Stock Company



6. Sony Electronics Vietnam Company Limited



7. Carousel Pte Ltd



8. Anfin Company Limited



9. Nova Group



10. Nova ID



11. Asia Clean Capital Vietnam



12. SKYVU Viet Nam Company Limited



13. Maritec Company Limited



14. Mhee Art Company Limited



15. Gol & Co Luxembourg

16. Stage 11



17. All Food Inc. (Korea)

18. Katzden Architec Viet Nam Company Limited



19. Viet Nga Company Limited



20. Joint Stock Commercial Bank for Foreign Trade of Vietnam



21. Amore Pacific

AMOREPACIFIC
CORPORATION

22. Me Kong River Trading Co., Ltd



23. Vungtau Intourco



24. Binh Chanh Real estate & Trading JSC



25. C.T Group



26. Tan Tao Group



27. I.L.A JSC



28. PEPSICO



OUR LAWYERS' EXPERIENCES

1. In the field of Domestic and Foreign Investment

No.	Customers	Legal advice	Note
1	ENGINE Pacific Co., Ltd	<ul style="list-style-type: none"> - Consulting to establish a 100% Korean direct investment company in Vietnam to operate in the field of electricity production. - Consultancy for approval of investment policy of wave power project in Ly Son Island, Quang Ngai province. - Consulting procedures for signing electricity sale contracts with EVN Quang Ngai. 	
2	IBC Solar Co., Ltd	Consulting on M&A of subsidiaries in Vietnam to deploy solar and wind power projects.	
3	Transinall Company Limited	Advised Transinall Limited Company - Hong Kong nationality to acquire 100% capital of Vietnamese investors to become the owner of VNTRANS Co., Ltd., trading in the field of transportation, and logistics.	Scale: 100 billion VND
4	Alled Asia Corporation Limited	Advising on procedures for converting foreign loans (9,000,000 USD) into owner's contributed capital, carrying out procedures to increase charter capital, and adjusting Investment Registration Certificates due to an increase in investment capital.	
5	Thinh Phat Real Estate Construction Joint Stock Company	Consulting and implementing investment procedures for Thinh Phat Industrial Zone, Long An province.	Scale: 200 ha
6	Do Thanh Auto	Consulting and implementing investment procedures for Do Thanh Automotive Mechanical Industrial Complex in Dong Nai province.	Scale: 68 ha

7	Do Thanh Bus Assembly Factory	Consulting investment procedures, building factories, making plans for fire prevention and fighting, and checking and accepting works in Dong Nai province.	Scale: 4100 cars/year
8	Minh Tuan Real Estate Joint Stock Company	Residential and commercial housing Minh Tuan.	Scale: 32 ha
9	990 Company Limited (Subsidiary of the Ministry of Public Security)	Consulting cooperation with Trung Thuy Group to invest in building a commercial center and high-class apartment project at 230 Nguyen Trai, District 1, Ho Chi Minh City.	Scale: 4,000 billion VND
10	Viet Nga Co., Ltd	Structuring and completing legal advice on buying Orson Resort - Con Dao project.	Scale: more than 500 billion VND
11	Skyvu Co., Ltd	Consulting business activities, and completing the license in the field of Game production and publishing (G1).	
12	ANFIN Co., Ltd	Consulting business investment models in the field of Fintech	
13	All Food Inc (Korean Company)	Structuring and completing legal advice on M&A of enterprises.	
14	Stage 11	Consulting foreign investment in Vietnam in the field of Digital Technology in Games, Music.	
15	Sai Gon Pho Palace Joint Stock Company	- Consulting on corporate restructuring, raising capital for the business of chain restaurants and wedding banquets. - Investment consulting for middle school projects.	
16	Hoa Cam Industrial Zone Investment Joint Stock Company	Consultancy on land lease transactions in Industrial Parks.	
17	Hai Son Private Enterprise	Consulting on investment procedures for a plastic factory.	Capacity: 990 tons/year

18	Tan Loc Phat Co., Ltd	Hotel, Exhibition Center in Dong Nai.	Scale: 3 ha
19	Conergy Asia & ME Pte.Ltd	Re obtaining a foreign contractor license (FCL) for the EPC and O&M for BIM Solar PV Plant 30MWp (Project 18 E) in Ninh Thuan Province, Vietnam	
20	Rebonics Pte. Ltd. (Singapore)	<ul style="list-style-type: none"> - Consulting on models and forms of investment for foreign investors' trading and brokerage of telecommunications equipment. - Consulting and carrying out legal procedures to complete the acquisition of 100% of the charter capital of a Vietnamese enterprise trading in the field of telecommunications equipment trading and brokerage. - Consulting and carrying out legal procedures on operating licenses for enterprises after completing the merger and acquisition transaction. 	

2. In the field of **Business – Commercial**

No.	Customers	Legal cases	Note
1	Miniso Vietnam Co., Ltd	<ul style="list-style-type: none"> - Consulting on the process of converting 90% of capital for foreign investors and carrying out procedures to apply for a Business license and Retail outlet licenses for all stores of Miniso Vietnam; - Miniso Hong Kong Limited (holding company) transfer capital, increase capital at Miniso Vietnam Company; - Consulting on franchising of the Miniso brand in Vietnam. - Legal due diligence of Miniso Vietnam and report to Miniso Hong Kong Limited. 	<p>Quantity of store: 43 retail outlets in Vietnam.</p> <p>The scale of employees:: more than 700 people.</p>
2	Uniqlo Vietnam Co., Ltd	<ul style="list-style-type: none"> - Consulting and carrying out procedures to apply for retail outlet licenses for stores in the Uniqlo system, including preparation of 	

		<p>documents, ENT procedures, and Retail outlet licenses.</p> <ul style="list-style-type: none"> - Consulting and carrying out procedures to apply for Food safety & hygiene certificate. - Provide retainer legal service. 	
3	Auchan Retail Vietnam	Consulting and carrying out procedures to apply for retail outlet licenses for supermarkets in the Auchan system, including preparation of documents, ENT procedures, IRC, and Retail outlet licenses.	
4	Cho Tot Company Limited	<ul style="list-style-type: none"> - Consulting on operating models of e-commerce trading floors. - Consulting and carrying out procedures to apply for a business license (e-commerce trading floor services, employment services, commercial intermediary services). - Consulting and implementing registration and adjustment procedures for the e-commerce trading floor (chotot.com, vieclamtot.com, nhatot.com) with the Ministry of Industry and Trade. - Consult and carrying out procedures to apply for a license to set up a social network. - Consulting and carrying out procedures to complete the acquisition of 100% of the charter capital of a Vietnamese enterprise trading in the field of auto trading and brokerage. 	
5	Dien Quang Lamp Joint Stock Company	Advising the Company in Ho Chi Minh City and its branch in Binh Duong on additional business lines of electricity transmission and distribution.	
6	ILA Vietnam Co., Ltd	Consulting to establish a chain of foreign language education centers and currently developing a system of kindergartens across the country.	
7	Unibee English Center	Consulting and carrying out procedures to establish and operate a system of foreign	

		language centers (in Ho Chi Minh City and Dong Nai Province).	
8	ST Star Service Trading JSC	<ul style="list-style-type: none"> - Consulting models, forms of investment cooperation, business investment conditions in the field of restaurants. - Appraise, advise and draft internal legal documents in compliance with the law. - Consulting and drafting business cooperation contracts in the field of restaurants. 	

3. In the field of **Labor Management**

No.	Customers	Legal cases	Note
1	Cho Tot Company Limited	Consulting on drafting, collecting opinions of employees, and registering labor regulations.	Company scale: more than 200 people
2	Ms. Phan Thi Nhien	Consulting on labor dispute settlement due to illegal unilateral termination of the labor contract by Amorepacific Vietnam Co., Ltd.	Claim value 500,000,000 VND
3	Mr. Do Hoang Nhuan	Consulting on labor dispute settlement due to illegal unilateral termination of the labor contract by the representative office of Timken Singapore in Hanoi.	Claim value 350,000,000 VND
4	IDM Vietnam	Consulting on procedures for terminating labor contracts due to Covid-19.	Quantity: 10 employees
5	AIREAL International Co., Ltd (Cau Ke town, Tra Vinh province)	Consulting and implementing procedures for terminating labor contracts and settlement of labor policies before dissolving the Company.	Quantity: 200 employees
6	Tongyu Textile Co., Ltd (Viet Huong Industrial Zone, Binh Duong)	Consulting on labor reduction for reasons of structural change, dissolves the factory in Go Vap district, Ho Chi Minh City.	Quantity: 235 employees
7	Golden Top Group (Hai Phong)	Drafting and updating labor regulations, and collective labor agreements.	Company scale: 20,000 employees

8	Song Nghi Entertainment Co., Ltd	Drafting labor contracts, and working regulations with Vietnamese and foreign employees.	
9	Miniso Vietnam Co., Ltd	<ul style="list-style-type: none"> - Consulting on HR restructuring, and labor reduction for reasons of structural change, technology, and economic reasons. - Consulting to settle the case of foreign workers working at the Company. 	Quantity: 100 employees
10	Workcharming Joint Stock Company	<ul style="list-style-type: none"> - Consulting solutions on human resource structure, salary, social insurance, health insurance, and benefits for employees; - Consulting to resolve the case of unilateral termination of the Company's labor contract due to economic reasons of the Covid-19 epidemic. 	
11	Anfin Co., Ltd	Consulting solutions for personnel structure, salary, social insurance, health insurance, and benefits for employees.	
12	Binh Son Refining And Petrochemical Joint Stock Company	Legal advice related to compensation for training costs due to failure to comply with the commitment to work after training.	Quantity: 03 employees
13	Thuong Tin Security Service Joint Stock Company	<ul style="list-style-type: none"> - Consulting on training and coaching activities. - Consulting procedures for the license to satisfy all security and order conditions. - Labor recruitment consulting. 	Company scale: more than 50 employees
14	Phu Thai Construction Joint Stock Company	Consulting on training, recruitment, and regulations on labor.	Company scale: more than 100 employees

4. In the field of **Litigation**

No.	Customers	Legal cases	Note
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1	Joyoung Architecture And Construction Company Limited	Defending customers in dispute on the land use right transfer contract with City Housing Construction Joint Stock Company (HDTC).	The value of the disputed property: more than 800 billion VND
2	Tan Viet An House Trading And Investment Joint Stock Company	Defending customers in dispute on business cooperation contract disputes with Duc Manh Joint Stock Company.	The value of the disputed property: nearly 110 billion VND
3	Happiness Vi Na Company Limited	Defending customers in dispute on leasing contract disputes with Saigon Textile Co., Ltd.	The value of the disputed property: more than 26 billion VND
4	Meridian Land 1 Company Limited	Defending customers in dispute on apartment transfer contracts and credit contracts.	The value of the disputed property: more than 80 billion VND
5	Me Kong River Trading Co., Ltd	Defending customers in dispute on sale contract disputes with Customers. Defending customers in dispute on sale contract disputes with Supplier (TRACIMEXCO).	The value of the disputed property: more than 20 billion VND



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