

# Le Kim Ngan

## SENIOR ASSOCIATE

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### Education

- LL.B (Ho Chi Minh City University of Law)

### Membership

- Ho Chi Minh City Bar Association
- Vietnam Bar Federation

### Profile

Ngan is a Senior Associate in LNT & Partners' Corporate/M&A and Employment practices, with more than nine years of experience advising local and MNC clients on corporate, investment, employment, and compliance matters in Vietnam.

Ngan's practice spans both transactional and advisory work, with a strong focus on complex labour and compliance issues. She regularly advises multinational corporations on sensitive HR matters, including workforce restructuring and redundancy exercises, senior executive terminations, employment disputes, and negotiated separations, with an emphasis on practical, risk-mitigating outcomes.

In addition, Ngan has substantial experience advising on compliance audits and internal investigations, supporting multinational clients across regulated industries on regulatory and labour law risk assessments, internal reviews, and remediation measures.

As part of her practice at the firm, Ngan has been seconded to client offices, where she worked closely with in-house teams and senior management, gaining first-hand exposure to business operations and internal decision-making processes. This experience enables her to deliver commercially grounded advice that aligns legal risk management with business objectives.



### Practice Areas & Industry Coverage

- Corporate and M&A
- Compliance & ABAC
- Employment
- FMCG
- Distribution/Retail
- Manufacturing

### Work Highlights

#### Labour & Compliance

- Represented a leading tire and rubber MNC in an employment dispute. The client successfully settled the dispute at less than half the sum the employee originally requested without going to trial;
- Advised and represented the Vietnamese subsidiary and representative office of a leading medical device and electrical equipment manufacturer MNC in two employment disputes. The clients successfully settled the dispute at less than one fifth of the sum the employee originally requested without going to trial;
- Assisted a leading MNC in the wines and spirits distribution industry, the world's second-largest in the sector, with its internal compliance audit;
- Advised the representative office in Vietnam of a leading pharmaceutical MNC on reaching a mutual separation agreement with 41 employees;

## M&A

- Advised Philcement Corporation, a subsidiary of Philippines-listed Phinma Corporation, on acquisition of an interest in Song Lam Cement JSC, operator of the biggest cement plant in Vietnam;
- Advised ATAD Steel Structure Corporation, a leading steel structure company in Southeast Asia, on its capital and business partnership with Kanematsu Corporation;
- Advised Hakuodo Corporate, world's top 10 media corporation, on acquisition of a controlling interest in Square Communications, a leading media corporation in Vietnam;
- Advised Hyphens Pharma on the Vietnamese law aspects of its IPO on the Catalist Board of the Singapore Stock Exchange (SGX-ST);
- Part of the advisory team assisting a Singapore-invested joint venture in conducting legal due diligence for more than 75 rooftop solar power projects in Vietnam.

- Advised and represented multinational corporations in multiple employment disputes, including labour contract terminations involving C-suite executives and senior leaders. Successfully resolved disputes through negotiation and settlement, minimising legal, financial, and reputational risks without resorting to litigation;
- Provided compliance audit and investigation advisory services in more than seven (7) matters involving allegations of non-compliance for multinational corporations in the pharmaceutical, chemical manufacturing, and industrial technology sectors. Scope of work included:
  - (i) Reviewing and assessing internal policies, procedures, and financial and operational records;
  - (ii) Advising on regulatory and labour law compliance risks under Vietnamese law;
  - (iii) Supporting internal investigations involving senior management and key personnel;
  - (iv) Preparing risk assessments, findings summaries, and remediation recommendations.