
CHAMBERS GLOBAL 2024

The Leading Lawyers and Law Firms Globally

Cambodia



How lawyers are ranked

Every year we carry out thousands of in-depth interviews with clients in order to assess the reputations and expertise of business lawyers worldwide. The qualities we look for (and which determine rankings) include technical legal ability, professional conduct, client service, commercial awareness/astuteness, diligence, commitment, and other qualities most valued by the client.

Contents:

General Business Law p.767

Leading Individuals p.769

General Business Law

General Business Law	
Leading Firms	
Band 1	
Bun & Associates	
DFDL	
Band 2	
ANANT Law Firm	
R&T Sok & Heng Law Office	
SOK SIPHANA & ASSOCIATES	
Tilleke & Gibbins (Cambodia) Ltd	
Band 3	
Edenbridge Asia	
HBS LAW	
IAO Asia	
VDB Loi	
Eminent Practitioners	
Eminent Practitioners	
Sok Siphana SOK SIPHANA & ASSOCIATES	
Leading Individuals	
Band 1	
Bun Youdy Bun & Associates	
Rendall Matthew N SOK SIPHANA & ASSOCIATES	
Robinson Chris DFDL	
Band 2	
Cohen Jay Tilleke & Gibbins (Cambodia) Ltd	
Fontaine Antoine ANANT Law Firm	
Heng Chhay R&T Sok & Heng Law Office	
Ing Sophealeak ANANT Law Firm	
Ly Tayseng HBS LAW	
Massin Guillaume DFDL	
Tiv Sophonnora R&T Sok & Heng Law Office	
Band 3	
Gordon Bradley J Edenbridge Asia	
Khieu Mealy SOK SIPHANA & ASSOCIATES	
Lovell Joseph IAO Asia	
Wong Daron SOK SIPHANA & ASSOCIATES	
Yun Potim PYT & Associates (ORL) ◇	
Band 4	
O'Connell Clint DFDL	
Sotheary Hout R&T Sok & Heng Law Office	
Ung Mariza VDB Loi	
Associates to watch	
Mol David Tilleke & Gibbins (Cambodia) Ltd	
* Indicates individual with profile.	
◇ (ORL) = Other Ranked Lawyer.	
Alphabetical order within each band. Band 1 is highest.	

Foreign Desks (Based Abroad)	
General Business Law	
Cambodian expertise based in countries listed below	
Singapore	Reed Smith
Thailand	Allen & Overy
Foreign Experts (Based Abroad)	
General Business Law	
Cambodian expertise based in countries listed below	
Band 1	
Singapore	Hasan Kohe Reed Smith
Thailand	Wilson Sarah Allen & Overy *
Vietnam	Desautels Martin DFDL
Up-and-coming individuals	
Singapore	Tan Chuan How DFDL

Band 1

Bun & Associates

What the team is known for Bun & Associates has a solid track record of assisting blue-chip international clients, particularly banks and overseas investors. The legal team offers outstanding Cambodian law capabilities alongside international experience, and handles M&A, project finance and regulatory advice. Property development, insurance and financial services are core sectors of expertise, as well as employee transfer and labour compliance issues, capital markets and competition law matters in Cambodia. The team is experienced in advising government ministries and international organisations. Clients include Morgan Stanley Asia and GuarantCo.

Strengths

"Bun & Associates have been a pleasure to work with and are always responsive."

"Their advice is very practical and they know our business requirements well."

Work highlights Bun & Associates advised Swire Beverages on the Cambodia law aspects of the acquisition of Cambodia Beverage Company.

Notable practitioners

Bun Youdy is particularly active in banking and finance matters and M&A work. He regularly advises financial institutions as clients.

Strengths: "Youdy is a very knowledgeable and experienced Cambodian attorney who combines his international law experience and experience with MNC clients in providing workable solutions." "He is very client-centric, prompt and always delivers. He is well versed with legal matters, as well as being very tuned in to on-the-ground observations."

DFDL

What the team is known for As a well-regarded regional firm, DFDL is considered a go-to for Cambodian counsel by many international law firms and clients. The full-service firm offers guidance on acquisitions and corporate restructuring, as well as land use, securities, tax and project finance. The team also handles employment and commercial dispute resolution mandates. DFDL represents both Cambodian and foreign corporates, particularly in the energy, finance and real estate sectors. Clients include Royal Group, Domino's Pizza and Triodos Investment Management.

Strengths

"DFDL brings a good understanding of local legal frameworks and market insights, which adds value to the execution of complex structures in transactions."

"They have the ability to handle and respond well to urgent requests, providing effective advice."

Work highlights DFDL advised AirAsia on a joint venture with Sivilai Asia to launch a new airline named AirAsia Cambodia.

Notable practitioners

Martin Desautels is commended for providing robust support to clients in addition to his up-to-date knowledge and expertise. Based in Vietnam, he has a particular focus on energy and infrastructure projects. **Chris Robinson** has forged a formidable reputation as one of the leading lawyers in Cambodia. His practice is focused on M&A, private equity and joint venture transactions. **Strengths:** "He is very switched on and has a strong sense of understanding of the business and legal framework. He is a team player and leads by example." "Chris is a very strong commercial lawyer." **Guillaume Massin** covers a range of practice areas with a particular focus on real estate and construction matters. He is frequently sought

out for project financing mandates in the energy and technology sectors. **Strengths:** “Guillaume is an excellent lawyer and leader. He is technical yet pragmatic and professional.” **Clint O’Connell** leads the firm’s tax and customs practice in Phnom Penh. He advises Cambodian and international clients on tax matters linked to transactional and projects-related matters. **Strengths:** “He is a seasoned tax lawyer who has developed a good team over the years.” **Tan Chuan How** is a partner at DFDL in Singapore with experience in the Cambodian legal market. He regularly advises foreign clients on banking and debt capital market mandates, as well as technology and corporate matters. **Strengths:** “We have had a very positive experience with Chuan How overall, in terms of service level, depth of understanding and commercial awareness.”

Band 2

ANANT Law Firm

What the team is known for ANANT Law Firm is a recently-formed law firm in Phnom Penh, Cambodia, led by experienced lawyers Antoine Fontaine and Ing Sophealeak. Lawyers in the team are experienced across a range of practice areas, including notable expertise regarding real estate and construction matters in Cambodia. The practitioners are also experienced in M&A and insurance-related matters.

Notable practitioners

Antoine Fontaine is particularly well known for his insurance-related work. He also has experience in pharmaceutical regulations. **Ing Sophealeak** has particular strength in real estate matters. He advises clients on regulatory compliance, licensing, tax and acquisitions. **Strengths:** “He knows the real estate industry well and always provides practical and comprehensive advice reflecting our particular business requirements.” “He is sharp and has strong commercial sense.”

R&T Sok & Heng Law Office

What the team is known for Working with the wider Rajah & Tann network, R&T Sok & Heng regularly advises an international clientele on domestic law. The firm retains a strong market reputation for work on cross-border transactions, including project finance and joint ventures, as well as banking and real estate matters. The firm’s Phnom Penh office additionally handles dispute resolution and offers significant knowledge of Cambodian securities law, as well as e-commerce and licensing issues. The legal team acts for a broad mix of Asian and global clients as well as domestic Cambodian corporations. Clients include Coca-Cola, Mediaload and Macau Legend Development.

Strengths

“R&T Sok & Heng help us to find solutions for our business structures.”

Work highlights R&T Sok & Heng advised JS Land on its proposed IPO and public issuance of shares on the Growth Board of the Cambodia Securities Exchange, in a matter worth KHR15.73 billion.

Notable practitioners

Heng Chhay covers a range of legal areas

including commercial, real estate and finance. He also advises e-commerce companies on a range of compliance matters. **Tiv Sophonnora** is experienced in a range of areas including finance, commercial and investment-related issues. He often handles capital markets work in Cambodia. **Hout Sotheary** heads the firm’s corporate and commercial practice. She handles a range of matters including technology, energy and antitrust regulations.

SOK SIPHANA & ASSOCIATES

What the team is known for SOK SIPHANA & ASSOCIATES has a highly regarded local team, advising an international clientele on a broad variety of work, including IP, banking, project finance, corporate and disputes mandates. The team offers notable expertise in property development projects, regularly representing multinational Asian real estate investors and developers. The firm operates a dedicated foreign desk to assist Chinese clients investing into Cambodia. It has offices in both Phnom Penh and Siem Reap. Clients represented include MGA Asia Insurance Brokers, Maxim’s Caterers and EXIM Bank Malaysia.

Strengths

“SOK SIPHANA & ASSOCIATES has lawyers with strong knowledge in local and regional legal fields and has a strong connection with international lawyers. The firm is very proactive in responding to clients’ enquiries.”

“They have a pool of diversified lawyers in various areas of legal matters for customers to select.”

Work highlights SOK SIPHANA & ASSOCIATES advised Leader Energy on the USD118 million acquisition of a 125 km long, 230 kV transmission line from Diamond Power in Cambodia.

Notable practitioners

Sok Siphana is a distinguished practitioner who is revered by sources for his longstanding and diverse practice. He has a focus on international trade, corporate, real estate and intellectual property matters. **Strengths:** “He is a highly capable and knowledgeable legal professional.” **Matthew Rendall** is highly regarded, especially for his experience in real estate matters. He also handles employment, corporate and licensing work. **Strengths:** “He is extremely knowledgeable of the market and can translate the laws. It’s helpful when someone has knowledge of more than one market since he can tell me where the differences are.” “He is one of the very top lawyers in town.” **Khieu Mealy** is acknowledged for the depth of her expertise in the banking sector. She has experience advising on finance and investment mandates in addition to advising on dispute resolution. **Daron Wong** is highly active on a variety of matters including financing, M&A and real estate transactions. He also regularly assists domestic and foreign clients with cross-border contentious matters. **Strengths:** “He is very precise and excellent in contract writing. He doesn’t forget anything.” “He is friendly, with the ability to provide solutions quickly.”

Tilleke & Gibbins (Cambodia) Ltd

What the team is known for As a regional law firm with a Cambodian office, Tilleke & Gibbins is espe-

cially well placed to advise on IP matters. The firm is regularly engaged by clients on market entry in Cambodia, assisting with employment, corporate and real estate issues. The team has significant expertise in data protection and M&A work. Tilleke & Gibbins advises clients from a range of sectors, including the technology, manufacturing and retail industries. Its team is experienced in banking and finance matters, advising a range of lenders and borrowers.

Strengths

“Tilleke & Gibbins provides quick and practical responses, and has a helpful mix of Khmer and international lawyers.”

“They are very responsive and careful to ensure that they have researched and considered various aspects of the law, implications and consequences.”

Work highlights Tilleke & Gibbins advised Khmer Water Supply Holding on the procurement of a USD2.3 million loan from InfraCo Asia towards its working capital and the expansion of its water treatment plants.

Notable practitioners

Jay Cohen is active on technology industry-related matters, including investment, banking, corporate and regulatory issues. He has experience acting for international financial institutions. **Strengths:** “Jay has a practical, no-nonsense manner and an ability to formulate multiple choices for action to address identified issues.” “Jay is an experienced legal counsel and is easy to work with.”

David Mol is an associate at Tilleke & Gibbins in Cambodia who advises on a range of regulatory, transactional and real estate matters for clients.

Strengths: “David is an exceptional lawyer who provides us with practical and actionable advice. We rely heavily on David for our Cambodian activities, to our benefit.”

Band 3

Edenbridge Asia

What the team is known for Edenbridge Asia enters this year’s rankings owing to its solid market reputation in Cambodia’s legal market. The team is especially well known for its work on the return of antiquities to Cambodia from overseas. It also handles corporate legal work, including M&A, joint ventures, employment and dispute resolution.

Notable practitioners

Bradley Gordon is a seasoned lawyer who enjoys a solid reputation for his corporate law practice. He regularly advises regional clients on transactions and is also noted for his work on the repatriation of Cambodian antiquities. **Strengths:** “He is smart as a whip and has done some impressive work helping to return antiquities to Cambodia.”

HBS LAW

What the team is known for HBS Law is a respected local law firm in Cambodia that frequently acts for foreign clients on financing transactions, M&A and regulatory compliance. The firm is well versed in corporate formation and capital markets matters. The team acts for a range of domestic and international parties from the telecoms, consumer products, and banking

and finance sectors, among others.

Notable practitioners

Ly Tayseng has a practice focused on banking, finance and tax. He has experience acting for foreign banks and investors.

IAO Asia

What the team is known for IAO Asia handles a range of corporate and commercial legal matters in Cambodia, relying on its combination of foreign and local law expertise. The team handles a range of banking, aircraft leasing, corporate, labour and real estate law matters. Clients represented include AerCap, Booking.com and Can Sports Shoes.

Strengths

"IAO are able to give good and practical advice, and are up to date with relevant laws and regulations."

"We are happy with them and they are prompt and responsive."

Work highlights IAO Asia advised US DFC on a liquidity loan to Hattha Bank in a transaction worth USD50 million, aimed towards the expansion of its lending to rural communities and women in business.

Notable practitioners

Joseph Lovell is active on a range of matters including corporate and real estate matters, as well as loan agreements. He regularly works with Chinese clients. **Strengths:** *"He is very personable and has great practical experience."* *"He is effective in his responses and always happy to support us."*

VDB | Loi

What the team is known for VDB | Loi houses a respected team that regularly advises domestic and international clients on investments, M&A and real estate transactions. The team is known for extensive experience in offshore corporate structures and tax issues. Key sectors of the firm's focus include property, finance and energy. The firm's other areas of expertise include capital markets, corporate compliance and banking. The team also contains tax advisers to complement its

legal offering. VDB | Loi's clientele includes World Bank, Arcadia Land and The Blue Circle.

Strengths

"The firm and its partners have clear knowledge of the local laws and regulations."

"They provide proactive and clear advice."

Work highlights VDB | Loi assisted Prime Road Power with a full range of issues linked to a 60 MW solar plant project in Kampong Chhnang province.

Notable practitioners

Mariza Ung is co-head of the department and has deep experience in project financing. She also frequently advises regional clients on investment, tax and acquisitions. **Strengths:** *"She is strong in both professional and soft skills, and considers her clients to be a priority."* *"She has provided excellent service and is very open to discussing alternatives."*

Foreign Desks (Based Abroad)

Allen & Overy

What the team is known for Allen & Overy is an active law firm in the Cambodian market, drawing upon the strength of its offices in Bangkok, Hong Kong and Singapore. The team is especially active on energy project financing and development work, as well as general banking work. Key clients of the team include Bank of Ayudhya and Proparco.

Strengths

"A&O has an experienced and highly capable team that is able to take up complex matters and work closely with various parties to resolve any issues."

"In the field of cross-border financing and project financing, they have in-depth expertise in Cambodia and in the region."

Work highlights Allen & Overy advised Sumitomo Mitsui Banking Corporation and Japan International Cooperation Agency on the provision of SOFR-based USD135 million dual-tranche term loan facilities to ACLEDA Bank.

Notable practitioners

Sarah Wilson (see p.2860) in Bangkok is an

expert in projects and banking, with experience handling project financing in the renewable and traditional energy sectors in Cambodia, as well as in relation to the transportation sector. **Strengths:** *"She has great awareness of commercial aspects while providing invaluable and sound advice from a legal perspective."* *"Sarah can handle complex cross-border financing and project financing with the main objective of closing the deal."*

Reed Smith

What the team is known for Reed Smith has long-standing expertise in Cambodia's legal market, representing key domestic and international clients in this jurisdiction. The firm's Singapore office especially leads clients on dispute resolution that arises in Cambodia. The team also advises on the legal aspects of joint ventures, project development, land issues and banking facilities on behalf of clients. The firm has strong energy and TMT sector expertise.

Strengths

"They have a strong understanding of local regulatory requirements and have demonstrated the ability to engage in technical and commercial discussions."

"They get to the point and provide a quick response."

Notable practitioners

Kohe Hasan works from Reed Smith's Singapore office. She has particular strength in energy and mining matters and frequently handles disputes in relation to Cambodia. **Strengths:** *"She has strong connections with local government officials and decision makers."* *"I highly recommend Kohe."*

Other Ranked Lawyers

Potim Yun of PYT & Associates has experience advising foreign investors and financial institutions. He handles a broad range of corporate and finance matters.

Leaders' Profiles in Cambodia

WILSON, Sarah

Allen & Overy, Bangkok

66 2 263 7620

Sarah.Wilson@AllenOvery.com

Featured in General Business Law

(Cambodia), General Business Law (Laos),

General Business Law (Myanmar), Banking

& Finance (Thailand), Projects (Thailand)

See under Thailand for profile.