



# Desmond R. L. Hughes

FCIArb · LLM (King's College London) · Solicitor of England and Wales (non-practising)  
Arbitrator and mediator · Thailand and Asia-Pacific

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## Profile

I am a Fellow of the Chartered Institute of Arbitrators who has owned and run law firms in Thailand and across Asia since 2003. As counsel I have acted in more than 100 arbitrations in Thailand, before the ICC, TAI, the Board of Trade and THAC.

I co-founded Hughes Krupica, a Phuket and Bangkok law firm of more than 20 Thai lawyers and staff, and lead its dispute resolution practice. Over 23 years I have managed more than 150 lawyers across Thailand, Indonesia and Vietnam.

I chaired the ICC Thailand Commission on Arbitration and ADR from 2020 to 2023, after two years as Vice-Chair. I sit on the Thai Arbitration Institute panel and the HKIAC List of Arbitrators.

## Arbitral appointments and panels

| INSTITUTION                                         | ROLE                                                 | SINCE        |
|-----------------------------------------------------|------------------------------------------------------|--------------|
| Hong Kong International Arbitration Centre (HKIAC)  | List of Arbitrators                                  | 2024         |
| Thai Arbitration Institute (TAI)                    | Panel arbitrator                                     | 2022         |
| Thailand Arbitration Centre (THAC)                  | Registered foreign mediator                          | January 2016 |
| ICC Thailand Commission on Arbitration and ADR      | Chair 2020–2023; Vice-Chair for the two years before | 2018         |
| Chartered Institute of Arbitrators, Thailand Branch | Vice-Chair                                           | 2019–2021    |

## Arbitration experience

Counsel for claimants or respondents in more than 100 arbitrations, as engagement partner at Hughes Krupica.

### Types of dispute

- Default claims under real estate sale and purchase agreements: asset management, construction and post-completion obligations
- Residential construction agreement disputes
- Hotel joint venture disputes
- International trade dispute over imported personal protective equipment
- Claims for unfair forfeiture
- Luxury motor yacht renovation and delivery disputes

**Institutions:** ICC; Thai Arbitration Institute (TAI); Thai Commercial Arbitration Office at the Board of Trade of Thailand (TCAO); Thailand Arbitration Centre (THAC); HKIAC.

**Available to sit in:** corporate, joint venture, commercial, trade, private investment, real estate, technology and construction disputes.

## Professional experience

**Co-Founder and Senior Partner** · Hughes Krupica, Phuket and Bangkok · February 2013 – present

- Co-founded the firm with Robert Krupica and Pongsak Daengkaew; now more than 20 Thai lawyers and staff
- Lead the dispute resolution practice: counsel in more than 100 arbitrations
- Co-manage operations, generate new business and advise on disputes and transactions

**Deputy CEO and Managing Partner** · Limcharoen Hughes & Glanville (formerly Belmont Limcharoen) · October 2003 – January 2013

- Grew the firm from one Bangkok office of fewer than 5 people to offices in Phuket, Koh Samui, Bali and Ho Chi Minh City with more than 70 staff
- Group turnover rose to more than seven times its level in my first year as partner
- Registered as a foreign lawyer in Vietnam and oversaw the Ho Chi Minh City launch

**Director** · TEC Services Co. Ltd (Trisara, Phuket) · July 2008 – December 2014

- Represented villa owners on the board of the estate asset management company, with assets valued above USD 100 million
- Restructured its management, constitution and contracts to merge it with the Trivana residences structure

**Co-Owner** · Ensign Media Co. Ltd and Ensign Media (Singapore) Pte. Ltd · January 2009 – January 2016

- Gave legal and business advice to the publisher of Property Report and organiser of the Thailand Property Awards
- Advised on its 2016 sale to PropertyGuru, from letter of intent and due diligence to the sale agreements

**Solicitor, Real Estate** · McGrigors (now Pinsent Masons), London · April 2000 – September 2003

- Trained in corporate and commercial, technology, employment and real estate seats; qualified into commercial real estate

**Paralegal, Mergers and Acquisitions** · Freshfields Bruckhaus Deringer, London · September 1999 – March 2000

- Prepared data rooms, contract reviews and disclosure documents on M&A transactions

## Admissions and education

|           |                                                                                                              |                                                     |
|-----------|--------------------------------------------------------------------------------------------------------------|-----------------------------------------------------|
| 2018–2020 | LLM, International Corporate and Commercial Law (Merit); distinction in International Commercial Arbitration | King's College London (Dickson Poon School of Law)  |
| 2017      | Fellowship (FCIArb), after award writing in Melbourne, Sydney and Bangkok                                    | Chartered Institute of Arbitrators                  |
| 2016      | Diploma in International Commercial Arbitration (Asia-Pacific), Singapore                                    | Chartered Institute of Arbitrators                  |
| 2012      | Overseas Lawyers Qualification Examinations, passed; eligible to practise in Hong Kong                       | Law Society of Hong Kong                            |
| 2002      | Admitted as a solicitor; currently non-practising                                                            | England and Wales (Solicitors Regulation Authority) |
| 1999      | Postgraduate Diploma in Legal Practice                                                                       | University of Westminster                           |
| 1998      | LLB (Hons), 2:1                                                                                              | University of Westminster                           |

## Professional memberships

- Chartered Institute of Arbitrators: Fellow, 2017 – present
- ICC Thailand Commission on Arbitration and ADR: member
- Society of Construction Law: member, May 2019 – present
- Thai Institute of Directors: member, July 2021 – present

## Publications

- [Is International Arbitration "International"? \(2020\)](#)
- [Is Article 9 of the EU Takeover Directive "Optimal"? \(2020\)](#)
- [OECD Corporate Governance Codes and Market Regulation \(2020\)](#)

## Languages and interests

**Languages:** English (native). **Interests:** Muay Thai, padel and hiking.