

DESMOND R. L. HUGHES

FCIArb, LLM, LLB (Hons)



PERSONAL SUMMARY

I am a reputable lawyer and qualified arbitrator with a professional track record of owning and operating a law firm in Thailand, and in other Asian jurisdictions, for 21 years. My legal expertise and experience includes joint ventures, foreign private direct investment, real estate, hospitality, corporate structuring and commercial contracts.

PROFILE

I co-manage and co-own Hughes Krupica, a law firm based in Phuket with satellite operations in Bangkok with >18 employees comprising Thai lawyers and support staff. Over 21 years I have managed over 150 lawyers across multiple jurisdictions whilst servicing client engagements. I have also served as a board director to represent a class of shareholders' interests over an 8 year period relating to real estate asset management with capital values exceeding 100m USD. I have worked as engagement partner on over 60 arbitration cases in Thailand. I am the former Chair of the International Chamber of Commerce ("ICC") Thailand Commission on Arbitration and ADR (2020-2023) and the past Vice-Chair of the Chartered Institute of Arbitrators, Thailand Branch ("CIArb"). I remain Fellow of CIArb and an ICC ADR and Arbitration Commission Member. I am also a registered arbitration on the panel of the Thai Arbitration Institute ("TAI") and I am on the List of Arbitrators of the Hong Kong International Arbitration Centre ("HKIAC") as of 2024.

ADMISSIONS

England and Wales

Admitted as a solicitor - 2002

EDUCATION

King's College London

LLM - International Corporate and Commercial Law - 2018-2020

Law Society of Hong Kong

Overseas Lawyers Qualification Examinations ("OLQE") - 2012

Chartered Institute of Arbitrators

Fellowship and Diploma in International Commercial Arbitration - 2016

University of Westminster

Post Graduate Diploma in Legal Practice - 1999

LLB (Hons) 2:1. - 1998

CONTACT DETAILS

Address: 23-123-5 Boat Lagoon, Moo 2, Thekprassatri Road, T. Kohkaew, A.Muang, Phuket 83100, Thailand

Email: desmond@desmondhughes.com

Website: www.desmondhughes.com

WORK SUMMARY

Senior Partner / Co-Founder

Hughes Krupica | February 2013 - present

- Managing and developing the practice
- Generating new business
- Servicing clients - disputes and transactional matters

Deputy CEO / Managing Partner

Limcharoen Hughes & Glanville | October 2003 - January 2013

- Developed firm from 1 Bangkok office <5 headcount to additional offices in Phuket, Koh Samui, Bali and Ho Chi Minh City >70 headcount
- Created operational and organisational structures to accommodate growth
- Generated new business globally for all offices
- Serviced clients - disputes and transactional matters

Solicitor, Real Estate

McGrigors (now Pinsent Masons) | April 2000 - September 2003

- Advised on commercial real estate matters
- Contracts, negotiations, due diligence, asset structuring, legal registrations

Director

TEC Services Co. Ltd (Trisara, Phuket) | July 2008 - December 2014

- Represented luxury villa owners on the board of estate asset management company to balance interests with hotel and villa operator
- Restructured management, corporate constitution and contracts to merge interests of additional real estate project

Co-Owner

Ensign Media Co. Ltd, Ensign Media (Singapore) Pte. Ltd | January 2009 - January 2016

- Assisted with advice on legal and business matters and on the sale of the business to Property Guru Pte Ltd in 2016

ARBITRATION CASES

Counsel for Claimant or Respondents >60 Cases

-Contract default claims under real estate sale and purchase agreements relating to asset management, construction, post-completion obligations

-International Trade Dispute(s) - PPE

-Residential real estate construction agreement disputes

-Hotel joint venture dispute management

-Claims for unfair forfeiture

-Luxury M/Y renovation and delivery disputes

Institutions

-Hong Kong International Arbitration Centre

-International Chamber of Commerce

-Thai Arbitration Institute

-Thai Arbitration Centre

PUBLICATIONS

Research Gate

- Is International Arbitration "International"? see: https://www.researchgate.net/publication/341109877_Is_international_arbitration_international
- Is Article 9 of the EU Takeover Directive "Optimal"? see: https://www.researchgate.net/publication/341110135_Is_Article_9_of_the_EU_Takeover_Directive_Optimal
- OECD Corporate Governance Code and Market Regulation see: https://www.researchgate.net/publication/341110103_OECD_Corporate_Governance_Codes_and_Market_Regulation

WORK SUMMARY CONTD.

Paralegal, M&A

Freshfields Bruckhaus Deringer | September 1999 - March 2000

- Admin/Quasi-legal work servicing lawyers and partners on M&A and other corporate transactions

PROFESSIONAL MEMBERSHIPS

Thailand Arbitration Institute (TAI)

Registered Panel Arbitrator 2022 - Present

Hong Kong International Arbitration Centre

List of Arbitrators 2024

International Chamber of Commerce - Thailand

Commission Member and Chair 2020-2023

Chartered Institute of Arbitrators - Global and Thailand

Fellow - 2017 to present, Vice-Chair Thailand Branch - 2019 to 2022

Thailand Arbitration Center (THAC)

Registered Foreign Mediator - January 2016 - Present

Society of Construction Law

Member - May 2019 to present

Thai Institute of Directors

Member - July 2021 - Present (Member ID GM10819)

PERSONAL INTERESTS

Padel Tennis

Advanced Intermediate

Tennis

PTR, NTPR Playing Level Approx 4.5

Hiking

Active Member of the Phuket Hiking Club

PERSONALITY TYPE

Global Leadership Foundation

Emotional Intelligence Test

Self-Awareness: 8, Self-Management: 8, Social Awareness: 9, Relationship Management: 7

Enneagram Type Indicator (RHETI Version 2.5)

Type 6: The Loyalist - Committed, security oriented. Reliable, hard-working, responsible and trustworthy. Excellent "troubleshooters", foresee problems and foster cooperation but can also be defensive, evasive and anxious, running on stress whilst complaining about it.

see: www.globalleadershipfoundation.com

