



SITHISAK LAW OFFICE

15th YEAR ANNIVERSARY

FIRM PROFILE



2025

EXPERTISE | STRATEGY | FOCUS



ABOUT US

We are a full-service general practice law firm based in the Kingdom of Cambodia, proudly serving our clients since 2010. Our firm has built a strong reputation as a leading provider of legal services in Cambodia, with a clear focus on our clients' success and growth. We have earned the trust of both local and international businesses, investors, and private individuals seeking expert legal and tax assistance.

Our team of lawyers and advisors is well-versed in both Cambodian law and international legal practices, with many having studied in the U.S, Canada, France, Japan and South Korea. We handle a wide range of legal and tax matters, whether contentious or non-contentious, commercial or otherwise. Our experience also extends to assisting various ministries and governmental agencies with regulatory reforms and development projects.

We are recognized for providing practical, client-focused legal and tax advice, and for our dedicated representation. Our commitment to professionalism, ethical conduct, and a collaborative approach allows us to consistently meet and exceed client expectations. We firmly believe that our clients' success is our success, and we are dedicated to partnering with them to achieve positive results through our expertise, commitment, and tireless efforts.

Our unwavering dedication to these values and our commitment to integrity, being reflected in our firm's name, which define our work and guide our determination to uphold the high standards of the legal profession.



Message from our Managing Director

At Sithisak Law Firm, we are driven by a simple but powerful vision: to provide unparalleled legal services that empower our clients to navigate the complexities of Cambodia's evolving market with confidence and success. As one of the leading full-service law firms in Cambodia, we are proud of our proven track record and commitment to excellence, trust, and integrity.

Since 2010, we have been dedicated to supporting businesses—both local and international—throughout their journey in Cambodia. Whether you are a startup seeking guidance in company formation, an investor navigating regulatory frameworks, or a corporation pursuing expansion, we are here to provide the tailored legal solutions you need.

Our team is composed of highly skilled lawyers and legal advisors, many of whom have been educated in U.S., Canada, France, Japan and South Korean, bringing a unique blend of local expertise and international perspectives. We offer a broad range of services across multiple sectors, including corporate and licensing, commercial law, securities, real estate, banking, insurance, labor law, intellectual law, tax advice and dispute resolution, among others.

What sets us apart is our deep understanding of the Cambodian legal landscape and our unwavering commitment to our clients' success. We provide clear and strategic advice that aligns with the goals of each client, helping them minimize risks and seize opportunities in an ever-changing business environment.

As Cambodia continues to grow as a business hub, we are committed to guiding our clients through the challenges and opportunities of this dynamic market. At Sithisak, your success is our success, and we are here to be your trusted partner every step of the way.

Thank you for considering Sithisak Law Office. We look forward to helping you achieve your business goals and build a prosperous future.

Atty. Noeum Sokvichhai
Managing Director
Sithisak Law Office

Message from our Founding Partner

When I founded Sithisak Law Office in 2010, I envisioned creating a legal practice that would not only provide top-tier legal services but also serve as a trusted partner to businesses and individuals navigating the complexities of Cambodia's rapidly evolving landscape. Over the years, I have watched this vision come to life.

From the start, our approach has been centered on a deep commitment to our clients. We believe in providing more than just legal advice; we offer practical, results-driven solutions that align with each client's unique needs and ambitions. Our diverse expertise spans across various sectors—including corporate law, licensing, real estate, banking, insurance, securities, intellectual law, dispute resolution, and regulatory compliance—ensuring we can meet the demands of both local businesses and international investors.

What set us apart is our relentless focus on building strong, lasting relationships with our clients. Our success is intrinsically tied to their success. Every step we take is guided by the values of integrity, transparency, and professionalism. Whether we are advising a startup, a multinational corporation, or an individual, we approach every case with the same dedication and strategic foresight.

As Cambodia continues to grow as a dynamic business hub in Southeast Asia, we remain committed to being at the forefront of this exciting development. Our legal expertise is complemented by a deep understanding of the local culture, economy, and regulatory environment, which allows us to provide truly bespoke advice and service.

I am grateful for the opportunity to lead Sithisak Law Office and confident that our team will continue delivering exceptional service and innovative solutions. We look forward to supporting your success in Cambodia.

H.E Mok Chansothea
Founding Partner
Sithisak Law Office



OUR PRACTICE AREA



WE OFFER FULL LEGAL SOLUTIONS

WHAT WE OFFER

Comprehensive Legal Expertise

We offer a broad range of legal services. With deep knowledge of Cambodian laws and regulations while maintaining a global perspective, we provide tailored strategic solutions that simplify complex legal matters.

Fast, Efficient, and Cost-Effective Solutions

We understand that time is of the essence for our clients. We offer high-quality legal service that is both fast and cost-effective, and that focus on your needs.

Proven Track Record

We have history of successful outcomes in high-stake cases and complex transactions.

Long-Term Partnership and Growth

We value long-term relationships with our clients. We are committed to growing with you, providing ongoing support and legal guidance as your business evolves. We believe in your success.

OUR CORE VALUES

Expertise

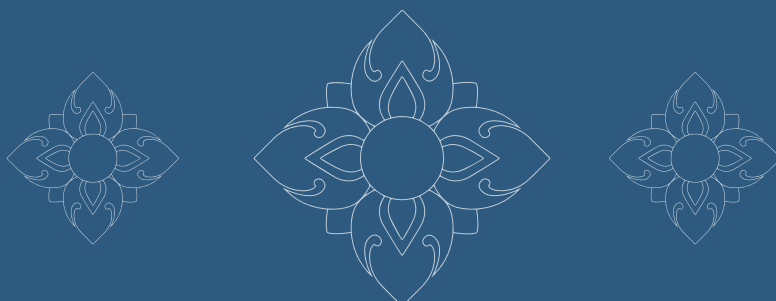
We are recognized as skilled professionals with legal expertise and extensive practical experience and well known as dedicated and dynamic team in delivering services in various types of legal and tax matters.

Strategy

Our clients' success is our success. We advise with our expertise, devotion and best efforts purporting for an optimal solution and strategy for our clients' interest.

Focus

Achieving the best result is our commitment. We put our clients' needs as of priority by always focusing on each particular need, strategy and solution with high consideration and concentration.





OUR TRACK RECORD

Over the years, we have assisted our clients to stay compliance, and reviewed, negotiated and closed numerous deals, registered numerous products, and secured key regulatory approvals across various sectors. Together with our clients, we navigated complex legal landscapes with confidence and ease. From 2022 to end of 2024, we assisted more than 3,000 cases, thanks to our clients for their trust in us.

>3,000

Legal Matters

>500

Clients



Corporate & Commercial

Our **Track Record**

Over the past **three years**, our Corporate and Commercial Practice Group has established a proven track record. We:

- ✓ Handled **over 400 New Business Registration & Change of Corporate Details Cases.**
- ✓ Drafted and reviewed more than 300 agreements.
- ✓ Provided **over 300 labor-related cases.**
- ✓ Offered **thousands of business and tax advice.**
- ✓ Secured **over 100 permits and licenses** with key Ministries and other regulatory bodies.

>400

**New Business Registration &
Change of Corporate Details Cases**

>300

Agreement Drafting and Reviewing

>100

Shares Transfer and M&A cases

Capital Markets

our Track Record

We are an accredited law firm to provide legal services in securities sector and an approved legal representative of the Securities and Exchange Regulator of Cambodia ("SERC") in regulatory compliance issue.

IPO (with aggregated project value of USD 30 million)

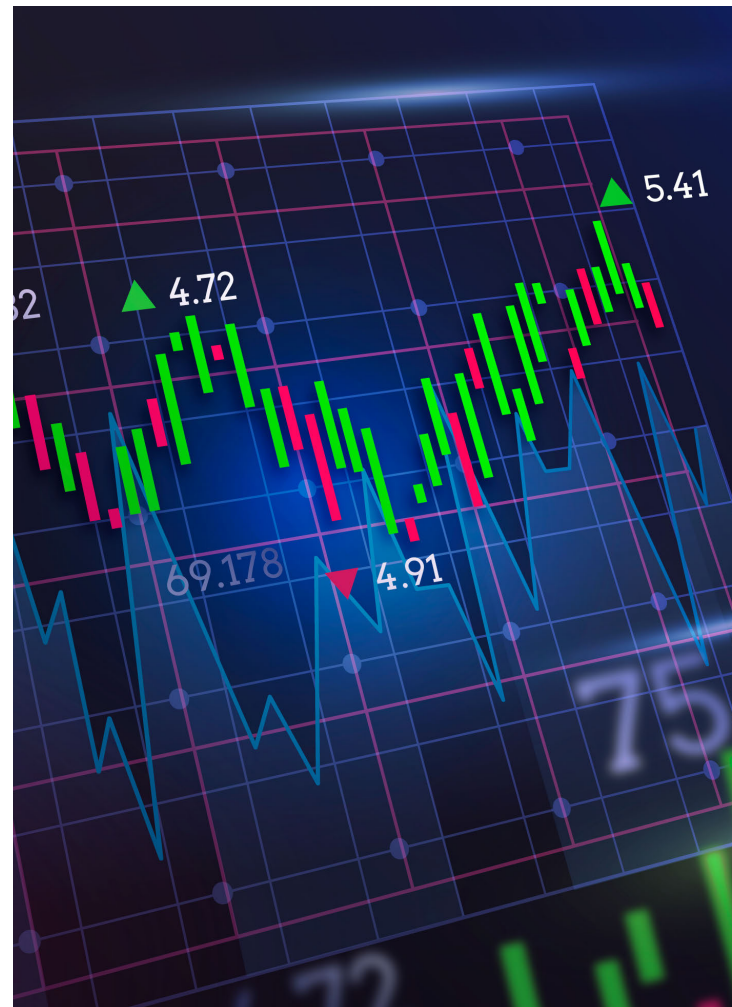
We advised and assisted 4 companies in their restructuring and provided full legal due diligence report for their proposed listing application. We are also currently advising 5 other companies for their aproposed listing.

Bond (with aggregated project value of USD 122.5 million)

We assisted several companies in their restructuring and providing full legal due diligence report for their proposed listing application, we also thoroughly advised on bond terms and conditions, relevant bond documents, and other security documents. Out of 11 listed corporate bonds currently listing on the Cambodia Securities Exchange, we had directly assisted a total of 6 bonds and indirectly involved in a total of 4 bonds.

Derivatives

We successfully assisted 1 company to apply for Derivative Broker License and currently advising 3 other derivative brokers with regard to their compliance in the sector.





Banking

Our Track Record

Over the years, our expertise spans from securing FI licenses and advising on clients' compliance requirements to structuring complex financing deals, preparing loan and security documents, witnessing transactions, registering encumbrances, and assisting clients in debt recovery. During the past 3 years, we have assisted foreign clients including fund management company and financial institutions from Japan, Malaysia, British Virgin Islands, more than 10 FIs and several local investors in their lending and borrowing activities.

Below Is Our Track Record

During the Past 3 Years:

>USD 500 million

Private Loan & Project Financing Transaction

>600

Bank Loan and Encumbrance Registration cases

>100

Debt Recovery Cases

License & Permit

We assisted several clients in obtaining various licenses and permits in Phnom Penh and other provinces, including but not limited to Construction Permits, Building Repair and Demolition Permits, Certificate of Occupancy, Housing Development Business License, Co-ownership Building Development Business License, Property Management License, Land Title Conversion, Land Division, Factory/Handicraft Establishment Permit, and Operation Licence, etc.

High-Rise Building

We provided legal guidance for several joint ventures in **condominium construction** in Phnom Penh, ensuring compliance with local laws and drafting key documents, including Sale and Purchase Agreements, internal regulations, management agreements, leasebacks, and financing agreements.

Hydro Power Plant

We were the sole legal advisor to the Project Owner advising on the **Hydropower Plant Development Project in Koh Kong Province**, value at **USD 300 million**. We provided advice on all the agreements, including the EPC and O&M Contracts, covering everything from development, design, supply, installation, construction, commissioning, and operation to maintenance of the plant.

Road & Bridge

We provided advice on **two bridge construction agreements near Hun Sen Boulevard** and **several road construction projects** in other provinces.

Other Sale and Lease

We advised on **thousands** of real estate sale and purchase contracts, short-term and perpetual lease agreements, bringing our clients's attention on legal risk and practical consideration, and assisted in registering long-term leaseholds.

*"We also provided legal counsel to a major domestic company on their joint venture property development, with an investment portfolio of nearly **USD 200 million in Phnom Penh.**"*



Civil Cases

- ✓ Achieved over **30 favorable civil judgments** in loan recovery proceedings and other substantial claims for four leading commercial banks and various clients.
- ✓ Advised in construction dispute involving complex contractual and technical issues at approximately **USD 26 million**.
- ✓ Advised an investment company on a litigation case at Singapore International Arbitration Centre (SIAC) involving the using of trust fund of **USD 100 million** where security interest was made under various security documents.

Criminal Cases

- ✓ Represented Chinese shareholders and investors in real estate in criminal actions related to fraud and breach of trust, culminating in a favorable settlement.
- ✓ Represented a major food wholesale company in criminal actions related to breach of trust by former sales staff, involving the importing and sale of counterfeit trademark goods.
- ✓ Advised and represented an American beverage company in complex criminal cases involving bounced checks, contract breaches, and various other commercial disputes.
- ✓ Represented Chinese investors in the real estate sector in criminal actions related to fraud and breach of trust.
- ✓ Represented clients in criminal cases related to drug offenses, gambling, physical violence, and sexual harassment, among others.

Preservative Relief Measure

- ✓ Achieved over 10 preservative relief measures on debtor properties nationwide, protecting clients from potential losses.

ADR Cases

- ✓ Represented shareholders of a prominent condominium project in breach of special trust at approximately USD 100 million, achieving a favorable settlement through strategic negotiation and alternative dispute resolution.

*"During the past 3 years we assisted **200+** litigation & ADR cases."*

OUR CORPORATE SOCIAL RESPONSIBILITY (CSR) INITIATIVES

Our law firm is committed to supporting legal knowledge and social good through various initiatives. We provide internal training for staff, sponsor legal publications and scholarships, and offer internships to law students. We also support moot court competitions and share legal knowledge at exhibitions. Additionally, we offer service fee discounts (20%-50%) to clients engaged in socially beneficial activities, such as improving rural livelihoods and providing rural education.

1. Sponsorship of Moot Courts:

We support and sponsor several moot court competitions, including those organized by the National Commercial Arbitration Council and the National University of Management, encouraging students to hone their advocacy skills.



2. Sponsorship of Legal Publications & Scholarships:

We actively support the publication of law bulletins by our partner and sponsor scholarships for students wishing to pursue various legal programs. These programs provide access to experts who share their specialized knowledge in the field.



3. Legal Knowledge Sharing:

We contribute to legal education by sharing knowledge at various exhibition and training programs, helping to raise awareness and promote legal literacy within the community.



4. Internship Program and Internal Training:

We have established a regular internship program lasting up to three months, offering 3rd and 4th-year law students the opportunity to gain hands-on experience and insights into the practical and professional aspects of the legal services industry.

We regularly conduct internal training sessions for our staff to ensure they stay up to date with the latest laws and regulations.

5 Discounts for Socially Beneficial Activities:

We typically offer a discount of 20% to 50% on our service fees to clients whose activities contribute to social good. For example, we have supported NGOs dedicated to improving rural livelihoods and providing free education to students in rural areas.



“ Together Towards Tomorrow ,,”

We believe a shared prosperity will lead us toward a shared future.

OUR SERVICES

We use our knowledge and experiences, we offer a full legal solution flexible to your need.

1. Corporate, Business Licensing, and Investment Services

We provide comprehensive support in the areas of business formation, compliance, and investment.

Our services include:

- Business Registration
- Product Registration
- Tax Registration
- Obtaining Business Licenses & Permits from various government institutions, including but not limited to:
 - Qualified Investment Project
 - Certificate of Compliance
 - Signboard Permit
 - Location Permit
 - Certificate of Fire Prevention
 - Certificate of Good Hygiene Practice
 - Cosmetic Import & Export Establishment
 - Tourism License
 - Factory Establishment and Operation
 - Environmental Monitoring Report
- Drafting of Memorandum and Articles of Association
- Corporate Governance, Risk, and Compliance Consulting
- Financial Recapitalizations
- Business Reorganizations
- Mergers, Acquisitions, and Company Dissolution
- Change of Company Details (e.g., business name, address, or ownership)

2. Labour and Employment Services

We provide expert legal guidance and support in all aspects of labor and employment law, including:

- Enterprise Declaration with the Ministry of Labour and Vocational Training (MLVT)
- Enterprise and Employee Registration with the National Social Security Fund (NSSF)
- Staff Declaration
- Shop Steward Election
- Labour Due Diligence
- Employee Misconduct Investigations
- Drafting and Reviewing:
 - Employment Contracts
 - HR Policies
 - Internal Labour Regulations
 - Employee Handbooks
 - Disciplinary Procedures
- Employment Termination and Compensation
- Compliance with Seniority Payments
- Application for Quotas and Foreign Work Permits
- Overtime Work Permission Applications
- Advisory on Employment and Labour Laws: Offering advice on specific legal regulations and obligations.

3. Taxation & ACAR Services

We offer comprehensive tax advisory and compliance services, including:

- Tax Advice and Compliance Guidance
- Double Taxation Advisory: Applying benefits under Double Taxation Agreements (DTA)
- Tax Registration
- Preparation of Monthly Tax Returns:
 - Tax on Income (TOI)
 - Tax on Salary (TOS)
- Preparation of Annual TOI Returns
- Assistance Through Tax Audits
- Advisory on Tax Implications: For complex investment projects and tax optimization strategies
- Challenging and Disputing Tax Assessments
- Other Compliance with Accounting and Auditing Regulator (ACAR)

4. Intellectual Property & Exclusive Rights Services

We provide expert support in protecting and managing intellectual property (IP) and exclusive rights, including:

- **Trademark and IP Registration:**
 - Assisting with the preparation and filing of trademark applications
 - Changing office addresses for trademarks
 - Renewal and filing of Affidavit of Use/Non-Use
 - Patent and copyright registration
 - Franchise registration
- **Exclusivity Registration:** Assisting with applications for exclusive rights for the importation and distribution of products
- **IP Search and Monitoring:**
 - Conducting trademark searches and mark watches
 - Monitoring compliance to identify IP infringement
 - Advising on opposition and cancellation procedures
- **Advisory on IP Protection:**
 - Providing guidance on trademark and copyright protection
 - Advising on infringement and enforcement actions
- Drafting and Reviewing IP Agreements:
- Franchise agreements and other IP-related contracts
- Ensuring compliance with Cambodian laws, regulations, and best practices

5. Mergers & Acquisitions Services

We offer comprehensive legal support for mergers, acquisitions, and corporate restructuring, including:

- **Legal Due Diligence:**
 - Conducting thorough due diligence on the target company, ensuring compliance with corporate requirements, including incorporation, tax registration, licensing, and permits
 - Identifying legal risks and material issues related to commercial contracts, real property, intellectual property, employment, and legal disputes involving the target company
- **Legal Advisory on Share Transfers:**
 - Providing expert guidance on share transfers and seeking approval from relevant regulators
- **Drafting and Advising on Agreements:**
 - Drafting and advising on share sale and purchase agreements, shareholders' agreements, and restructuring documents
- **Document Preparation and Filing:**
 - Assisting with the preparation and filing of required documents for the registration of share transfers, changes in corporate details, and capital adjustments with relevant Ministries, including the Ministry of Commerce and the Tax Department

6. Loan and Hypothecation Services

We provide a full range of legal services related to loan agreements and hypothecation, including:

- **Loan and Security Agreement Witnessing:**
 - Witnessing and notarizing loan and security agreements
- **Due Diligence:**
 - Conducting due diligence on soft and hard title deeds/LMAP at the Cadastral Office (Unofficial Search)
- **Emcumbranch Registration and Deregistration:**

- Assisting with the registration and deregistration of hypothecs
- Assisting with the filing of notice on pledge creation at the Ministry of Commerce
- **Certified True Copies:**
 - Applying for certified true copies of title deeds at Phnom Penh City Hall
- **Loan Refinancing Assistance:**
 - Assisting with loan refinancing, including depositing banker's cheques
- **Title Deed Certificate Changes:**
 - Assisting with the application for changes to title deed certificates

7. Commercial & Contractual Services

We provide expert legal guidance and drafting services for a wide range of commercial agreements, including:

- **Legal Risk Advisory and Remedies Strategy**
- **Conflict Resolution Advisory: Offering guidance on the most suitable dispute resolution mechanisms**
- **Review and Drafting of Various Commercial Agreements, including but not limited to:**
 - Sale and Purchase Agreement
 - Service Agreement
 - Supply Agreement
 - Joint Venture, Shareholders, and Partnership Agreements
 - Manufacturing Agreement
 - Distribution Agreement
 - Franchise Agreement
 - Dealership Agreement
 - Management Agreement
 - Lease Agreement
 - Promissory Note and Subscription Agreement
 - Pledge and Guarantee Agreement
 - Non-Disclosure Agreement (NDA)

8. Insurance Services

We offer comprehensive legal support for the insurance sector, including:

- **Insurance Business Licensing:**
 - Assisting with applications for insurance business licenses and related approvals from insurance regulators in Cambodia
- **Corporate Approvals and Changes:**
 - Assisting with applications for approvals related to product offerings, share transfers, director/chairman nominations, address changes, and amendments to the company's articles of incorporation
- **Contract Review and Advisory:**
 - Reviewing and advising on standard insurance contracts, insurance consultant contracts, and terms and conditions of insurance products
- **Bancassurance Agreement Review:**
 - Advising on and reviewing bancassurance agreements
- **Negotiation and Dispute Resolution:**
 - Handling disputes related to claim amounts or benefits
 - Representing clients in negotiations and resolving conflicts between policyholders and insurers
- **General Legal Advice:**
 - Providing ongoing legal guidance on insurance regulatory matters

9. Banking and Finance Services

We offer comprehensive legal support for businesses in the banking and financial sectors, including:

- **Licensing and Registration:**
 - Applying for licenses or renewals for RCI, MFI, PSP, and other financial institutions at the National Bank of Cambodia (NBC)

- **Company Detail Changes:**
 - Assisting with applications for changes in company details such as address, capital increases, and changes to board members or shareholders
- **Loan Agreement Drafting:**
 - Drafting various types of loan agreements, including term loans, overdrafts, and other facility agreements
 - Securities Documents:
 - Drafting security-related documents, including pledge agreements, hypothecs, guarantee agreements, and other security agreements
- **Regulatory Compliance Advisory:**
 - Advising on compliance with legal and regulatory requirements in the banking and financial sectors, including prudential regulations, IPOs, bonds, funds, derivatives, and trust laws
- **Asset / Project Financing:**
 - Advising and preparing documentation for various financing projects, including the purchase or lease of assets where different borrowers' assets are used as collateral
- **Panel Lawyer Services:**
 - Loan witnessing and legal certification of loan agreements
 - Unofficial land search
 - Applying for encumbrance registration, including hypothec and pledge registrations

10. Securities (IPO, Bond, Derivative), Fund & Trust Services

We provide comprehensive legal services for securities offerings, fund registrations, and trust structures, including:

- **Legal Advisory for Securities Issuance:**
 - Advising on the issuance of equity securities and debt securities

- **Legal Due Diligence:**
 - Conducting thorough legal due diligence on issuers and their subsidiaries
- **Licensing:**
 - Applying for license for company in securities sector
- **Corporate Governance Advisory:**
 - Advising on corporate governance requirements, board and management structure, and compliance for listed companies
- **Collective Fund Registration:**
 - Assisting with applications for collective fund registrations
- **Security Agent Agreement:**
 - Drafting and reviewing security agent agreements and acting as security agent
- **Document Drafting and Review:**
 - Reviewing and drafting key transaction documents, including underwriting agreements, disclosure documents, bondholder representative agreements, company policies, bond terms and conditions, security documents, and other relevant transaction documents
- **Company Restructuring:**
 - Assisting with amendments to the company's MAOA
 - Applying for company restructuring with the relevant authorities

11. Real Estate & Construction Services

We provide a wide range of legal services for real estate transactions and construction projects, including:

- **Agreement Drafting:**
 - Drafting and reviewing various complex FIDIC agreements and other real estate-related agreements, including land/house/condo sale and purchase agreements, lease and long-term lease agreements, joint venture agreements, and internal rules for co-owned buildings

- **Land and Property Due Diligence:**
 - Conducting comprehensive due diligence on land and property transactions
- **Transaction Advisory:**
 - Providing legal advice on real estate transactions and related matters
- **Tax Advisory:**
 - Advising on tax implications related to real estate transactions and development projects
- **Real Estate Permits and Licenses:**
 - Applying for construction permits, demolition permits, certificates of occupancy, and other real estate development licenses
- **Encumbrance Registration and Deregistration:**
 - Assisting with the registration and deregistration of encumbrances on real property
- **Ownership Transfer Assistance:**
 - Assisting with ownership transfers, including both soft and hard titles
- **Land Title Conversion:**
 - Assisting with the conversion process from soft title to hard title
- **Long-Term Lease Registration:**
 - Assisting with the registration of long-term leases
- **Land Split and Consolidation:**
 - Assisting with land split and land consolidation processes

12. Legal Representation at Court & Alternative Dispute Resolution (ADR) Services

We provide expert legal representation and dispute resolution services, including:

- **Injunction and Preservative Relief:**

- Filing motions for and against injunctions and preservative relief orders
- **Claims and Litigation:**
 - Filing complaints for loan recovery and other substantial claims in civil and criminal cases, including breach of agreement, breach of trust, fraud, etc.
 - Representing clients at all court levels, including the Court of First Instance, Appeal Court, and Supreme Court
- **Execution Proceedings:**
 - Filing motions and representing clients in execution proceedings
- **Negotiation Services:**
 - Engaging in negotiations to resolve disputes efficiently
- **Legal Notices:**
 - Issuing legal notices on behalf of clients
- **Litigation Advisory:**
 - Advising on the legal implications of any litigation or dispute

13. Advising and Drafting Legislation Services

We provide expert legal advisory and drafting services for legislation, including:

- **Review of Existing Laws and Regulations:**
 - Conducting thorough desktop reviews of current laws and regulations to identify issues, challenges, and areas for improvement
- **Comparative Analysis:**
 - Conducting comparative studies on international experiences and best practices, and providing recommendations to clients and relevant Ministries
- **Stakeholder Liaison:**
 - Coordinating with stakeholders to identify key issues and gather essential input for legislative development

- **Drafting Legislation and Supporting Documents:**
 - Producing draft laws, regulations, and related documents to support the legislative process

14. Government and Private Sector Relations Services

We offer strategic legal support in fostering effective relationships between the public and private sectors, including:

- **Strategic Legal Advice:**
 - Providing tailored legal advice on specific matters as required by the client
- **Stakeholder Mapping and Engagement:**
 - Developing stakeholder maps and facilitating engagement with key parties
- **Coordination with Government Institutions:**
 - Coordinating between government institutions and clients to implement projects, including CSR and investment initiatives
- **Negotiation with Government:**
 - Representing and negotiating on behalf of clients in dealings with government institutions
- **Building Government Relations:**
 - Strengthening relationships between clients and relevant government bodies to support long-term project success



MEET OUR LAWYERS





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H.E Mok Chansothea

Founder

H.E Mok Chansothea is a Founder and Senior Advisor of Sithisak Law Office. He was admitted to the Bar Association of the Kingdom of Cambodia in 2009 and since August 2023, he was appointed as Personal Advisor to Samdech Moha Borvor Thipadei Hun Manet, Prime Minister of Cambodia.

Graduated in 2006 from a prestigious Notary School in France, Sothea started his career as legal assistant and legal trainee in Public Notary Office of Maître GÉRARD KAEUFLING. He also worked at regional legal and investment consulting firm specialized in emerging markets. Sothea was also appointed as a legal advisor at a major agro-industrial company in Cambodia. He has extensive experience advising major Cambodian and international companies on various transactions ranging from litigation, investment, real estate and construction, economic land concession, with focus on palm oil, rubber, and sugar cane, company formation, business expansion, employment issues, commercial contracts, securities, and insolvency matters.

Being also a personal assistant to Samdech Thipadei since 2012, Sothea also play a major role in leading various special teams to study and analyse on various issues and to make recommendation on possible solutions.

He speaks Khmer, French and English.

His Education:

- Lee Kuan Yew Senior Fellowship in Public Service (2022)
- Jean Moulin Lyon 3 University, France (Master 2 Professional Public Notary) (2006)
- Lumière Lyon 2 University, France (Master 1 Law of Activities of Business Enterprises) (2005)
- Lumière Lyon 2 University and Royal University of Law and Economics, Cambodia (Cambodia-France Dual Bachelor's Degrees of Laws) (2004)



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Atty. Bell Sak Pheakdey

Of Counsel

Mr. Pheakdey is a Founder and Senior Consultant of Sithisak Law Office, and a member of the Bar Association of the Kingdom of Cambodia.

Mr. Pheakdey is a dedicated Lawyer adept at applying knowledge of commercial, corporate, property and tax regulations and practices. With many years of experience in both public and private sectors, he thrives well in challenging complex work environment and thus maintain poise and confidence in offering well-rounded and analytical advice. Furthermore, He has also assisted various ministries and governmental agencies in drafting legislation and advising on legislative reform.

He speaks Khmer, French and English.

His Education:

- Asia-Pacific Center for Security Studies, USA (Graduate Diploma of Advanced Security Study) (2014)
- University of Montreal, Canada (LL.M. Business Law Exchange Program) (2007)
- Lumière Lyon 2 University, France (Master Professional Comparative Business Law) (2007)
- Royal University of Law and Economics, Cambodia (Cambodia-France Dual Bachelor's Degrees of Laws) (2005)



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H.E Son Sokeng

Of Counsel

H.E Sokeng attended the Institute of Labor Studies of Lyon, Lumière Lyon 2 University in France. He was trained in private law, majoring in enterprise and labor law by reputable professors and lawyers in France and from other European Countries. Prior to joining Sithisak Law Office in 2013, he served as a legal trainee at Global Transitions in Paris. He has also worked with many eminent lawyers from Singapore at the Extraordinary Chambers in the Courts of Cambodia. Sokeng led legal counsel in advising Golden Tree Co., Ltd, Royal Railway Plc., DBD Engineering Plc., and Acleda Bank Plc. on their listings at the Cambodia Securities Exchange (CSX) through IPOs and bond issuances. He also advised Phnom Penh Autonomous Port on its 2016 CSX IPO.

Sokeng specializes in corporate, labor, and real estate law, with notable experience advising a Cambodian- Chinese Joint Venture on real estate projects worth over USD 100 million in Phnom Penh, Siem Reap, and Sihanoukville, as well as advising a major Cambodian bank's property restructuring (approx. USD 100 million). He has also provided counsel to a Thai supermarket on product registration and compliance, and ongoing corporate and labor compliance to a multinational beverage company, among others. Currently, he is the Under-Secretary of State of the Ministry of Public Works and Transport.

He speaks Khmer, French and English.

His Education:

- Institute of Labor Studies of Lyon, Lumière Lyon 2 University (Master of Private Law, majoring Labor law) (2012)
- Lumière Lyon 2 University and Royal University of Law and Economics, Cambodia (Cambodia-France Dual Bachelor's Degrees of Laws) (2010)



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H.E Sin Sokponloe

Of Counsel

H.E Sin Sokponloe was called to the Quebec Bar, Canada in 2015. Prior to joining Sithisak Law Office, Sokponloe practiced at Guzun and Associates, Quebec, Canada, where she gained a broad range of knowledge and experiences in litigation, including commercial, civil, criminal, and administrative matters. She also worked as a judicial interpreter for Ministry of Justice, Quebec, Canada. While attending law school, she worked as a paralegal assistant-receptionist at Grondin Savarese Legal Inc., a law firm founded by Maître Paul-Matthieu Grondin, president of the Young Bar Association of Montreal. Currently, she is the Chief of Minister Cabinet of the Ministry of Tourism.

She speaks Khmer, French and English.

Her Education:

- École du Barreau du Québec, Montreal Center, Canada (Lawyers Professional Training) (2013)
- University of Montreal, Canada (LL.M. Business Law) (2009)
- Jean Moulin Lyon 3 University, France (Master Business Law) (2006)
- Lumière Lyon 2 University and Royal University of Law and Economics, Cambodia (Cambodia-France Dual Bachelor's Degrees of Laws) (2004)



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Atty. Noeum Sokvichhai

Partner

Managing Director and Head of Corporate, Commercial and Investment Practice Group

Atty. Sokvichhai has over 9 years of experience in labor, corporate, commercial, and investment advisory in Cambodia. He advises businesses on commercial, tax, and labor registration, business licensing, product registration and distribution, recapitalization and restructuring, and M&A transactions. He has specialized experience in advising on collective investment funds, IPOs, bond issuances, investment incentives, qualified investment projects, and labor/employment matters. Sokvichhai also assists major companies in drafting complex commercial agreements. Sokvichhai gained his Dual Bachelor's Degree in Law from Lumière Lyon 2 University (France) and Royal University of Law and Economics (Cambodia), and gained his Master's Degree in Public Administration from Korea University (Republic of Korea). He speaks Khmer and English.

His Remarkable Projects:

- Assisted **20+ companies** with proposed listings at the Cambodia Securities Exchange (CSX) and foreign markets through IPOs and bond issuances;
- Advised on several real estate development joint ventures and projects in Phnom Penh and Kampot province, valued over **USD 300 million**;
- Provided strategic advice on labor compliance, HR policies, labour dispute settlement, and union issues to a footwear factory, a multinational beverage company, and a plywood factory employing more than **20,000 workers**;
- Advised Japanese and local investors on asset financing and private investment, totaling over **USD 400 million**, and assisted them in securing the funding and structuring investment deals.



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Atty. Nguon Pagna

Partner

Deputy Managing Director and Head of Litigation & ADR Practice Group

Atty. Pagna possesses extensive experience in litigation and dispute resolution. Prior to joining Sithisak Law Office, he served for eight years as a court clerk at the Phnom Penh Court of First Instance, where he was deeply involved in both practical and complex legal proceedings, handling matters ranging from interim remedies to the resolution of intricate disputes.

Following his admission to the Bar Association of Cambodia, Pagna has provided expert legal counsel, representation, and defense to both local and international clients at all levels of the judiciary. His practice spans a wide array of legal areas, including civil, criminal, family, banking and finance, loan/debt recovery, land and other real estate issues, corporate and other commercial issues. In 2024 alone, he handled over 100 cases for leading commercial banks and domestic and international clients.

He speaks Khmer and English.

His Remarkable Projects:

- Successfully represented shareholders of a prominent condominium project in breach of special trust at approximately **USD 100 million**, achieving a favorable settlement through strategic negotiation and alternative dispute resolution;
- Advised in construction dispute involving complex contractual and technical issues at approximately **USD 26 million**;
- Achieved over **30 favorable civil judgments** in loan recovery proceedings and other substantial claims for four leading commercial banks and various clients;
- Achieved over **10 preservative relief measures** on debtor properties nationwide, protecting clients from potential losses.



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Dr. Chhak Limchheang

Partner

Deputy Managing Director and Head of Real Estate & Construction Practice Group

Dr. Limchheang is an experienced legal professional with a Doctorate in Law from France and over seven years of expertise in real estate transactions and the construction sector in Cambodia. He currently leads the Real Estate & Construction Practice Group. Dr. Limchheang specializes in advising local and international clients on the acquisition, disposal, and leasing of residential, industrial, and commercial properties, as well as resolving complex land disputes. His areas of expertise include commercial leases, factory perpetual leases, real estate joint ventures, FIDIC agreements, and tax advisory.

He speaks Khmer, English and French.

His Remarkable Projects:

- He has advised on both real estate and tax issues for a real estate development project with an approximate investment portfolio of **USD 40 million** in Kampot Province;
- He led the counsel for a major domestic company in their joint venture property development, with an investment portfolio of nearly **USD 200 million** in Phnom Penh;
- He led the counsel for a Hydropower Plant Development Project, including various construction contracts valued at more than **USD 300 million**;
- He provided tax advisory services to a company involved in a PPP project in the aviation industry;
- He led the counsel for a private equity M&A transaction of a factory valued at more than **USD 30 million**;
- He led the counsel for the seller in a real property acquisition by a leading Thai listed company, valued at more than **USD 15 million**, for its subsidiary's headquarters opening in Cambodia.



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Doris Han (Han Li)

Senior Advisor

Head of Chinese Desk

Ms. Han specializes in corporate law, assisting with company incorporations and drafting/reviewing commercial agreements, including leases, loans, purchase/sale, escrow, and joint ventures. She also supports clients with due diligence and commercial negotiations. Before joining Sithisak, Han worked at KCP Cambodia, a Singapore-based regional law firm, where she worked closely with Chinese-speaking clients. Her deep understanding of Chinese culture and business practices has earned her the trust of many Chinese investors. She provides strategic business and investment advice from a macro perspective and shares insights on investment trends across Southeast Asia, drawing from her experience in China, Cambodia, and Myanmar.

Han is fluent in Mandarin and English.

Her Remarkable Projects:

- Advised on **multi-million USD** investment portfolios for real estate development projects in Phnom Penh and other provinces, guiding clients through the full development cycle, ensuring regulatory compliance, and optimizing investment returns;
- Provided expert consultation to **hundreds of Chinese clients** on corporate structures and regulatory compliance, facilitating successful business operations in Cambodia;
- Assisted several Chinese clients with project financing, securing funding for major projects and structuring deals in line with local market requirements.



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Atty. Sok Davy

Senior Advisor

Deputy-Head of Corporate, Commercial and Investment Practice Group

Atty. Davy currently a member of the Working Group for Business Advisory Council of Ministry of Commerce, focusing on promoting and strengthening compliance. She is an experienced legal professional specializing in business, corporate law, labour law and insurance law. Her expertise includes enterprise and tax registrations, securing various business licenses and permits, and advising on corporate governance and compliance. She also handles business reorganizations, mergers, acquisitions, company dissolutions, and updates company's details. In addition, Atty. Davy also excels in employment law, advising on labor compliance, employee contracts, HR policies, and workplace investigations, and providing strategic guidance on matters such as staff registration, terminations, and work permit and overtime applications. She speaks Khmer and English.

Her Remarkable Projects:

- She recently advised on corporate governance to more than **20 companies** seeking to be listed, ensuring compliance with Cambodian securities laws and regulations;
- She conducted legal due diligence on more than **100 companies** for their M&A transactions and their proposed listing both local and international marketplace;
- She assisted several companies to apply for Qualified Investment Project (QIP), approval on master list and Certificate of Compliance from Council for the Development of Cambodia (CDC);
- She assisted thousands of companies regarding their changes of corporate details, and registration of branches / representative office with the relevant ministries.



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Tong Lin

Senior Advisor

Head of Banking, Finance and Capital Markets Practice Group

With over five years of experience in the legal field, Mr. Tong Lin specializes in corporate, commercial, banking, and capital markets matters. He is currently providing legal services to local and international financial institutions, including advising on and drafting complicated financing agreements, security documents, and other related legal matters. Additionally, he has counseled several prominent enterprises in Cambodia on equity and debt securities offerings, public fund issuance under collective investment schemes, as well as trust, corporate, and commercial matters. Mr. Tong Lin, gained his Master's Degree from Nagoya University, Japan.

He speaks Khmer and English.

His Remarkable Projects:

- Advising and assisting 5 companies for their proposed initial public offering (IPO), one of which had successfully listed on Cambodia Securities Exchange (CSX) with the proposed issuance amount of up to **USD 30 million**;
- Advising and assisting 3 companies for their proposed debt securities offering (Bond) with the proposed issuance amount of up to **USD 122.5 million**, two of which were the first ever Green Bond and Sustainability Bond to have ever issued and successfully listed on CSX in the Kingdom of Cambodia;
- Advising and preparing financing documents and security structure for foreign financial institutions and investors in providing financing options to local financial institutions and commercial enterprises for their business operations, and other portfolio assignments with the aggregated transaction value of over **USD 30 million**.



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Sar Tharany

Senior Advisor

Deputy-Head of Real Estate & Construction Practice Group

Ms. Tharany has joined Sithisak Law office since 2017. Throughout the practical experiences and knowledge in real estate, she has provided succinct advice and expeditious support services to diverse clienteles in their commercial and residential real estate projects such as drafting, reviewing and negotiating all types of real estate related agreements, including complex FIDIC agreement, as well as conducting comprehensive due diligence. She also advised several clients on issues related to the construction, sale, and leasing of condominiums, co-owned buildings, factories, and hydropower plants. In addition, she has also diligently assisted her clients in applying for real estate permits, licenses and other entitlements. Ms. Rany gained her Master's Degree from Lumière Lyon 2 University, France. She speaks Khmer, English and French.

Her Remarkable Projects:

- Provided thorough due diligence, agreements, and advice for a Cambodian-Chinese joint venture in its real estate projects with amount of more than **USD 100 million**;
- Provided counsel on Hydropower Plant Development Project and on its various agreements with the value of more than **USD 300 million**;
- Assisted Taiwanese Company in applying for required permits for the construction of its factories and warehouses with the **total building area of more than 74,000 sqm on a 25 ha land**;
- Advising and applying for Co-owned Building Development Business License and property management license for Taiwanese Group Company for its various projects with the capital investment of **USD 12 million**.



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Sorn Dysonyra

Senior Advisor

Deputy Head of Litigation & ADR Practice Group

Ms. Dysonyra is an experienced lawyer with over five years in legal practice, specializing in litigation and Alternative Dispute Resolution (ADR). She handles complex cases for international and local clients across civil, criminal, and commercial disputes, showcases a wide-ranging skill set. In 2024, she advised on over 100 litigation and out-of-court matters for clients in sectors like banking, logistics, energy, and food wholesale. Dysonyra holds a Master 2 in International Business Law from University Paris 2 Panthéon-Assas and a Master's in International Law from the University of Rouen.

Her Remarkable Projects:

- Assisting a leading financial leasing company in recovering a **USD 12 million** debt claim in a complex insolvency case in Cambodia;
- Advising a specialized bank in Cambodia on an efficient out-of-court settlement for a **USD 13 million** debt dispute;
- Supporting a shareholder of a prominent logistics company in Hong Kong on a **USD 1 million** loan recovery, and advising a premium Omakase restaurant in Phnom Penh on a **USD 0.5 million** contract dispute with a key supplier;
- Advising and contributing to over **30 favorable civil judgments** and securing **10+ preservative relief measures** for commercial banks and clients in loan recovery and other major claims.



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Atty. Em Penghong

Senior Advisor

Deputy-Head of Corporate, Commercial and Investment Practice Group

Atty. Penghong has over 10 years of experience providing legal counsel across a broad range of matters. He began his career supporting tasks such as tax and business registration, securing permits, and liaising with authorities. Today, he is recognized as a senior expert in his field. Currently, he specializes in various tax-related matters, including assisting clients with the preparation of compulsory tax return filings, advising on double taxation benefits, and analyzing the tax implications of various transactions such as mergers and acquisitions, land development, cross-border transactions, and importation. His expertise also extends to tax on gambling and tax optimization strategies. Additionally, he supports clients in resolving tax issues, guiding them through tax audits, and providing comprehensive advice on tax-related matters.

He speaks Khmer and English.

His Remarkable Projects:

- Advised on transfer pricing case and facilitated the resolution of a complex tax dispute for one of the biggest automobile company with dispute value worth approximately **USD 1 million**, helping client securing a significant saving;
- Advised and guided more than **20 companies** through the company dissolution process, at the General Department of Taxation and the Ministry of Commerce, successfully helping clients in challenging or disputing the tax assessment;
- Provided expert guidance to several clients on tax optimization strategies to minimize liabilities and enhance financial efficiency in their different investments and development projects.



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Hoan Seamleng

Senior Advisor

Deputy Head of Banking, Finance and Capital Markets Practice Group

Ms. Seamleng has over 9 years of experience specializing in Environment, Real Estate, and Banking & Finance law. She has advised clients on private lending, land issues, real estate sale-purchase and lease agreements, joint ventures in real estate investment, and high-stakes deals. She has assisted over 10 commercial banks and financial institutions with securing encumbrance and hypothec registration and supported hundreds of clients in land ownership transfers and title conversions. Seamleng holds a Master 2 in Governance and Financing of Development from the University of Nice-Sophia Antipolis, France; and Master 1 in International Business Law from University Paris 2 Panthéon-Assas, France.

She speaks Khmer, English and French.

Her Remarkable Projects:

- Assisting **10+ financial institutions with over 500 encumbrance and hypothec registrations and more than 300 land ownership transfers and title conversions**;
- Advising on and preparing various loan and security documents, including SME loans, house loans, car/motorbike loans, financial leases, and commercial credit facilities for private lenders, banks, and financial leasing companies.



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Atty. Try Bakleang

Senior Advisor

Head of Japan Desk and Deputy Head of Real Estate & Construction Practice Group

Mr. Try Bakleang has been chairing and actively lead the Japan Desk of Sithisak Law Office during the last 4 years. He has extensive knowledge and experiences in real estate, construction, trust, corporate, labor and employment, banking and finance, capital markets, and litigation. With many years of legal experiences and fluent in Japanese language, he advises and assists Japanese investors on legal matters in Cambodia. Atty. Bakleang, gained his Master's Degree from Nagoya University, Japan.

He speaks Khmer, Japanese and English.

His Remarkable Projects:

- Advising on an Hydropower Plant Development Project and on its various constructions agreements with the value of more than **USD 300 million**;
- Advising on a Data Center Building Construction Contract with the value of more than **USD 2.5 million**;
- Advising on fund establishment process having the amount of more than **USD 80 million**;
- Advising on a lease agreement for export-oriented corn plantation covering the land size of **1,000 hectares**;
- Advising on a **USD 15.5 million** land transaction, including the preparing of purchase agreement, escrow agreement, and trust deed.



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SITHISAK LAW OFFICE

15th YEAR ANNIVERSARY

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