



- 1 PROPOSED POSITION** :
- 2 NAME AND STATUS** : LONG Beang, Married
- 3 DATE OF BIRTH** : 25 - January - 1980
- 4 NATIONALITY** : Cambodian
- 5 CURRENT ADDRESS** : #39E0E1, Street E-08, Borey Peng Huoth, The Star Eternal, Phum Damnakhthom 1, Sangkat Stoeung Meanchey, Khan Mean Chey, Phnom Penh, Cambodia
- TELEPHONE No.**
- E-MAIL ADDRESS** : (+855) 12/16 240 011
: longbeang@yahoo.com
- 6 EDUCATION**
- YEAR 2017-Mar, 2018 : Certificate of Commercial Arbitration Skills and Commercial Laws, National Commercial Arbitration Centre
- YEAR Oct-Dec, 2005 : A scholarship to be trained on French Lawyer Profession and Judicial System in France
- YEAR 2002-Dec, 2004 : Master of Law, Degree in Law (LLM) in “International Commercial Law and Corporate Counsel”, Royal University and Science Economics
- YEAR 2002-Aug, 2004 : Certificate of Aptitude in the Legal Profession, Center For Lawyers Training and Legal Professional Improvement
- YEAR 1998-Jan, 2003 : Bachelor of Law “LLB”, Norton University, Faculty of Law
- YEAR 1999-Nov, 2001 : High Diploma of English, Banana Center, Department of English
- YEAR 2003-2004 : Pedagogical Aptitude of Teacher, Cambodian University for Specialties
- 7 OTHER TRAININGS**
- YEAR Dec, 2022 : The Cambodia Train-the-Trainers Program for Environmental Law
- YEAR Aug, 2022 : The Approved Person in Trust Sector
- YEAR Nov, 2020 : The Approved Persons for Securities Firm, CIS Business, and Firms Providing Services in Securities Sector
- YEAR Aug, 2018 : Attended the Training Course on Method of Writing and Scrutinizing Arbitral Awards
- YEAR Feb, 2014 : Attended the Seminar on Hong Kong - An International Hub for Legal and Arbitration Services
- YEAR Sept, 2013 : Attended the Seminar on Jurisdiction of the National Commercial Arbitration Center and Roles of the Lawyer, which was organized by NCAC, IFC, EU and BAKC

- YEAR December, 2012 : Appointed by Royal Academy of Judicial School of Cambodia to be a member for the 6th Promotion of examination: 1- Subject preparation for entrance examination (“Examination subject”) and 2- Preparation of correction schemes (“Correction Schemes”)
- YEAR Sept 13-14, 2012 : Attended the meeting in Singapore on Telecom sector and related issues; 1- Long term Strategy and Digital Services, 2- Network Sharing, 3- Data Management and 4- Private Equity and Venture Capital: Different from traditional M&A.
- YEAR Sept 19-20, 2011 : Attended the meeting in Bangkok on; 1- The digital shadow of consumer data- Implications for the future and the role of the telco, 2- Digital Content, 3- Protecting Confidential Information and Trade Secrets, 4- Crisis Management Workshop, 5- Risks on a Sale Process, 6- Developments in Data Privacy in Asia,
- YEAR July 16, 2011 : Comparative Judicial Review on Administrative Acts: The case of Stock Market in France and Germany and Implication of SECC
- YEAR May 20, 2011 : Certificate of Legal Framework of Capital Market in Cambodia (Stock Exchange of Cambodia) - the course has been on going
- YEAR May 2-5, 2011 : Certificate of Mini-MBA in Telco Industry; Overview Strategic and Commercial Planning, Environmental Analysis and Planning for uncertainty, Introduction to Financial Concept and Analysis, Industry and Competitor Analysis, Advanced Financial Concepts and Accounting, Essential Marketing Concepts, Strategic Implications of Industry Evolution, Analysing and Developing Strategy, Forecasting Techniques, Are Telcos Create Value Today, Basic Valuation Techniques and Investment Appraisals,
- YEAR July.26-27, 2010 : Attend the meeting in Sri Lanka on; 1- Disclosure Requirements under Malaysian Bursa Listing Rules, 2- Arbitration in Commercial Agreement, 3- Social Networking, 4- Service Level Agreements, 5- Infrastructure Sharing and 6- Cloud Computing.
- YEAR Apr.20-23, 2010 : Certificate of participation for Training on “Ultimate Fact and Real Regime of Changing Real Right” in Civil Code and Civil Procedure
- YEAR Feb.15-18, 2010 : Participation in a seminar on “Civil Code of Cambodia” referring to 1- Particular types of contracts and Torts (Sales, Exchange, Gift, Loan for consumption ...etc.) and 2- Security (Right of retention, Preferential right, Pledge etc.)
- YEAR Dec.28, 2009 : Participation in a seminar on “U.S. Foreign Corruption Practices Act or FCPA”
- YEAR Dec.25-29, 2009 : Participation in a seminar on “Civil Code of Cambodia”
- YEAR Setp.29-30, 2009 : Certificate of Completion in Management and Leadership Training, CiPd Professional Development
- YEAR June 16, 2009 : Certificate of Attendance in Cost Reduction and Implementation Programme Training, FiNET CENTER Phnom Penh, Cambodia (Financial Skill Development)

YEAR May 5th, 2009 : Driving License

YEAR August 25, 2006 : Certificate of Communicating Effectively at Work

YEAR August 04, 2006 : Certificate of Safe, Healthy and Productive Enterprise

YEAR November, 2002 : Certificate of E-mail + Internet, Association for Development of Human Resources

YEAR April-May, 2002 : Certificate of COMPUTER Microsoft- Excel, The Banana Center

YEAR June 20, 2002 : Certificates of French language, ATTESTATION DE REUSSITE: A2 Expression des idées et des sentiments, French Culture Centre

YEAR June 07, 2002 : Certificate of French language, ATTESTATION DE REUSSITE: A1 Expression générale, French Culture Center

8 MEMBERSHIP IN PROFESSIONAL SOCIETIES

Early 2020 - Sept. 2021 : Chairman of the Audit Committee to Board of Director for Ly Hour Insurance Plc.

Mar 2019 - Sept. 2021 : Independent Board of Director of Ly Hour Insurance Plc.

Sept 2018 - Up to date : Member of National Commercial Arbitration Centre

2006 - Nov 2009 : An Associate of CAMBODIA LEGAL AFFAIRS OFFICE

Jan. 2005 - Up to date : Member of the Bar Association the Kingdom of Cambodia (BACK)

Sept.2006 - 2018 : Lawyer representing National Authority for Land Dispute Resolution (Government Institution)

May 2004 - May 2006 : Member of China Hong Kong & Macao Expatriate & Association

April 2006 - Jan. 2007 : Member of Land Lawyer Working Group

June 2006 - Jan. 2007 : Observer of the Labour Advisory Committee

9 COUNTRIES OF WORK EXPERIENCE : Cambodia, France, Vietnam, China, Thailand, Malaysia, Indonesia, Singapore and Sri Lanka

10 LANGUAGE & DEGREE OF PROFICIENCY : English - Speaking, Reading, Writing, and Listening - excellent
: French - Competent enough in both writing and speaking - good

11 EMPLOYMENT RECORD

From: 1st February, 2020 To: Today
Self Employed : **PYT & Associates**

Position Held : Managing Partner

Responsibility : Manage all legal works to be handled by respective lawyers including civil and commercial legal aspects

From: 1st August, 2018 To: 31st January 2020
Self Employed : **Khov Tay Long & Associates**

Position Held : Founder & Managing Partner

Responsibility : All legal works to be handled by lawyers including civil and commercial legal aspects

From: 28th April, 2014 To: 31st July 2018
Employer : **Maybank (Cambodia) Plc.**

Position Held : Head, Corporates & Legal Services

Responsibility : To provide all kind of legal advices to all functions or departments for day-to-day operation of the Bank including all kinds of works as a Company Secretary to the Bank

From: 15th Jan, 2014 To: April 2014
Employer : **Khov Long & Associates**

Position Held : Founder & Partner

Responsibility : All legal works to be handled by lawyers including civil and commercial legal aspect

From: 11th March, 2013 To: 30th November, 2013
Employer : **(Cambodia) Advance Communication Co., Ltd.**

Position Held : Legal Advisor

Responsibility : To provide all kind of legal advices and compliant matters to Head of Regulatory, Legal and Corporate Affairs and to other function heads for day-to-day operation of the company including the critical agreements of the company such as interconnection agreements, lease and tenancy agreements, commercial contracts and finance as well as other related litigation issues.

From: 19th April, 2010 To: 28th February, 2013
Employer

Position Held : **HELLO AXIATA COMPANY LIMITED**

Responsibility : Head of Legal

: To provide legal advice for all head functions for day-to-day operation of the company including the critical agreements of the company as a counter party to such as interconnection agreements, equipment supply agreements, lease and tenancy agreements, commercial contracts and finance. To Ensure company's compliance to laws and regulations of Cambodia, all policies and regulatory requirements as well as Group-level policies & best practices. To Keep track of all contracts and agreements including license agreements (a part of company secretary job) where the Company is a party to and ensure that the contracts and agreements are complied with and to be responsible for all litigation or claims that the Company is involved in.

From: 16th Nov., 2009 To: 27th April 2010
Employer : **DFDL MEKONG CAMBODIA**

Position Held : Corporate & Commercial Lawyer

Responsibility : Provide legal advice on general business, such as industry, mines, energy, aviation, telecommunication, investment, licensing, employment, and environment. Draft and review agreements, such as lease, security, mortgage, share pledge, land transfer, share proxy, directorship proxy. Draft various special editions and client alerts in relation to some key laws and regulations or sensitive issues in Cambodia; notably Penal Code of Cambodia (“PCC”), Anti-corruption and Civil Code of Cambodia (“CCC”) Filing application for difference licenses for Intellectual Property Rights, such as different kinds of patent application with Ministry of Industry, Mines and Energy (“MIME”) and trade mark application with Ministry of Commerce (“MOC”) in Cambodia. Liaison, meeting and negotiation with clients and relevant Royal Government of Cambodia ministries, institutions and bureaus to obtain necessary information and other various matters. External liaison directly with senior staffs, the management, Practice Group Heads and Project Mangers “PMs” in DFDL Mekong/Mekong Law Group - Cambodia involved in similar work or on join work-projects and with clients, government ministries, and other authorities. Review and certify translation (Khmer to English and vice versa) of all corporate documents, agreements to ensure that the translation is true and correct; and Serve as translator/interpreter for meeting and negotiation with clients and relevant Royal Government of Cambodia ministries, institutions and bureaus and other institute's international experts for the meetings, assessments, focus group survey, workshops, study tours and the national seminars;

From: 1st Nov., 2007
Employer

To: 16th November 2009
: **TELEKOM MALAYSIA INTERNATIONAL
(CAMBODIA) CO. LTD.**

Position Held : Legal Advisor

Responsibility : To provide legal advice for all head functions for day-to-day operation of the company including the critical agreements of the company as a counter party to such as interconnection agreements, equipment supply agreements, lease and tenancy agreements, commercial contracts and finance. To Ensure company’s compliance to all policy and regulatory requirements as well as Group-level policies & best practices. To Keep track of all contracts and agreements that the Company is a party to and ensure that the contracts and agreements are complied with and to be responsible for all litigation or claims that the Company is involved in.

From: January, 2007
Employer
Position Held

To: November 2009
: **CAMBODIA LEGAL AFFAIRS OFFICE**
: An Associate

Responsibility : To be a Free Land Lawyer, Advise, Draft and Review Share Sale and Purchase Agreements, Shareholder Agreement. To Represent and defend all the court cases in all court levels, Represent private companies and public institutions such Lian Heng Trading,

Samnang Angkor Development Ltd and National Institution for Land Dispute Resolutions (NILDR)

From: June 01, 2006 To: January 2007
 Employer : **Cambodian Federation of Employers and Business Associations (CAMFEBA)**
 Position Held : Information and Legal Officer, Legal Department
 Responsibility : To collect, analyze and disseminate information that are of interest to members such as arbitral awards, laws and regulations. To translate the legal document or letter from English - Khmer. Prepare research papers for the board members, make presentation and write articles etc. To give the consultation regarding the labor law issues to all members. To coordinate the Human Resource Club Meeting to share the member's experience with regard to the labor law issues and others. To coordinate the Labor Advisory Committee's members on behalf of the employer side.

From: Feb 2004 To: May 31, 2006
 Employer : **B.N.G Advocates and Solicitors**
 Position Held : Attorney-at-Law, Chief of Litigation (Advocates) Department

Responsibility : To consult to all clients matters related insurance, contract, criminal laws and a like. Translation of legal document from Khmer - English, Make visit to the court for reconciliation and submitting the evidence upon necessary regarding to the court procedure, Participate and defend clients in all court levels in Cambodia, To verify the monthly law update from Khmer to English, To communicate and make arrangement for making appointment and negotiated with client and make progress reports which afterward discussed with the managing director and consequently sent to clients.

From: April 2003 To: June 2003
 Employer : **Indochine Insurance Company**
 Position Held : Claim Agent

Responsibilities : To assist in preparation of insurance policies and regulations for company, promptly responses to all clients who called for assistance when the accidents taking place in various places. Sometime, go to the province to settle the accident cases of company's clients and to guarantee the accident's car or bus from Circular Police Inspection

From: Nov 2002 : May 2003
 Employer : **Volunteer Youth Congress for Democracy (VYCD)**
 Position Held : Contract Law Lecturer

Responsibilities : To assist in drafting internal rule and regulation of the VYCD, prepare lessons for students, lesson plans and study records each month and submitted them to the rector of study department of VYCD. To give the assignment to students and prepare the correction for students

12 DETAIL TASKS ASSIGNED : KHOV TAY LONG & ASSOCIATES ("KTL")

Field of Corporate and Commercial (National & international)

- Manage all technical legal aspects for every clients of the firm (KTL) by working with all lawyers in the law firm;
- Manage all administrative works of the law firm;
- Directly handle all works engaged by the clients, in particular on advising, drafting and reviewing Share Sale and Purchase Agreements, Shareholder Agreement, Memorandum and Articles of the Company (M&A) ...etc;
- To Represent and defend all the court cases in all court levels regarding civil cases, commercial case, labour dispute resolutions and criminal cases;

Field of Corporate and Commercial (National & international)

: **MAYBANK (CAMBODIA) PLC.**

- Take a lead on development of In-House Legal Documentation;
- Review and advise on all commercial agreements before asking for approval from CEO and EXCO;
- Give legal advices on specific matters requested by all branches and the Bank as a whole where necessary;
- Take a dual role as a Co-Company Secretary to EXCO and Board of Director of the Bank;
- Put in place a criteria of recruiting Limited Panel Lawyers and prepare its letter of appointment accordingly;
- Monitor and review the SLA of all Limited Panel Lawyers to ensure the turnaround time provided by the bank to the customers are competitive in the market.

Field of Corporate and Commercial (National & international)

: **HELLO AXIATA COMPANY LIMITED**

- Provide all kind of legal advices for all head functions and management for day-to-day operation of the company including the critical agreements of the company as a counter party to such as interconnection agreements, equipment supply agreements, lease and tenancy agreements, commercial contracts and finance;
- Ensure company's compliance to laws and regulations of Cambodia, all policies and regulatory requirements as well as Group-level policies & best practices;
- Keep track of all contracts and agreements including license agreements (a part of company secretary job) where the Company is a party to and ensure that the contracts and agreements are complied with and to be responsible for all litigation or claims that the Company is involved in;
- Draft and put in place of contract management policies to ensure the best process and practice for the company;
- Drive the cost saving under the contract management policies as much as possible via KPI basis;
- Work closely with internal and external audits year on year basis or at any time required;
- Regularly work with Group Legal and company secretary of Axiata Group Berhard based on projects basis.

Field of Corporate and Commercial (National & international)

: **DFDL MEKONG CAMBODIA**

- Provide legal advice on general business, such as industry, mines, energy, aviation, telecommunication, investment, licensing, employment, and environment;

- Liaison, meeting and negotiation with clients and relevant Royal Government of Cambodia ministries, institutions and bureaus to obtain necessary information and other various matters;
- Draft and review agreements, such as lease, security, mortgage, share pledge, land transfer, share proxy, directorship proxy;
- Filing application for difference licenses for Intellectual Property Rights, such as different kinds of patent application with Ministry of Industry, Mines and Energy (“MIME”) and trade mark application with Ministry of Commerce (“MOC”) in Cambodia;
- Conduct title search; land title search, company search, trademark search, and license search.
- Drafting various special editions and client alerts in relation to some key laws and regulations or sensitive issues in Cambodia; notably Penal Code of Cambodia (“PCC”), Anti-corruption and Civil Code of Cambodia (“CCC”);
- External liaison directly with senior staffs, the management, Practice Group Heads and Project Mangers “PMs” in DFDL Mekong/Mekong Law Group – Cambodia involved in similar work or on join work-projects and with clients, government ministries, other authorities;
- Act as liaison officer with the officials of various Government officials, Government ministries, institutions, police, courts, MPs and NGOs;
- Review and certify translation (Khmer to English and vice versa) of all corporate documents, agreements to ensure that the translation is true and correct; and
- Serve as translator/interpreter for meeting and negotiation with clients and relevant Royal Government of Cambodia ministries, institutions and bureaus and other institute's international experts for the meetings, assessments, focus group survey, workshops, study tours and the national seminars;

Field of Commercial
and Civil law (National
& international)

**: TELEKOM MALAYSIA INTERNATIONAL
(CAMBODIA) CO. LTD.**

- Assist the Company to provide legal advice on all legal matters including but not limited to matters with regulators, interconnection agreements, equipment supply agreements, lease and tenancy agreements, commercial contracts and finance agreements;
- Review, analyse and propose improved regulatory conditions (e.g. licensing; tariffs) aimed at expanding scope and opportunities and reducing regulatory risk for the business
- Advise, revise, consult and draft all legal papers of the company by making it in compliance;
- Respond effectively to the introduction of new policies, rules and regulations that have an impact on the Company and industry and where required, to develop submissions and

- position papers articulating the Company's preferred outcomes
- Ensure company's compliance to all policy and regulatory requirements as well as Group-level policies & best practices;
- Proactively engage with relevant stakeholders i.e. policy makers; regulators; and Government organisations (e.g. lobbying for favourable license conditions, terms and conditions for access and interconnection; optimal allocation of resources, etc);
- Facilitate and coordinate the loan of USD80,000,000 (Eighty Million United States Dollar) for TMIC;
- Instruct, monitor and liaise with external lawyers where external lawyers are appointed;
- Keep track of all contracts and agreements that the Company is a party to and ensure that the contracts and agreements are complied with;
- Set up and standardize the relevant agreement of TMIC and plan to achieve it;
- Be responsible for all litigation or claims that the Company is involved in;
- To review and advise on the HR Policy, Shareholder Agreement, Memorandum and Articles of the Company (M&A) of TMIC;

Field of Labour and Civil law (National & international)

: CAMBODIA LEGAL AFFAIRS OFFICE

- To be an Associate and a Free Land Lawyer;
- To Advise, Draft and Review Share Sale and Purchase Agreements, Shareholder Agreement, Memorandum and Articles of the Company (M&A);
- To Represent and defend all the court cases in all court levels regarding civil cases, commercial case, labour dispute resolutions and criminal cases;
- To Represent private companies and public institutions such as Lian Heng Trading, Samnang Angkor Development Ltd and National Institution for Land Dispute Resolutions (NILDR);

Field of Labour and Civil law (National & international)

: Cambodian Federation of Employers and Business Association

- To collect, analyze and disseminate information that are of interest to members, this includes the analysis of arbitral awards, laws and regulations;
- Identify issues and advocate effectively with CAMFEBA members, governments and other stakeholders;
- Prepare research papers for board members, make presentation and write articles etc.
- Establishing information channels and information resources for members and third parties;
- Advise and provide members of CAMFEBA on questions pertaining to labor law and labor related regulations;
- Facilitate dialogue between employers and employees and to advise members in the area of dialogue with social partners and government;
- Assist members in their industrial disputes at the company level;
- Assist members in their cases at the arbitration council;
- Provide training on new developments within the field of labor law;

- Partake in cross functional projects
- Field of Commercial, Civil and Criminal Laws (National & international) : **B.N.G Advocates and Solicitors (Approximately 3 years)**
- To draft contracts, operational guidelines, legal and paper research,
 - To draft of Law, administrative regulations and Regulating guideline,
 - To draft paper research, memorandums and articles or by-law and legal opinions,
 - To draft progress reports of all clients in handling and to send them out after reviewing with managing director,
 - To participate in all technical and general meetings held by B.N.G or any relevant law firms,
 - To update Intellectual property laws, regulations and IP development in Cambodia,
 - To update Labor Compliance Guide for the company,
 - To consult clients mostly in the field of Insurance, contract, and criminal law...etc,
 - To draft complaints, Power of attorney and review all the court progress or report before sending to Managing Director for review and sending to client,
 - To verify law update translation version: Khmer-English, English-Khmer,
 - To follow up all court cases being clients of BNG,
 - To assign other associate attorney to draft the progress reports,
 - To outline the Academic Paper or Book in the field of Business and Investment Laws
 - To reconcile the conflicted parties and try to find the proper solution for the parties
 - To represent and defend the party

- Field of Commercial and Civil Laws (National & international) : **Indochine Insurance Company**
- To draft administration and regulation guidelines,
 - To participate in drafting the operational guidelines,
 - To draft and review the procedure of avoiding the traffic accidents and saving the victims and clients,
 - To do the presentation of policies of company in seminars or workshops how to call for assistance when the traffic accident taking place,
 - To go to various provinces to settle the traffic accident of clients and to guarantee the accident's car or bus from Circular Police Inspection

- Field of Education of laws (National & international) : **Volunteer Youth Congress for Democracy**
- To draft lessons for students
 - To draft hand outs and assignments for students
 - To organize the group discussion between students
 - To instruct the students how to research, find out and to apply for job, etc.
 - To participate in drafting the Disciplinary or Internal Rules and Regulations of the Institute,
 - To participate in technical meeting presided by the President of the Institute
 - Follow the student center method

REFEREES

1- Mr.
, [*Current position & company name*]

Tel:
2- Ms.
....., [Current position & company name]
Tel:

13 CERTIFICATIONS

I, the undersigned, certify that; to the best of my knowledge and belief, this biodata correctly describes myself, my qualifications, and my experience. I understand that any wilful misstatement described herein may lead to my disqualification or dismissal, if engaged.



SIGNATURE:

DATE OF SIGNING: 7th April 2023
Day Month Year