



Vietnam's 2024-2025 Legal Overhaul: What Your Business Needs to Know Now

Major changes are reshaping Vietnam's business landscape. Is your company prepared?

Swipe to discover 15 critical legal updates affecting every sector



Unprecedented Legal Changes Ahead

Vietnam is undergoing one of its most sweeping legal update cycles in years, affecting virtually every business sector:

Accelerated Timeline

Many provisions have been brought into force ahead of schedule, forcing companies to adjust compliance strategies sooner than expected.

Comprehensive Scope

From land and housing reforms to personal data protection and digital transactions, these changes impact nearly all business operations.

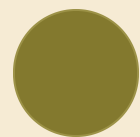
1. Land, Housing and Real Estate

Effective 1 August 2024, earlier than planned:



New Valuation Methods

Land Law 2024 shifts toward market-based pricing, significantly impacting property valuations.



Off-Plan Sales Restrictions

5% cap on deposits for off-plan sales, tightening developer cash flow.



Resettlement Obligations

Restructured compensation requirements under Decree 88/2024 affecting development projects.

Developers and investors are already recalculating project feasibility under these new regulations.

2. Banking and Credit Institutions

The amended Law on Credit Institutions (effective 1 July 2024) introduces:

Ownership Restrictions

Stricter cross-ownership caps limiting institutional control.

Lending Limits

Lower single-borrower exposure limits reducing concentration risk.

Governance Requirements

Enhanced oversight frameworks and clearer resolution processes for troubled banks.

Financial institutions must reassess ownership structures and group lending arrangements, with intensified monitoring of related-party transactions.

3. Non-Cash Payments

Decree 52/2024 (Effective 1 July 2024)

Vietnam's first formal recognition of e-money brings significant changes:

- New licensing requirements for payment intermediaries (e-wallets, payment gateways)
- Enhanced KYC procedures and transaction limits
- Strengthened consumer protection obligations

Both banks and fintechs must revisit their terms of service and operational controls to ensure compliance.

4. Telecommunications, Data Centers and Cloud Services

The Telecommunications Law 2023 and Decree 163/2024 extend regulation to:

Data Centers

New compliance framework effective January 1, 2025.

Cloud Services

Licensing and service quality standards now mandatory.

OTT Communications

Expanded regulation of over-the-top communication services.

Service providers targeting the Vietnamese market must now comply with cybersecurity measures and notification obligations.

5. Internet Services and Online Information

Decree 147/2024 (Effective Late 2024)

This decree consolidates rules for all internet services, including those delivered cross-border:

- Mandatory local contact points for foreign platforms
- Content moderation requirements
- Formalized notice-and-takedown procedures

These compliance expectations now extend to foreign-based platforms serving Vietnamese users, requiring significant operational adjustments.

6. E-Transactions and Digital Signatures

The Law on E-Transactions 2023 and Decree 137/2024 (effective 1 July 2024) establish:

Legal Equivalence

Electronic transactions now have full legal equivalence across all sectors.

Trust Services

Formal recognition of digital signatures, including those from qualified foreign providers.

Businesses are updating contract execution workflows and retention systems to ensure audit-ready digital records that comply with the new standards.

7. Consumer Protection in the Digital Age

The new Law on Protection of Consumer Rights (effective 1 July 2024) raises standards for digital commerce:



"Vulnerable Consumers"

New legal concept requiring special protections for certain consumer groups.



Influencer Disclosures

Mandatory transparency standards for social media marketing.



Recall Obligations

Strengthened requirements for product recalls and incident reporting.

E-commerce operators and brands must overhaul disclosure practices and complaint-handling systems to meet these enhanced requirements.

8. Personal Data Protection Law 2025

Effective January 1, 2026

This comprehensive law introduces:

- Detailed rules on data processing and cross-border transfers
- Mandatory breach notification requirements
- Five-year grace period for small enterprises on certain governance duties

While startups receive some implementation flexibility, all businesses must comply with core processing rules from day one.

9. VAT Reform and Extended Rate Cut

Key tax changes coming July 1, 2025:

0% Rate Clarification

Clearer rules for on-spot exports affecting manufacturing supply chains.

Digital Services VAT

New obligations for foreign e-commerce and digital service providers.

Rate Cut Extension

Temporary 2% VAT rate reduction continues through end of 2026.

Exporters, retailers, and online platforms must re-examine supply chains, tax registration, and ERP coding to adapt to these changes.

10. Stricter E-Invoice Controls

New Requirements for 2025

The e-invoice reform focuses on:

- Point-of-sale integration with tax reporting systems
- Real-time transaction reporting requirements
- Sector-specific compliance pilots targeting high-risk industries

Retailers, F&B operators, and exporters face new timelines for adjusting invoice templates and linking transaction systems to tax authority platforms.

11. Global Minimum Tax Implementation

Vietnam has joined the international tax reform effort:

15% Top-Up Tax

Effective January 1, 2024 for qualifying multinational enterprises.

Revenue Threshold

Applies to groups with consolidated revenues of at least EUR 750 million.

The Qualified Domestic Minimum Top-up Tax mechanism operates alongside Pillar Two international rules, requiring affected groups to run jurisdiction-by-jurisdiction effective tax rate calculations.

12. Minimum Wage Adjustment

Decree 74/2024 (Effective July 1, 2024)

The decree increased region-based wages by approximately 6%:

- Region I: VND 4.96 million per month
- Region IV: VND 3.45 million per month
- Corresponding increases to hourly minimum wages

Employers must revise payroll floors, collective agreements, and overtime pay calculations to reflect these higher thresholds across all affected regions.

13. Foreign Employee Rules Overhauled

Decree 219/2025 (effective August 2025) brings significant changes:



Streamlined Process

Labor-demand reports now merged into permit filings, reducing paperwork.



Limited Extensions

Work permits now limited to a single renewal of up to two years.



Revised Exemptions

Adjusted categories for work permit exemptions affecting expatriate planning.

Employers must review long-term staffing plans and ensure exemption claims align with the updated criteria.

14. Social Insurance Expansion

Amended Social Insurance Law 2024 (Effective July 1, 2025)

Key changes include:

- Expanded mandatory coverage to more worker categories
- Refined pension and lump-sum withdrawal rules
- Stricter penalties for late or evaded contributions

Employers need to update HR policies, revise contribution schedules, and clearly communicate these significant changes to affected employees.

Preparing Your Business for Vietnam's New Legal Landscape

The Price Law 2023 (effective July 1, 2024) completes this comprehensive legal overhaul with:

- Redefined scope of state-priced goods and services
- Clearer valuation methods for regulated sectors
- Revised procedures for price registration and notification

These 15 major legal changes represent Vietnam's most significant regulatory shift in years. Is your business prepared?

Share this post with other business leaders navigating Vietnam's evolving legal landscape.

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