



NGUYEN DUC HUY

Senior Associate

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- 🏢 Ho Chi Minh City

LANGUAGE

Vietnamese

English

MAIN PRACTICE

Dispute Resolution

Employment

International Commercial & Trade

BIOGRAPHY

Huy Nguyen joined Apolat Legal from December 2021 as a legal apprentice and officially became a paralegal in August 2022. Prior to joining Apolat Legal, Huy Nguyen had an opportunity to experience as a teaching assistant at University of Economics and Law, Vietnam National University Ho Chi Minh City.

EDUCATION

University of Economics and Law – LL.B Economic Law.

Vietnam Judicial Academy – Lawyer training course.

PRACTICE FOCUS

Huy Nguyen is currently supporting Apolat Legal's Partners in various professional tasks, with a primary focus on the fields of civil, labor, and commercial business.

REPRESENTATIVE LEGAL MATTERS

- Successfully mediated numerous labor disputes at the Court.
- Successfully appealed an administrative tax penalty imposed on a foreign-invested enterprise.
- Successfully appealed a customs authority's HS code classification for imported health supplements on behalf of a multinational group distributing cosmetics and dietary supplements.
- Provided legal support to a State-owned enterprise in resolving a land sublease dispute with an industrial park investor.
- Successfully mediated a service contract dispute involving a famous Vietnamese artist.
- Successfully negotiated the resolution of a commercial agency contract dispute between one of Vietnam's largest pangasius exporters and its Chinese partner.
- Successfully negotiated apartment sales and purchase agreement disputes with a Vietnamese developer on behalf of clients from Hong Kong and the Netherlands.
- Provided regular consulting services to subsidiaries in Vietnam of one of Japan's largest telecommunications corporations.
- Successfully mediated numerous labor and commercial disputes at the Court.

PUBLICATIONS

- Author, Determining occupational accidents when working from home in Vietnam, HRD Asia, (2024);
- Co-author, The Dispute Resolution Review – Vietnam Chapter (2023);
- Co-author, Non-compete agreement in employment relationship by regulations of some countries and recommendations for Vietnam, VNUHCM Journal of Economics, Business and Law (STDJELM), Vol.6 No.3 (2022);
- Co-author, Applying the Blue Pencil Doctrine to non-compete agreements in employment relationship by U.S laws, Young Lawyers Journal – University of Economics and Law, Vol.6 (2022);

- Co-author, “De facto director” and “Shadow director” under foreign jurisdictions and recommendations for Vietnam, Students and The Law Journal – University of Economics and Law, Vol.11 (2021);
- Author, Bailment of ashes at pagodas and related legal issues – Perspective from Ky Quang 2 Pagoda case, Young Lawyers Journal – University of Economics and Law, Vol.3 (2021);
- Co-author, Practices in resolving disputes over termination of labor contracts due to changes in organizational structure, labor reorganization and proposals for improving legal regulations, Journal of Democracy and Law, No. 422 – February 2025;
- Author, Revenge quitting – the trend of dramatic exits and its legal consequences, HRD Asia, (2024).

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