



**Zaynab Penot**  
**Founding Partner**

Qualified Admitted Lawyer (Paris Bar)  
Qualified Admitted Solicitor (England & Wales)

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Zaynab Penot is a dual qualified admitted French lawyer and English solicitor.

She has accumulated over 10 years experience in the UAE, where she has been mostly involved in arbitration, corporate and commercial matters.

She acts as counsel and arbitrator in arbitration proceedings conducted under various local and international rules.

Zaynab currently teaches various subjects including “corporate law” and “ The UAE judicial and legal system” at Sorbonne University Abu Dhabi as adjunct professor.

Zaynab has published a number of articles and co-launched the first “UAE Arbitration Yearbook”, a yearly publication edited by the “International Consultant Law Office” (ICLO) since 2015.

Zaynab is currently serving as ICC YAF representative for Middle East and North Africa.

**EXPERIENCE IN COMMERCIAL & CONTRACTUAL MATTERS**

- Drafting and reviewing agency agreements, master franchise agreements, commercial rent agreements (Dubai & Abu Dhabi),
- Providing legal opinions on feasibility of commercial claims in front of UAE Courts and International Arbitral Tribunals.
- Reviewing Sales and Purchase Agreements in accordance with UAE Laws.

**CORPORATE EXPERIENCE**

- Advising a French company on the acquisition of a free zone entity in Dubai, conducting the legal due diligence and drafting the needed documentation (share purchase agreement, shareholder agreement, security agreement).
- Incorporating and providing corporate secretarial services to ADGM entities (Holding, SPV, Tech start-ups).

**CONSTRUCTION EXPERIENCE**

- Accompanying a VIP client in a construction project and drafting the relevant documentation (NDA, LOI, LOA, main consultant agreement, main ID consultant agreement, main contractor agreement, service providers’ agreements)

**PRO BONO**

- Conducting settlement negotiations for high earners on termination of employment with an international bank.
- Representing employees in a ADGM Courts in relation to termination of employment.

## **EXPERIENCE IN LOCAL AND INTERNATIONAL ARBITRATIONS**

### **EXPERIENCE AS LEGAL REPRESENTATIVE INCLUDE:**

- A Middle Eastern State entity, Respondent in ICC arbitration in Switzerland brought by an international defence consulting com The dispute arose out of a contract for the purchase and supply of goods. The law of Switzerland applies.
- A local contractor, Respondent in an ICC arbitration in Abu Dhabi, UAE, brought by a real estate comp The dispute arose out of a contract for construction of a commercial building. The laws of the UAE apply.
- A local group of companies, Respondent in a DIAC arbitration in Dubai brought by an international hospital. The dispute arises out of the development of a world-class medical facility in the Middle East. The laws of the UAE apply.
- An international company providing automated guided vehicle system, Claimant in an ADCCAC arbitration in Abu Dhabi brought against a local contractor. The dispute arises from a contract for the design, supply and installation of a fully automated parking system. UAE laws apply.
- International contractors, Claimants in an ADCCAC arbitration in Abu Dhabi, UAE brought against a local contractor. The dispute arose out of a contract for construction of a luxury hotel project in Abu Dhabi. UK laws apply.

### **EXPERIENCE IN RELATION TO ENFORCEMENT PROCEEDINGS INCLUDE**

- Annulment proceedings of an ICC Award brought by the Claimant in front of the Dubai Courts in violation of the arbitration agreement and seat of arbitration in DIFC. Dubai Courts declined jurisdiction and the Award was enforced by the DIFC Court.
- Successful enforcement by the Abu Dhabi Courts of an Award issued by ADCCAC.

### **EXPERIENCE AS ARBITRATOR:**

Arbitration where I have worked as Sole Arbitrator:

- A DIAC arbitration brought by two individuals against a property developer related to the purchase of an off-plan property. UAE laws apply.
- A DIAC arbitration brought by an individual against a property developer related to the purchase of an off-plan property. UAE laws apply.
- An ADCCAC arbitration opposing 2 contractors in relation to a dispute arising out of a settlement agreement. UAE laws apply.

### **EXPERIENCE AS CASE SECRETARY:**

- 2 local energy infrastructure companies opposed in an ADCCAC arbitration in Abu Dhabi, UAE conducted under UAE laws in relation to a dispute arising out of the design, supply, construction and commission of a photovoltaic power plant.
- 2 contractors opposed in an ADCCAC arbitration in Abu Dhabi, UAE, conducted under UAE laws in relation to a dispute arising out of a contract of construction of port related projects.
- An international IT solution and services company opposed to a contractor in an ADCCAC arbitration in Abu Dhabi, UAE, conducted under UAE laws in relation to a dispute arising out of the design, supply, installation, testing and commissioning of an audio-visual and security system at the Abu Dhabi Stock Exchange.
- ICC proceedings conducted under the Expedite Procedure Provisions and opposing 2 local contractors in relation to a dispute arising out of purchase orders.
- Conciliation proceedings conducting under ADCCAC rules and UAE laws opposing an equipment consultant to a contractor in relation to a dispute arising out of a contract for the provision of drawings and designs for tender purposes.
- DIAC arbitration proceedings conducted under UAE laws and opposing 2 real estate companies in relation to a dispute arising out of a sales and purchase agreement.