



COMPANY PROFILE.

Version 2.1

WELCOME TO
Lotus Green Team



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1 MESSAGE FROM MANAGING DIRECTOR

Dear Stakeholders,

Lotus Green Team was originally formed by a group of like-minded friends. Over the years, it has evolved into a strong, professional engineering company that has proudly contributed to many iconic projects in Cambodia.

Our **people**, our **culture**, and our **team spirit** have always made the difference. Today, amidst global economic turbulence and increasing market volatility including the impact of rising tariffs we continue to adapt and push forward. These challenges are driving us to reimagine the way we work and strengthen our resilience.

We are actively refining our working model to enhance productivity, efficiency, and overall value to our clients and partners. Embracing digitalization, streamlining operations, and optimizing manpower utilization are key priorities in this transformation. Agility is no longer a choice it is a necessity.

Our journey is one of continuous improvement, driven by our commitment to **“Engineering for a Better Cambodia”** With a strong learning culture, unity among our teams, and unwavering dedication from our people and leadership, Lotus Green Team is well positioned to meet the challenges ahead and seize new opportunities for growth.

On behalf of Lotus Green Team, I extend our heartfelt thanks to all our suppliers, construction partners, and valued customers for your continued trust and support. We look forward to building even greater successes together in the years to come.

Warm Regards,



Hong Leang Y
Managing Director



2 COMPANY OVERVIEW

ABOUT LOTUS GREEN TEAM

Lotus Green Team is a Phnom Penh based Engineering and Contracting Firm **specializing in the delivery of high-quality Mechanical Ventilation and Air conditioning, Electrical, and Plumbing (MEP) solutions for Construction sector in Cambodia.** We are dedicated to providing advanced, integrated systems, each designed and executed, to meet rigorous international standards.

Since our establishment, we have served a diverse portfolio of clients across the private sectors, government institutions, and non-governmental organizations. Our end-to-end service model includes design, engineering, execution, and comprehensive maintenance packages, offering clients a complete and reliable project solution. Our strength lies in our people.

We bring together **skilled and dedicated workforce, led by seasoned engineers with extensive experience** in both planning and site execution. This synergy of technical expertise, quality workmanship, and project discipline ensures that every system we deliver is efficient, durable, and performance-driven.

Lotus Green Team is **committed to helping clients maximize value through intelligent resource management, energy efficient designs, and dependable service delivery.** Our approach is grounded in professionalism, continuous improvement, and a strong adherence to quality, safety, and sustainability principles. These values define our identity and position us as a trusted partner in Cambodia's evolving construction landscape.

MEANING OF THE LOTUS



The **LOTUS** is a revered aquatic plant across Asia, known for its ability to thrive in muddy waters and emerge each day in pristine beauty. Rooted deep in the mud, the **LOTUS** submerges every night and rises again with the sunrise untouched, pure, and radiant. It grows above its murky surroundings, offering shade and symbolizing resilience, renewal, and quiet strength. Across cultures, the lotus is a symbol of success, honor, admiration, and prosperity.

Inspired by these values, Lotus Green Team was officially established in January 2012. Like the **LOTUS**, **we have grown steadily from humble beginnings rising through challenges and flourishing in a competitive environment.** Over the years, we have successfully delivered numerous projects in Phnom Penh, Siem Reap, and throughout Cambodia, earning trust through our professionalism and dedication.

As we look to the future, Lotus Green Team remains committed to growing from strength to strength refining our quality, expanding our capabilities, and staying true to the spirit of the lotus.



“““ WE BRING TOGETHER TALENTED MAN-POWER





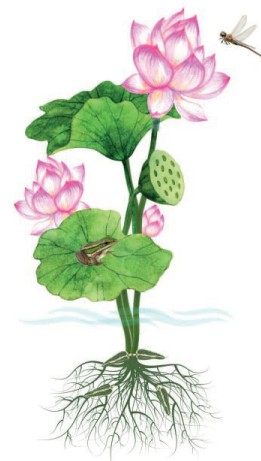
LOTUS VISION

To become the leading engineering contractor and the main construction distributor in the region through core competitive advantages and pioneering technology investment.



LOTUS MISSION

Lotus Green Team provides qualified and competent teams to deliver unique and effective solutions to and beyond our customers' expectation.



LOTUS VALUES



HUMANITY

- We **support** one another to **achieve our common goals**.
- We **share** and **care** to be more productive.
- We **do the right thing as human beings**, guided by moral and ethical principles, for the sake of peace and harmony.



KAIZEN

- We **plan, do, check,** and pursue **continuous improvement**.
- We **take ownership** and **deliver quality work**.
- We habitually develop **innovative ideas** for better results.



RELIABILITY

- We dare to **think**, dare to **speak**, dare to do, dare to **accept**.
- We provide **quality** and efficient **solutions**.
- We live with **integrity, honor** and **dignity**.

Our Greatest Asset
Our personnel are the cornerstone to our smooth and successful operation.



Technical and Design

To develop conceptual ideas into engineering design drawings, and then develop into project costing.



Operation

To develop design drawings into reality and to provide engineering support to our clients for the smooth operation.



Finance And Accounting

To manage cash flow and treasury functions.



Human Resource and Administrative

To facilitate work flow in the offices and sites.



Procurement

To ensure timely procurement and delivery of quality goods and services, and manage logistics at competitive prices.



Coordination

To ensures the successful integration of MEP systems while maintaining high standards of quality and performance.

TEAM
COMPOSITION

Our team composition harnesses diverse skills and perspectives, fostering collaboration that drives innovation and success.



OUR MANAGEMENT TEAM

Hong Leang Y

Managing Director



Leang Y graduated from the School of Management at the Asian Institute of Technology (AIT) in 2007. He previously earned a degree in Mechanical Engineering from the Institute of Technology of Cambodia (Techno) in 2003. He holds two professional titles from the Board of Engineers Cambodia (BEC): ASEAN Engineer and Professional Engineer.

After graduating from AIT, Leang Y began his career as General Manager at a trading company. This role allowed him to apply his MBA knowledge from the start-up phase through to building a profitable firm. In 2012, he went on to establish Lotus Green Team.

He received the Award of Excellence from the ASEAN-China Outstanding Young Entrepreneur in 2015. He was also honored with the ASEAN Business Award of Excellence in 2016, 2017, and 2018. These awards recognized his achievements in employment and business growth.

Heng Sruoy

Project Coordination Director



Sruoy graduated with a Degree in Electrical Engineering from the Institute of Technology of Cambodia. His academic training equipped him with strong technical and analytical skills. This foundation has supported his successful leadership in engineering coordination.

He has extensive experience managing construction works at Phnom Penh and Siem Reap International Airports. He has also overseen several Clean Room projects in both Cambodia and Laos. His experience spans across complex, high-standard engineering environments.

Sruoy has made many positive contributions to the development of Lotus Green Team. He is currently responsible for managing the Shop Drawing, QAQC, and T&C Teams. His coordination ensures high-quality delivery and compliance across all technical functions.

Han Danit

Technical Director



Danit holds a Bachelor Degree in Mechanical Engineering from the Institute of Technology of Cambodia. He also earned a Training Degree from IUT (Instituts Universitaires de Technologie) at the University of Evry Val d'Essonne in France. His academic path blends local and international engineering education.

Danit joined Lotus Green Team in 2012. He is responsible for managing the Mechanical Design Team to ensure maximum customer satisfaction. He previously taught for 2 years as a Mechanical Lecturer.

Danit has over 23 years of experience in HVAC system design. His design leadership brings precision and innovation to each project. His work continues to drive technical quality and client value.

Seng Sreyvoleak

Finance Manager



Sreyvoleak graduated with a Bachelor's Degree in Business Administration, majoring in Accounting. She is currently pursuing her professional accounting qualification with ACCA. Her academic and professional studies have enhanced her expertise in financial management and reporting.

She has over 20 years of experience in finance and accounting across various industries. Prior to joining Lotus Green Team in 2015, she worked in trading, insurance, service, and NGO sectors. Her broad background allows her to adapt financial strategies to diverse business models.

Sreyvoleak plays a key role in cash flow management, financial reporting, budgeting, and cost analysis. She also oversees tax compliance, auditing, and the development of standard accounting procedures. Her work significantly contributes to improving overall financial operations and efficiency.



Yort Malen

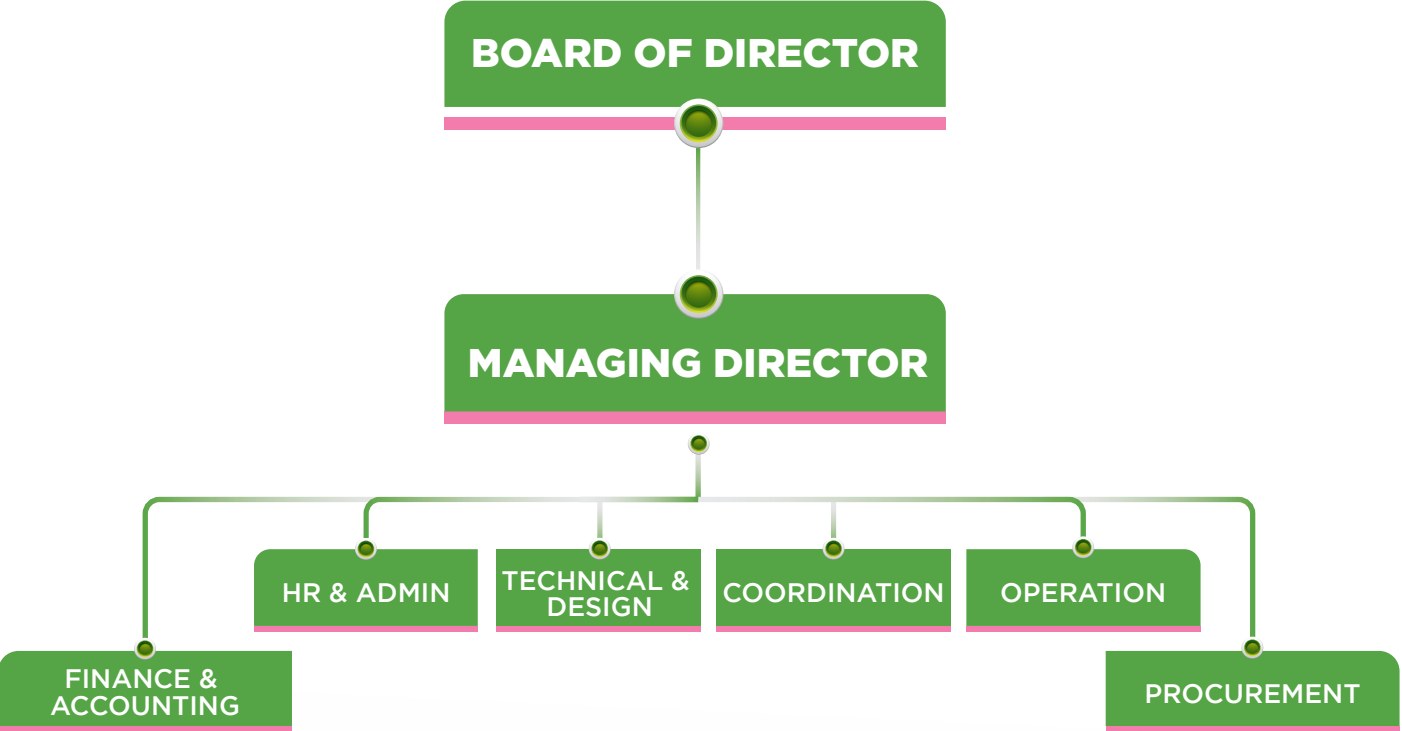
Human Resource Manager

Malen graduated with a Bachelor's Degree in Business Administration and Management, General. Her academic background laid the groundwork for a strong career in human resources. It supports her understanding of organizational behavior and workforce development.

She has over 15 years of experience in human resources management. Before joining Lotus Green Team, she held various leadership roles in HR. Her career spans across industries, contributing to both strategic HR planning and operational excellence.

Malen officially joined Lotus Green Team in 2022 as Human Resource Manager. She develops effective HR strategies aligned with organizational goals and focused on enhancing workforce performance. She also promotes a positive workplace culture and ensures labor law compliance.

ORGANIZATIONAL CHART

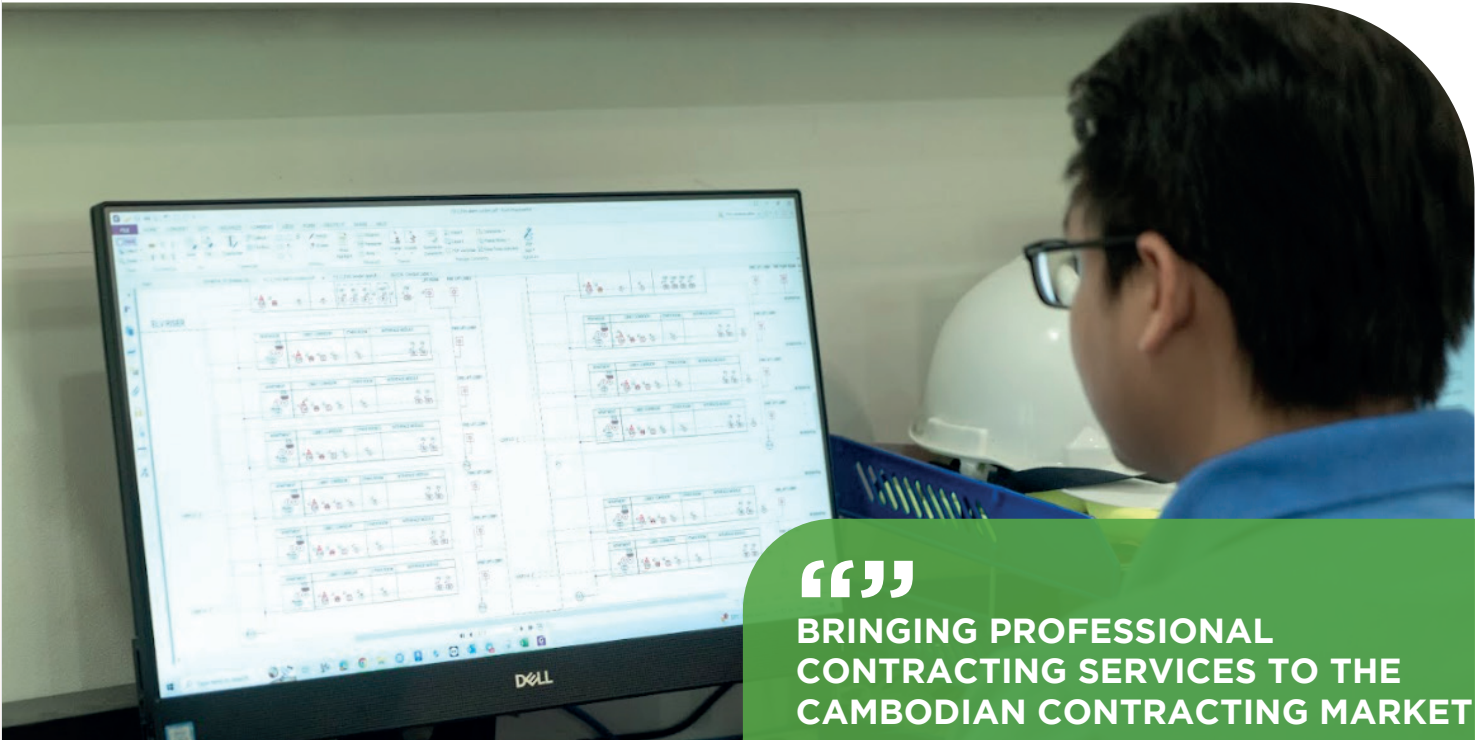


4 OUR SERVICES

Lotus Green Team offers an integrated suite of multi-disciplinary engineering services tailored to meet the demands of both new construction and major renovation projects.

Our team of experienced and professional engineers is committed to delivering solutions that balance performance, cost-efficiency, and sustainability.

We understand the importance of minimizing long-term operating expenses for our clients. By applying innovative design principles and optimizing equipment installation, our "Green" team ensures energy-efficient performance that maximizes energy savings and contributes positively to environmental sustainability.



“”
BRINGING PROFESSIONAL CONTRACTING SERVICES TO THE CAMBODIAN CONTRACTING MARKET

WE WILL WORK WITH YOU

From the outset of your project, Lotus Green Team ensures that all essential infrastructure requirements—air-conditioning, electrical, and plumbing—are thoroughly planned and implemented.

We are committed to delivering systems that are not only reliable and efficient from day one, but also designed for long-term durability and ease of maintenance, ensuring continued performance well into the future.

MECHANICAL VENTILATION AND AIR CONDITIONING SYSTEMS

With fluctuating temperatures and high humidity, selecting a cost-effective and efficient mechanical ventilation and air conditioning (MVAC) system is essential. At Lotus Green Team, we design MVAC solutions that provide year-round indoor comfort while significantly reducing energy consumption and long-term operating costs.



Our systems are tailored to meet the unique needs of each project, ensuring optimal performance, reliability, and environmental sustainability.

- | | | | |
|---|------------------------------------|---|---------------------------------|
|  | Single Split Air-Conditioning Unit |  | Central Air-Conditioning System |
|  | Chiller and AHU System |  | Exhaust Ventilation System |
|  | Fresh Air System |  | Clean Room |



VRF System



Air Cooled Chiller System



Chiller System

ELECTRICAL SYSTEMS

In Cambodia’s evolving industrial landscape, ensuring a safe, reliable, and efficient energy supply is increasingly challenging. Unstable power infrastructure can lead to equipment failure, operational downtime, and rising overhead costs.



“OUR EXPERIENCED ENGINEERS, TOGETHER WITH THE FINELY TUNED QUALITY CONTROL PROCESSES, GIVE YOU THE MAXIMUM UP-TIME AND PEACE OF MIND OPERATIONS.

At Lotus Green Team, we address these challenges through the design and implementation of robust electrical systems that prioritize safety, reliability, and long-term efficiency. Our solutions are tailored to minimize risks and ensure seamless, uninterrupted operations for every project.

- Electrical Power Generators
- Transformers
- Electrical Power Distribution Systems
- Lighting and Socket Installation
- Earthing System and Lightning Protection
- Security Systems
(Fire Detection, Access Control, CCTV)
- Public Address Systems
(Sound Systems)
- Communication and Network
(Telephone, Intercom, Data)



Electrical Cable Tray



Main Distribution Board

PLUMBING AND FIRE FIGHTING SYSTEMS

Reliable water supply and effective drainage are essential to any property's infrastructure. Cambodia's extreme wet and dry seasons demand carefully planned, efficiently implemented, and regularly maintained water systems to prevent costly breakdowns and ensure long-term functionality.



CONTACT LOTUS GREEN TEAM TO LEARN
HOW WE CAN HELP YOU IMPLEMENT AND
MAINTAIN A PLUMBING SYSTEM THAT MEETS
YOUR DEMANDS.

At Lotus Green Team, we specialize in professional design, engineering, plumbing, and maintenance solutions tailored to meet your current water management needs while preparing for future demands. Our expertise guarantees sustainable, high-performance systems that support both residential and commercial properties—no matter the season. Some of the PLUMBING SERVICES we can provide you with:

 Water Supply System
(Hot and Cold Water Supply)

 Soil and Waste Water System
(Soil, Waste, and Air-Vent)

 Wastewater Treatment System

 Drainage System

 Pump System

 Fire Fighting System



Water Treatment System



Transfer Pumps
(Cold Water System)



Fire Fighting System

MAINTENANCE SERVICES

Comprehensive Mechanical, Electrical, and Plumbing Services at Lotus Green Team, our fully equipped and highly trained staff delivers a complete range of mechanical, electrical, and plumbing solutions, from installation to expert repairs—tailored for all types of buildings.



Some of the MAINTENANCE SERVICES we are providing to our customers:

With a team of skilled and experienced professionals, we provide round-the-clock service, ensuring prompt and reliable responses for every need. Our commitment to excellence guarantees not only timely assistance but also expert consultation that consistently exceeds customer expectations.

5 WHY LOTUS GREEN TEAM?



“SUCCESS STARTS AT THE BEGINNING”

- 1 Integrated & Sustainable Solutions** No matter the scale of your construction or renovation project, long-term success requires seamless planning, precise execution, and proactive maintenance. At Lotus Green Team, we ensure all aspects —design, implementation, and cost control are aligned with sustainability and efficiency to meet your needs today and in the future.
- 2 Professional & Health-Focused Service** Our expert contracting team, including qualified health professionals, is dedicated to delivering high-quality services in a safe and healthy environment. We prioritize industry standards to ensure the well-being of both our workers and clients throughout every project.
- 3 Innovation & Leadership** in MEP Technology With a multidisciplinary service approach and a commitment to continuous improvement, Lotus Green Team remains at the forefront of Cambodia’s mechanical, electrical, and plumbing industry. Our strong company values drive us to refine our processes, integrate cutting-edge technologies, and deliver unparalleled service.

6 NOTABLE ACHIEVEMENTS

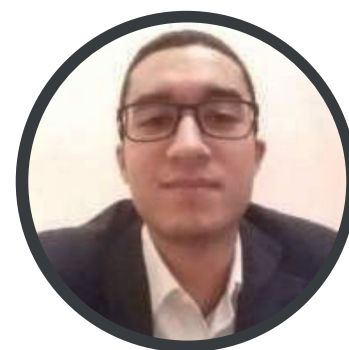
CLIENTS VOICES



Dr. Hay Ly Eang
PPM Founder



The Lotus Green Team has the capacity to work correctly, and with responsibility. Both quality and services are very good that can compete with the international company.



Mr. Mehdi El Alami

Branch of Vinci Construction
Grands Project S.A.S
MEP Manager



Good experience at Siem Reap and Phnom Penh International Airport. Lotus Green Team has been in charge of Mechanical Technical and Plumbing work. They offer their best service .



AWARD WINNING



CAMBODIA ENERGY EFFICIENCY COMPETITION AWARDS

Energy Efficiency Competition Award
2024, 2nd Edition

ASEAN BUSINESS AWARDS

SME Excellence Awards for
Employment 2018

ASEAN BUSINESS AWARDS

SME Excellence Awards for
Employment 2017

ASEAN BUSINESS AWARDS

SME Excellence Awards for
Growth 2016

ASEAN BUSINESS AWARDS

SME Excellence Awards for
Employment 2016

ASEAN-CHINA AWARDS

Outstanding Young Entrepreneur
Award 2015



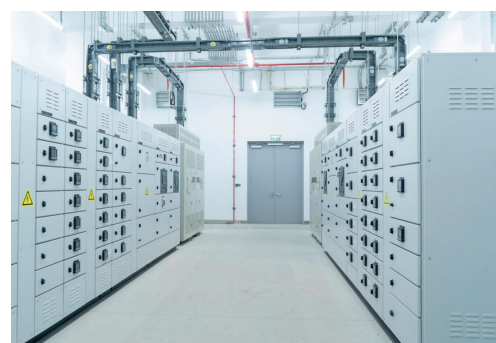
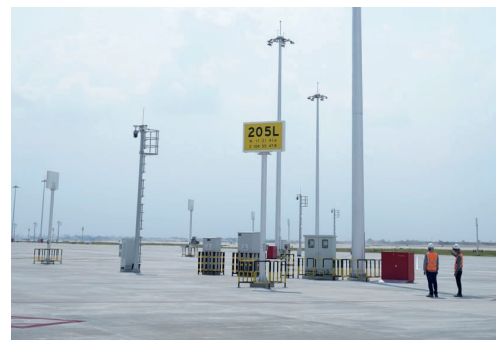
CERTIFICATE OF TAX COMPLIANCE

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CERTIFICATE OF TAX COMPLIANCE (Prakas No 1536 MEF/PK dated 23rd December 2016)		
GENERAL DEPARTMENT OF TAXATION certifies that :		
Company's name : LOTUS GREEN TEAM CO., LTD.		
Tax Identification Number (TIN) : L001-105012696		
Under :	Department of large Taxpayers	Date of Information Update : 11 May 2016
Business activity(ies) : Water, electrical and air conditioned installation services		
Tax Compliance Type awarded : GOLD		
Validity period of 2 years for the tax year of 2022 and 2023.		
ជ្រុងស្តីប្រតិភូអគ្គនាយកដ្ឋានពន្ធដារ ប្រតិភូរាជរដ្ឋាភិបាល ឧត្តមបល្ល័ង្កអគ្គនាយកនៃអគ្គនាយកដ្ឋានពន្ធដារ		
Mission attached to the Prime Minister Deputy of Royal Government In Charge of the General Department of Taxation		
គង់ វិបុល		

ក្រសួងសេដ្ឋកិច្ចនិងហិរញ្ញវត្ថុ MINISTRY OF ECONOMY AND FINANCE អគ្គនាយកដ្ឋានពន្ធដារ GENERAL DEPARTMENT OF TAXATION TCS24072968265 លេខ..... ២៣៧០៦អល់	ព្រះរាជាណាចក្រកម្ពុជា KINGDOM OF CAMBODIA ជាតិ សាសនា ព្រះមហាក្សត្រ NATION RELIGION KING រាជធានីភ្នំពេញ ថ្ងៃទី៣០ ខែ កក្កដា ឆ្នាំ២០២៤ Phnom Penh, 30th July 2024 អគ្គនាយកដ្ឋានពន្ធដារ GENERAL DEPARTMENT OF TAXATION
វិញ្ញាបនបត្រ អនុលោមភាពការពើពន្ធ (ប្រកាសលេខ ១៥៣៦ សហវ.ប្រក ចុះថ្ងៃទី២៣ ខែធ្នូ ឆ្នាំ២០១៦) អគ្គនាយកដ្ឋានពន្ធដារបញ្ជាក់ថា ៖ ឈ្មោះក្រុមហ៊ុន ៖ ឡូត៍ ហ្វេស ហ្វ្រិន មីម លេខអត្តសញ្ញាណកម្មសារពើពន្ធ ៖ L001-105012696 ស្ថិតក្រោមការគ្រប់គ្រង ៖ នាយកដ្ឋានគ្រប់គ្រងអ្នកជាប់ពន្ធ កាលបរិច្ឆេទធ្វើបច្ចុប្បន្នភាព ៖ ១១ ឧសភា ២០១៦ សកម្មភាពអាជីវកម្ម ៖ សេវាដំឡើងប្រព័ន្ធទឹក ភ្លើង និងម៉ាស៊ីនត្រជាក់ អាសយដ្ឋាន ៖ #២៤ ផ្លូវ ៥៥២ ភូមិ ១០ សង្កាត់ បឹងកក់ទី ១ ខណ្ឌ ទួលគោក រាជធានីភ្នំពេញ ទទួលបានកម្រិតអនុលោមភាពការពើពន្ធប្រភេទ ៖ ប្រាក់ មានសុពលភាពរយៈពេល ២ ឆ្នាំ សម្រាប់ឆ្នាំជាប់ពន្ធ ២០២៤ ដល់ ឆ្នាំ២០២៥។	
CERTIFICATE OF TAX COMPLIANCE (Prakas No 1536 MEF/PK dated 23rd December 2016) GENERAL DEPARTMENT OF TAXATION certifies that : Company's name : LOTUS GREEN TEAM CO., LTD. Tax Identification Number (TIN) : L001-105012696 Under : Department of large Taxpayers Date of Information Update : 11 May 2016 Business activity(ies) : Water, electrical and air conditioned installation services Tax Compliance Type awarded : SILVER Validity period of 2 years for the tax year of 2024 and 2025.	
ព័ត៌មានផ្សេងៗ - នាយកដ្ឋានរដ្ឋបាល និងកិច្ចការទូទៅ - នាយកដ្ឋានគ្រប់គ្រងអ្នកជាប់ពន្ធ - នាយកដ្ឋានប្រព័ន្ធទឹក ភ្លើង និងម៉ាស៊ីនត្រជាក់ - ឯកសារ-កាលប្បវត្តិ	រដ្ឋមន្ត្រីប្រតិភូអនុលោមភាពការពើពន្ធ ប្រតិភូរាជរដ្ឋាភិបាល អគ្គនាយកនៃអគ្គនាយកដ្ឋានពន្ធដារ Minister Attached to the Prime Minister Delegate of the Royal Government In charge as Director General of General Department of Taxation គង់ ចិត្តបុល

7 OUR PROJECTS

Project : Techo International Airport
 Location : Kandal Province
 Scope of work : Design, Supply and Installation of Apron Lighting System and Power Supply for ILS, Met & Navaid Equipment.
 Year : 2023 - 2025



Project : Sihanouk Ville International Airport
 Location : Sihanouk Ville
 Scope of work : Design and Build for MEP Works at New Passenger Terminal Building
 Year : 2019 - 2021



Project : Phnom Penh International Airport
 Location : Phnom Penh
 Scope of work : Design and build of Low Volatage, Data, Plumbing, Fire Protection, HVAC and BMS for Domestic Terminal
 Year : 2016 - 2017



Project : Siem Reap International Airport
 Location : Siem Reap Province
 Scope of work : MEP Works (Design and Build)
 Year : 2014 - 2016

Project : Renovation Main Building in Ministry of Economic and Finance
 Location : Phnom Penh
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2018 - 2020



Project : Department of Economy and Finance Kampong Speu Province
 Location : Kompong Speu Province
 Scope of work : Data Center
 Year : 2024 - 2025



Project : Renovation Building Ministry of Justice
 Location : Phnom Penh
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works for Ministry of Justice.
 Year : 2023 - 2025



Project : Hyatt Regency Phnom Penh
 Location : Phnom Penh
 Scope of work : Mechanical, Electrical & Plumbing Package G4 and G5 (Guestroom).
 Year : 2019 - 2021

Project : Novotel Sihanoukville Holiday Resort
 Location : Sihanouk Ville
 Scope of work : Supply and Installation of Mechanical, Electrical, Plumbing, Sanitary and Fire Protection works
 Year : 2018 - 2024



Project : Urban Village Phase 2
 Location : Phnom Penh
 Scope of work : Installation of Electrical work
 Year : 2021 - 2025



Project : Rose Apple Square
 Location : Siem Reap Province
 Scope of work : Installation of Mechanical, Electrical, Plumbing works.
 Year : 2020 - 2023



Project : LV Villa
 Location : Phnom Penh
 Scope of work : Installation of the Electrical, Plumbing, Fire Fighting and LPG works
 Year : 2021 - 2024

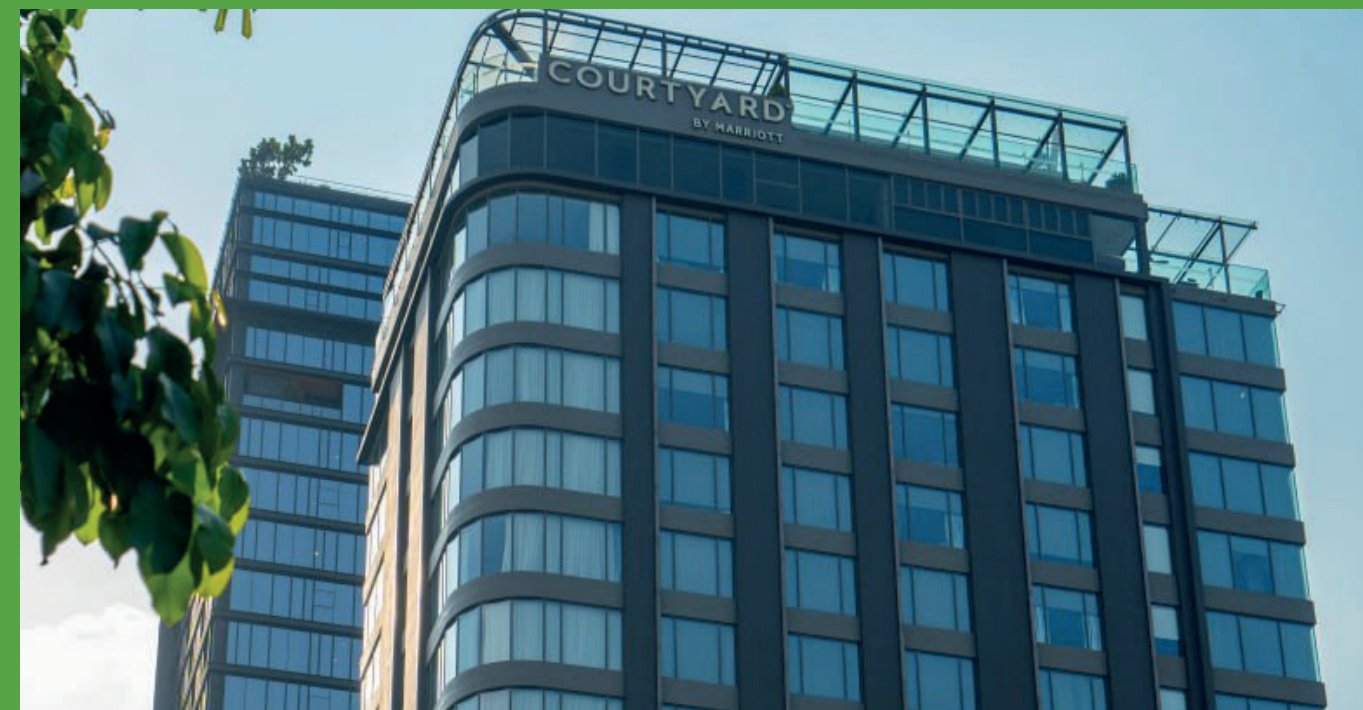
Project : E-Sun Tower
 Location : Phnom Penh
 Scope of work : Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2016 - 2020



Project : Maline Office
 Location : Phnom Penh
 Scope of work : Supply and Installation of Mechanical, Electrical, Plumbing and Fire Fighting Systems Works.
 Year : 2022 - 2024



Project : Hattha Bank
 Location : Phnom Penh
 Scope of work : Data Center
 Year : 2023 - 2025



Project : Courtyard By Marriott Hotel
 Location : Phnom Penh
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2016 - 2019

Project : Pharma Product Manufacturing
 Location : Phnom Penh
 Scope of work : Supply and Installation of Mechanical, Electrical, Plumbing works for Syrub Building
 Year : 2016 - 2019



Project : Khmer Beverages
 Location : Phnom Penh
 Scope of work : Supply and Installation of Mechanical and Electrical works.
 Year : 2016 - 2020



Project : Toyota Head Office
 Location : Phnom Penh
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2018 - 2019



Project : Hanuman Beverages
 Location : Kandal Province
 Scope of work : Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2020 - 2022

Project : Vocational School of Tourism (VST)
 Location : Phnom Penh
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2022 - 2025



Project : Angkor Animal Kingdom
 Location : Siem Reap Province
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2019 - 2021



Project : Vocational School of Tourism (VST)
 Location : Sihanouk Ville
 Scope of work : Design, Supply and Installation of Mechanical, Electrical, Plumbing works.
 Year : 2022 - 2025



Project : Phnom Penh Cambodia Temple (PPCT)
 Location : Phnom Penh
 Scope of work : Supply of Mechanical & Ventilation and Plumbing & Fire Fighting System
 Year : 2023 - 2025



LOTUS GREEN TEAM



Lotus Green Team CO., LTD.

#24, Street 552, Sangkat Boeung Kak 1,
Khan Toul Kork, Phnom Penh. Cambodia.

 +855-23-881-370
 +855-23-881-931

info@lotusgreenteam.com
www.lotusgreenteam.com



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Website



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