



LEXSOL

— LAW FIRM —

PROFILE

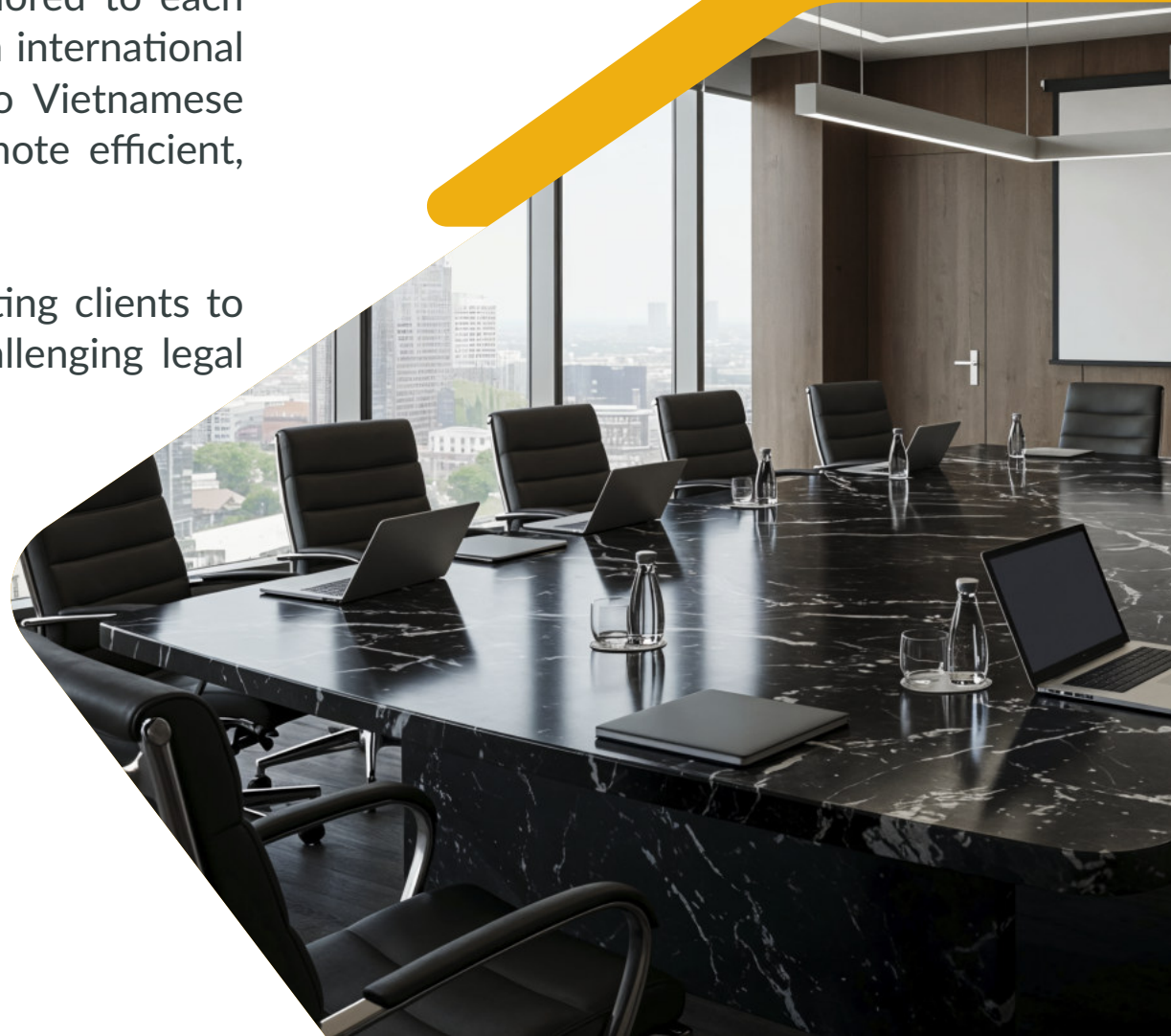
LEXSOL LAW FIRM

About Lexsol

Lexsol is a law firm founded by Lawyer Bui Bich Phuong, who has more than 10 years of experience advising on investment and corporate legal matters in Vietnam.

With a young, dynamic, and dedicated team of lawyers, Lexsol focuses on delivering practical legal solutions tailored to each specific business context. We work alongside both international and domestic clients - from foreign investors to Vietnamese enterprises - to resolve legal obstacles and promote efficient, compliant, and sustainable operations.

Lexsol aims to be a trusted legal partner, supporting clients to grow steadily in an increasingly complex and challenging legal environment.



LEGAL SERVICES

Foreign Investment Advisory in Vietnam

01

Corporate Governance Advisory

02

M&A Legal Advisory in Vietnam

03

Outbound Investment Advisory

04

Labor and Compliance Advisory

05

Immigration Advisory

06

Advisory on Work Permits, Temporary Residence Cards, and Visas

07

Intellectual Property & IP Infringement

08

01 Foreign Investment Advisory in Vietnam

At Lexsol, we provide comprehensive legal services to support foreign investors as they enter and expand their business operations in Vietnam.

Our services include

- Advising on investment procedures and corporate structures tailored to each investor's specific needs;
- Applying for the Investment Registration Certificate and establishing foreign - invested companies;
- Carrying out project adjustments during operation;
- Suspending/terminating projects and companies;
- Drafting and reviewing capital contribution agreements and Business Cooperation Contracts (BCC);
- Advising investors on equity transfer transactions, divestments, and changes of investors.

02 Corporate Governance Advisory

With hands - on experience providing ongoing legal counsel to both domestic and foreign enterprises, Lexsol not only delivers effective legal solutions but also partners with businesses to build a professional governance foundation that can adapt to growth.



Lexsol's corporate governance advisory services are designed for both Vietnamese companies and foreign-invested enterprises, including:

- ▶▶ Drafting and amending company charters and internal regulations.
- ▶▶ Advising on organizational structures, delegation of management authority, and establishment of internal control mechanisms.
- ▶▶ Advising on the duties and legal liabilities of corporate managers.
- ▶▶ Guiding the organization of General Meetings of Shareholders and Board of Directors' meetings in compliance with the law.
- ▶▶ Supporting enterprises through restructuring, mergers, or expansion of operations.

03 M&A Legal Advisory in Vietnam

Mergers and acquisitions (M&A) play a key role in expansion, restructuring, and growth strategies for businesses in Vietnam. However, the process requires careful preparation, comprehensive risk assessment, and strict compliance with current laws.

Lexsol provides specialized legal advisory for M&A transactions...

...supporting clients on both the buy-side and sell-side at every stage - from strategy formulation through completion of the transfer and post-closing formalities. We recognize that each deal is unique; therefore, our legal solutions are tailored to the specific context.

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Advising on M&A strategy and transaction structures aligned with the client's objectives.



Drafting, reviewing, and negotiating share/asset transfer agreements and investment agreements.



Handling post-M&A legal issues such as labor, finance, and conditional business licenses.



Conducting comprehensive legal due diligence for buyers or sellers.



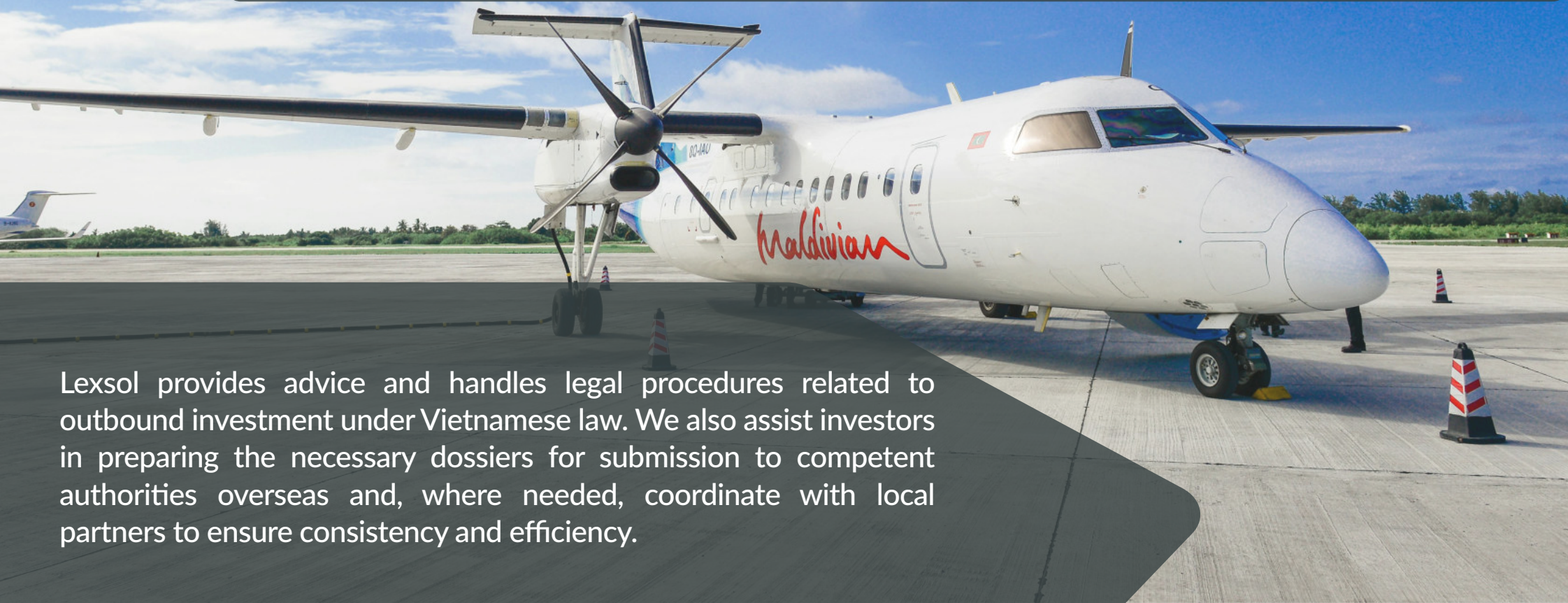
Advising on and handling post-transaction changes to enterprise and investment registrations.



04 Outbound Investment Advisory

As Vietnamese enterprises scale up and seek opportunities in international markets, **outbound investment** has become an inevitable trend to enhance competitiveness, access global resources, and extend value chains. However, this is a specialized legal area governed simultaneously by Vietnamese law and the law of the host jurisdiction. To invest lawfully, investors must comply fully with administrative procedures in Vietnam and prepare dossiers in accordance with the host country's requirements.

Lexsol provides advice and handles legal procedures related to outbound investment under Vietnamese law. We also assist investors in preparing the necessary dossiers for submission to competent authorities overseas and, where needed, coordinate with local partners to ensure consistency and efficiency.



Lexsol provides specialized legal advisory services in labor and compliance, helping businesses identify, manage, and prevent legal risks that arise throughout recruitment, employment, and termination.

With experience serving both domestic and foreign enterprises, we work alongside clients to ensure their operations are implemented in full compliance with the law, minimizing unnecessary disputes.

Our advisory services include:

Drafting and reviewing employment contracts, collective labor agreements, and appendices.

01

Developing internal labor regulations, compensation and bonus policies, performance evaluation frameworks, and labor-discipline rules.

02

Advising on lawful termination procedures and disciplinary processes in accordance with statutory requirements.

03

Assisting enterprises during labor inspections, handling disputes, and liaising with competent state authorities.

04

06 Immigration Advisory



Lexsol provides legal advisory services on immigration to the United States and Canada, focusing on helping Vietnamese individuals, investors, and entrepreneurs access programs aligned with their goals and capabilities. We do not provide overseas immigration services ourselves; instead, our trusted partners in the U.S. and Canada support clients with the full set of procedures abroad. We accompany clients throughout the preparation and completion of all required legal dossiers in Vietnam - an essential foundation that helps improve the likelihood of approval.

07

Advisory on Work Permits, Temporary Residence Cards, and Visas

Vietnam is increasingly an attractive destination for foreign investors, experts, and skilled workers. However, to work and reside lawfully in Vietnam, foreigners must fully comply with regulations on labor authorization and immigration management. These administrative procedures require accuracy, timeliness, and strict adherence to Vietnamese law.

Lexsol provides advisory services and procedural support for obtaining **work permits, temporary residence cards, and visas** for foreigners, helping both enterprises and individuals secure lawful work and residence status while minimizing risks throughout the process.

08 Intellectual Property & IP Infringement

Lexsol advises businesses and individuals on protecting intellectual property - an essential driver of sustainable competitive advantage. Our services include:

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Advising
on and filing IP
registrations in
Vietnam
(trademarks,
copyrights)



Reviewing
and assessing
registrability,
scope of protec-
tion, and risks of
conflict



Representing
clients in addressing
IP infringements,
including
cease-and-desist
demands, negotiating
compensation, and,
where necessary,
initiating actions
before the
competent
authorities

We are committed to delivering effective legal solutions that safeguard lawful rights and maximize the value of IP assets in Vietnam.

About Managing Partner

Mrs BUI BICH PHUONG

Lawyer Bui Bich Phuong began practicing in 2015. She spent nearly a decade at Apolat Legal, where she served as Team Lead of the Investment & Corporate practice. Ms. Phuong specializes in corporate law; inbound and outbound investment; labor and employment; and immigration (U.S., Canada).

With diverse experience in foreign - involved, cross-border matters and a strong emphasis on practical effectiveness, she is dedicated to delivering clear, fit-for-purpose legal solutions aligned with clients' real-world needs.

She is currently the Managing Partner of Lexsol, a law firm founded with the aspiration to be a trusted legal partner for businesses as they grow and expand into international markets.

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KEY EXPERIENCE

Foreign Investment into Vietnam

Advised investors from Japan, Malaysia, Singapore, Korea, Taiwan, and China on investments in Vietnam across industries including goods distribution, retail, real estate business, real estate brokerage, architectural design, IT, advertising, machinery and equipment manufacturing, furniture manufacturing, construction, employment services, and labor sub-leasing.

01

Advised on investment approaches and supported investors in selecting optimal structures for investing in Vietnam.

02

Advised Chinese investors on establishing (i) a restaurant outside a shopping mall; (ii) a gear manufacturing plant; (iii) a spring manufacturing plant; and (iv) a furniture manufacturing plant in an industrial park.

03

Advised a Singaporean investor on establishing a company to import and distribute used cooking oil for biofuel.

04

Advised a Japanese-invested company on establishing an e-commerce marketplace platform.

05

Advised on share/capital purchase and transfer transactions between foreign investors (Japan, Singapore, British Virgin Islands, China) and Vietnamese companies operating in goods distribution, equipment installation and repair, IT, and advertising.

06

Outbound Investment from Vietnam

- ◆ Advised Vietnamese investors on outbound projects in commerce, information technology, and waste treatment to neighboring countries (Japan, Korea, Singapore).
- ◆ Advised on capital acquisitions, transfers, and contributions between Vietnamese investors and foreign organizations /individuals.



KEY EXPERIENCE

Regulatory / Inspection Matters (Violation Handling)

01

Advised and represented a Malaysia-invested retail company in working with inspectors regarding retail operations conducted while the retail-outlet establishment license had not been renewed on time.

02

Advised and represented foreign traders' representative offices in inspections concerning renewal of representative - office licenses where the parent company's license term coincided with the representative office license term.

03

Advised and represented clients before the Department of Planning and Investment and the State Bank of Vietnam regarding late capital contribution and capital contribution in an improper form.

Capital Transactions & Foreign Loans

Advised and handled procedures for capital transfers whereby Korean and Singaporean investors acquired 100% equity in a company engaged in animal feed production.

Advised and handled procedures for a Singaporean conglomerate to acquire shares in a listed company operating in food manufacturing.

Advised and handled registration of medium and long-term foreign loans with the State Bank of Vietnam for on-lending to subsidiaries.

Advised and handled procedures to convert foreign loans (short, medium, and long-term) into capital contributions to projects.

Advised and handled charter capital reduction procedures for company shareholders after at least two years of stable operation, including reductions due to exchange-rate differences for FDI companies.



Conditional Business Licenses

Advised on and obtained conditional licenses to ensure compliance for regulated business lines, including:

Business licenses for retail activities of foreign-invested enterprises

Study-abroad counseling license

Operating license for a martial arts training center

E-commerce website registration

Advisory on establishing a social fund

01

Licenses for establishing retail outlets inside and outside shopping malls for a Malaysian investor

02

03

Elementary-level vocational training license in “Architectural Visualization”

04

05

License for establishing a foreign language center

06

07

Employment service and labor sub-leasing licenses

08

09

Sales website notification

10



Grow **People** - Gain **Trust**

Contact Information

LEXSOL LAW FIRM

Address: 152-154 Vo Van Kiet Street, Ben Thanh Ward, Ho Chi Minh City, Vietnam

Website: lexsolasia.com

Phone: +84 359 819 008

Email: info@lexsolasia.com