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Cambodia

No. 65B, St. 111, Sangkat Boeung
Prolit, Khan 7 Makara, Phnom
Penh, Cambodia

BNG Legal, P.O. Box 172, Phnom
Penh, Cambodia

+855 23.217.510

+855 23.212.414

+855 23.212.840

cambodia@bnlegal.com

ipr@bnlegal.com

www.bnlegal.com

Myanmar

#10-01 Sule Square, 221 Sule Pa-
goda Road, Kyauktada Township,
Yangon, Myanmar

+95 9.779.236.691

+1 562.271.8896

myanmar@bnlegal.com

ipr@bnlegal.com

www.bnlegal.com

Firm Overview

BNG Legal is a leading law firm with offices in Cambodia and Myanmar that provides comprehensive legal services to foreign and local clients. Registered with the bar associations in both Cambodia and Myanmar, our legal professionals combine skills that match international standards with broad local expertise.

We differentiate ourselves by coupling a deep understanding of the local business environment with international professionalism and integrity. Superior knowledge of local protocol, local procedure, and local people is necessary for any business to succeed in Southeast Asia.

Regularly advising businesses about their daily operations in Cambodia and Myanmar, BNG Legal is up to date with the latest procedures and legal requirements, helping clients to efficiently and successfully complete any project.



Practice Areas

As a full-service commercial law firm, BNG Legal's practice spans a wide range of areas. We regularly handle corporate affairs, investment facilitation, intellectual property protection, and other matters for international and local clients. Our principal practice areas are:

Corporate & Investment

- Commercial and non-profit incorporation and registration
- Regulatory compliance
- Business licensing and government relations
- Corporate secretarial services
- Corporate structuring and governance
- Shareholder and joint-venture agreements
- Corporate due diligence

Banking & Finance

- Project and structured finance
- Private and commercial loan facilities
- Foreign exchange laws and fund repatriation
- Secured transactions
- Derivatives
- Mergers and acquisitions
- Corporate restructuring and share transfers

Intellectual Property & Technology

- Search and registration of trademarks, patents, copyrights, utility models, and other IPRs
- IP portfolio maintenance
- IP due diligence and clearance
- Licensing and franchising
- Anti-counterfeiting and enforcement

Real Estate & Construction

- Real estate leasing, transactions, and due diligence
- Financing, mortgages, and other securities
- Agricultural land concessions
- Construction contracting and permitting

Energy & Natural Resources

- Concession purchases and leases
- Licensing and regulatory compliance

Taxation & Customs

- Corporate and individual tax filing and compliance
- Tax counseling, strategy, and auditing
- Import duties and customs clearance

Litigation & Dispute Resolution

- Mediation, arbitration, and out-of-court settlement
- Civil and commercial litigation

Maritime & Transportation

- Vessel registration
- Maritime law opinions and dispute resolution

Labor Law & NGOs

- Labor law and regulatory compliance
- Immigration and work permits
- Entity setup and registration
- Licensing and regulatory compliance

Civil Law

- Adoption
- Marriage and divorce
- Wills and succession
- Immigration

“No matter what their size, all our clients receive the same zealous representation and attention to their individual concerns.”

Our Clients

BNG Legal exists to serve its clients' needs. Our broad client base ranges from the world's largest companies, helping to facilitate cross-border transactions, to individuals, helping them with their personal as well as business matters.

No matter what their size, all our clients receive the same zealous representation and attention to their individual concerns. The following matters are representative of the type of work we perform

Corporate & Investment

Petroleum group	Conducted high-end due diligence related to merger & acquisition of a company in the petroleum business
Pharmaceutical group	Assisted with application for authorization of pharmaceutical establishments in Cambodia
Companies/individuals	Drafted effective and enforceable agreements and other documents to protect clients' legal rights and to comply with Cambodia regulations

Banking & Finance

Korean institutional investors	Co-counsel to a Korean company, successfully establishing a local commercial bank
Fast food restaurant	Conducted due diligence in order to apply for initial public offering in Malaysia and provided legal assistance with financial restructuring
Foreign investment fund	Assisted client in all facets of bank acquisition, including due diligence, negotiation, and drafting of agreements

Intellectual Property & Technology

Global automobile and machinery manufacturer	Developed and implemented practical solutions to combat counterfeits entering the Cambodian market
American radio broadcaster	Successfully defended, in Cambodian court, a U.S.-based radio station against claims of copyright infringement
Multinational automobiles	Took a series of enforcement actions against counterfeits circulating in Cambodia and represented client in a settlement with the infringers
International brewery company	Advised on and developed strategies to deal with potential trade dress infringement by a well-known brewery company in Cambodia
Chinese state-owned technology company	Developed strategies and successfully defended against unauthorized use of well-known Chinese trademark by an aggressive social influencer infringer in Cambodia

Real Estate & Construction

Hong Kong venture capital firm	Performed land and corporate due diligence for venture capital firm's property investments in Sihanoukville
Global investment bank	Assisted with the acquisition of a major casino and the transfer of associated licenses

Our Clients

“Superior knowledge of local protocol, local procedure, and local people is necessary for any business to succeed in Southeast Asia”

Energy & Natural Resources

Foreign investors	Conducted due diligence on pledged shares and issued legal opinion on structuring of power plant project
Chinese-state owned company	Conducted due diligence on coal mining investment company for share acquisition; drafted effective and enforceable documentation
Foreign investors	Drafted legal opinion on loan-mortgage registration and advised on project financing

Taxation & Customs

Logistics company	Advised on withholding tax between a Cambodian and Thai entity regarding HR management; reduced applicable tax rate through double taxation agreement provisions; and provided tax planning and compliance regarding subsidiary establishment
Pharmaceutical company	Advised on value-added tax relative to invoices from related party between a Cambodian entity and an Indian entity (supplier); advised on Cambodian subsidiary and non-taxable supply; and advised on Cambodian import duties for pharmaceutical and tax exemptions
Petroleum company	Advised representative office on tax compliance issues with the General Department of Taxation in Cambodia; and provided legal services such as calculating current tax liabilities and penalties; and resolved tax issues with tax authorities

Litigation & Dispute Resolution

Major European airline	Pursued a former employee for theft of corporate assets in criminal court
German insurance company	Advised defendant in complex personal injury case, working with multiple parties across multiple jurisdictions

Maritime & Transportation

Airport in Siem Reap	Drafted legal opinion and advised on loan agreement between foreign bank and an investor in Cambodia
International investor	Assisted with the establishment of a river cruise company and helped to obtain relevant licenses and permits

Our Clients

“Superior knowledge of local protocol, local procedure, and local people is necessary for any business to succeed in Southeast Asia”

Labor & NGOs

American health-sector NGO

Advised on and processed the registration of an international NGO; liaised with the Ministry of Foreign Affairs and International Cooperation to ensure that the relevant documents were processed in a timely manner

Individual

Assisted a client with the setup of an NGO; identified required documentation, explained the procedures involved, and coordinated with local authorities

Foreign airline

Advised on the evolution of labor law in Cambodia, including seniority indemnity payments and related scope of implementation

Foreign investors

Advised on and assisted with labor compliance with respect to the Ministry of Labor and Vocational Training

Civil Law

Individual

Provided Australian client immigrating with adopted daughter to Cambodia with legal opinion regarding customary adoption in Cambodia; and confirmed whether the Australian adoption would be recognized in Cambodia

Individuals

Advised Indian client on required documentation and related procedures to obtain permission to marry Cambodian national; and assisted client in obtaining marriage certificate

Individual

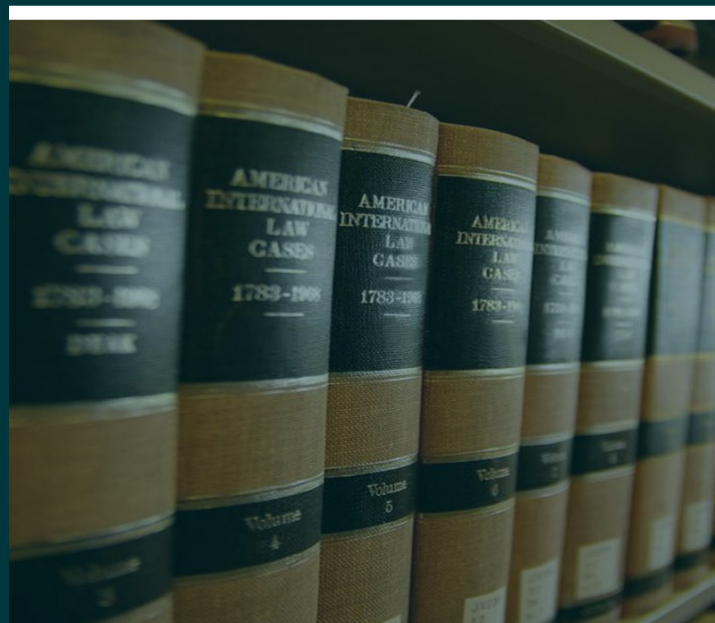
Advised English client on Cambodian divorce laws and obtained equitable division of property through divorce decree; and drafted will devising client's assets

Individuals

Advised clients, beneficiaries of the deceased, regarding strategic plan to obtain funds in Cambodian bank; and assisted clients to obtain funds through court order

Major U.S. technology company

Drafted guide for client detailing required documentation and procedures to obtain work permits for non-Cambodian citizens and to verify the work status of Cambodian citizens



Our Team

Cambodia

Dr. Darwin HEM (Naryth HEM) Attorney, Principal Partner



Mr. Darwin HEM (Naryth HEM) is Senior Partner at BNG Legal. Mr. Darwin is admitted to practice law in Cambodia and is a member of the Bar Association of the Kingdom of Cambodia (BAKC), Asian Patent Attorneys Association (APAA), the Law Association for Asia and the Pacific (LAWASIA), and the Working Party on the Accession of Cambodia into the World Trade Organization.

He is a licensed Trademark Agent in Cambodia, and a licensed Stock Exchange Agent with the Securities and Exchange Commission of Cambodia (SECC). Also, Mr. Darwin is an Arbitrator at the Cambodia Labor Arbitration Council.

Mr. Darwin holds an LL.B. from the Joint-Law Program of the University of San Francisco (USA) and Cambodia, and holds a Certificate of Aptitude in the Legal Profession (CAPA) from the Bar Association of the Kingdom of Cambodia. Mr. Darwin holds a State Doctor Degree in Medicine from the University of Health Sciences (Cambodia) and an MBA in Finance from Charles Sturt University (Australia). He studied economics in Australia and law in France under various scholarships. Mr. Darwin has a Diploma in Economic Law from the Royal School of Administration and a Diploma in Finance from Development Alternatives, Inc. (USA).

Before becoming an attorney, Darwin qualified as a medical doctor and worked as Chief Financial Controller for the Ministry of Economy & Finance in Cambodia. Before co-founding BNG Legal, he practiced law with a regional law firm, which has had a base in Cambodia for many years.

As an attorney and legal consultant, Mr. Darwin has worked on a wide variety of private projects for major national and international companies operating businesses in Cambodia, as well as for many public projects funded by the Asian Development Bank and the World Bank. Darwin specializes in real estate, corporate law, project finance, and intellectual property. Mr. Darwin brings a deep understanding of contemporary Cambodian law and practice to BNG Legal.

Dr. Darwin speaks Khmer, English, and French.

Mr. Neam KOY Senior Attorney



Mr. Koy Neam is a Senior Legal Advisor at BNG Legal. Mr. Koy is a member of the Bar Association of the Kingdom of Cambodia (BAKC). He was elected Bar Council Member, the governing body of the Cambodia Bar Association, for two years. He is currently an Arbitrator at the Cambodia Labor Arbitration Council and a Commercial Arbitrator at the National Commercial Arbitration Center. He teaches company law at the Lawyer Training Center of the BAKC.

Before practicing law, he was a Program Manager at The Asia Foundation for Law Program and the United Nations Development Program for Access to Justice. He was a Professor at the Royal University of Law and Economics and taught law clinic courses at Pannasastra University.

Koy Neam holds a Master of Laws (LL.M.) in International Transactions and Comparative Law from the University of San Francisco School of Law and a Degree in Chemical Engineering from the University of Technology (Cambodia).

Mr. Koy provides legal strategy guidance in complicated litigation. He advises clients in real estate transactions and development, secured transactions, financial leases, corporate law, and labor law. Koy Neam has published several books and has contributed to numerous articles in the Bar Law Bulletin. Some of his publications include *Cambodian Company Law* (2016), *Prosecution: History and Comparative Study* (2006), *Introduction to the Cambodian Judicial Process* (The Asia Foundation, 1998), *English-Khmer Law Dictionary* (The Asia Foundation, 1994 and 1997), and he has also contributed law articles to the Bar Association's Law Bulletin in Nan Chinese (Fukienese), Khmer, and Thai.

Our Team

Cambodia

Mr. Thomas Hornby Senior Counsel



Tom Hornby is Legal Counsel in the BNG Legal corporate practice. He is a highly experienced English law qualified corporate and commercial lawyer with more than 20 years of post-qualification legal experience. Tom read law at the University of Northumbria in Newcastle-upon-Tyne. He was awarded a commendation for his performance in the final Legal Practice Course examinations, taken by students of law at English universities. In addition to his legal education Tom holds an M.A. Honours degree in Economics and French from the University of Aberdeen.

After completing his studies Tom worked for two years as a trainee solicitor with an international law firm headquartered in the City of London.

Tom was admitted to the roll as a Solicitor of the Senior Courts of England and Wales in September 2000 and maintains his membership of the Law Society in England.

Since qualification as a lawyer Tom has advised clients across a range of industrial sectors both in London and internationally. Tom has particular expertise structuring, managing and documenting corporate and finance transactions in emerging markets. Tom has advised clients on major mergers and acquisitions projects and finance transactions in Myanmar (and across the South East Asia region). Tom also spent eight years advising blue chip clients on corporate and finance transactions in Russia and the CIS. As well as his mergers and acquisitions and project finance expertise Tom advises clients, among other things, on market entry requirements and labor law.

Clients appreciate the highly practical approach that Tom takes to his work and his effective transaction management skills. Tom is an accomplished public speaker and presented at the International Legal Forum in St Petersburg in 2012.

Tom is a native English speaker, is fluent in French and has good Russian.

Mr. Ruwan Hulugalle Legal Consultant



Ruwan Hulugalle is a Legal Consultant and Department Head of the Corporate and Banking Department at BNG Legal.

While at BNG Legal, Ruwan has worked on a range of corporate and banking issues including compliance, due diligence, mergers and acquisitions, financing, trusts, and insolvency.

Prior to joining BNG, Ruwan worked on a range of issues in the public and

private sectors including as a private consultant and as commercial advisor for the U.S. Department of State. In his previous work he advised on various commercial issues including market entry, corporate governance, risk management, due diligence, investment facilitation, intellectual property, and dispute resolution in a wide range of industries, and he

collaborated with the Royal Government of Cambodia on high level trade and investment matters.

Ruwan has received several awards from U.S. Government agencies for his efforts.

Ruwan currently serves as Chairman of the Legal Committee of American Chamber of Commerce, responsible for promoting legal compliance and enacting legal reforms to improve the business environment.

Ruwan is a Juris Doctor from the University of Hawai'i and also holds an M.A. from the University of San Diego and an A.B. from Georgetown University in Washington DC, U.S.A. He also was certified in Pacific Asian Legal Studies and Mediation. He is a member of the American Bar Association and the International Bar Association.

Ms. Keopichchenda LONG Senior Legal Associate



Keopichchenda Long is a Senior Legal Property & Technology Practice Group. Keopichchenda holds a Master's Degree in Corporate Law and International Affairs from the University of Jean Moulin Lyon III. She also holds two Bachelor's Degrees: Bachelor Degree in Private Law from the University of Lyon II and a Bachelor Degree from the Royal University of Law and Economics in Law, under a joint program with Lumière Lyon II University in Cambodia. She is a member of Asian Patent Attorney Association (APAA), International Trademark Association (INTA), Intellectual Property Association of Cambodia (IPAC) and Cambodia Women Entrepreneurs Association (CWEA).

Keopichchenda successfully completed the regional and international IP seminar such as 2015 JPAA IP Practitioners Seminar in Indonesia (Jakarta) and IP short training in Japan (Okinawa and Tokyo), Malaysia (Kuala Lumpur), China (Beijing), Indonesia (Bali), India (New Delhi), Hong Kong and Spain (Barcelona). Under the Cambodian IP practice, she has completed the training course on Legal Trademark Agent at the Ministry of Commerce and the training course on IPOS and PCT system at the Ministry of Industry and Handicraft.

At BNG Legal, Keopichchenda mainly specializes in all Intellectual Property Rights related matters, compliance and legal protection. She also specialized in franchise agreement, license contract and product registration. She has assisted and advised number of international clients like a well-known tobacco company in Cambodia. She also advised and provided a legal advice on technology law for a globally known international software company, multinational IT companies and technology transfer for known Japanese, USA and Hong Kong firm.

In addition prior to joining BNG, Keopichchenda interned with the Ministry of Justice and at CREAD (Centre de Recherche Appliqué en Droit). She has also granted scholarships to participate in academic certificate programs in Vietnam (Hanoi, Da Lat and Da Nang).

Keopichchenda mainly specializes in Intellectual Property Law and her other area of practice includes Corporate & Investment Law.

Keopichchenda speaks Khmer, English, French, and basic Vietnamese.

Our Team

Cambodia

Mr. Thomas W. B. Jeffery Legal Consultant



Thomas Jeffery is a Legal Consultant at BNG Legal.

He obtained a bachelor's degree in law from the University of Bristol in the UK, one of Britain's leading universities.

At BNG Legal he has been involved in projects relating to corporate due diligence, real estate, employment and more, whilst working in both the corporate and general practice departments. This has included

advising on company incorporation, employment policies, the implications of mergers and acquisitions and analysing documents to ensure corporate compliance. He is a member of the International Bar Association and Law Asia.

Prior to joining BNG Legal, in over a decade in Cambodia he has been involved in numerous business and corporate dealings, giving him extensive knowledge of the business environment of Cambodia.

He is a native English speaker whilst also speaking Khmer at an advanced level.

Ms. Linna Pen Legal Associate



Ms. Linna Pen is a Legal Associate in the Corporate and Banking Department at BNG Legal. She holds an LLM in Commercial Law from City, University of London, the United Kingdom and completed her Bachelor of Arts in Law from the American University of Phnom Penh.

During her time in London, Ms. Linna volunteered at a legal clinic assisting lawyers in providing legal consultation in negligence and contract related matters. Prior to her postgraduate degree, Ms. Linna worked for an American legal consulting firm in Phnom Penh where she was involved in business registration, business licensing, corporate due diligence, and employment policies. She is also experienced in non-immigration visa applications. In her work in Cambodia, Linna has also assisted in criminal investigations on fraud, embezzlement, and breach of trust. Aside from corporate and criminal matters, she was also involved in the facilitation of the Cambodian stolen statue repatriation project that assisted in the return of stolen artifacts from abroad.

At BNG Legal, Ms. Linna is involved in corporate and banking related matters, including advising on company incorporation, due diligence and drafting corporate documents and shareholder agreements.

She can speak Khmer, English, and Mandarin.

Mr. Bunratanak Tung Chief of Finance, Tax Associate



Mr. Bunratanak Tung is the Chief of Finance and a Tax Associate at BNG Legal. He is also Head of the Administration & Finance Group.

Mr. Bunratanak holds a Bachelor of Finance and Master of Professional Accounting from La Trobe University in Australia. He has completed a Diploma of Cambodian Taxation at CamEd Business School in Phnom Penh, Cambodia.

Before joining BNG Legal, he worked as a bookkeeper and store manager. He has also worked with financial and accounting firms in Australia.

Mr. Bunratanak's practice focuses on internal control systems, corporate accounting, tax accounting, bookkeeping, and tax advisory matters.

Bunratanak speaks Khmer and English.

Mr. Seyha Meak Senior Legal Associate



Seyha is a Senior Legal Associate at BNG Legal. He obtained his bachelor's degree in law from Pannasastra University of Cambodia and a master's degree of justice and social administration (JSA) from Burapha University in Thailand. He is completing his LLM. in private law at the Royal University of Law and Economics in Cambodia.

Prior to joining BNG Legal, he has held various legal positions providing a wide range of experience. Seyha has worked as a legal officer at a professional employers' organization, advising garment factories on labour law compliance and dispute resolution. In addition, he has worked as a senior legal advisor for both national and international NGOs in Cambodia, notably working on legal and policy advocacy strategy for agricultural cooperative development. He has also worked as a legal assistant at a multi-national brewery, supporting legal compliance in all facets of operation.

At BNG Legal, Seyha assists in labour matters, civil disputes, real estate & civil status registration in addition to a plethora of corporate matters such as company set up, corporate compliance and due diligence, specializing in the garment and agricultural sectors.

Seyha speaks Khmer, English and Thai.

Our Team

Cambodia

Ms. Thi Tuyet Nguyen Tax Associate (Consultant)



Ms. Tuyet Nguyen is a Tax Associate and Consultant in the Tax Practice Group of BNG Legal.

Ms. Tuyet Nguyen holds a Diploma of Business Administration and Bachelor of Accounting from La Trobe University of Australia and is currently completing her taxation studies at CamEd Business School in Phnom Penh.

Before joining BNG Legal, Ms. Tuyet Nguyen had been working with BNG Accounting (partner firm of BNG Legal) as a tax assistant. She specializes in tax compliance services and bookkeeping. In addition, she has gained experience working with the Corporate & Banking Practice Group of BNG on various matters, such as company establishment and director and shareholder changes.

Ms. Tuyet Nguyen speaks Vietnamese, English, and basic Khmer.

Mr. Te Duong VATHANA Legal Associate



Mr. TE DUONG VATHANA [TED] is a Legal Associate in the Intellectual Property Department at BNG Legal.

TED holds a Master's Degree in Private Law from the Royal University of Law and Economics (Rules) in Cambodia and a Master's Degree in Industrial System Engineering from Yonsei University of South Korea. Moreover, He has successfully received many other

tertiary degrees such as: Pre-Master Degree in Private Law (Rules); Bachelor Degree of Tourism Management [RUPP, Cambodia] and Bachelor Degree of English Language Education [IFL, Cambodia].

TED has successfully completed the training course "Legal Trademarks Agent Promotion" Department of Intellectual Property of the Ministry of Commerce and become a certified Trademark Agent. Moreover, he has participated in intensive Arbitration training organized by the National Commercial Arbitration Centre (NCAC).

At BNG Legal, TED specializes in all business matters related to Intellectual Property. He has experience in filing applications for the Trademark Registration, Affidavit of Use/Non-Use, Trademark Renewal, Patent Registration, Copyright Registration, and other IP-related matters. Moreover, he has extensive experience in advising on agreements, contracts, MoUs, and other legal documents, related to shopping malls, retail business, office building businesses, and other real estate matters. He has proactively been involved in drafting & negotiating in leasing agreements with International Brand Tenants and Local Brand Tenants. In addition, he works to provide advice on proper compliance to regulations of the National Bank of Cambodia and other related financial institution laws. He has experience in drafting BoD resolutions to approve loan agreements with large oversea lenders.

TED speaks Khmer and English.

Ms. Yasmine Benkoula Legal Consultant



Ms. Yasmine BENKOULA is a Legal Consultant at BNG Legal.

She works in the Intellectual Property & Technology and Corporate & Banking Practice Groups.

Yasmine has completed her Master's Degree in private law at Jean Monnet University (Paris XI) in France and has obtained her second year Master's Degree in French-Asian Business Law at the Pantheon Assas University, conducted at the Royal University of Phnom Penh.

Prior to joining BNG Legal, Yasmine has had various work experience in both France and Cambodia. She worked for one and a half years at another leading law firm in Phnom Penh, where she was involved in compliance and due diligence projects. Yasmine has also completed several internships in Paris, including placements in a notary office and with a lawyer at the Cassation Court and State Council, which has given her knowledge in procedural law and legal memorandum redaction in the private law sector.

She is working towards becoming a member of the Paris Bar.

Yasmine speaks French and English.

Mr. Sonty Sun



Legal Associate

Mr. Sonty Sun is a Legal Associate within the Intellectual Property Department at BNG Legal.

Sonty holds an LLB (Hons) in Law from the University of Worcester in 2021 and an LLM in Professional Legal Practice from the University of Law, Birmingham in the United Kingdom in 2022. Sonty is also a current M2 candidate for the dual LLM in Public International Law from University Paris 8 and the Royal University of Law and Economics.

Prior to joining BNG Legal, Sonty embarked on his legal career in a private law firm in Cambodia, where he began specializing in Intellectual Property. Additionally, Sonty is also an adjunct law lecturer at a private university in Cambodia, currently teaching the Introduction to Public International Law.

At BNG Legal, Sonty works in the IP Department, and is responsible for trademark filing, registration, and prosecution, in addition to advising clients on patent filing.

Sonty speaks Khmer and English.

Our Team

Cambodia

Ms. Sreyroth Khiev Finance and Tax Officer



Ms. Sreyroth Khiev is a Finance Officer and a Tax Officer in the Administration & Finance Department of BNG Legal.

She holds a Bachelor of Accounting from Vanda Institute in Cambodia. Before joining BNG Legal, she worked for local accounting firms, and for BNG Accounting as an administrative officer, billing officer, and accountant. She specializes in accounting compliance and cash flow management.

At BNG Legal, Ms. Sreyroth is responsible for administrative tasks, procurement, and billing services. She also assists clients in their annual and monthly tax filings.

She speaks Khmer and English.

Ms. Seaminhyean TOENG Legal Assistant



Seaminhyean Toeng is a Legal Assistant in the General Practice and Intellectual Property Departments.

Minhyean is an undergraduate student majoring in International Law at the National University of Management and participated at the Oxford International Intellectual Property Moot Court Competition.

Prior to joining the BNG Legal, Minhyean has experience in legal work at other law firms in Phnom Penh, where she completed work related to corporate matters, conducting Legal research, filing documents to various ministries and providing client consultation.

At BNG Legal, Minhyean assists in labour matters, civil disputes, real estate and in the garment and agricultural sectors in addition to assisting with intellectual property registration.

Minhyean speaks Khmer and English.

Mr. Hout Im Legal Assistant



Mr. Hout Im is a Legal Assistant in the Tax Practice Group. He holds a Bachelor of Law from the Royal University of Law and Economics. Mr. Hout specializes in real estate, civil litigation, and taxation. Previously, he worked in the General Practice Group.

At BNG Legal, Hout has assisted numerous clients to process and review land protection, ownership, and transfer documents.

Mr. Hout works on land registrations with officials in various ministries and governmental departments. He also assists clients with monthly and annual tax filings at the General Department of Taxation (GDT).

Mr. Hout speaks Khmer, English, and Basic Thai.

Ms. Chhenghour Kann Legal Assistant



Ms. Chhenghour KANN is a legal assistant in the Tax Practice Department and Corporate Banking Departments. She holds a Bachelor of Laws from the International University of Phnom Penh and a bachelor's degree from the National University of Management.

Prior to working at BNG Legal, Chhenghour worked at the Council of Ministers as a Public Official, where she prepared reports from all Ministries. At BNG Legal, Chhenghour specializes in corporate, banking, and taxation matters. Chhenghour assists clients by reviewing and processing relevant documents and liaising with officials at various Ministries and Departments.

Chhenghour speaks Khmer and English.

Ms, Soksethany CHEA Legal Assistant



Soksethany is a Legal Assistant at BNG Legal. She obtained her bachelor's degree in International Business from the Royal University of Phnom Penh, bachelor's degree of Economic from Royal University of Law and Economics and a master's degree in International Business Law from Paññāsāstra University of Cambodia. Prior to joining BNG Legal, she has held various legal positions providing her with a wide range of experience. Notably, Soksethany has worked as a legal assistant at the Supreme Council of Magistracy in Phnom Penh.

At BNG Legal, Soksethany assists in IP practice department and had been working with BNG IP Department (Partner of BNG Legal) as an IP legal assistant.

Soksethany speaks Khmer and English.

Mr. Sok San Legal Assistant



Sok San is a legal assistant in the General Practice Department.

He is studying for a Bachelor of International Law at the National University of Management in Phnom Penh. He has participated in international moot court competitions, both at the national and international rounds, related to International Human Rights, International Humanitarian Law, International Criminal Law, Foreign Direct Investment Arbitration and Commercial Arbitration, and has experience as a legal intern at other leading law firms in Cambodia.

At BNG Legal, Sok San specializes in general corporate matters, along with labour, litigation, real estate and family. Sok San assists clients by reviewing and processing relevant documentation and liaising with officials at various Ministries and Departments.

Sok San Speaks Khmer and English.

Our Team

Myanmar

Dr. Darwin HEM (Naryth HEM) **Attorney, Principal Partner**



Mr. Darwin HEM (Naryth HEM) is Senior Partner at BNG Legal. Mr. Darwin is admitted to practice law in Cambodia and is a member of the Bar Association of the Kingdom of Cambodia (BAKC), Asian Patent Attorneys Association (APAA), the Law Association for Asia and the Pacific (LAWASIA), and the Working Party on the Accession of Cambodia into the World Trade Organization.

He is a licensed Trademark Agent in Cambodia, and a licensed Stock Exchange Agent with the Securities and Exchange Commission of Cambodia (SECC). Also, Mr. Darwin is an Arbitrator at the Cambodia Labor Arbitration Council.

Mr. Darwin holds an LL.B. from the Joint-Law Program of the University of San Francisco (USA) and Cambodia, and holds a Certificate of Aptitude in the Legal Profession (CAPA) from the Bar Association of the Kingdom of Cambodia. Mr. Darwin holds a State Doctor Degree in Medicine from the University of Health Sciences (Cambodia) and an MBA in Finance from Charles Sturt University (Australia). He studied economics in Australia and law in France under various scholarships. Mr. Darwin has a Diploma in Economic Law from the Royal School of Administration and a Diploma in Finance from Development Alternatives, Inc. (USA).

Before becoming an attorney, Darwin qualified as a medical doctor and worked as Chief Financial Controller for the Ministry of Economy & Finance in Cambodia. Before co-founding BNG Legal, he practiced law with a regional law firm, which has had a base in Cambodia for many years.

As an attorney and legal consultant, Mr. Darwin has worked on a wide variety of private projects for major national and international companies operating businesses in Cambodia, as well as for many public projects funded by the Asian Development Bank and the World Bank. Darwin specializes in real estate, corporate law, project finance, and intellectual property. Mr. Darwin brings a deep understanding of contemporary Cambodian law and practice to BNG Legal.

Dr. Darwin speaks Khmer, English, and French.

Mr. Myint LWIN **Of Counsel**



Mr. Myint Lwin works as Counsel at BNG Legal. He earned his LL.B. and DBL Degrees from Yangon University, and his Postgraduate Diploma in Legal Aspects of Marine Affairs (Cardiff University) as a Chevening Scholar and M.S. Lin Scholar.

He has been practicing since he was admitted as a Higher-Grade Pleader in 1984 and as an Advocate of the Supreme Court in 1986. He has been an elected Member of Parliament (Pyi Thu Hluttaw – part of

the bicameral legislature of Myanmar) since the General Election of 2015, under the umbrella of the National League for Democracy Party of Aung Sun Su Kyi.

Mr. Myint Lwin is a member of International Trademark Association, ASEAN Intellectual Property Association, Inter-Pacific Bar Association, International Association for the Protection of Intellectual Property, and

the Myanmar Bar Council. He was also the Vice President of Intellectual Property Proprietor Association in Myanmar.

Mr. Myint Lwin worked as a civil litigator from 1984 to 1999 and, currently, practices real estate, IP, and corporate law. He is Legal Counsel for the Union of Myanmar Federation of Chambers of Commerce and Industry (RUMFCCI), as well as for the new IP law drafting. He was a speaker at the Doing Business in Myanmar Seminar, which was held by Nishimura & Asahi, the largest law firm in Japan.

Mr. Myint Lwin has a broad range of experience, in both litigation and complex commercial matters.

Myint is fluent in Burmese and English.

Mr. Albert Zaw MIN **Senior Counsel**



Mr. Albert Zaw Min is Senior Counsel at BNG Legal and Founder of Star Trader Law Firm (Reg No. 4/5978, dated 18th December 1996). Mr. Albert is admitted as a Myanmar Lawyer and has been a member of the Legal Consultant Team of the Union of Myanmar Federation for Chamber of Commerce and Industry (UMFCCI), Joint-Secretary of the Intellectual Property Proprietors Association of

Myanmar (IPPAM), Chairman of the International Relationship and Education Committee under MBA, and an advisor for the Asian ARB ADR Alliance (AAAA).

Mr. Albert holds a Bachelor in Law (LL.B.) from Yangon University and educational qualifications P.M.G (2nd class), GMDSS G.O.C. (U.K), DL-101 & DL-201 (Distinction), and DL-450 (WIPO).

With more than 30 years of legal experience and knowledge, he has worked on: various types of investment projects in fields such as maritime and aviation; general insurance and reinsurance claims; dispute settlement; commercial contracts; and intellectual property rights.

In addition to his work as a lawyer, he has been appointed General Secretary of the MBA and is the Founder and President of the pioneering Myanmar International Arbitration Centre (MIAC). He also assists Union, regional, and state governments with drafting Myanmar regulations. Mr. Albert speaks Burmese and English.

Ms. Zar Zar Lwin HTET **Legal Assistant**



Ms. Zar Zar Lwin Htet is a Legal Assistant in the Myanmar Office of BNG Legal. She holds a Bachelor of Law from the University of Yangon and is also a scholarship awardee of long-term exchange program at Nagoya University. Zar Zar is currently serving her apprenticeship to obtain her Higher-Grade Pleader (HGP) licence.

Prior to joining BNG Legal Myanmar, Zar Zar completed internships at various international law firms where she has gained significant knowledge related to corporate laws and investment practices in Myanmar. Moreover, she completed an internship at an international bank, engaging in transaction monitoring procedure, local regulatory reports, ensuring everything followed international and local regulations.

Currently, Zar Zar handling matters related to Intellectual Property and Corporate matters in Myanmar. Zar Zar speaks Burmese, English and Japanese.