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Stephen Le (Le Hoang Chuong)

Chairman & Lead Counsel of Le & Tran
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Stephen Le (Lê Hoàng Chương) is the **Founder and Managing Partner of Le & Tran**, recognized for handling highly complex white-collar criminal matters and civil–commercial disputes in Vietnam.

With **approximately 20 years of experience**, he has served as an APAC strategic lead counsel, focusing on cross-border projects and disputes involving Vietnam, Singapore, and the United States. In addition **to representing over 50 multinational corporations**, he has also advised and represented nearly **200 individual clients**, including chairpersons, CEOs, business owners, and high-net-worth individuals.

He is also a **frequent speaker at reputable legal conferences** and forums in Vietnam, Singapore, the United States, and Hong Kong.

"Vision leads. Conviction decides."

Professional and Academic Background

Stephen is currently pursuing an **EMBA (Executive Master of Business Administration)** at Singapore Management University and attending **Harvard Law School's Program** on Leadership in the Legal Profession in the United States.

His practice focuses on white-collar criminal matters, commercial and civil disputes, international financial transactions, corporate governance, labor and employment, and family and marital matters.

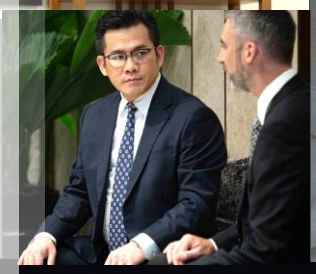
He has a deep command of **Vietnam's commercial, civil, and criminal legal frameworks**, together with strong working knowledge of Anglo-American common law systems, supported by a solid foundation in international business. He previously worked at Baker & McKenzie. After founding Le & Tran, he has served as **lead counsel on major advisory and dispute matters** for multinational clients such as Petronas, Marvell Technology, Suntory PepsiCo, Sanofi, Tan Chong Group, Bacardi, Adecco, Emerson, CJ, Samsung, and QBE Insurance, among others.

Stephen remains directly involved in matters under his responsibility, both leading and actively working on cases, so that his knowledge and technique continue to sharpen through each engagement. **He approaches every case with the conviction that full mastery of facts and evidence is non-negotiable**. He therefore takes the initiative in identifying, securing, and testing information and evidence, mapping the roles of all relevant parties, and anticipating their likely thinking and actions so he can prepare appropriate response plans.

For Stephen, the core of any case is evidence. He focuses on the technical discipline of collecting, structuring, and deploying favorable evidence, while strategically challenging adverse evidence. This enables legal arguments to be built **with clarity, internal logic, and accuracy**. He is also known for managing pace and process, controlling timelines and procedural strategy throughout proceedings to **protect the client's interests in both substance and time.**

Deep Legal Knowledge And Sharp Litigation Technique

International Recognition



In 2017, Stephen became the youngest lawyer to win Vietnam's prestigious "Litigation Star of the Year" award, presented by AsiaLaw Profiles in Hong Kong at the age of 31.

For ten consecutive years through 2026, he has been **consistently recognized among leading lawyers in Vietnam and Asia** by respected ranking organizations including Chambers & Partners, The Legal 500, Benchmark Litigation, Asian Legal Business, and Asia Business Law Journal.

High-level Strategic Thinking

Clients consistently recognize Stephen for his high-level strategic judgment.

In any dispute, he quickly identifies the parties' true end goals, while maintaining a comprehensive and deep understanding of the legal issues and the interests at stake across the client, the opposing side, and other stakeholders. This allows him to craft strategies that are precise, practical, and outcome-oriented, designed to protect the client's position.

Extensive Experience And Breakthrough Creativity

Having handled more than 1,000 matters of varying scale throughout his career, Stephen **understands the common traps that arise from psychology and emotion between clients and opposing parties**.

He analyzes blind spots and deception risks not only within legal processes, but also in interactions with relevant authorities, including state agencies, investigators, the procuracy, and the courts. He is confident in guiding clients toward steps that are careful, decisive, and legally grounded, while also thinking creatively.

He develops litigation positions that close off an opponent's attack angles and creates opportunities to advance the client's claims and interests.

Stephen understands the power of calmness in guiding clients through fear, whether driven by potential loss, crisis, or emotional strain. **He trains for composure so he can remain prepared in high-stakes situations**, helping clients stabilize, regain leverage, and strengthen their position.

Known for a strong and decisive character, **he assumes leadership and stands fully accountable for his legal opinions and advice.** He does not offer ambiguous guidance. Instead, he clearly explains the benefits and risks in each scenario so clients can make firm decisions with confidence.

Decisive, Strong-willed, and Calm Under Pressure

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Awards and Distinctions

- **Highly Ranked Lawyer in Employment** - Chambers Asia Pacific 2020, 2021, 2022, 2023, 2024 and 2025
- **Highly Ranked Lawyer in Dispute Resolution** - Chambers Asia Pacific 2023, 2024 and 2025
- **Asia Super 50 Disputes Lawyers** - Asian Legal Business - Thomson Reuters 2023
- **Lawyer of the Year** - Benchmark Litigation Asia-Pacific Lists 2020, 2021, 2022 and 2023
- **Litigation Star** - Benchmark Litigation Asia-Pacific 2020, 2021, 2022, 2023 and 2024
- **Top 100 Lawyers in Vietnam** - Asia Law Business Journal 2021, 2022, 2023 and 2024
- **Winner of Disputes Star of Vietnam** - AsiaLaw Profiles 2017

CLIENT-REVIEWS SURVEYED BY CHAMBERS ASIA-PACIFIC 2025 & 2024

- *"He provided very pragmatic advice, which was very much appreciated."*
- *"He is very responsive to our queries and helpful in answering our questions."*
- *"He is creative, smart, hard-working, and thinks outside the box."*
- *"Stephen is agile, focused, energetic and strategic."*
- *"Stephen is a very strong and capable lawyer."*

CLIENT-REVIEWS SURVEYED BY LEGAL500 ASIA-PACIFIC 2024

- *"Stephen Le Hoang Chuong is forthright and calm and never overreacts or overpromises. He is confident in what can and can't be achieved and sets out a clear roadmap to resolving the issue at hand."*
- *"Stephen Le Hoang Chuong is completely fluent in English and works well with Western clients. He also covers a wide range of practice areas."*

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