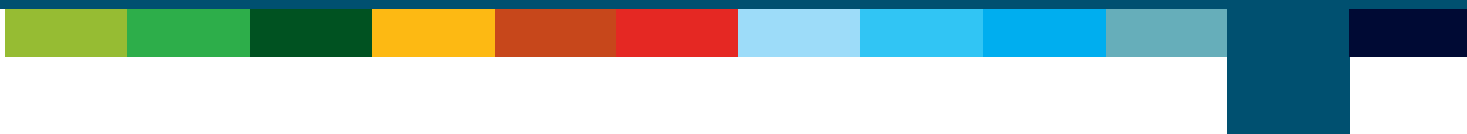


*Prominent local team with strong regional capabilities and connections*



*Issued: 2022*



## Contacts



**Dr. Sok Siphana**  
Founding Partner

**Dr. Sok Siphana** has unique experience and insights related to the development of the Cambodian legal system, its business environment and the intricacies of commercial and investment law evolution in Cambodia. His vast hands-on experience as a former Commerce Secretary of State in the Cambodian Government gives him a unique perspective on both the macro and micro needs of businesses and foreign investors alike.

Ranked as a leading lawyer in Cambodia, Dr. Sok is a household name among market commentators, noted for his extensive experience. Sources especially recommend him for *“strategic and big-picture issues,”* particularly regarding government-related matters.” *Chambers AP, 2020.*

Tel: +855 23 999 878 Email: [sok.siphana@soksiphana.com](mailto:sok.siphana@soksiphana.com)



**Matthew Rendall**  
Managing Partner

**Matthew Rendall** has been working in the legal sector in Cambodia since 1994. He has served as a professor of law at the Royal University of Law and Economics, was a founding arbitrator of the Cambodia Labor Arbitration Council and has authored numerous texts on various aspects of Cambodia Law.

Ranked as a leading lawyer by international legal directories, Matthew knows the local market and is very well connected, good at taking care of clients and is *“well versed in the Cambodian economy and legal affairs”* *Chambers and Partners, 2020*

Tel: +855 23 999 878 Email: [matthew.rendall@soksiphana.com](mailto:matthew.rendall@soksiphana.com)



**Khieu Mealy**  
Senior Partner

**Khieu Mealy** has advised on many aspects of business in a wide range of sectors, including domestic and international investment, commercial banking, and real estate transactions. She has represented publicly listed real estate companies in a broad spectrum of commercial transactions, including litigation and arbitration, from personal disputes to commercial and corporate concerns. She sits as a panel lawyer for several banks and is well-versed in providing practical legal solutions to clients who require strategic business and investment advice. She is recognized as a Leading Lawyer in the area of Intellectual Property by Asialaw Profiles in 2018 and a Leading Lawyer in the area of Construction and Real Estate by Asialaw Profiles in 2017-2018.

*“Khieu Mealy provides good quality of services with prompt replies.”* *Asialaw Profiles*

Tel: +855 23 999 878 Email: [khieu.mealy@soksiphana.com](mailto:khieu.mealy@soksiphana.com)

## About Us

# SokSiphana&associates



*"The firm has been in the business for many years with a solid reputation in the market."*  
**Chambers Global**



**SokSiphana&associates** was established by Dr. Sok Siphana in 1998, before he left the legal practice to serve as the Secretary of State of the Cambodian Ministry of Commerce from 1999 to 2005. After a three-year posting in Geneva, Switzerland with the International Trade Center UNCTAD/WTO, he resumed practice and the firm was reconstituted in 2009.

As one of the few most prominent law firms in Cambodia, **SokSiphana&associates** advises on the full spectrum of corporate and commercial work to clients, who range from leading international corporate entities to small growing local businesses.

### **Our services:**

- Banking & Finance
- Projects, Infrastructure & Utilities
- Project Finance
- Corporate Commercial, Finance & Securities
- Labour & Employment
- Intellectual Property
- International Trade
- Litigation & Alternate Dispute Resolution
- Real Estate Transactions & Commercial Property Development
- Law Reform & Legislative Drafting

# Banking & Finance

Our recognition as a market leader in this field is unrivalled as far as the banking community is concerned. We assist local and foreign banks, financial institutions, borrowers and other clients, including insurance companies, in all aspects of structuring, negotiating and the documentation of all types of banking and finance transactions. With the broad expertise of our financing lawyers, we are adept at handling highly complex transactions in today's evolving financial environment, including those that cross borders and legal regimes.

Our vast experience in a wide spectrum of industry sectors, coupled with our familiarity with the procedures, and legal and regulatory requirements of various securities exchanges and the central banks means that we have practiced minds handling our clients' banking and financing issues, from novel banking and financing transactions to complex litigation disputes.

We have acted for all principal parties involved in the development and financing of a project including governments, sponsors and funding providers and investors.

Our firm is a panel law firm for many of the top international banks in Cambodia and advises them on the legal framework and compliance issues. We also act for foreign financiers of local projects, specifically in the property development and infrastructure sectors.

We advise on all aspects of structuring, negotiating and documentation of all types of banking and financing transactions:

- Secured & unsecured bank facilities
- Standby & revolving loan facilities
- Guarantee & standby letter of credit facilities
- Trade facilities
- Loan restructuring & refinancing

## Where we can help you:

- Financial products, loans & credit facilities
- Financial restructuring & regulatory advice

## Regulatory & Compliance



## Banking



## Recent Recognition

**Tier 2, Financial & Corporate, IFLR1000, 2020  
Recommended, Banking & Finance, Asialaw Profiles, 2022**



# Corporate Commercial

## Recent Recognition

**Outstanding**, General Business Law, Asia Law Profiles, 2022  
**Band 1**, General Business Law, Chambers AP, 2022  
**Premium M&A Deal of the Year**, Asian Legal Business SE Asia Law Awards, 2019  
**Tier 2**, General Business Law, Legal 500, 2022  
**Band 2**, General Business Law, Chambers Global, 2022

## Corporate Advisory

Our team focuses on integrating our clients' business and investment strategies with practical legal solutions that work for them. From establishing and organizing businesses to supporting administrative and corporate functions, we provide a full range of services that cater to their business needs.

We can provide guidance to assist our clients in growing, managing or selling their business. Whether they opt for growth through mergers and acquisitions, an initial public offering or a direct investment, we ensure top quality legal support at every stage. Similarly, our team can assist in advising on administrative and corporate functions that will consolidate the success of their business.

## Mergers & Acquisitions

We advise on every aspect of business, from day-to-day operations to sophisticated M&A transactions. We have successfully advised on several large and complex M&A deals and have been recognized by various legal publications for our expertise in this practice area.

## Joint Ventures & Shareholders Arrangements

We have worked with diverse clients, successfully advising them on joint ventures, shareholding, co-investment and strategic alliance arrangements. With our wide experience working with multinational corporations, financial institutions, and private companies, we are well-positioned to provide counsel on the appropriate structures for transaction, the applicable legal and regulatory regime, protection of shareholders' and directors' rights, including those of reserved matters and exit strategies.

We are particularly adept at assembling specialists across various practice groups, so that our clients get the benefit of the collective experience of our banking and finance, capital markets and corporate and commercial practices.

## Foreign Direct Investment

In assisting clients to structure their organization, our team focuses on integrating business strategies with practical legal solutions and allows us to counsel, advise and guide our clients on a multitude of matters. We routinely advise on issues such as establishing a business in Cambodia, structuring the organizational framework, applying for all necessary licenses and staying compliant under Cambodian law. We advise on supply contracts, employment contracts, sale and customer contracts, and other business issues, all of which tend to arise during the course of operations in Cambodia.



Our team of experienced and dedicated corporate lawyers are renowned for delivering practical and commercially viable advice to our clients ranging from leading domestic and international corporations to small growing businesses. We advise on the full spectrum of corporate and commercial work, and our expertise has led to our involvement in many highly complex domestic and cross border transactions covering various industry sectors.

*"We are very satisfied with the legal and regulatory advice and support given by the firm. They possess very strong legal and commercial sense and awareness of the market. They also kindly give complimentary legal and regulatory updates from time to time."* – **Client testimony**

# Corporate Commercial



Our team of experienced and dedicated corporate lawyers are renowned for delivering practical and commercially viable advice to our clients ranging from leading domestic and international corporations to small growing businesses. We advise on the full spectrum of corporate and commercial work, and our expertise has led to our involvement in many highly complex domestic and cross border transactions covering various industry sectors.

## Corporate Secretarial

We are a one-stop service provider of corporate secretarial services. The value-added services offered by our team of professionals range from business formation right up to attending meetings and provision of advice on various corporate exercises. We provide company secretarial services that are central to all public and private limited companies, branches and representative offices.

With our help, businesses will enjoy significant savings as it is more cost efficient to engage us than appointing an in-house company secretary. If there is an existing in-house company secretary, our team can work alongside him/her, providing support to ensure compliance with the relevant statutory requirements.

## Due Diligence

Our team has experience conducting due diligence for several notable multi-million-dollar M&A transactions in Cambodia.

## Where we can help you:

- Mergers, acquisitions & divestitures
- Joint ventures & strategic alliances
- Corporate counseling & governance
- Pre-transaction restructurings
- Post-acquisition integration & post-divestiture reorganization
- Integrated service on M&A, employment, real estate, IP, environmental, merger control & compliance issues



# Real Estate

## Recent Recognition

**Highly Recommended**, Construction & Real Estate, Asialaw Profiles, 2015-2017

**Recommended**, Industrials & Manufacturing, Asialaw Profiles, 2021

**Leading Lawyers**, Construction & Real Estate, Asialaw Profiles, 2017-2019

### Conveyancing

We represent domestic and international investors, publicly listed real estate companies, government linked companies, investment banks and commercial banks in a full range of real estate and related transactions from initial acquisition through to the final divestment. From investments and divestments, leasing and tenancies, to joint ventures and project management, we have the requisite knowledge and experience to help and represent all parties, whether a buyer or seller, landlord or tenant, or a property developer.

### Representative experience includes:

- Acting as the lead counsel in the sale and conveyancing of entire development projects including, but not limited to, the acquisition of land and strategizing the sale and conveyancing of co-owned buildings.
- Advising on Service Agreements on Applications for Economic Land Concessions and perpetual lease.
- Acting as lead counsel on the negotiation and development of a prime real estate in Phnom Penh, Cambodia.
- Advising foreign clients on the negotiation and acquisition of commercial foreign real estate developments in Cambodia.
- Advising clients on the negotiation and acquisition of a logistics operations businesses in Cambodia
- Providing legal opinions to doing law on concession and client Agreements for development of infrastructure Airports and Ports Projects including sea and Free Trade zone.

### Where we can help

- Acquisitions, disposals and development of single real estate assets and portfolios
- Commercial and portfolio leasing
- Corporate real estate needs, such as development, acquisition or leasing of commercial, industrial and retail facilities
- Real estate portfolio management transactions
- Property ownership syndicating and structuring, together with real estate management agreements and co-ownership agreements
- Mixed use and industrial development



Commercial real estate has been an integral part of the firm's practice since the firm was founded. Our project portfolio comprises of retail malls, commercial, industrial logistics and residential and service apartment projects. Buyers and sellers of commercial property benefit from our knowledge of local markets and legal advice that goes beyond basic legal requirements. Our lawyers have advised on areas covering corporate structuring, disposition and redeployment of corporate real estate, to name a few. We have also facilitated the development of mega projects such as the development of special economic zones and free trade zones.

*"The firm is very knowledgeable in providing advice on the Cambodian laws and regulations. They always provide prompt and detailed advice within the given timeframe." – Client testimony*

# Labour & Employment

Recent Recognition

Active, Labour & Employment, Asialaw Profiles , 2016-2018



Our Labour and Employment practice is renowned. We have in-depth knowledge of the laws surrounding employment issues. Recognized as a market leader in this field by a number of prominent legal publications, the advice of our lawyers is constantly sought by local and multi-national companies for a wide spectrum of employment matters, including during a merger or reorganization exercise, reviewing internal human resource policies, or advising on incentive schemes, recruitments and terminations, dismissals and discrimination, disciplinary issues, union issues or general compliance with employment laws. Our work in this area also extends to representing clients in Cambodian labour arbitration for any contentious employment matters.

The broad experience of our lawyers enables us to offer clients swift, practical and commercially viable solutions and advice on employment law issues.

## Mergers & Reorganizations

When taking on employment issues in the face of mergers, acquisitions, business reorganizations, outsourcing and the introduction of new processes or methods, the drafting of legal documentation is only one part of a delicate equation. Our experienced team also assists clients with other equally important part, namely the method of delivery and appropriate communication strategy for voluntary separation schemes, workforce reductions or transfers of employees so that transitions occur as smoothly and seamlessly as possible.

## Contracts of employment and HR policies

Our work extends to advising employers on their rights and obligations as well as their employees' rights when drafting employment and confidentiality contracts, or when reviewing existing employment contracts, HR policies, internal regulations and employee handbooks to ensure compliance with local legislation.

## Where we can help you:

- Employment & human capital services
- Mergers & reorganisations
- Contracts of employment and HR policies
- Performance / disciplinary issues
- Unionized workplaces
- Contentious disputes



# Intellectual Property

## Recent Recognition

**Firm of the Year**, Asia IP Awards, 2019,2020

**Leading Firm**, Asia IP Profiles, 2019

**Tier 1**, Trademarks, World Trademark Review 1000, 2021

**Tier 1**, Trademarks, Asia IP Trademark Survey, 2021

**Recommended**, IP Stars, 2021



Our Intellectual Property (IP) practice is led by top ranked IP personalities whose depth and breadth of expertise embraces all facets of IP ranging from registration and enforcement to transactional and regulatory advice. Our IP expertise focuses on helping individuals, companies, and the government in creating, implementing, and enforcing a regulatory framework for intellectual property that spurs competitiveness in domestic industries, enables trade and investment and protects the country's cultural heritage. We offer a full spectrum of legal and consultancy services in the protection, commercial exploitation and enforcement of all types of IP rights.

*"The firm has been in the business for many years with a solid reputation in the market."*

- **Chambers Global**

We have advised a broad range of enforcement actions to protect the intellectual property rights of the legitimate owners by engaging in administrative proceedings, arbitration proceedings, court proceedings, as well as private enforcement actions by issuing alleged infringers warning/cease and desist letters, takedown notices (in copyright case) and meetings with infringers for settlement in IP dispute resolution. We have enormous experience liaising with the Department of Intellectual Property Rights, and the enforcement authorities/agencies, including Cambodian Customs, Cambodian Counter Counterfeit Committee and the Anti-Economic Crime Police Department.

### Where we can help you:

- Search and registration of trademarks, patents, utility models, industrial design, copyright and other IPRs
- IP's administrative protection procedures
- IP portfolio maintenance
- IP enforcement and litigation
- IP strategy consulting of enterprises
- Assisting the clients to response to intellectual property procedure

# Litigation & Alternative Dispute resolutions



We have extensive experience to assist clients in all Cambodia's dispute for both as Plaintiffs/Claimant and Defendants/Respondent. Our Managing Partner has extensive involvement in the labor arbitration, while our Senior Partner sits as a registered commercial arbitrator as well as board member of the National Commercial Arbitration Centre.

We have represented local, foreign, and multi-national companies, in hearings before the lower and appellate courts and as well as before the National Commercial Arbitration Centre and the Arbitration Council of the Kingdom of Cambodia.

We have acted as counsel and expert witnesses in domestic and foreign arbitration proceedings in Cambodia, Hong Kong and Singapore venues on the commercial disputes. We have also represented the clients in civil and criminal proceedings before the local courts of Cambodia.

*"The team is responsive and thoughtful. They are very familiar with cross-border work often work with others in the ZICO Law network"* – **Client testimony, Chambers and Partners**

Cambodia's dispute resolution system has improved substantially during the last decade, though it still remains subject to a developing legal infrastructure. The myriad of forums includes the court system and two arbitration centers, the National Commercial Arbitration Centre and the Arbitration Council, to resolve commercial and labor disputes, respectively.

Clients may find themselves having to bring actions to protect their interests or rights, or defend claims brought against them in both civil and criminal matters. The ready use of injunctions in Cambodia can find a commercial enterprise having its business significantly impacted making it necessary to engage the services of a firm that is able to respond rapidly and effectively.

## Where we can help you:

- Providing legal opinions
- Acting as Cambodian law expert witness before foreign courts and tribunals
- Pre-litigation legal assistance (e.g., drafting and serving letter of demands)
- Representation before Cambodian courts in civil, commercial, and criminal cases; and
- Representation before arbitral tribunals

# Projects & International Finance

## Recent Recognition

**Tier 2**, Project Development, IFLR1000, 2020

**Tier 2**, Energy & Infrastructure, IFLR1000, 2017

**Highly Recommended**, Projects & Infrastructure, Asialaw Profiles, 2016-2018

**Highly Recommended**, Energy & Natural Resources, Asialaw Profiles, 2018

**Recommended**, Industrials & Manufacturing, Asialaw Profiles, 2022



We are leading specialists in this field and have played significant roles in the financing of infrastructure, power plants, water supply and distribution systems, toll roads, highways, railways and airports. Our involvement in many large and significant projects in the Kingdom of Cambodia gives us the edge in being able to develop creative and innovative solutions that meet our clients' objectives.

We assist numerous local and foreign companies in all aspects of structuring, negotiating and document preparation for a wide range of power generation and electricity distribution projects.

*"Well experienced and highly qualified, having worked in many different sectors on an international and local scale."* – **Client testimony**

## Our representative experience includes:

- Advising on the project financing of 198 km 230 kV transmission line.
- Advising on the EPC Contract for a 230kV double circuit transmission line.
- Advising on the project implementation and financing documentation of a 135 MW power station.
- Structuring and advising on the legal documentation in relation to the 338MW hydropower plant.
- Advising parties on a joint venture arrangement for the construction of thermal generator with a capacity of 700 MW.

## Where we can help you:

- Market entry
- Advice on syndication loan and project financing
- Drafting transaction agreements
- Application for licenses and permits
- Corporate compliance



# Awards & Rankings

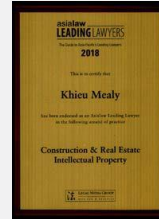
*Reputation matters to us. We respond to our clients' needs with the highest level of service and integrity benchmarked against the best international legal firms*



Advisors to Bank of Ayudhya PCL, 2016



American Lawyer Global Legal Award, 2014



Leading Lawyer Award From Asialaw Profile 2018



Innovative Lawyer Award From Financial Time, 2017

## **Band 1**

General Business Law, Chambers AP, 2021

## **Band 2**

General Business Law, Chambers Global, 2017-2021

## **Tier 1**

General Business Law, Legal 500, 2018-2021

## **Tier 2**

Financial & Corporate, Project Development, IFLR1000, 2020

## **Firm of the Year**

Asia IP Awards, 2019, 2020

## **Outstanding**

General Business Law, Asialaw Profiles, 2022

## **Highly Recommended**

Consumer goods and services, Asialaw Profiles, 2022

## **Leading Firm**

Asia IP Profiles, 2019

## **Recommended**

Intellectual Property, IP Stars, 2021

# Our Clients





## Contact Information

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### Phnom Penh

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### Siem Reap

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