



SEA Law Firm

泛亚律师事务所

Company Profile | 2025



GET TO KNOW US



BACKGROUND

SEA Law Firm is a law firm under Shan Hai Map. Started operating in 2018, SEA Law Firm has swiftly become a distinguished name in the legal field. Our team of skilled and experienced lawyers are proven on assisting comprehensive and transactional legal services to foreign investor on industry, trading, construction, energy sectors and many more.



GET TO KNOW US

VISION

To be the leading law firm in Southeast Asia, empowering investors with strategic legal solutions and end-to-end support for sustainable business growth.

MISSION

In the near term, we have enriched our team with proven litigation lawyers and currently have assisted clients across the court and arbitration in Indonesia. In the long term, our diverse team of dedicated lawyers work collaboratively to engage in transactions in Nusantara Capital City (IKN).

EXPERTISE

We have *significant* experience in



Commercial



Civil & Criminal Litigation



Manpower



Corporate



Construction

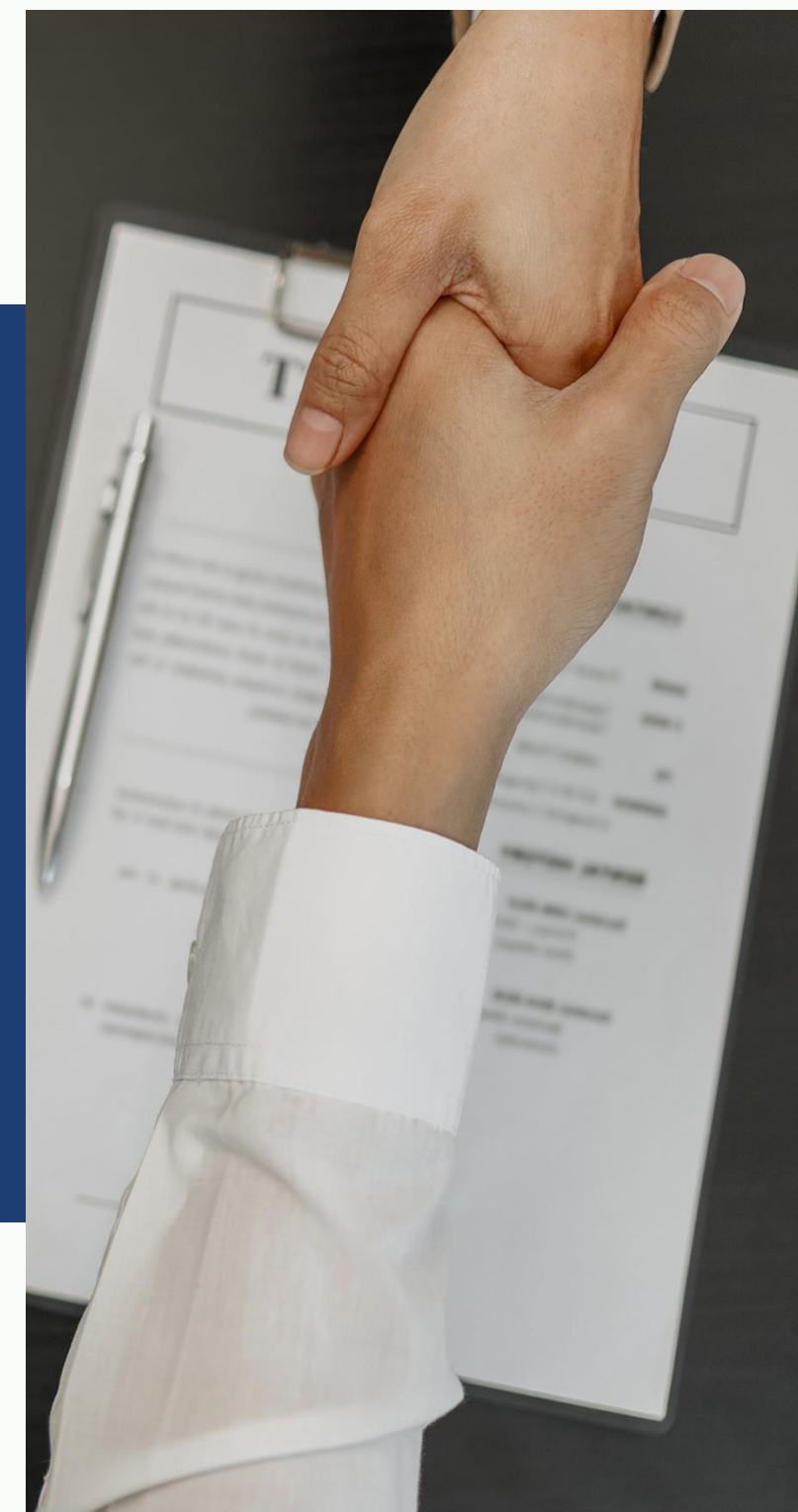


Commercial Debt Recovery

CLIENTS

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At SEA Law Firm, we have extensive experience handling a diverse range of business sectors. Our clients come from various industries, including general construction, renewable energy, plant construction, e-commerce, manufacturing, and more. This broad expertise allows us to provide tailored legal solutions that meet the unique needs and challenges of each industry, ensuring comprehensive support for every aspect of your business.



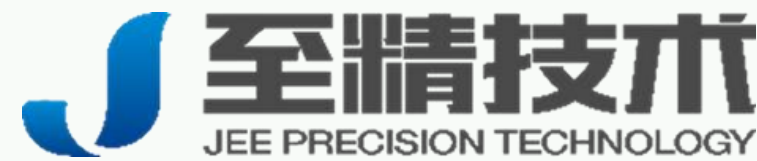
OUR VALUABLE CLIENTS



OUR VALUABLE CLIENTS



OUR VALUABLE CLIENTS



Our
ASSISTANCES

for you

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RETAINER SERVICES

Working closely with clients and ensure clients business activities are aligned with legal framework.

OUR RETAINER SERVICES INCLUDES:

- Daily Consultation
- License Suitable Checking
- Registration of Beneficial Ownership
- Business Reporting
- Legal Updates
- Periodic Progress Meeting
- Review Drafting & Translation
- General Template Provision
- Legal Training
- Legal Opinion
- Business Operations Inspection
- Demand Letter

RETAINER HIGHLIGHTS



PT DALI FOODS INDONESIA

We successfully assisted in the establishment and efficient operation of a local food and beverage factory in Indonesia. Our permanent legal services provided support from pre-planning to on-site implementation. We provided advice on qualification and compliance, as well as drafting and reviewing transaction contracts



PT HYPEC INTERNATIONAL

Provided comprehensive legal support for the largest 100 MWp ground-mounted solar power plant (PLTS) project in Purwakarta regency, West Java, Indonesia, with a contract value in excess of USD 18 million. This included drafting project-related contracts, meeting legal compliance and assisting with project negotiations to ensure the successful implementation of this landmark renewable energy project.



PT DONLIM TECHNOLOGY INDONESIA

Provided permanent legal services to the Indonesian branch of Guangdong Xinbao Electrical Appliances Co., Ltd, providing full legal advice from the preliminary planning to the construction of the factory and its later operation, including legal advice, qualification review, drafting of various types of contracts and all-round compliance guidance.

RETAINER HIGHLIGHTS



PT TLG ELECTRIC MOTORCYCLE INDONESIA

Provided full legal services for the establishment and operation of Tailing's Indonesia facility, covering all aspects of pre-planning, factory construction and post-operation, including legal advice, qualification review, drafting of various contracts and comprehensive compliance guidance.

PT CHINA WEST DEVELOPMENT INDONESIA

A leading, government-managed building materials provider in China, ranked among the country's top 500 companies and top 20 in building materials. As the largest publicly listed company in China's concrete industry and a globally top-ranked investment and construction group, it has a robust production and supply network across 26 provinces and key markets in Malaysia, Indonesia, and Cambodia, making it one of the most regionally expansive companies in China's ready-mixed concrete sector.



PT TOP POWER RESOURCES INDONESIA

Zheshang Development Group Co., Ltd. (ZSD), listed on the Shenzhen Stock Exchange in 1999 (stock code: 000906), is a company controlled by Zhejiang Province's largest state-owned enterprise, Zhejiang Province Transportation Investment Group Co. Forbes 2022 Global Enterprise Ranking Top 2000. We provide all-round legal maintenance for the handling of operation qualification and review of transaction contracts during operation.

RETAINER HIGHLIGHTS



PT TSINGSHAN STEEL INDONESIA

PT Tsingshan Steel Indonesia is a leading stainless steel and carbon steel production company located in the Morowali Industrial Park (IMIP) in Central Sulawesi, Indonesia. Established in December 2016, it is a subsidiary of the Tsingshan Holding Group, a global steel and nickel industry conglomerate headquartered in Wenzhou, China.



PT MATAHARI TIRE INDONESIA

Established in 1958, this large tire enterprise integrates R&D, production, sales, and automotive after-market services. With over 30,000 employees, 2,000 engineers, and recognition as a National High-tech Enterprise, it ranks among China's Top 500 Manufacturing Enterprises, is China's top tire company, and is in the world's top ten. Under CPU, it owns well-known tire brands like CHAOYANG, GOODRIDE, TRAZANO, YARTU, and ARISUN.

OVERVIEW PROJECT EXPERIENCES

PT BYD MOTOR INDONESIA



Successfully provided strategic advice and comprehensive research to drive the establishment of Indonesia's electric vehicle industry, marking a key milestone in the nation's shift toward sustainable transportation.

PT GOLDEN TEKSTIL INDONESIA



A comprehensive legal memorandum was developed to support the establishment of a subsidiary of China's Jiang Lianfa Textile Co. Ltd. in Kendal Special Economic Zone Indonesia.

PT FHG TEKSTIL INDONESIA



Provide land due diligence, structured sales and purchase agreement, and facilitated the land transfer for a 13-hectare land inside Jatengland Industrial Park Sayung, setting as major milestone in advancing industrial growth in Central Java.

PT DONLIM TECHNOLOGY INDONESIA



Executed thorough due diligence and expertly crafted the sales and purchase agreement for a 20-hectare land transactions project inside Jatengland Industrial Park Sayung, setting as pivotal achievement in driving large-scale industrial expansion in the region.

OTHERS UNDISCLOSED PROJECT



RESEARCH REPORT

Provide specific regulatory policy and regulations to ensure that doing business in Indonesia complies with local laws and regulations. Our expertise spans a wide range of industries, with dozens of in-depth policy research reports published on key sectors such as construction, energy, industrial manufacturing and Indonesia's emerging new energy vehicles.

LEGAL MEMO

Prior undertaking any legal action, it is necessary to search and analyse the relevant laws and regulations in order to come up with an appropriate response. Our legal memorandum services have helped hundreds of companies, large and small, to set up their operations in Indonesia smoothly and with peace of mind.

LEGAL OPINION

Providing ongoing legal guidance, in writing or otherwise, to nearly 100 clients on the structuring of construction operations, manufacturing production compliance, and contract implementation for projects related to the Indonesian government, international transactions, and a variety of other complex matters to ensure compliance and successful project execution.

TRANSACTIONAL DOCUMENTS

Pre-IPO preparation for several client companies, assisting nearly 100 companies with legal and due diligence procedures for the acquisition of industrial land in industrial zones, conducting compliance assessments for clients and accompanying clients in negotiations.

COMMERCIAL

We represent clients in all aspects of their commercial transactions and disputes, from contract drafting and negotiation to project execution and management of corporate actions involving companies and shareholders. We have experience in representing a number of state-owned enterprises in various types of complex cross-border investments and M&A, from transaction inception in terms of industrial access laws and policies, transaction structuring, project and partner due diligence, project financing, drafting/negotiating and signing transaction documents, including compliance, environmental, intellectual property rights, employment, etc., as well as providing comprehensive legal advice; assisting with settlement and liquidation.

OUR ASSISTANCES IN COMMERCIAL LAW INCLUDES:

- **Joint Venture & Joint Operational**
- **Merger, Acquisition and Spin Off**
- **Business Settlement**
- **Consolidation**
- **Land Transaction**
- **Commercial Business Scheme**
- **Liquidation**
- **Commercial/Business Transaction**

CIVIL AND CRIMINAL LITIGATION

Our goal is to reach precise legal advice refers to clients best interest. We believe each problem is unique, therefore providing the most appropriate legal advice will always be our mission.

OUR ASSISTANCE IN CIVIL AND CRIMINAL LITIGATION INCLUDES:

- Demand Letter
- Administrative Lawsuit (PTUN)
- Payment Monitoring
- Civil Lawsuit
- Criminal Report
- Arbitration (BANI)
- Criminal/Police Report
- Civil Action (e.g: Court Execution)
- Bankruptcy or Postponement of Debt Payment Obligations (PKPU)
- And other Legal Remedies against Court Decisions

CONSTRUCTION LAW

We are a leading partner on providing strategic construction business scheme for EPC project prior to clients enter into any arrangement to their business partners. Our expertise covers contract drafting and negotiation, dispute resolution, regulatory compliance, and risk management to ensure smooth and efficient project execution. We skillfully navigate complex legal frameworks to protect our clients' interests while fostering positive stakeholder relationships.

OUR ASSISTANCE IN CONSTRUCTION LAW INCLUDES:

- Construction Business Scheme
- Construction Safety Management System (SMKK)
- Work Competency Certificate (SKK)
- Loan Transaction Scheme for Project
- General Construction Project and Subcontracts
- Drafting EPC Contract
- Reviewing EPC Contract
- Compliance with Electricity Support Services
- Solar Power Plant Project
- Steam Power Plant Project

MANPOWER LAW



At SEA Law Firm, we offer comprehensive legal services in manpower law, expertly navigating all aspects of employment and labor regulations. With our extensive knowledge of manpower-related issues, we are well-equipped to handle a wide range of client inquiries, particularly concerning employment matters for foreign manpower.

Our assistance includes drafting employment contracts, ensuring regulatory compliance for foreign manpower, managing workplace disputes, and advising on termination procedures. We represent clients in labor court, handle collective bargaining agreements, and provide strategic guidance on workforce management to protect employee rights while facilitating smooth business operations.

COMMERCIAL DEBT RECOVERY



At SEA Law Firm, we specialize in recovering outstanding debts for businesses through out-of-court settlements and court proceedings. Our services include negotiating with debtors, drafting settlement agreements, and providing legal advice on debt collection regulations. We also conduct due diligence to assess debtor recoverability.

When necessary, we prepare and file legal claims, represent clients in court, and enforce judgments to ensure successful debt recovery. Our comprehensive approach is designed to maximize recovery efforts while minimizing disruptions to your business operations.

PERMIT, LICENSING AND REPORTING

Recognizing that permits and licensing are crucial for your business operations, we offer comprehensive assistance with various licensing needs upon request, including:

- **Industrial Estate Business License**
- **Management of Environmental Permits**
- **Industrial Business Permits**
- **Indonesian National Standard (SNI)**
- **Energy License and Its Reporting**
- **Micro Small Business Permits (IUMK)**
- **ID Number (NIK) (For Customs Affairs)**
- **NIB and OSS Maintenance**
- **Issuance and Update of NPWP**
- **E-commerce License**
- **National Agency of Drug and Food Control (BPOM)**
- **Broadcasting License**
- **Foundation Operational License**
- **Home Industry Food Production Certificate (PIRT)**
- **Marketing Authorization**
- **Cross-border Transactions**

Our PROFESSIONALS

Nadifa Assegaf, S.H. (那迪慧)

Partner

- Bachelor of Law and graduated as 'Best Graduate' from Krisnadwipayana University;
- 13 years of legal practice, spent the 9 years of practice in prominent law firms and 4 years as senior in house legal in multinational companies;
- Registered member of the Indonesian Lawyers Association (PERADI);
- Candidate of the Association of Capital Markets Legal Advisors (HKHPM) at Indonesian Financial Services Authority (OJK);
- Expertise in the areas of multiple variety of corporate transactions, negotiations inside/outside of court;
- Specialized in MnA, energy, oil and gas, capital markets such as IPO.



OUR PROFESSIONALS



- Law degree from Atmajaya University;
- Registered member of Indonesian Bar Association (PERADI);
- Registered legal auditor in Indonesia with several years of auditing experience;
- Expert in research reports and legal audits, large-scale land transaction procedures, IPOs and M&A, having assisted Chinese corporate clients in land transactions worth nearly \$900M, including preliminary land due diligence, as well as negotiation of late stage transactions; and also has extensive experience in litigation related to money laundering, corruption and bribery cases.

Ronald S.P Sitorus, S.H., CLA. (帕罗德)

Senior Associate and Land & Litigation

- Bachelor of Laws (LLB) from Tarumanagara Private University; Master of Laws (LLM) from Esa Unggul University; Certified and Registered Mediator;
- Registered member of the Indonesian Lawyers Association (PERADI);
- Expert in intellectual property rights, land transactions, labour compliance in manufacturing, construction and technology industries;
- Experienced in assisting reputable retail company in Indonesia covers intellectual property rights registration and handle its disputes;
- Reliable in flexible advice tailored to the needs of the client.



Wilson Gunawan Salim, S.H., M.H. (林万誠)

Senior Associate and Land & Litigation

OUR PROFESSIONALS



- Fluent communicator in English and Chinese;
- Bachelor's Degree in Commercial Law from BINUS University and Master's Degree in Notary Public from Tarumanagara University;
- Registered member of the Indonesian Lawyers Association (PERADI);
- Specializes in legal advice on joint venture governance, including shareholder agency and division of powers among shareholders, directors, and management. Has handled numerous large-scale Indonesian consortium projects for Chinese state-owned enterprises, providing full-process consulting, EPC outsourcing, construction contract documentation, negotiation, and dispute resolution.

Erika, S.H. (陈玉婷)

Middle Associate, Product and Office Supervisor

- Degree in Business Law from BINUS University;
- Registered member of the Indonesian Lawyers Association (PERADI) and the Indonesian Lawyers Association (AAI);
- Specialised in litigation, ADR and corporate law;
- Has handled nearly 100 disputes, including bankruptcy cases, extensions of debt obligations, and arbitrations, for clients in various fields such as real estate, foreign-invested manufacturing, mining and forestry. Also has extensive experience in IPOs and acquisitions.



Gracia Natanael Sitepu, S.H. (蒲家豪)

Senior Associate and Land & Litigation

OUR PROFESSIONALS



- Fluent in English and Chinese;
- Degree in Business Law from BINUS University;
- Registered member of Indonesian Bar Association (PERADI);
- Certified consultant of Tax Training in Indonesia (BREVET A & B);
- Specializes in EPC contracts, foreign investment policy research, and large-scale commercial transactions and expansions. Focuses on project asset transfer, equity delivery, and post-merger and acquisition services, including project investment and financing, construction, corporate governance, and operational legal support.

Leony Bryan, S.H. (杨依玲)

Middle Associate and Product Specialist

- Fluent in Chinese and English;
- Bachelor's Degree in Law and Master's Degree in Notarial Law, former Notary Public at the Land Office and Notary Public;
- Responsible for assisting lawyers with legal research, preparing case materials, drafting contracts, translating company documents, and ensuring that their operations have been carried out in strict compliance with all current legal procedures;
- Her attention to detail, strong organisational skills and ability to manage several projects at the same time are her greatest strengths, making her an asset to the firm's success.



Evelyne J Halim, S.H., M.Kn. (林湏榕)

Paralegal

OUR PROFESSIONALS



- Experienced in handling large-scale legal issues and has assisted in handling a large number of complex legal matters on many occasions;
- Fluent in Chinese and English. with experience of working within large Chinese companies, she is familiar with the internal workflow of Chinese companies and is well placed to build bridges between Chinese companies;
- Bella is experienced in conducting legal due diligence, preparing policy research reports, translating corporate documents and drafting simple contracts to ensure accurate and professional results.

Bella Thalia Winardi, B.Ec. (黄百月)

Paralegal

- Degree in Professional English Translation, Chinese nationality, fluent in Chinese and English;
- Former business, legal and medical Chinese-English translator with several years of translation experience;
- Experienced in operating in the Indonesian manufacturing market, familiar with Indonesia's business registration and investment environment, familiar with and practicing the factory landing process;
- Expert in communication and providing all-round consultancy for projects in the construction, mining, traditional manufacturing and new energy manufacturing industries.



Daniel (张瑞曦)

Paralegal

OUR PROFESSIONALS



- Fluent in Chinese, English;
- Chinese translator and interpreter, several years of experience in business counselling for Chinese companies, and trouble-free assistance to clients in dealing with the complexities of investment in Indonesia;
- Extensive hands-on experience in legal due diligence, policy research report preparation, case materials, contract drafting, and document translation;
- Committed to providing accurate and knowledgeable legal guidance to support clients' business activities in Indonesia.

Matthew BK (郭文光)

Paralegal

Jeni holds a Bachelor's degree in Chinese Literature and possesses a strong foundation in legal research and reporting, enabling her to deliver comprehensive legal insights and precise documentation. Her experience working in several multicompanies give her a lot of experience and skill and hone her expertise in international business, trade contracts, and regulatory compliance. This experience has equipped her with the skills to assist clients in navigating Indonesia's legal framework effectively.

As a Paralegal, Eva specializes in Chinese-to-Indonesian legal translation and interpretation, ensuring seamless communication in legal and corporate matters. She also provides services such as legal research, regulatory reporting, and document translation. Her work delivers accurate, professional, and strategic support tailored to the needs of both international and domestic clients operating in Indonesia.



Eva Jeni Angriani (陈俐玲)

Paralegal

OUR PROFESSIONALS



Bachelor Degree in Business Law with Magna Cum Laude distinction from Pelita Harapan University. Registered member of the Indonesian Bar Association (PERADI). Experienced in corporate law with expertise in M&A, foreign investment, data privacy, and intellectual property. Specializes in advising international clients on complex transactions, including foreign investments, debt-to-equity conversions, restructurings, and joint ventures.

Calvin Pramarta, S.H. (伍普彬)
Middle Associate

Law graduate from Parahyangan Catholic University. Registered member of the Indonesian Bar Association (PERADI). Experienced in corporate and compliance overseas matters for international companies, including business setup, shareholder structuring, management, and regulatory compliance. Skilled in drafting, reviewing, and negotiating commercial agreements to safeguard client interests and minimize legal risks.



Joy Christine Tjen, S.H. (曾爱丽)
Middle Associate

Why choosing

SEA LAW FIRM?



Multilingual team
with multiple
experiences in
legal services



Reliable and fast
document
processing



Transparency
process



Affordable fixed
price compared to
other legal
services



One Stop Solution
for investor's legal
needs



THANK YOU



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 **SEA Law Firm**

SLF's OFFICIAL ACCOUNT:

