



**REX**

**Attorneys at Law**

Law | IP | Tax | Forensics

**FIRM PROFILE**

# 1. the Firm's profile

REX Advocates (“REX”) is a firm of dedicated lawyers enjoying noticeable and prominent presence in the private legal practice industry in Tanzania. The Firm originates from REX Attorneys, the predecessor firm, which was established on the 1<sup>st</sup> day of February, 2006 following the merger of two law firms namely Maajar, Rwechungura, Nguluma & Makani Advocates (“MRN&M”) and Epitome Advocates (“Epitome”). Both firms were already leading corporate law firms in Tanzania. The pioneer comprehensive merger pulled under one roof a substantial amount of professional man-years, experience and goodwill. Over the years, due to administrative, legal and regulatory requirements, REX Attorneys has undergone a few restructures including having joined forces with ENSAfrica (the largest law firm in Africa) which has led to the current structure styled as Rex Advocates.

The Firm is predominantly a corporate law practice, both transactional and litigation. The Firm's portfolio has increasingly over the years experienced growth with a new, larger and broader clientele base drawing on the entire goodwill built by the predecessor firms. REX is mostly identified with corporate commercial matters covering all sectors of the economy including, but not limited to, banking and financial services, mining, oil, gas and energy, competition law, employment law, intellectual property law, telecommunications law, insolvencies, legislative and regulatory regime review as well as commercial disputes resolution (litigation and arbitration), white collar crime law as well as probate and administration.

REX is an integrated corporate legal business deriving its strength from a good team of legal practitioners with an all-round corporate commercial law experience. REX has consolidated its expertise by associating with top legal practice networks which provides the Firm with access to related service providers across the East Africa region, Africa in general and across the world. The aim of these networks is to exchange expertise and harmonize service levels so as to offer clients seamless services across borders. The Firm boasts of repeat clients allowing it to understand its clients' business constraints, which enables the Firm to deliver pragmatic solutions to these constraints.

# 1. the Firm's profile (cont.)

## Relationship between REX Advocates & REX Corporate Limited (“REX Corporate”)

**REX Corporate** is affiliated to the Firm through its ownership by all the partners who are also the directors in the Company. It is the entity that employs all the practitioners and other employees, takes on the office lease and acts as the entity that facilitates the legal person for the Firm in all non-legal matters. The structure allows the Firm, through the partners, to enter into a service agreement with the Company to facilitate its work. It is the entity that handles all non-legal matters such as company secretarial work. This arrangement is necessary because the Firm lacks the legal personality to directly hire employees or lease or own assets. These two (2) entities operate harmoniously and are both registered for tax purposes save that the partnership is not considered a tax person under Tanzanian taxation regime.

# the REX team of practitioners & support staff

## Partners:

- Dr Alex Thomas Nguluma (Managing Partner)
- Amb Mwanaidi Sinare Maajar
- Dr Fauz Twaib
- Mr Sinare Zaharan
- Mr Daudi Ramadhani
- Ms Anna Chonjo
- Mr Thomas Nguluma
- Ms Nancy Tarimo

## Senior Associates:

- Ms Jacqueline Kapinga
- Mr Obeid Mwandambo
- Mr Raymond Ngatuni

## Associates:

- Ms Hope Paul
- Ms Rosemary Maajar
- Ms Aziza Mmbaga
- Ms Neema Mbaga
- Ms Norah Marah
- Mr Edgar Kalunga
- Mr Iddi Kassi

## accounts & administrative team:

- **accounts:** The accounts team has four (4) members, headed by CPA Mr. Gasper Peter, assisted by Mr. Werema Wambura, Ms. Angelina Lite, and one cashier, Ms. Leonila Soka.
- **the administrative team** is headed by our longtime serving Business Manager, Rosie Mshana who also serves as the IT officer assisted by an external IT vendor.
- **Rosie heads a team** of two (2) personal assistants to the partners and practitioners, as well as a receptionist and two messengers.
- our registry/library is manned by three (3) staff members, headed by an associate, Edgar Kalunga, and assisted by two (2) clerks, Japhet Stephen and Rehema Tarimo. Both are very experienced in managing the two (2) and all incoming and outgoing mail and keeping records of all matter numbers. The oversight of the Registry and library is under the Chief Accountant.
- the REX team is comprised of a total of 30 employees, including the partners.

REX's external auditors are Deloitte; contact person is E. A. Harunani, email address is [deloitte@deloitte.co.tz](mailto:deloitte@deloitte.co.tz), telephone number 255 22 211 6006/5352, physical address is 3rd Floor, Aris House, Plot 152, Haile Selassie Road, Oyster Bay, P.O. Box 1559, Dar es Salaam, Tanzania.

## 2. the full REX team of practitioners & support staff (cont.)

### **Trainee/Interns:**

The Firm accommodates at least four (4) trainees on a seasonal basis who are fresh from college and the Law School of Tanzania. The Firm's trainees have the opportunity to have firsthand experience of client care by shadowing and observing our experienced fee earners and partners in a supportive and friendly atmosphere.

### **Training and Quality Control:**

The Firm has a training policy which is supported by annual departmental budgets for all staff, in particular associates. Our lawyers are continuously attending workshops which are facilitated by the Regal Exchange, a firm which offers continuing professional development through training courses and consultancy services in international business. REX practitioners attend a weekly internal training on legal trends and changes to ensure that the REX team of practitioners are able to deliver on all matters concerning their area of practice uniformly and with confidence.

In addition, the Firm employs a method of internal quality management through continuous self-assessment and maintaining an internal evaluation system, including time-sheets, periodical feedback and meetings which guarantees mutual cohesion for excellent and quality deliverables to clients.

### **Conflict Check:**

REX carries out a conflict check prior to engagement so as to ensure absence of conflict and/or potential conflict on all matters that REX has accepted instructions.

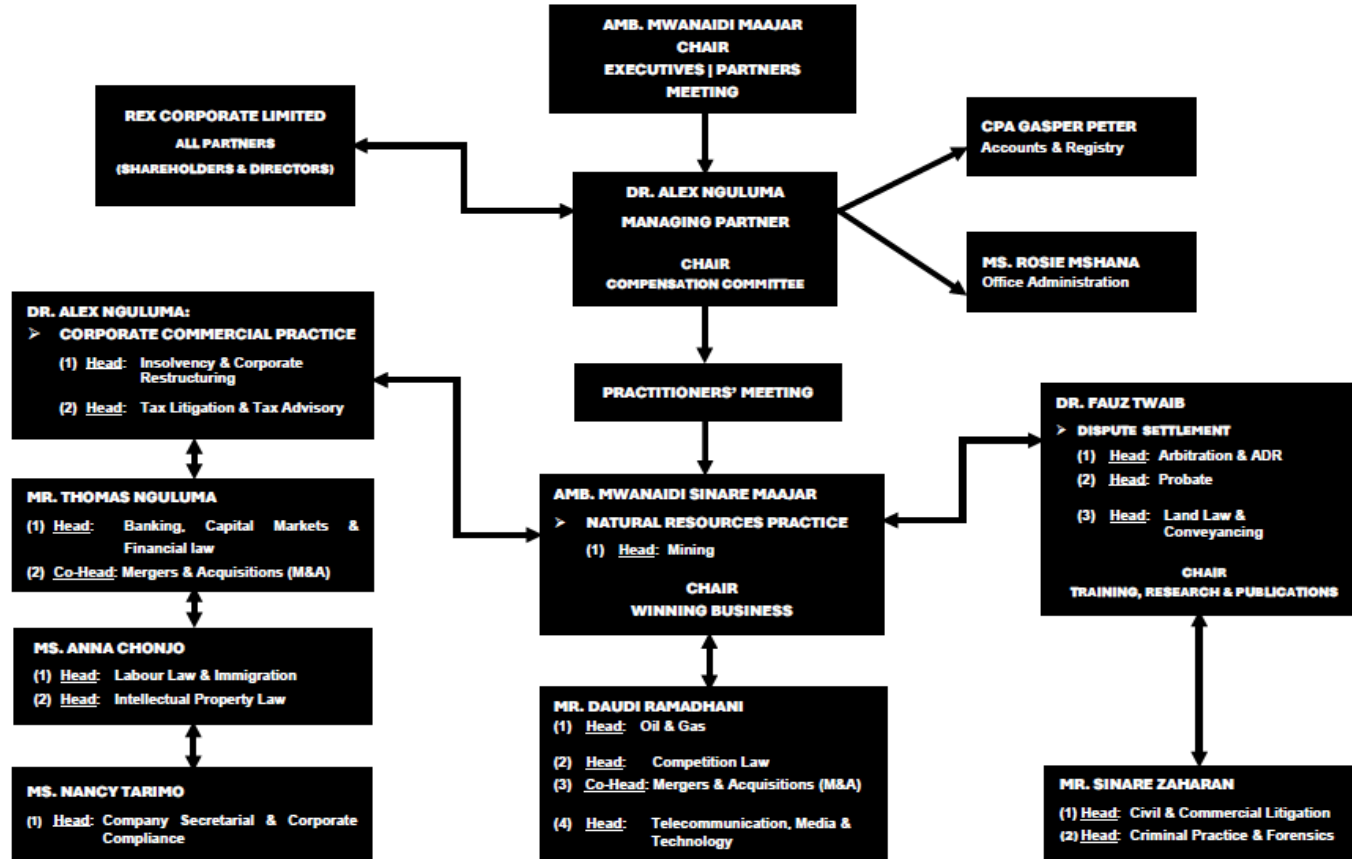
### **Our Contact Details:**

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344 Ghuba Street | Toure Drive, Oysterbay  
P.O. Box 7495  
DAR ES SALAAM.

**Tel No:** +255 22 221 1180-8  
**Fax No:** +255 22 221 1189  
**Email:** [info@rexattorneys.co.tz](mailto:info@rexattorneys.co.tz)  
**Website:** [www.rexattorneys.co.tz](http://www.rexattorneys.co.tz)

# REX Advocates organization structure

The REX Organization Structure demonstrates the nature and strength of our legal practice. The way in which we are organized as a team makes us different from our competitors.



### 3. information technology and documentation

All staff are provided with individual work-stations fully equipped with a computer, printer, scanner, phone and photocopier. All computers use the standard Microsoft working programs, including but not limited to Word, Excel, Access, PowerPoint and Adobe.

The Firm has a Registry comprising two (2) full time staff. Our Registry handles all incoming and outgoing correspondence as well as maintaining a court diary that supports professional staff. The Registry also serves as a secretarial service provider hence allowing us to be self-sufficient in matters relating to such services.

The Firm has a billing solution accurately capturing description of work, time spent, and direct expenses incurred on each matter. This information is ultimately reflected on all our invoices.

## 4. Professional Indemnity

REX has a **professional indemnity insurance** of **Tanzania Shillings Two Billion Five Hundred Million (TZS 2,500,000,000.00)** which meets the needs of our clients and the volume of assignments that REX handles.

In addition, all REX staff have medical and Life Insurance Group Cover.



## 5. why choose us

### REX Advocates – Value Proposition:

REX will make use of best practice and industry knowledge to deliver on all aspects of the assignment accordingly: -

- We are committed to quality and providing value. The team leader will ensure quality control of all deliverables.
- Our fees proposal are specifically at discounted rates where we are engaged on retainer.
- We are providing a team that is skilled, experienced and able to deliver in a wide range of legal matters and in particular, representation at meetings will be at the level of a partner and/or a senior associate.
- We are flexible in our approach to accommodate any changes required in the execution of the assignment or any urgent instructions that must be attended to suit client's requirements of intended transaction
- The team leader and/or a senior associates will always be available for consultations by telephone, emails or summon to attend meetings at short notice.

## 6. a summary of our key practice areas

REX focuses on the following key areas of practice:

- Litigation, Court Representation, Preparation of Pleadings and Alternative Dispute Settlements
- Employment, Labour Law and Immigration
- Mining, Oil & Gas and Energy Law
- Tax Law
- Legal Research and Advisory Services
- Company Secretarial Services and servicing of meetings
- Legislative and Regulatory Review and Consultancies
- Banking and Financial Services, Project Finance and Mergers & Acquisitions
- Capital Markets and Securities
- Intellectual Property Law
- Telecommunication
- Land Law and Property Conveyance
- White collar criminal law practice and forensics

## 7. main areas of practice

REX focuses mostly on corporate commercial practice covering a whole range of the focus areas as detailed in this profile. In rendering our services, REX may also act as litigation lawyers for corporate clients on corporate litigation and has acted as transactional lawyers on various areas of law such as banking and finance, natural resource (mining, oil & gas), corporate and commercial, mergers, equity acquisitions, asset acquisitions and corporate restructuring assignments, just to mention a few. Furthermore, REX's corporate services include corporate formation, corporate secretarial services, corporate legal due diligence investigations, legal opinions and advisory services, preparation of trade and investment agreements, interpretation of laws impacting on clients' businesses and on competition issues.

Below are the areas of law that REX Specializes in:-

### **Litigation, Court Representation, Preparation of Legal Documents and Alternative Dispute Settlements:**

REX has a strong litigation team that works very closely with the Firm's corporate commercial team on our clients' files before claims develop into disputes. REX delivers intelligent and effective solutions to its clients' exacting and potentially costly disputes. REX's lawyers are skilled in preparation of legal documents which involves thorough legal research before legal documents (opinions, pleadings, agreements among others) are sent to clients. The Firm's litigation team is notable for its knowledge of technical issues, its commitment to clients' interests and its strategic approach to litigation and their judicious use of the mandatory court supervised alternative dispute resolution mechanisms to resolve disputes. Clients include major companies operating in Tanzania as well as international companies. REX represent their clients in negotiations with various stakeholders including but not limited to property developers, contractors, property managers, tenants, government agencies, international organizations among others.

# employment, labour law and immigration

Services offered by REX in this area include review of employment policies, preparation of employment contracts, review of restructuring plans in relation to employment issues and the procedures to downsizing businesses and reviewing of employment claims including representing client in litigation matters. REX has undertaken a thorough review of the changes in the employment and labour legislation namely the Employment and Labour Relations Act No. 6 of 2004. As result of this review REX has been sought out by various corporate bodies to assist them in reviewing their labour policies in light of the new changes in the labour laws. In the global economic downturn of 2008 and the consequent downsizing of some companies, REX advised various corporate clients on redundancies and was actively involved in supervising clients in actual redundancies to ensure compliance with the statutory procedures for redundancies. REX has experience in representation of its corporate clients at the Commission for Mediation and Arbitration (the “CMA”) on various employment related disputes.

# mining, oil & gas and energy law

REX understands the legal and regulatory regime for the natural resources sector (mining, oil & gas) and has acted for all major mining and petroleum companies over the years. The Firm has worked for both the Government and the international mining and petroleum companies including the review of the legal and regulatory regime of the mineral sector in Tanzania, mineral exploration and mine development/financing, legal due diligence on mining, energy and oil and gas properties, corporate mergers and acquisitions as well as liquidations, all in the natural resources sector. Notably REX was involved in the formation and provision of legal and secretarial services to all major mining and natural gas companies, including the AngloGold subsidiary Geita Gold Mining Limited, all the three subsidiaries that eventually became Acacia and now Barrick subsidiaries, the Randgold Subsidiary which later left Tanzania but has now returned through Barrick, Songas Ltd, the then Canadian subsidiary that was the very first entity to exploit and pipe natural gas to Dar Es Salaam for industrial and domestic consumption, Statoil (now called Equinor), the Norwegian entity looking to developing a liquified natural gas facility in Tanzania, and many others. Most of the entities we helped to set up in Tanzania have continued to retain our services to this date helping us build unrivalled experience in the legal and regulatory regime governing the natural resources industry covering its entire value chain.

# tax law

REX provides advice relating to applicable tax in commercial transactions generally as well as continuous tax compliance requirements and the applicable tax and tax disputes resolution procedures. REX represents a wide range of clients in tax disputes guiding corporate clients in the event of tax dispute through the appeal processes available including filing of notices of objection, representation in the tax tribunals and the courts, and where tenable, we guide clients through the alternative dispute resolution, such as mediation or direct negotiations.

The tax practice is headed by Dr Alex Nguluma with extensive experience in tax law and tax administration in Tanzania

REX has handled tax matters for leading corporates both on Mainland Tanzania and Zanzibar.

# legal research and advisory services

Lawyers at REX are trained to conduct proper legal research on every assignment/transaction. The Firm's experienced lawyers who possess highly developed research and analytical skills are the key to delivering high-quality work for our clients. The Firm has a separate legal research department which regularly prepares articles that are published in journals, newspapers and books. REX posts its articles in the following annual report books and journals worldwide:-

- i. **“Doing Business”** published by the World Bank, the International Finance Corporation, and Palgrave Macmillan
- ii. **“Getting the Deal Through”** mining on the regulation of exploration and extraction of minerals in thirty-one (31) jurisdictions worldwide published by Law Business Research Limited, London
- iii. **“Getting the Deal Through”** oil regulation in twenty-nine (29) jurisdictions worldwide published by Law Business Research Limited, London

As legal advisers, REX offers its clients' a broad spectrum of legal advisory services, combining knowledge and experience in different legal practice areas. In today's complex and rapidly changing regulatory and business environment, where companies are more than ever exposed to strict compliance requirements and new business challenges, our understanding of the legal regulations and deep industry knowledge help our clients to stay competitive and compliant.

# company secretarial services and servicing of meetings

REX provides corporate secretarial services on retainer for several companies. In essence REX acts as external company secretary.

In this regard the REX will, depending on the terms of retainer, issues notices of all company meetings upon the instructions of the Directors, attend and take record of the statutory board and general meetings, prepare minutes of the meetings, attend to any consequential statutory matters arising out of any such meetings such as preparation of company resolutions. In addition, REX assists the retainer clients in the preparation of their statutory returns and any other filings arising from the Board or members meetings/resolutions and maintains and updates the statutory books in accordance with the changes filed at BRELA.

REX will also assist clients with a wide range of routine and specialist matters relating to compliance in accordance with the Companies Act, No. 12 of 2002. Generally, **REX issues alerts concerning changes arising under the Companies Act and advises clients on any new compliance requirement, such as the recent requirements concerning declaration of Beneficial Owners where companies are required to comply by 30<sup>th</sup> June, 2022.**

Our team of company secretarial specialists has extensive experience and expertise in delivering effective solutions wherever our clients do business, and in managing corporate projects from inception to completion.



# legislative & regulatory review and consultancies

REX is one of the leading firms in this area and with some of the best corporate and legislative drafters and has a record of playing major roles in reviewing regulatory laws in the surface, marine, water and energy utilities sectors. The team at Rex has reviewed port laws and regulations, the laws and regulations on capital markets in the areas of unit trusts and open-ended investment companies. Other assignments include consultancies to draft land regulations necessary to implement the Land (Amendment) Act of 2004 which addressed enforcement of mortgages, drafted a Bill to regulate the operations of the Land Market and Practice of Estate Agents, drafted forest regulations for complementing the Forest Act of 2003, reviewed the business and licensing regime and drafted the new law, prepared the new Unit Titles Regulations including proposed amendments to the Capital Markets and Securities Act No. 5 of 1994 to accommodate the new draft regulations and reviewed the telecommunications legal and regulatory regime.

# banking and financial services, project finance and mergers & acquisitions

Our banking and finance team advises the full range of market participants on banking, finance and financial services work. The dedicated team's scale, depth and breadth enables us to offer clients innovative solutions in relation to the most complex and demanding matters in finance, we assist clients with due diligence review of potential borrowers/financiers, structured financing loan documentation and advisory, drafting of and perfection of security documentation and attending to their filings with regulatory legal registries, debt restructuring and recovery services (including receiverships) and the best recovery methods that guarantees less risks and ease of dealing with regulatory agencies in the recovery process, including TRA and the legal registries (land, mining, BRELA).

# capital markets and securities

REX has unrivalled track record in Capital Markets transactions in Tanzania. We have acted as legal adviser on several of the listings on the Dar es Salaam Stock Exchange (hereinafter “DSE”). Some of the key highlights in this field include:

## **Initial Public Offering and Block Sale Transactions:**

- i. Acted as legal advisers in the sale to the general public of 20.7 million ordinary shares, representing 32.5% of the ordinary shares capital of Tanga Cement Company Limited at a price of Tanzania Shillings 300 per share by way of an offer for sale through an Initial Public Offering (IPO);
- ii. Acting as legal advisers to Tanzania Breweries Limited on the sale of shares of all the shares held by East African Breweries Limited in Tanzania Breweries Limited at the DSE; and
- iii. Acting as legal advisers to Vodacom Tanzania Public Limited Company in listing 25% of its authorized share capital (as an on-going obligation during the life of its license) through an initial public offer (“IPO”) and listing on the Dar-es-Salaam Stock Exchange (the “DSE”).

# listing of bonds at the DSE and cross border listings

## List of Bonds:

- i. Legal advisers to Standard Chartered Bank PLC of London on the listing of a bond issued by ALAF Tanzania Limited on the **DSE**;
- ii. Legal counsels to Stanbic Bank Tanzania Limited as Arrangers of a TZS 60,000,000,000 Bond issued by Tanzania Breweries Limited and listed on the **DSE**; and
- iii. Legal counsels to USAID who were guarantors on a USD 10,000,000 Bond (in TZS equivalent). This was the first partially guaranteed bond listed on the **DSE** issued by PRIDE Tanzania Limited.

## Cross Border Listings:

- i. Acted as legal advisers to the cross-listing of Kenya Airways at the **DSE**, the first ever cross listing at the **DSE**; and
- ii. Legal advisers on the cross border listing of East African Breweries Company Limited at the **DSE**.

# intellectual property law (“IP”)

REX works closely with its corporate clients with a view to maximizing clients' IP assets and fight unwelcomed IP claims from third parties. We have represented several clients in the telecommunication, manufacturing, services and financial sectors in various forms of IP claims. Rex also provides IP services on trade and services marks. Its major corporate client in this sector is Airtel Tanzania Limited whose holding company is in India, famously known as Bharti Airtel Limited.

# technology, media & telecommunication

The dedicated Rex team in technology, media and telecommunication possess the necessary skill, experience and background in dealing with the legal and regulatory requirements in this field including providing innovating solutions especially in this industry's fast changing and unpredictable legal environment. We assist clients to navigate through the complexities arising in the course of their business in this space, and we are regarded by most of our clientele as the ***“preferred firm to deal with”*** considering our significant breadth and depth of experience and specialist expertise that spans all corporate commercial areas of law.

REX provides advice on service level agreements and the development of terms and conditions in relation to technology related contracts and transactions; data protection and privacy laws in various sectors, including the use, transfer and commercialisation of data; telecommunications corporate, commercial and regulatory advice, including Tanzania Communications Regulatory Authority (TCRA) related matters; M&A, reorganisations and joint ventures in the technology, media and telecommunication sectors; contracts relating to data, and mobile and fixed line telephony; telecommunications regulations and policy on matters such as operational compliance, licensing, VoIP services, anti-competitive practices, consumer protection, and privacy; regulatory and licensing advisory work on behalf of operators and service providers, including licence applications, amendments and transfers; commercial transactions, consumer agreements and arrangements on behalf of service providers, equipment manufacturers, apparatus providers, financial institutions and other entities.

## 8. REX fee structures:

### Value for Money:

REX offers value for money for the services it provides to its clients and adheres to the highest standards of service and professionalism. REX has three (3) bands of professional fee structures which it has developed over the years taking into account the fee structure stipulated under the Advocates Remuneration Order. The type of fee structure applied to a particular assignment is determined by the nature of the assignment coupled with the client's preference, or both. Current fee structures are based on Negotiated Capped Fees, Hourly Charge-Out Rates, and/or Combined Fee:-

#### **A: the negotiated capped fee:**

This type of fee structure is mostly applied when REX represents a client in court or arbitration proceedings or in drafting documents and is negotiated between REX and the client based on the Advocates Remuneration Order. REX will charge based on a percentage ranging between 3% and 30% of the subject matter. Fees for all matters will be negotiated and agreed upon before the commencement of work on a case-by-case basis depending on the circumstances of each case, always taking into account the retainer arrangement we may have with Educate!.

REX also utilizes this form of fee structure on long-term consultancy assignments whereby the assignment is scheduled to last for a considerable period. As such, using this type of structure, the fee is predetermined regardless of the number of lawyers or the hours expended on the assignment.

# REX fee structures: (cont.)

## B: hourly charge-out rates:

The hourly charge-out rates are based on the level of seniority and experience of the practitioner on the matter. We currently have three (3) bands of professional staff starting with Partners to Associates being the most junior fee earners. Our hourly charge-out rates are as follows:

Practitioner	Applicable Fee Rate
Partner	USD 350.00
Senior Associate	USD 200.00
Associate	USD 150.00
Legal Officer	USD 100.00



# REX fee structures: (cont.)

## C: combined fee structure:

REX may also agree on fees based on combined fixed fees and a percentage of the subject matter as well as timed rates as the case may be depending on the dictates of the assignment. And in the event of the scope of a particular assignment changing substantially, REX will seek to engage Educate! to renegotiate a previously agreed fee.

REX shall limit the time spent by any of the members of the team to that which is reasonably necessary to achieve the objectives of the particular assignment. REX shall use good judgment to incur reasonable expenses in connection with the performance of the work described in the terms of reference. Upon request, our invoices can include details of the work done and time expended thereon.

# 9. costs, disbursements and taxes

## Costs and disbursements:

- These are expenses that are incurred on behalf of the client, such as travel, accommodation, telecommunication, stationery, binding, printing and photocopy charges are payable by the client. Also, fees payable to government or government agencies such as stamp duty, capital gains tax and search fees at the government registries are also paid by the client. For these fees or charges Rex retains a copy of the exchequer receipts issued against such payments and submits at the appropriate time, and originals to the clients.
- We usually request for a deposit for expenses at onset of each assignment to ensure a smooth execution of the assignment free of cash flow constraints. These are accounted for periodically or at the end of the project depending on the nature and time span of the project. If the initial deposit is depleted the Company will be notified should an additional deposit be required.

## Taxes:

- REX fees are exclusive of all taxes, including VAT and any other applicable tax. REX invoices will be issued at the agreed intervals with the additional tax element.

# 10. details of the Firm's partners

## Amb. Mwanaidi Sinare Maajar

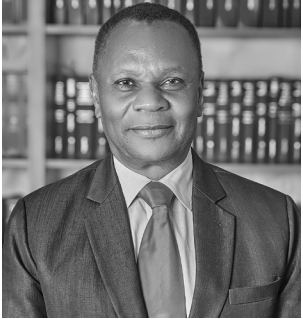


H.E Amb. Mwanaidi Sinare Maajar is a Partner at REX and a leading lawyer in Tanzania with exceptional expertise in the banking and finance practice amongst other areas that she practices. Ambassador Maajar has handled many complex and high profile matters in the banking and finance department as well as other areas of practise including a review of the legal and regulatory regime of the mineral sector in Tanzania, mineral exploration and mine development – financing, legal due diligence on mining, energy and oil and gas properties, corporate mergers and acquisitions as well as liquidations. Her experience also includes providing specialist advice on corporate set ups, corporate re-structuring, mergers and acquisitions, receiverships, privatisation and divestiture of public corporations, commercial contracts, employment and labour law, tax law, business licensing and regulation. Amb. Maajar served as the Tanzanian Ambassador to the United States of America after having served for four (4) years as the Tanzanian High Commissioner to the United Kingdom from 2006.

- Tanganyika Law Society (TLS)
- East Africa Law Society (EALS)
- Chambers and Partners Global Guide to the World's Leading Lawyers 2018 to 2019 – General Business Law; Dispute Resolution (Tanzania) – ranked as a Leading Lawyer
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania) - ranked as a Leading Lawyer

# 10. details of the Firm's partners (cont.)

## Dr. Alex Thomas Nguluma



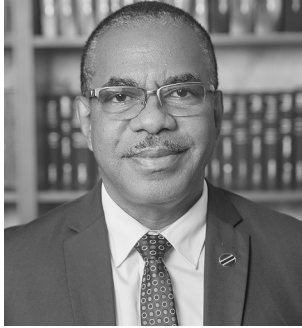
Dr. Alex Nguluma is the Firm's Managing Partner and an expert in commercial litigation with expertise in the review of tax regulatory regimes in Tanzania. He was the local counterpart to the UK based consultant who reviewed the Companies Ordinance and drafted the new and current Companies Act. He is also an expert in tax law and has advised various institutions on complex tax issues including having experience in corporate consultancy, tax and commercial litigation, commercial arbitration, liquidations and receiverships.

- Tanganyika Law Society (TLS) and Zanzibar Law Society (ZLS)
- East Africa Law Society (EALS)
- Chambers and Partners Global Guide to the World's Leading Lawyers 2018 to 2019 General Business Law; Dispute Resolution (Tanzania) – ranked as a Leading Lawyer
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania) - ranked as a Leading Lawyer



# 10. details of the Firm's partners (cont.)

## Hon Dr Fauz Twaib



**HON DR FAUZ TWAIB**, is a Partner at REX. He joined the firm in July 2020 after a ten-year (10) stint at the Judiciary as a Judge of the High Court of Tanzania, during which time he also served as Chairman of Tanzania's Tax Revenue Appeals Tribunal. Before joining the Judiciary, Dr Twaib had acquired seventeen (17) years' experience as a litigation lawyer, corporate and commercial law practitioner, arbitrator and mediator. He is also a renowned academic and author, having taught, practised, conducted research and published in several areas of law, including tax law, criminal law and practice, real property and conveyancing.

Dr Twaib is an advocate of good standing in both Tanzania Mainland and Zanzibar.

- Tanganyika Law Society (once served as its President) and Zanzibar Law Society (ZLS)
- East Africa Law Society (EALS)
- East African Magistrates and Judges Association (once served as its President)
- Tanzania Institute of Arbitrators
- Commonwealth Lawyers Association. The International Bar Association

# 10. details of the Firm's partners (cont.)

**Sinare Zaharan**



Mr. Sinare Zaharan is an Advocate of the High Court of Tanzania and a Partner at Rex with experience in all aspects of litigation and dispute resolution, in particular; commercial disputes, labour disputes, insurance law, property disputes and disputes relating to banking and financial services. Also, he has experience of regulatory matters in mining and telecommunication sectors. In this regard, he advises and assists clients to develop legal compliance registers and conducts legal compliance audits as compliant tools.

- Tanganyika Law Society (TLS)
- East Africa Law Society (EALS)
- Chambers and Partners Global Guide to the World's Leading Lawyers 2018 to 2019 General Business Law;
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania)

# 10. details of the Firm's partners (cont.)

## Daudi Ramadhani



Daudi Ramadhani is a partner at Rex. He has advised local and international clients in a variety of industries seeking to introduce new products and services into the Tanzanian market and ensuring regulatory compliance. Daudi's experience includes advising lead banks in syndicated and project financing transactions as well as lead arrangers on corporate bond issues. He has also successfully closed a number of projects in the mining, energy and telecoms sectors. In addition to banking and finance law, Daudi has experience in general corporate, M&A, mining, oil and gas work, and was part of the team that advised on the acquisition of the leading oil and gas company in Tanzania, particularly on issues relating to antitrust, upstream regulatory approvals and tax-related matters. He has also conducted a number of legal due diligences, prepared legal opinions, drafted and reviewed contractual documents, advised on the set up of companies, regulatory licences and compliance requirements for numerous companies in various sectors including telecommunication and mining. Furthermore, Daudi also has experience in commercial and civil litigation as well as (ICC) International Commercial Arbitration.

- Tanganyika Law Society (TLS)
- East Africa Law Society (EALS)
- Chambers and Partners Global Guide to the World's Leading Lawyers 2018 to 2019 General Business Law;
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania)

# 10. details of the Firm's partners (cont.)

## Anna Chonjo-Mariki



Anna Chonjo-Mariki is a partner at Rex and head of the Firm's Labour and Employment Practice. Anna has 15 years of experience in the legal practice advising clients on corporate commercial transactions, mergers and acquisitions, insolvency, competition law as well as corporate secretarial and statutory compliance.

Her experience also includes providing specialist advise on labour matters such as developing human resources policies for corporate bodies, conducting retrenchments and disciplinary hearings, and negotiating collective bargaining agreements.

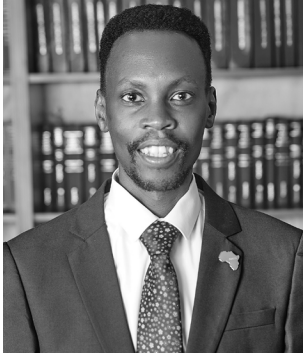
- Tanganyika Law Society (TLS)
- East Africa Law Society (EALS)
- Chambers and Partners Global Guide to the World's Leading Lawyers 2018 to 2019 General Business Law;
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania)





# 10. details of the Firm's partners (cont.)

## Thomas Nguluma



Thomas Nguluma is a partner at Rex heading the Banking and Finance department. He specialises in corporate, banking and finance law and project finance. His experience includes advising local and international clients on corporate transactions, banking matters, the financing of projects, capital market transactions, mergers and acquisitions, projects and intellectual property. He has also been involved in the legal aspects of a number of major M&A transactions in Tanzania. Furthermore, Thomas has experience in commercial and civil litigation as well as first-hand experience in international arbitration, having been involved in one of the most significant international arbitration cases (ICC) in Tanzania.

- Tanganyika Law Society (TLS) and Zanzibar Law Society (ZLS)
- East Africa Law Society (EALS)
- IFLR1000 2018 to 2019 General Business Law, Banking and Finance & M&A's (Tanzania) – ranked as a Rising Star
- The Legal 500 Guide to Outstanding Lawyers 2018 to 2019 – Legal Market Overview (Tanzania) – ranked as a Rising Star

# 10. details of the Firm's partners (cont.)

**Nancy Tarimo**



Nancy Tarimo is an advocate and Partner at REX Advocates. She is a holder of an LLB from the University of Cape Town, and an LLM from the University of Dar es Salaam. Nancy holds a Certificate of Competence in Corporate Governance from the Eastern and Southern African Management Institute (ESAMI).

She is a diversely skilled legal practitioner with over eight (8) years of professional experience working on general corporate commercial law matters, company secretarial services, banking & financial services, general legal advisory, labour & employment matters, immigration law, and competition law. Nancy is knowledgeable in legal compliance matters, and corporate governance, having acted for and advised both local and international clients in a variety of related transactions.

- Tanganyika Law Society (TLS) and Zanzibar Law Society (ZLS)
- East Africa Law Society (EALS)