



FIRM PROFILE

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1.0 THE FIRM OVERVIEW

Kemi Advocates is a legal consultancy firm based in Tanzania having a variety of practices that caters for local and multinational corporations and organizations, financial institutions, as well as private business individuals concerning their legal needs.

The firm has two offices; (1) Arusha office situated at NSSF Mafao House, 6th Floor, Old Moshi Arusha Rd, with P.O. Box 534 Arusha. (2) Dar Es Salaam office situated at Chole Road, Oysterbay, 3rd Floor, Oysterpearl House, with P. O. Box 23197, Dar Es Salaam.

The Firm is geared at providing tailor-made legal services to a vast array of clientele and work dedicatedly to provide the best legal solutions. Its expertise is centered on commercial, corporate and land laws, tax, labour and compliance laws, together with specialized civil and criminal litigation.

2.0 OUR MISSION

Kemi Advocates strives to offer customized and professional legal solutions of the highest quality to our clients. Our core business values and ethics are centered on efficiency, quality and integrity.

3.0 OUR VISION

Our vision is to perfect our services through merging the traditional practice with the modern environment to provide efficient and quality professional legal services for our local and international clients.

4.0 VALUES

| Efficiency

Efficiency is a forefront of our values. We carry out our duties and serve our clients in the most efficient manner. In pursuit of efficiency, we constantly endeavor to innovate new techniques, applications and approaches to continuously improve our service delivery to our clients. We think outside the box and develop ingenious ways of serving our clients and delivering value.

| Integrity

We are devoted to a high standard of values that promote honesty and sincerity; dependable and consistent in actions that support meeting clients' needs. We also believe that it is vital to build trust with our clients. We strive to be transparent, fair and ethical in everything we do and in all our transactions with clients, investors and co-workers.

| Professionalism

Utmost professionalism is on forefront of our values. We adhere to professional and personal standards in carrying out our duties and serving our clients. We conduct ourselves with dignity, and our professional expertise and attitude is evident in the quality of tasks and interactions with our clients.

5.0 OUR AREAS OF PRACTICE

Currently, our areas of practice include:

5.1 Corporate and Commercial

We advise on all areas of business and company law. The Firm has vast experience with the provision of a range of Corporate and Commercial Legal Services, which include:

- Incorporations and Company Secretarial Services,
- Corporate restructuring,
- Mergers and acquisitions
- Due diligence,
- Contracts and agreements
- Regulatory Compliance; and
- Legal opinions.

5.2 Land Law and Conveyance

We have considerable experience in the sale and purchase of residential and commercial properties and liaising with relevant institutions/individuals for financing such sales. Commercial Property transactions range from basic acquisitions and disposals of private property, Farms, small commercial buildings to large multi-storey buildings and also bare land for development purposes. We have a broad range of expertise in real estate and conveyance that includes:

- Acquisition of Leasehold Titles and Rights of Occupancy
- Acquisition of derivative rights through the Tanzania Investment Center and Export Processing Zones
- Estate and town planning.
- Acquisition of Unit Titles
- Transfer and conveyance of property

5.3 Non-Profit and NGO Advocacy and Counseling

The Firm has a record of representation of non-profit companies, Non-Governmental Organizations (NGOs), and other public interest organizations. The Firm's work covers business and corporate matters such as incorporation, registration, post registration secretarial and compliance services. Furthermore, the Firm offers legal advice on programmatic and advocacy issues.

5.4 Employment, Labor and Immigration

Employment law is a fast-paced complex and dynamic field of practice. With increased levels of compensation now available, sound legal advice is essential for Employers. The financial and other consequences for the unwary employers can therefore be serious.

Effective management of human resources calls for delicately balanced judgments. Decisions often need to be made quickly and clients rely on our responsiveness and we provide objective, commercial and practical legal advice.

We are regularly instructed by employers and senior management on every aspect of the employment relationship, from the formulation of employment policies and the drafting of contracts of employment to compliance. We support the HR and management functions and demands whenever necessary on disciplinary matters, dismissals and proceedings in Employment Tribunals and the High Court (Labor Division).

5.5 Banking and Finance

We provide a range of financial legal services for banks, financial institutions and specific clients. We act on their behalf in connection with their implementation of banking securities perfection (mortgages, liens) and project finance loan agreements and securities. We also oversee foreign loan registrations with the central bank (Bank of Tanzania) for specific clients.

5.6 Litigation and ADR

Our Litigation and Alternative Dispute Resolution (ADR) team provides competent Litigation services for our clients. Specifically, we are experienced on Commercial Litigation, Corporate Law Issues including:

- Commercial Disputes
- Shareholder Disputes,
- Employment and Labour Disputes
- Debt Recovery and Securities enforcement Litigation,
- Insurance,
- Receiverships,
- Administrative Actions,
- Arbitration and Contractual Disputes,
- Tort Litigation,

5.7 Private Client Services

We work with individuals, families, and trusts on a range of legal issues. We assist our clients to manage, preserve and transfer their wealth to future generations either for the benefit of their families or for society at large through wills, trusts, disposition of assets or gifts depending on the particular client's objective.

Our private Client services include:

- Wills, Probate and Administration of Estates,
- Private trust arrangements,
- Private property transactions,
- Trust set-ups
- Employment/criminal proceedings matters,
- Executorship/Trustee services; and
- Immigration issues.

5.8 Tax Laws

The Firm completes its corporate and commercial practice with advice on potential tax implications on the structuring and implementation of various transactions. The Firm advises both Tanzanian and foreign clients on various tax issues including income and other employment taxes, corporation tax, value added tax, withholding tax, stamp duty, excise duty, etc.

Furthermore, we represent Clients at tax appellate levels. This includes appeals before the Tax Revenue Appeals Board (TRAB) and the Tax Revenue Appeals Tribunal (TRAT) where a Client is not satisfied with assessments issued by the Tax Revenue Authority. Therefore, where a Client wishes to object to arbitrary tax assessments, our tax law expertise and experience in the appellate tribunals is pivotal.

6.0 OUR TEAM

ESTHER MISSO | Partner

Ms. Esther Misso is an advocate of the High Court of Tanzania and courts subordinate thereto. She is an accomplished legal practitioner, researcher, litigation lawyer and is very knowledgeable in handling and drawing complex legal instruments. She is a civil litigation and tax expert having completed her LL.M (Tax Laws) at the University of Dar es Salaam (UDSM). She is attained LL.B from Mzumbe University and PGDLP from Law School of Tanzania.

She has effectively advised and represented major corporate and financial institutions in complex civil and tax litigations and she has also served as an Arbitrator and Mediator at the State run Commission for Mediation and Arbitration which is the first tier court for Labour and Employment adjudication.

She has also worked for Trustmark Attorneys and Breakthrough attorneys where she handled clients such as UBA Bank, KCB Bank, Tanzania ports Authority, National Housing Corporation, Philip Morris Tanzania Ltd, Tanga cement PLC and CRDB.

She currently also sits as a Board member at the Tax Revenue Appeal Board (TRAB) which is the first tier court for tax disputes adjudication. Esther Zachary Misso is an active member of the Tanganyika Law Society and East African Law Society.

KESTER LYARUU | Partner

Kester Lyaruu attained his LLB (*Hons*) from Mzumbe University and followed it up with the Post Graduate Diploma in Legal Practice (PGDL) from the Law School of Tanzania. He is an Advocate of the High Court of Tanzania and a member of the East Africa Law Society. Kester's specialized areas of practice are corporate and commercial laws, investments, land laws and conveyance, NGO and Non-Profit regulatory compliance, and employment and labor relations laws.

He is an experienced corporate, real estate, investment and employment and labour relations lawyer providing professional legal counsel and extensive experience to local and international companies and organizations and navigates the details of Tanzania's laws to form sound strategies to efficiently manage a client's interests

KAPIMPITI MGALULA | Senior Associate

MOSES MBANDO | Associate

CONSOLATA RUTA | Legal Officer

7.0 CLIENTELE

The Firm is proud to cater to a diverse range of Clientele cutting across a number of industries in and outside the country. Some part of our current portfolio includes the following:

- KCB Bank Tanzania Limited
- CRDB Bank Plc
- Interchick Group of Companies
- Amref Flying Doctors
- IVICOM Holding GmbH
- Africado Limited

The Partners are proud to also have history and experience of having previously worked with the following:

- Tanzaniteone Mining Limited
- Mawalla Advocates, Mawalla Trust,
- World Vision,
- Kili Golf (Kilimanjaro Golf Development Limited)
- CBA Bank,
- Philip Morris international and Philip Morris Tanzania Limited
- Tanga Cement Plc
- Japan Tobacco Limited and Tanzania Cigarette Company
- Tanzania Ports Authority (TPA)
- National Housing Corporation (NHC)
- Afrosoft Holdings (PVT) Limited (Zimbabwe)

- St. Constantine's International School
- Group Six (G6)

8.0 REFERENCES

| References

In the course of the Firm's service provision, we have had the pleasure to work closely with a number of notable individuals in the corporate and government sectors. Our references include:

Mr. Faisal Shahbhai | Managing Director, Tanzaniteone Mining Limited

Ms. Antonia Kilama | Head of Legal & Company Secretary, KCB Bank T Ltd

Mr. Pascal Mihayo | Head of Legal, CRDB Bank Plc

Mr. Orson Taylor | Managing Director, Interchick Group of Companies

Mr. Emmanuel Bundala | Asst. Registrar of Titles, Ministry of Lands

FIRM'S PHYSICAL AND POSTAL ADDRESS

Arusha Address: NSSF Mafao House, 6th Floor,
Old Moshi - Arusha Road
P.O. Box 534, Arusha
+255 766 336 936

Dar Es Salaam Address: Chole Road, Oysterbay,
3rd Floor, Oysterpearl House,
P. O. Box 23197, Dar Es Salaam
+255 713 665 944

E- Mail Address: info@kemiadvocates.co.tz,

Website: www.kemiadvocates.co.tz,

Contact person: Kester Lyaruu | Partner
Mob: +255 766 336936
Email: kester.lyaruu@kemiadvocates.co.tz