

## SARAH GRIMMER

Twenty Essex

28 Maxwell Road, #02-03 Maxwell Chambers Suites, Singapore 069120

[sgrimmer@twentyessex.com](mailto:sgrimmer@twentyessex.com)

<https://www.twentyessex.com/people/sarah-grimmer/>

### PROFESSIONAL EXPERIENCE

---

#### TWENTY ESSEX (SINGAPORE), ARBITRATOR MEMBER, AUG 2022 – PRESENT

Full-time arbitrator specialising in international commercial and investment treaty arbitration. Past and ongoing appointments include:

- **President, ICSID Case No. ARB/17/7** - Agility Public Warehousing Company K.S.C. v. Republic of Iraq
- **Presiding Arbitrator, PCA-administered UNCITRAL Rules** arbitration under a bilateral investment treaty commenced by a claimant against a Latin American State in the personal care industry (English/Spanish proceedings)
- **Presiding Arbitrator**, Appointed by **ICSID** in an **ad hoc** arbitration between a South-East Asian state entity and an Australian company under a petroleum concession agreement
- **President, ICC** arbitration between South Korean and American parties under Korean law, Seoul seat; dispute under distribution and associated agreements in the pharmaceutical industry
- **Presiding Arbitrator, HKIAC** arbitration between American, Cayman, Hong Kong and Mainland Chinese parties under Hong Kong law, Hong Kong seat; dispute under a share purchase agreement in the autonomous driving industry
- **Presiding Arbitrator, HKIAC** arbitration between Hong Kong and German parties under Hong Kong law, Hong Kong seat; dispute under cooperation agreements in audio-technology industry
- **Presiding Arbitrator, HKIAC** arbitration between BVI and Hong Kong parties under Hong Kong law, Hong Kong seat; dispute under shareholders agreement in investment dispute
- **Presiding Arbitrator, SIAC** arbitration between Hong Kong parties under Singaporean law, Singapore seat; dispute under stock loan agreement in the financial industry
- **Presiding Arbitrator, SIAC** arbitration between Spanish, Singaporean, and Indian parties under Indian law, Singapore seat; dispute under share purchase agreements in the transport infrastructure industry
- **Presiding Arbitrator, SIAC** arbitration between Thai, Mainland Chinese, Hong Kong, and American parties under English law, Singapore seat; dispute under guarantee and share transfer agreements related to a Belt and Road infrastructure project
- **Presiding Arbitrator, SIAC** arbitration between British and Singaporean parties under Singapore law, Singapore seat; dispute arising under a share purchase agreement in telecommunications infrastructure industry
- **Presiding Arbitrator, Ad hoc** arbitration between Mainland Chinese and South Korean parties under Hong Kong law; Hong Kong seat; dispute under supply agreement
- **Sole Arbitrator, Four LCIA** arbitrations (related) under Pakistan law, London seat; disputes arising under power purchase agreements in Pakistan
- **Sole Arbitrator, HKIAC** arbitration between Mainland Chinese and American parties under Hong Kong law, Hong Kong seat; dispute under terms of service of e-commerce platform
- **Emergency Arbitrator, SIAC** emergency arbitration between Singaporean and Indian companies under Indian law, Singapore seat; dispute under contribution agreement relating to an investment fund
- **Sole Arbitrator, Ad hoc** arbitration between Singaporean and Taiwanese companies, Singapore law, Singapore seat; dispute under sale and purchase and guarantee agreements in food and beverage industry
- **Sole Panellist, ADNDRC** domain name dispute under ICANN Uniform Domain Name Dispute Resolution Policy commenced by global fashion company against Hong Kong entity

- **Co-arbitrator, CAS** arbitration between Korean and Moroccan parties regarding athlete qualification for the 2024 Paris Olympic Games
- **Co-arbitrator, ICC** arbitration between Korean and French companies under French law, Paris seat; dispute under consultant and service provider agreements in the aviation industry
- **Co-arbitrator, ICC** arbitration between Swiss and Luxembourg companies under the laws of Luxembourg, Luxembourg seat; dispute under coal supply agreement involving Russian-related sanctions
- **Co-arbitrator, ICC** arbitration between Taiwanese, Dutch, and French parties under English law, Singapore seat; post-M&A dispute in the retail industry
- **Co-arbitrator, SIAC** arbitration between Korean and Vietnamese parties under Singaporean law, Singapore seat; M&A dispute in the fintech industry
- **Co-arbitrator, SIAC** arbitration between Luxembourg, American, and Korean parties under Korean law; Singapore seat; hotel franchise dispute
- **Co-arbitrator, HKIAC** arbitration between parties from the Seychelles and St. Kitts and Nevis under Seychelles law, Hong Kong seat; dispute under margin management agreement in cryptocurrency industry
- **Co-arbitrator, HKIAC** arbitration between parties from Mexico and Mainland China under Hong Kong and New York law; dispute under a market development funds agreement
- **Co-arbitrator, Ad hoc** arbitration between companies incorporated in the Seychelles and the United Kingdom under Seychelles law in cryptocurrency industry

#### **HONG KONG INTERNATIONAL ARBITRATION CENTRE (HONG KONG S.A.R.)**

SECRETARY-GENERAL, SEP 2016 – AUG 2022

- Executive leadership of the institution; international promotion of its services; management of the Secretariat in Hong Kong and offices in Shanghai and Seoul (30+ FTEs)
- Overall responsibility for the administration of international commercial (mainly corporate, banking & finance, shipping & commodities, construction) and investor-State arbitrations and other dispute resolution matters (mediation, domain name dispute resolution, adjudication) under HKIAC's auspices
- Development and implementation of new initiatives: HKIAC Case Connect online case management system 2021; HKIAC Case Digest 2021 – winner of GAR Award for Best Innovation 2022; HKIAC ranked third-most preferred arbitral institution globally – QMUL/White & Case Survey 2021; Hong Kong's successful bid for ICCA Congress 2024; HKIAC first foreign institution granted 'permanent arbitral institution' status under Russian law 2019; 2018 revision of HKIAC Administered Arbitration Rules; free hearing space for cases involving developing States 2016; HKIAC signatory to the ERA Pledge 2016 and Green Pledge 2021
- Formulation of law reform recommendations: revision to Hong Kong Arbitration Ordinance sub-legislation on HKIAC statutory appointing authority role

#### **PERMANENT COURT OF ARBITRATION (THE HAGUE, THE NETHERLANDS)**

SENIOR LEGAL COUNSEL, JAN 2013 – JUL 2016 (LEGAL COUNSEL, OCT 2006 – DEC 2012)

- Administration of inter-State, investor-State and other arbitrations under the PCA's auspices; tribunal Secretary in 30+ international investor-State or other arbitrations involving a State or State-entity
- Registrar in three inter-State arbitrations under the 1982 United Nations Law of the Sea Convention; Secretary to the Review Panel Established under the Convention on the Conservation and Management of High Seas Fishery Resources in the South Pacific Ocean (involving Russian Federation, Chile, Chinese Taipei, EU, New Zealand) (2013)
- Adviser to the Secretary-General on appointing authority matters under the UNCITRAL Arbitration Rules; PCA representative, UNCITRAL Working Group II and III

**ICC INTERNATIONAL COURT OF ARBITRATION (PARIS, FRANCE)** ASSISTANT COUNSEL, SEP 2003 – JUN 2006  
**SHEARMAN & STERLING (PARIS, FRANCE)** LEGAL ASSISTANT, AUG 2002 – JUL 2003  
**MARSHALL BIRD & CURTIS (AUCKLAND, NEW ZEALAND)** SOLICITOR, MAY 1999 – JUL 2002

## EDUCATION

---

### UNIVERSITY OF CAMBRIDGE (CAMBRIDGE, UNITED KINGDOM)

- Master of Law, Oct 2011 – Jun 2012

### VICTORIA UNIVERSITY OF WELLINGTON (WELLINGTON, NEW ZEALAND)

- Bachelor of Laws, Bachelor of Arts (Criminology), Feb 1993 – Oct 1997

## PROFESSIONAL ASSOCIATION AND APPOINTMENTS

---

- LCIA Court Member (2025-present)
- Member of the Expert Group on the Future Development of the PCA (2024-present)
- Member/Co-chair of sub-committee of Task Force for the revision of the IBA Guidelines on Conflicts of Interest in International Arbitration (2023-present)
- Member, IBA Investment Arbitration Subcommittee (2014-2016, 2023-2026)
- Member of Delos Written Advocacy and Writing Awards Training Programme Faculty (2023-present)
- Court of Arbitration for Sport (CAS), Arbitrator, General List (2023-present)
- International Law Association, Singapore, Member (2023-present)
- Chairperson, Women in Arbitration (WIA) (2022-present)
- Asian Domain Name Dispute Resolution Centre Domain Name Dispute Resolution Panellist (2022-present)
- HKIAC Domain Name Dispute Resolution Panellist (2022-present)
- HKIAC Panel of Arbitrators (2022-present)
- Arbitration Committee member, Lagos Court of Arbitration (2020-present)
- Council Member, Asian Domain Name Dispute Resolution Centre (2019-present)
- Co-Chair, Expert Advisory Committee Member, Permanent Forum of China Construction Law (2019-present)
- Member, HKIAC Rules Revision Drafting Committee (2018, 2023)
- Chairperson, MCCI Arbitration and Mediation Council Advisory Board (2017-2020)
- Council Member, International Federation of Commercial Arbitral Institutions (2017-2022)
- Member, ICCA-ASIL Taskforce on Damages (2016-2021)
- Member, ICCA Publications Committee (2015-2018)
- Member, New Zealand ICC Arbitration Committee (2014-present)
- IBA Arb40 Steering Committee, Member (2013-2017) (contributing author of Toolkit for Award Writing)

## PUBLICATIONS

---

- 'The Role of International Courts in International Arbitration', (2024) 55(1) Victoria University of Wellington Law Review pp 81-96.
- *HKIAC's Experience of the Use of Multi-tier Dispute Resolution Clauses*, in *Multi-tier Approaches to the Resolution of International Disputes: A Comparative Study*, Cambridge University Press, 2021

- ‘Distinction and Connection: Hong Kong and Mainland China, a View from the HKIAC’, Asia Pacific Arbitration Review 2020, Global Arbitration Review
- *Love Me Tender: At which Point in a Tender Process is Investment Treaty Protection Attracted?*, in HKIAC (ed), International Arbitration: Issues, Perspectives and Practice; Liber Amicorum Neil Kaplan, Wolters Kluwer, 2019
- ‘The HKIAC Tribunal Secretary Service: Four Years On’, in R. Weeramantry & J. Choong (Gen eds.), Asian Dispute Review, October 2018
- ‘Dispute Resolution along the Belt and Road’ (with Christina Charemi), Asia Pacific Arbitration Review 2018, Global Arbitration Review
- *Constituting the Tribunal and Challenging its Members: Due Process Issues and Concerns*, in A. Menaker (Gen. Ed) International Arbitration and the Rule of Law: Contribution and Conformity, ICCA Congress Series No. 19, Wolters Kluwer, 2017
- *The Determination of Arbitrator Challenges by the Secretary-General of the PCA*, in C. Giorgetti (ed), Challenges and Recusal of Judges and Arbitrators in International Courts and Tribunals, Martinus Nijhoff/Brill, 2015
- ‘Pro Bono in International Proceedings at the Permanent Court of Arbitration’, IBA Pro Bono Committee News, September 2015, No. 3
- ‘Investment arbitration: issue conflicts and non-pecuniary remedies’, Report on session of the Arbitration Committee at the IBA Annual Conference in Tokyo, 24 October 2014, IBA Newsletter
- ‘The Expanded Role of the Appointing Authority under the UNCITRAL Arbitration Rules 2010’, 28 Journal of International Arbitration 5 (2011) 501.

## SELECTED LECTURING AND SPEAKING ENGAGEMENTS

---

- QMUL/HKIAC 40<sup>th</sup> Anniversary Seminar Series, ‘Due process and arbitral efficiency’ (2025)
- The Inaugural Maxwell Summit, ‘Design Thinking: Customising the Arbitration Blueprint’, Singapore (2025)
- The Inaugural Sir Ivor Richardson QC Annual Lecture, ‘National court support of international arbitration – the review of jurisdictional decisions’, Wellington (2023)
- STEP Conference, ‘Political risk protection - using bilateral investment agreements’, Hong Kong (2023)
- Paris Arbitration Week, ‘The Rise of Cryptocurrency’ (2022)
- California International Arbitration Week, ‘Protecting Interests through Interim Relief’ (2022)
- CDR Webinar, ‘Challenges and Solutions for Belt and Road Disputes’ (2022)
- Baker & McKenzie Dispute Resolution Webinar, Keynote Speech: ‘International Arbitration in Hong Kong in the Year Ahead’ (2022)
- AMINZ Arbitration Day, ‘Tribute to Sir David A.R. Williams QC’ (2022)
- ICCA-ASIL Taskforce on Damages, Soft Launch (2021)
- Hong Kong University, Part-time Lecturer, LLM Program (2021)
- VI Oxford Arbitration Day, ‘Cybersecurity and International Arbitration’, (2021)
- 9th International Society of Construction Law, Keynote speech: ‘Chinese Outbound Investment in the Pacific Region and International Dispute Resolution’ (2021)
- Stockholm University, LLM Program (2020, 2021)
- Singapore Institute of Arbitrators (SI Arb) Webinar, ‘Policing the Arbitrators’, (2021)
- HKIAC Chinese Arbitration Insights, ‘Mainland China and International Investment Arbitration’, (2021)
- IX 3/4 St Petersburg International Legal Forum, ‘Arbitration in Russia: *Forum in Favorem Arbitri*’ (2021)

- White & Case and Queen Mary University of London, 'Launch of the 2021 International Arbitration Survey', (2021)
- IBA Asia Pacific Arbitration Conference, 'The Rise of Investor-State Arbitration in the Aftermath of the Pandemic', (2020)
- University of Southern California-JAMS Webinar, 'The Future of US-China Commercial Dispute Resolution', (2020)
- The Economist Corporate Network, Asia Regional Strategic Forecast, Business Leader Panel, Hong Kong (2020)
- Russia Arbitration Association Annual Conference, 'Arbitration and Corruption', Moscow (2020)
- African Union Law Week (HKIAC/AU Joint Seminar on Investment Treaty Arbitration), Dar es Salaam, 'Arbitration between China and African Countries and Investment Disputes' (2019)
- Singapore Institute of Arbitrators (SI Arb) Commercial Arbitration Symposium 2019, session co-chair (2019)
- Eastern Economic Forum, Vladivostok, 'Special Administrative Regions: One Year On' (2019)
- 11th Annual IBA Conference, 'M&A in Russia and CIS Countries', Moscow (2019)
- IBA Asia Pacific Arbitration Conference, Singapore, Hong Kong/PRC Interim Measures Arrangement (2019)
- Asian Development Bank, International Arbitration Training, Manila (2018), Fiji (2018, 2019)
- IX St Petersburg International Legal Forum, Institutional Developments (2019)
- Tashkent Legal Forum on International Arbitration, HKIAC Arbitration (2019)
- Joint ICC-HKIAC Conference, Chinese State-Owned Enterprises, Paris (2019)
- Juris Leading Arbitrators Conference, Latest Developments in Arbitration, Vienna (2019)
- The Economist Roundtable, Hong Kong, 'Hong Kong's Competitive Positioning' (2018)
- Hong Kong University, Keynote speech: HKIAC's Experience of Multi-Tier Dispute Resolution (2018)
- Paris Arbitration Academy, HKIAC and Hong Kong (2018)
- Stanford University, California, 'HKIAC and Hong Kong: History and Constitutional Structure in the Context of the Belt and Road Initiative' (2018)
- *The Praelium* (in honour of Prof. David Caron), London, Chairperson of the Tribunal (with V.V. Veeder and Prof. George Bermann) (2018)
- Centre for International Law, Singapore, Working Conference on Conciliation (2017)
- ICCA-ASIL Taskforce on Damages Seminar, Hong Kong (2017), Seoul (2019)
- Integrated Bar of the Philippines, 16th National Convention of Lawyers, 'Global and Regional Integration of Legal Services', Manila (2017)
- NITI Aayog, New Delhi, 'National Initiative towards Strengthening Arbitration and Enforcement in India', (2016)
- GAR Live Hong Kong, co-chair (2016-2021)
- ICCA Mauritius Conference, Port Louis, 'Constituting the Tribunal & Challenging Its Members: Due Process Issues and Concerns' (2016)
- American Society of International Law Annual Meeting, Washington DC, 'One View of the Arena: The Agent's Perspective in International Dispute Settlement' (2016)
- Energy Charter Secretariat, Brussels (training for government delegates), 'State-State Arbitration' (2014)
- Columbia Arbitration Day, Columbia Law School, New York, 'Diverging Standards of Review of Jurisdictional Decisions' (2014)
- Université de Versailles, Arbitration and International Business Masters Program (2010-2014)
- Essex University, European Business Law Master of Law Program of PALLAS (2008-2010)

- Erasmus University of Rotterdam, LLM Program (2009-2010); Leiden University, LLM Program (2008, 2011, 2013); MATRA Program, TMC Asser Institute, The Hague (training for government delegates), 'Investment Treaty Arbitration' (2012-2014)

## **INTERNATIONAL DIRECTORY RANKINGS**

---

### **LEGAL500 BAND 1 LEADING ARBITRATORS / LEXOLOGY GLOBAL ELITE THOUGHT LEADER (2018-2026) / CHAMBERS & PARTNERS BAND 3 MOST IN DEMAND ARBITRATORS SINGAPORE**

- 2026: "Sarah is of a whole different calibre, she is absolutely fantastic across a broad spectrum of work", "She is highly experienced in international arbitrations", "She is very impressive."
- "A very well-prepared arbitrator, pro-active, taking no matter for granted, articulate, and with a solid judgment on substantive and procedural matters."
- "Sarah is very diligent and has good judgement. She is hard-working and places attention to detail without losing the big picture. "
- 2025: "Sarah is an excellent arbitrator who inspires confidence. She is very measured and has great gravitas."
- "Sarah is razor sharp". "Sarah is brilliant and hardworking". "She takes the responsibility of being a top-class arbitrator seriously". "An excellent technical lawyer and knows arbitration inside and out". "She is very intellectual and practical."
- 2024: "Sarah is super smart, conscientious, considered, and hard working. She takes nothing for granted and will work tirelessly to get to the right answer. No airs or graces, a fierce intellect and highly charming. It is a powerful combination."
- "Parties take confidence in entrusting their cases to her."
- 2023: "Sarah Grimmer is 'one of the most well-known figures' in the region who brings 'deep institutional experience', 'very sharp intellect' and 'time and attention' to her practice."
- 2022: "Sarah Grimmer is 'absolutely excellent' report peers, and 'combines academic intelligence with great management and people skills'."
- 2021: "Sarah Grimmer comes highly recommended as the 'the savviest lawyer in any arbitral institution' and is praised as being 'truly world class' by market sources." "Sarah Grimmer of the Hong Kong International Arbitration Center is a highly accomplished arbitration specialist, with sources lauding her as 'a very impressive lawyer'."
- 2020: "The 'outstanding' Sarah Grimmer of the HKIAC is 'a truly great practitioner'. Her practice runs the gamut of investment treaty and contractual disputes."
- 2019: "Sarah Grimmer 'is a sharp legal mind' who draws praise for her 'invaluable experience in the field' of investment treaty and contractual disputes."

## **OTHER**

---

- Citizenship: New Zealand (only)
- Languages: English (native); French (fluent speaker)
- Admissions: New Zealand (1998)  
Hong Kong (2023)