

**ANNEX IV  
SCHEDULE OF SPECIFIC COMMITMENTS ON  
TEMPORARY MOVEMENT OF NATURAL PERSONS**

**CAMBODIA**

1. This Schedule sets out Cambodia's commitments in accordance with Chapter 9 (Temporary Movement of Natural Persons) with respect to its commitments for the temporary entry and temporary stay of natural persons of another Party covered under Article 9.2 (Scope).
2. Cambodia remains unbound in respect of the entry of natural persons of a Party into, or their temporary stay, in the territory of Cambodia in accordance with Chapter 9 (Temporary Movement of Natural Persons), except as set out in the following commitments.
3. For greater certainty, Cambodia reserves the right to adopt or maintain any measure in respect to requirement of requisite visa and the conditions attached to temporary entry and temporary stay under such a visa for each of the categories specified below.
4. In accordance with Article 9.5 (Schedules of Specific Commitments on Temporary Movement of Natural Persons), for the categories of persons set out in this Schedule, Cambodia specifies below any terms, conditions, limitations, or qualifications in relation to the supply of a service by a service supplier of another Party through the presence of natural persons of the other Party in the territory of Cambodia.
5. The commitments set out below shall apply to all services sectors or subsectors specified in Cambodia's Schedule in Annex II (Schedules of Specific Commitments for Services), except Restaurants (CPC 642, 643) and International Transport under Maritime Services (Freight and Passengers) excluding Cabotage.
6. With respect to Tourist Guides Services (CPC 7472), notwithstanding the commitments set out below, Cambodian nationality is required for Tourist Guides.
7. For greater certainty, the commitments set out in this Schedule shall not be subject to commitments under Article 8.6 (Most-Favoured-Nation Treatment), paragraph 3 of Article 8.7 (Schedules of Specific Commitments), and Article 8.10 (Transparency List).

Description of Category	Conditions and Limitations (including length of stay)
<b>A. Business Visitors</b>	
<u>Definition:</u> Natural persons who: <ol style="list-style-type: none"> <li>(i) enter Cambodia for the purposes of participating in business meetings, establishing business contacts including negotiations for the sale of services or other similar activities;</li> <li>(ii) stay in Cambodia without receiving income from sources within Cambodia; and</li> <li>(iii) do not engage in making direct sales to the general public or supplying services.</li> </ol>	Entry visa for business visitors shall be valid for a period of 90 days for an initial stay of 30 days, which may be extended.
<b>B. Persons Responsible for Setting Up of a Commercial Establishment</b>	
<u>Definition:</u> Natural persons working in an executive or managerial position, receiving remuneration from	The natural persons responsible for setting up of a commercial establishment are not subject to a

Description of Category	Conditions and Limitations (including length of stay)
<p>a juridical person, as defined below, who are responsible for the setting up, in Cambodia, of a commercial presence of a service provider of a Party, that will support employment of persons described in categories (i), (ii), and (iii) of the Intra-Corporate Transferees definition.</p>	<p>maximum duration of stay. Economic Needs Testing Requirement is applied.</p>
<p><b>C. Intra-Corporate Transferees</b></p>	
<p><u>Definition:</u> Natural persons who have been employed by a juridical person of another Party for a period of not less than one year and who seek temporary entry to provide services through a branch, subsidiary or affiliate in Cambodia and who are:</p> <p>(i) <b>Executives:</b> without requiring compliance with labour market tests, natural persons within an organisation who primarily direct the management of the organisation, exercise wide latitude in decision-making, and receive only general supervision or direction from higher-level executives, the board of directors, or shareholders of the business. Executives would not directly perform tasks related to the actual supply of a service or services of the organisation.</p> <p>(ii) <b>Managers:</b> without requiring compliance with labour market tests, natural persons employed by a juridical person and who possess knowledge at an advanced level of expertise or proprietary knowledge of a juridical person product, service, research, equipment, techniques, or management, and who primarily direct the organisation or a department of the organisation; supervise and control the work of other supervisory, professional or managerial employees; have the authority to hire and fire or recommend hiring, firing or other personnel actions; and exercise discretionary authority over day-to-day operations. They do not include first-line supervisors, unless the employees supervised are professionals, nor do they include employees who primarily perform tasks necessary for the supply of the service.</p> <p>(iii) <b>Specialists:</b> Natural persons, within an organisation who possess knowledge at an advanced level of continued expertise and who possess proprietary knowledge of the organisation's services, research equipment, techniques, or management.</p>	<p>Temporary residency and work permit is required for the natural persons in the categories defined under intra-corporate transferees. Such permits are issued for two years and may be renewed annually up to maximum of five years in total.</p> <p>Economic Needs Testing Requirement is applied to the category of Specialists.</p>