



**SENLAW**  
BUSINESS & DISPUTE RESOLUTION

*No Muds, No Lotus*

# STRATEGY & PRACTICE

## **COMPANY PROFILE**

*We understand the business leaders' concerns and expectations about the "rule of law spirit" and legal requirements in the management, operation of production and business in specialized conditions; and SENLAW can do it.*

# CONTENT

**3**

## Story of SenLaw

The profound experiences of partner who was a senior lawyer at leading law firm in Vietnam

**4**

## Founder's Message

We believe that, the most beautiful flower will expose its delightful scent at its own place.

**5**

## Core Values

With the understanding, wisdom, dedication and ethics of our lawyers.

**6**

## SenLaw's distinctions

The legal management system of outstanding corporations in Vietnam private sector over the past 20 years.

**7**

## Practicing Areas

SENLAWS legal solutions are always tailored to each enterprise's internal strengths and the evolving economic and regulatory landscape of the country.

**13**

## Our Team

SENLAWS lawyers understand the culture, business environment, and legal practice in Vietnam





---

## NO MUDDS, NO LOTUS

*With profound and multifaceted legal experience accumulated from working with corporations, businesses, non-profit organizations, and the public, SENLAW is a law firm that partners with enterprises throughout their journey—from establishment, governance, and operational management to business activities and restructuring for growth.*



# STORY OF SENLAW

**Our commitment is founded on our expertise in business law, mergers and acquisitions, corporate governance, real estate, commercial arbitration, economic criminal cases, and supplementary services, including corporate legal support, civil enforcement, and other auxiliary legal services.**



SENLAW originates from the ultimate choice, the pride of the legal profession, and the desire for a vibrant, continuous, and meaningful journey of its Founding Lawyers. Inspired by these values, SENLAW is nurtured by a team of passionate lawyers who demonstrate a profound understanding of business culture and environment, as well as a practical grasp of how Vietnam's legal system operates.

With profound and multifaceted legal experience accumulated from working with corporations, businesses, non-profit organizations, and the public, SENLAW is a law firm that partners with enterprises throughout their journey—from establishment, governance, and

operational management to business activities and restructuring for growth. SENLAW's legal solutions are always tailored to each enterprise's internal strengths and the evolving economic and regulatory landscape of the country. Our commitment is founded on our expertise in business law, mergers and acquisitions, corporate governance, real estate, commercial arbitration, economic criminal cases, and supplementary services, including corporate legal support, civil enforcement, and other auxiliary legal services. Although the challenges are complex, we believe that adversity nurtures ambition and ultimately leads to meaningful success.





## MESSAGE FROM THE FOUNDER

**Lawyer Phạm Xuân Sang**  
Founder of SENLAW



*Dear Valued Clients and Partners,*

*Driven by passion and dedication to the legal profession, my fellow lawyers and I founded SENLAW with the aspiration of creating a dynamic, resilient, and meaningful career journey.*

*SENLAW is built on a team of experienced lawyers who deeply understand Vietnamese culture, the business landscape, and judicial practices. We believe that combining legal expertise with cultural insight is key to delivering high-quality legal services tailored to our clients' needs.*

*Our extensive experience comes from working with major corporations, multinational companies, NGOs, and protecting the community's rights. These experiences have shaped SENLAW into a firm specializing in litigation and dispute resolution.*

*We focus on areas such as Commercial Arbitration, Corporate Legal Affairs, Mergers & Acquisitions, Real Estate Project Law, Business Dispute Resolution, and Economic Criminal Cases. Our commitment is to provide optimal solutions, even in complex and challenging situations.*

**PHẠM XUÂN SANG**

# SENLOW'S PHILOSOPHY



*SENLOW is an expertized law firm with its core practicing areas as litigation and dispute resolution. Despite of the complexity and challenges to come, we conceive, it is tough reality that nurtures inspirations and then make achievements blossom in full glory*

## Our name's story

The spirit of 'No Mud, No Lotus,' combined with:

- (i) experiences derived from Vietnam's judicial practices;
- (ii) a deep understanding of the country's culture, business environment, and socio-economic context; and
- (iii) aspirations for a vibrant, steadfast, and meaningful journey in the legal profession in Vietnam, has inspired the name 'SENLOW'

## Core Values

We believe that, the most beautiful flower will expose its delightful scent at its own place. At SENLOW, our clients will experience our lawyers' profound understanding, prudence, dedication and ethics in resolving their legal matters with flexible, comprehensive, practicable and utmost solutions.





## SENLOW'S DISTINCTIONS

*SENLOW's team of lawyers is understanding, highly specialized, has practical experience and responds sharply.*



SENLOW has accompanied with the establishment and operation of legal management system of outstanding corporations in Vietnam private sector over the past 20 years. We have consulted, cooperated to establish the legal management system and directly operated the litigation, dispute resolution activities with high complexity on expertise and practical application for the leading groups and corporations



SENLOW values the cultural, historical values of clients, business requirements and how the jurisdiction works in clients' development strategies and problems.



SENLOW's lawyer team has profound understanding, excellent expertise, practicable experiences and sharp responses to any situations. SENLOW's lawyers are dedicated to promoting alternative dispute resolution methods. We are committed to accompanying businesses throughout the negotiation and mediation process, striving to help parties maintain lasting business relationships.

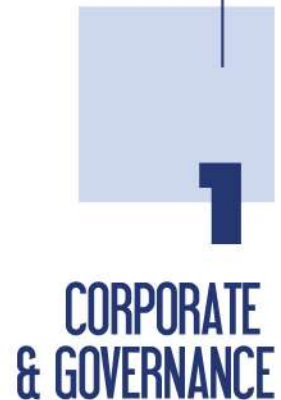
# PRACTICING AREAS

SENLAW stands out for its team of lawyers who have built and managed legal systems for top Vietnamese private corporations over the past 20 years. Our founders have advised and established legal frameworks across banking, finance, real estate, and industry sectors, understanding leaders' concerns about governance and the "rule of law spirit."

This experience strengthens SENLAW's expertise in litigation, corporate disputes, shareholder issues, and economic crimes. Our lawyers are sharp consultants, meticulous in legal standardization, and excel in resolving disputes related to corporate management and operations, ensuring businesses maintain legal advantages in production and governance.

**In the field of Corporate Legal, SENLAW is dedicated and focuses on the best things related to business activities:**

1. Legal policy.
2. Ownership structure of corporates.
3. Transactions on contributed capital and shares.
4. Corporate's legal management.
5. Restruction, Dissolution, Bankruptcy.
6. Inspection and examining of the corporates' operation.
7. Pre-procedural activities related to business disputes, and signs of economic and position-related crimes.





## 2 M&A

SENLAW proudly offers comprehensive and specialized legal services in the field of mergers and acquisitions (M&A), built on a solid foundation of extensive experience and deep practical understanding of the Vietnamese market. We recognize that each M&A transaction is not merely a commercial agreement but a strategic move that plays a crucial role in ensuring the sustainable growth of a business.

With a highly skilled and experienced team of M&A lawyers, SENLAW assists clients from the initial stage of strategic negotiations, conducting thorough legal due diligence, to drafting, reviewing, and negotiating complex contracts. We focus on minimizing legal risks and maximizing commercial benefits for our clients while ensuring full compliance with Vietnamese laws and relevant international standards.

Our services include managing all related legal procedures, advising on optimal transaction structures, and supporting companies through the entire process of transfer or merger, from inception to post-merger restructuring for long-term growth. SENLAW consistently stands by our clients, providing creative legal solutions tailored to each specific situation and committed to delivering exceptional value in every M&A deal.

Commercial arbitration offers the advantage of confidentiality, keeping dispute details private compared to court proceedings. SENLAW, an expert in litigation and arbitration, has a team specializing in commercial dispute resolution through arbitration. Our Managing Partner, Mr. Pham Xuan Sang, a Founder and Arbitrator of the Vietnam Traders Arbitration Centre (VTA), emphasizes that arbitration protects corporate information and business secrets. VTA handles disputes arising from commercial activities, mixed disputes involving commercial entities, and others as provided by law. Arbitral awards are final and enforceable, requiring highly skilled lawyers to effectively represent and protect clients' interests in arbitration.

**SENLAW brings our clients a gentle, civilized and complete experience of commercial dispute resolution by arbitration:**

- ✓ with proper, in-depth advices on the practical application of the laws on commercial arbitration and procedural rules of the commercial arbitration centres in Vietnam;
- ✓ being consulted to opt-out an outstanding and suitable arbitrator to join the Arbitral Tribunal to settle your own dispute;
- ✓ being consulted on effective and focused arbitration strategies;
- ✓ being represented by experienced lawyers in commercial arbitration, and being fully protected throughout the proceedings in an active, positive and creative manner.

3

COMMERCIAL ARBITRATION



# PRACTICING AREAS

## 4

### REAL ESTATE

SENLAW's real estate legal expertise includes creating land funds for production needs and developing networks for private corporations' projects. For nearly two decades, our lawyers have advised on significant real estate transactions in prime locations nationwide, supporting corporate clients, project owners, and investors. SENLAW lawyers combine legal knowledge with leadership and project management skills, adapting to specific project conditions and local government requirements.

From 2022, SENLAW prioritizes high-value, complex real estate M&A transactions, focusing on

legal problem-solving and disputes arising during project implementation, management, and business operations, ensuring comprehensive legal support

1. Legal re-evaluation of projects;
2. Legal on mergers and acquisitions of real estate projects;
3. Transactions of land use right and houses;
4. Inspection and examination from state agencies for real estate projects and enterprises;
5. Pre-litigation activities related to real estate projects and businesses.

# PRACTICING AREAS

## 5

### LITIGATION

SENLAW offers litigation advisory services and lawyer representation to protect clients' rights in lower courts, appellate courts, and commercial arbitrations. Our value and reputation are built on extensive experience handling complex civil, business, labor, administrative, and criminal cases, including economic and position-related crimes.

Litigation is specialized and challenging, requiring well-trained lawyers to meet strict procedural demands. SENLAW's seasoned lawyers have represented leading corporations in high-stakes disputes related to corporate management, business, real estate, labor, and administrative matters, consistently delivering excellent results through professional and diligent legal practice.

#### **Strengths and experiences of SENLAW in disputes:**

1. Land dispute;
2. Project sale and purchase dispute;
3. Apartment management dispute;
4. Corporate – Shareholders Dispute;
5. Credit, mortgage, guaranty agreement dispute;
6. Goods, services provision agreement dispute;
7. Labour dispute;
8. Inheritance dispute;
9. Matrimonial property dispute;
10. Administrative Litigation: Complaint/ Lawsuit against of administrative decisions, administrative acts in fields of taxation, custom, housing and real estate projects.



Support services provided by SENLAW are designed to help clients secure information, manage cases efficiently, and maximize the value of SENLAW's legal offerings.

## Corporate Legal Affairs

With the goal of accompanying and assisting enterprises in gradually establishing legal standards in corporate governance, ensuring legal compliance and leveraging legal advantages in business operations, SENLAW provides "Corporate Legal Affairs" services tailored to the specific needs and practices of each enterprise. The scope includes:

1. Policy and legislation;
2. Legal affairs management;
3. Internal regulations and compliance;
4. Legal training.

## Civil Judgment Enforcement

In Vietnam, judgment enforcement can be highly challenging. We understand these practical difficulties and our clients' concerns about the enforceability of judgments and decisions. SENLAW offers effective solutions to help clients achieve their objectives, secure their rights, and receive proper value through enforcement. Our judgment enforcement services cover:

1. Enforcement of Vietnamese court judgments and arbitral awards related to business, commerce, and land or housing disputes;
2. Procedures for recognizing and enforcing foreign court judgments and arbitral awards in Vietnam.

## White - Collar Crimes

Litigation is specialized, complex and challenging legal process. SENLAW affirms that only well-trained lawyers with professional practice is eligible to undertake the legal process and to meet the severe requirements of criminal cases. As a specialized law firm with core practicing areas as litigation and dispute resolution, SENLAW's team is primarily professional litigation attorneys, and with insights of the culture, business environment and legal practice in Vietnam, litigation lawyers of SENLAW promote various outstanding advantages right from the prosecution of the accused, throughout the process of investigation, prosecution and trial of criminal cases.

6

SUPPORT  
SERVICES

# OUR TEAM

*SEN LAW's lawyers understand the culture, business environment, and legal practice in Vietnam*



**Pham Xuan Sang**  
*Managing Partner*

Lawyer Sang is excellent at leading, consulting, organizing the group's legal management system, and providing flexible, feasible, and utmost legal solutions when solving clients' problems.



**Tian Jian**  
*Senior Consultant*

With his background as a Chinese lawyer and deep insights into Vietnam's business legal market, Mr. Tian Jian, alongside SEN LAW's Vietnamese lawyers, will provide the best legal services to Chinese, Taiwanese, and Hong Kong enterprises and investors in Vietnam, as well as to Vietnamese enterprises and investors in China, Taiwan, and Hong Kong.



**Dang Dieu Phuong**  
*Partner*

Her professional competence and adaptability to the evolving legal environment in Vietnam have contributed to her success in the roles she has undertaken.



**Nguyen Phuong Lien**  
*Senior Counsel*

Lawyer Lien actively and effectively participates in assisting clients in resolving complex disputes and specific legal issues. Lawyer Phuong Lien is highly esteemed for her reputation, responsibility, and dedication to her clients.





### **Ho Thi Yen Linh**

*Counsel*

Yen Linh is regarded by clients and colleagues as a diligent, confident, and passionate legal professional who consistently puts forth her best efforts to meet high client demands and contribute to the growth of SENLAW.



### **Nguyễn Minh Anh**

*Paralegal*

Nguyen Minh Anh has extensive experience in legal matters within a foreign-invested bank and foreign law firms in Vietnam. This background has enabled Minh Anh to effectively support clients across various cases.



### **Nguyen Minh Vu**

*Of Counsel*

Nguyen Minh Vu has nearly 10 years of work experience in dynamic roles within various leading enterprises in industries such as mechanical engineering, automotive, trade, and retail, including corporations like THACO Group and Unilever Vietnam.



### **Nguyen Thi Lan Anh**

*Of Counsel*

Lawyer Nguyen Thi Lan Anh is a member of the Ho Chi Minh City Bar Association, with extensive experience and profound understanding of various legal areas including business, commerce, investment, M&A, civil, labor, especially in corporate governance, and public companies.



### **Nong Manh Hiep**

*Of Counsel*

Mr. Nong Manh Hiep has been an experienced and knowledgeable lawyer in the field of real estate, particularly residential development projects and urban areas in Vietnam, for over 20 years.

# SEN**LAW**

BUSINESS & DISPUTE RESOLUTION



Tel: 028 7307 3579



Email: [luatsu@senlaw.vn](mailto:luatsu@senlaw.vn)  
Website: [www.senlaw.vn](http://www.senlaw.vn)



Address: 1st Floor, 41-43 Tran Cao Van St.,  
Vo Thi Sau Ward, District 3, HCMC