



FIRM PROFILE



LAW



ABOUT US

B&E Ako Law is a dynamic and evolving law firm providing a full range of legal services in Tanzania. We have a team of lawyers who are dedicated not only to deliver but also to add value and exceed our clients' expectations. With three offices in Tanzania – Dar es Salaam, Arusha and Mwanza, we have acquired profound knowledge of the market and our areas of practice.

As we strive for excellence, we consistently provide our clients with bespoke solutions. Our legal services are practical, insightful and effective. We also thrive to providing our clients with the required best commercial solution sufficiently and effectively.

OUR AREAS OF PRACTICE

» DISPUTE RESOLUTION/LITIGATION

At B & E AKO LAW we have a highly qualified team which is intricately focused on resolving high risk litigation, and conduct arbitrations to resolve local and international commercial disputes. Our team is well braced to handle courts supervised and out-of- court / private mediations and other dispute settlement mechanisms.

We draw our strength as a firm from our ability to deal with multi-jurisdictional problems through coordinated teamwork which in turn has us well positioned to offer first-class dispute resolution services, that covers a wide scope of practice areas including but not limited to commercial dispute, competition, land disputes, banking and finance, debt recovery, labor disputes, and criminal cases.

» COMMERCIAL DISPUTES

B & E AKO LAW acts for both claimants and defendants in large-scale, high value and complex cases. We work to resolve the high-pressure disputes that can arise around high-stakes commercial transactions, enabling our clients to focus on the most important thing - their business. Our advocates are adept at advising on and resolving issues such as contractual interpretation, joint venture and shareholder disagreements and post-acquisition disputes while working in close unison with our corporate/transaction department. We are also called on at the advisory stage(s) to mitigate the risk of litigation and limit the potential loss and disruption to our clients.

» DISPUTE RESOLUTION IN COURTS

Where court proceedings are required, our team has experienced advocates and experts to obtain the most favourable outcome for our clients. Our team can act quickly to seek injunctive relief, should urgent action be needed to protect our client's valuable rights or assets. We can also assist when counterparties abuse the availability of injunctive relief to obtain illegitimate bargaining power and threaten the completion of large and complex transactions.



» ALTERNATIVE DISPUTE RESOLUTION

Where it is apparent that court proceedings may not result in a positive outcome, you can count on us to advise on alternative approaches to dispute resolution. Our team advises clients on complex domestic and international commercial arbitration matters such as pre-arbitration strategy, settlement discussions, representation during arbitral proceedings and recognition and enforcement of awards or challenges. B & E AKO LAW has significant experience in national and international institutional arbitrations under numerous rules such as UNCITRAL, ICC, LCIA, SIAC and other specialist institutions. Further, the Firm regularly advises and acts in international law disputes concerning, amongst others, Bilateral Investor Treaty (BIT) issues and proceedings.

» COMPETITION LAW

Our seamless collaboration with our Corporate Department has enabled our competition practice to offer a broad range of services, including due diligence, drafting contracts, and advising on non-compete clauses, representing clients before competition forums such as Fair Competition Commission (FCC) and the Fair Competition Tribunal (FCT). We also advise on competition concerns at mergers and acquisitions, and for licensing and franchising agreements.

Merger and acquisition transactions frequently attract the need for litigation. Our M&A litigators work with a variety of companies to anticipate potential issues before a transaction is announced, and then develop strategies throughout the life cycle of merger litigation. We leverage the global reach and wide range of legal disciplines of our full-service law firm and thus have both the knowledge and strategic vision to handle a diverse range of cases, including those involving multiple jurisdictions, expedited discovery and preliminary injunctions.

» DISPUTES WITH REGULATORY BODIES

Regulatory bodies are public, or government agencies created to oversee specific industries and practices. In Tanzania we have a lot of regulatory bodies like , Tanzania Revenue Authority (TRA) Tanzania Bureau of Standard (TBS), The Energy and Water Utilities Regulatory Authority (EWURA), Tanzania Communication Regulatory Authority(TCRA) and the Public Procurement Regulatory Authority (PPRA) just to name a few.

Regulatory frame works are constantly evolving across different sectors in Tanzania and the world at large. As transparency rises in importance and the costs of non-compliance with laws and regulations increase, businesses nowadays strive to adopt the growing pressure from regulatory bodies.

At B & E AKO LAW, have experienced legal pundits with huge experience in providing prompt, proactive, and compassionate services to help clients to deal effectively and creatively with regulatory and compliance issues. Our clients come to us to understand their responsibilities, management of risks and lessen the impact of complex regulatory regimes on their transactions on a day-to-day basis.

» LAND DISPUTES

Our litigation team in the land dispute arena spans experience in numerous industries, including real estate investments, real estate development or construction projects, condominiums and multi-unit buildings, office, and retail space, and planned residential and/or mixed-use communities, leases and related agreements, title insurance, commercial loan securitizations, fraudulent conveyance claims, lender liability claims, real estate-related contract, tort, restructuring and other litigious matters with regard to underperforming loans, including foreclosure proceedings, both judicial and non-judicial, receiverships and actions to enforce guaranties and pledge agreements.

In addition to representing clients during all stages of litigation, from first trial hearing to appeals, our team together with our corporate and tax departments, also regularly advises in syndicated and leveraged finance and restructuring on potential transactions and disputes restructuring agreements, bankruptcy reorganization and other proceedings.

» DEBT RECOVERY

Every lender by the nature of their operation, eventually gets involved from time to time in litigious during their lifetime. At B & E AKO LAW, we have recovery specialists with extensive experience who can assist mortgage lenders, banks, private lenders, and construction companies on a daily basis with their recovery operations, i.e term loans secured by mortgage, lines of credit secured by mortgage, construction liens, co-ownership liens, commercial secured financing instruments.

Our well-established debt recovery practice is recognized as a leader in Tanzania. We offer services to suit all businesses and are known for offering practical and pragmatic advice as well as taking decisive action for our clients when necessary. Our unrivalled experience means we regularly advise on emerging litigation and regulatory developments which impact our clients and their portfolios. We provide a full debt recovery and enforcement service from pre-legal through to enforcement in all courts and jurisdictions in and within the United Republic of Tanzania.

Our Firm has set itself apart from our competitors due to our efficient and cost-effective services which is made possible by our highly knowledgeable team and the use of customized case management systems. We also provide regular, tailored reporting to meet our client's needs.



» **LABOUR DISPUTES**

Litigation of employment and traditional labor claims is a substantial component of our practice. We handle cases touching on virtually every aspect of the employment relationship, at every level, from formulating opening statements to trial and appellate proceedings. We are one of the leading firms in litigating employment-related class actions have gathered in depth experience from representing clients before the Commission for Mediation and Arbitration(C.M.A), High Court (Labour Division) and the Court of Appeal.

We handle suits involving discrimination in the workplace, wrongful discharge, wage and hour disputes, unfair labor practice allegations, employment-related contract and tort matters, privacy, trade secrets, occupational and mine safety as well as health compliance.

Furthermore, We not only advise companies on how to make and implement day-to-day employment decisions arising from specific employee problems but also help companies develop comprehensive policies and procedures applicable to their employees throughout the world.

B & E AKO LAW boosts a substantial team of legal pundits, who have been quite successful in settling claims out-of-court when appropriate. Through our years of practice before administrative agencies and courts, we have established credibility with and earned the respect from our clients.

» **CRIMINAL CASES**

Our B&E AKO Law defense attorney and advocates are highly sophisticated, astute, and supportive. We are particularly well known for our skill sin providing strategic advice and for our ability to keep high profile cases out of the public eye. We represent our clients in Criminal defense and police Investigations, bail applications, corporate crime, juvenile crime, cybercrime, proceeds of crime, money laundering, International crime and Extradition, Plea bargaining, representing foreign companies on immigration and labor permit matters and all economic offences.

Contacting us as soon as you become aware of a police investigation increases the opportunity for us to resolve the matter quickly and discreetly. We will seek to avoid an arrest and protect you from the resulting potentially damaging consequences, such as oppressive bail conditions and restriction on your current or future travel. We know that the police interview is often the most significant aspect of a criminal case hence getting the right advice at this stage is crucial. Our experienced attorneys will carefully guide you through this challenging process.

For cases that go to court, we examine every detail to ensure the best possible outcome. Working alongside expert witnesses, we ensure that every legal or evidential point is carefully considered. This approach has seen our clients enjoy a high acquittal rate. Where a conviction cannot be avoided, we ensure that mitigation is advanced to maximize the chances of the most lenient sentence and for bail to be granted expediently.

» **PROBATE AND ESTATE PLANNING**

Our Lawyers have an unmatched experience to help people take care of probate and estate matters whereby we help families, executors, administrators, and other interested parties. Our guidance includes assistance with a full range of issues which include determining whether probate is needed or required, gathering, and creating an inventory of estate assets, notifying creditors, and paying appropriate bills, handling out-of-state property arrangements, and resolving will disputes or other contested matters. We have a well- respected record of creating customized solutions to all types of estate matters.

Probate litigation often involves close family members and are emotional and complex in nature. It is important to have knowledgeable personnel on your side to represent your interests and the interests of the estate. If you are involved in a dispute involving a will, trust, or other related probate matter, the legal pundits from B & E AKO LAW are your go to

» **ESTATE PLANNING**

This is the process of preparing for end-of-life issues and planning for what will happen after death. Estate planning is more than simply creating a will. As it is not just the exclusive concerns of the elderly at play but also taking due consideration of assets to protect, family to provide for, or concerns about what will happen to you if you become disabled, seriously injured, or sick, you should create an estate plan.

Although estate planning can be complex, there are many specialized estate planning tools available to facilitate the transfer of assets and protect your family and property. B & E AKO LAW can work with you to create a comprehensive estate plan that is tailored to your specific needs

» **FAMILY LAW**

» **ADOPTION**

The adoption process is guided by laws and regulations from start to finish which have the child's interests at heart but that also apply to adoptive families and prospective birth mothers. This entails not only the need of conducting adoption in the proper way, but also filling out mountains of paperwork and filing it with the right department at the right time. Sound stressful? It can be, but the good news for anyone considering adoption is that it does not have to be your job to handle the legal aspects of adoption. B & E AKO LAW, can assist you throughout the process and help you complete a successful adoption as our team is well armed in this arena.



» **DIVORCE / MATRIMONIAL PROCEEDINGS.**

B & E AKO LAW focuses on reaching practical, effective solutions for people going through divorce or separation. Our team is committed to provide the highest level of quality legal services for our clients as we always put your needs first and work to help you and your family move forward as practically and emotion free as possible. Safeguarding your financial future during divorce or at the end of your marriage is important to us. We are only successful when you are, and part of that success is ensuring you receive a fair division/dues of your property in matrimonial proceedings. The experience we have gathered in this arena is what makes us stand out as we always consider your unique situation when evaluating, assessing, and dividing assets in a way that protect our clients' financial health and future.

» **TAX**

In this complex, highly-regulated world with active enforcement and vigilant authorities, it is essential to have a trusted legal adviser with and in-depth tax knowledge and commercial insight. We offer market-leading tax advisory and litigation services with an integrated and multi-skilled team of experts.

Our Tax team advises and represent clients in a broad range of tax-related matters, including those related to corporate income tax, transfer pricing, VAT, employees tax, and customs; with a keen specialization in objections and appeals, alternative dispute resolution, tax litigation, as well as penalty and interest remission applications.

» **TAX ADVISORY**

Our Tax Lawyers have diverse backgrounds, experience and achievements; whereby each tax lawyer constantly strives to improve the quality of tax practice by self-training and in house trainings under the department. This has positioned the firm to offer the best tax advisory advices across board to meet a client's needs by protecting their tax exposure and ensure compliance on the challenges arising from different understandings of tax regulations, or from intentional tax evasion or avoidance by taxpayers.

» **TAX DISPUTES RESOLUTION**

Governments around the world are implementing policies that demand greater financial transparency and seek higher tax revenues from corporate taxpayers. In the process of tax assessments and audits, taxpayers, whether they are individuals or enterprises, cannot avoid tax controversies or disputes over various matters with the Tax Revenue Authority (TRA).

B&E AKO Law has profound expertise and experience in tax appeals and litigation to bring disputes to a successful conclusion. We are renowned to be the best regional solution-based lawyers in all aspects of tax to taxpayers across the region. We provide all our clients with digestible and concise analyses of tax laws and regulations so as to enable them to mitigate potential tax compliance risks in the course of their business.

» **STRUCTURING AND TAX PLANNING**

Given the volatility of the global economy today, companies do not only face financial difficulties, and possible insolvency, but also have to navigate around the incumbent tax issues that are usually part and parcel of these financial difficulties.

With constant amendments of various pieces of legislation that have a bearing on transactions, the need to consider tax implications on a business cannot be ignored. From the planning stage of a business transaction, a company needs to analyze various feasible structures and schemes, legally and regulatory their tax efficiency and tax risk, so as to stay on the right lane with the Tax authorities.

B&E AKO Law always considers corporate transactions from a tax perspective, by taking into account tax-efficient structures, transaction execution schemes, and measures to reduce tax risks. Our tax team ensures that our clients business remains competitive and that each transaction and investment is a successful one. We give you an integrated solutions based team of lawyers who have a long standing relationship with tax regulators.

» **TRANSFER PRICING**

Multinational corporations with business opportunities all over the globe are likely to be exposed to taxation by multiple tax authorities, at some point in their lifetime. B&E AKO law is proactive and offers sustainable transfer pricing solutions that are a necessity to manage corporate's global tax costs.

Our Tax team acts on our clients' behest on direct negotiations around the world and assist you to achieve certainty by preparing advanced transfer pricing agreements. And, in disputes of a company's transfer prices with the tax authorities, we will stand head on collision to defend the company, negotiate a favorable settlement, or litigate the matter through the courts.

We assist in reducing your risk by ensuring that transfer pricing solutions are aligned with your overall global operations and objectives, as well as assist in the preparation of the documentation to support your transfer pricing practices.



CORPORATE/TRANSACTIONS

B&E AKO Law offers a unique combination of expert advice and distinctive service that meets the legal and commercial needs of our clients. With a valuable combination of global insight and local knowledge that enables us to handle all aspects of complex domestic and cross-border corporate transactions, we are well-placed to grasp and develop a deep understanding of our client's business needs and to provide cost-effective, pragmatic advice on business development strategies.

We cover a full spectrum of corporate transactions, including but not limited to:

» INTELLECTUAL PROPERTY (IP)

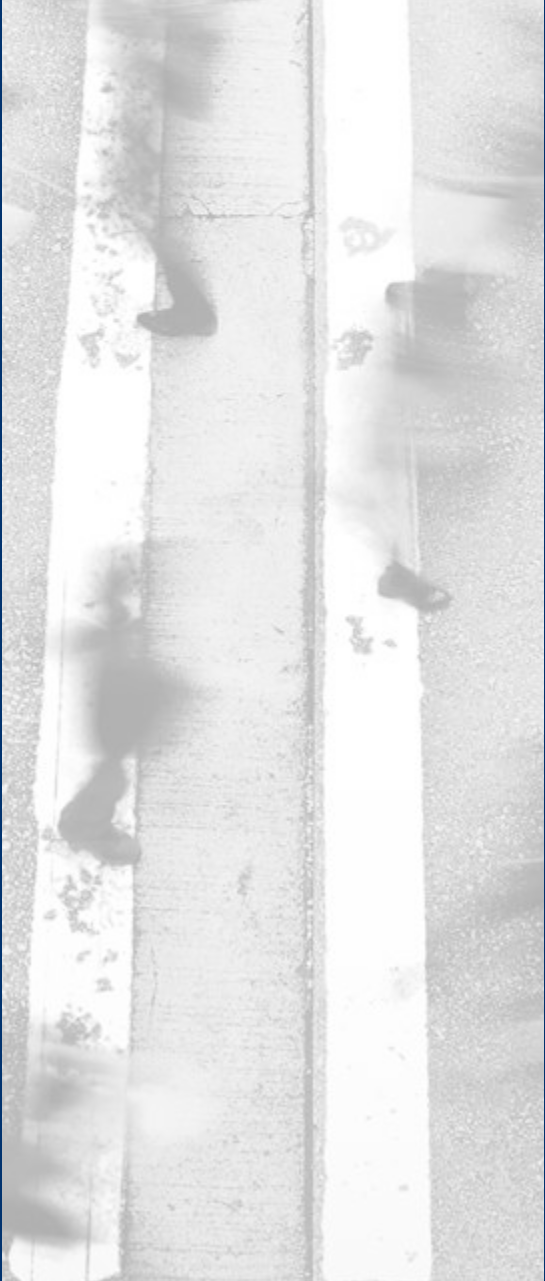
Managing and protecting intellectual property has become increasingly complex for global companies and local ones alike, which often have huge IP portfolios and operations in multiple jurisdictions with varied IP laws and levels of enforcement.

We boast a vast experience in the field, as we approach IP management as a strategic issue and have developed our team, processes and technologies to serve as a one-stop shop for protecting IP assets of both local and international businesses. The experience and expertise garnered from various industries has us well positioned to offer our clients a myriad of IP services ranging from brand management, brand enforcement, patent litigation, patent prosecution, copyright, IP litigation, trade secrets, IP transactions to tax and IP advisory.

» COMPETITION, DEALS, MERGER AND ACQUISITIONS

Our Corporate and Transactions Department is acquainted with vast knowledge that enables us to structure, negotiate and bring deals to execution seamlessly and efficiently from its early stages to closing. We have acted on some significant Mergers and Acquisitions (M&A) transactions across the region and we are known for our ability to provide both public and private clients with sophisticated but innovative and commercially-minded advice on structuring, negotiating, documenting and implementing local and multi-jurisdictional M&A transactions, as well as managing their incumbent legal risks from a both a commercial and tax perspective.

Our scope of services in this arena includes: purchases and share sale agreements, asset sale agreements, take overs be it voluntary and /or mandatory, private equity transactions including buy-outs and buy-ins, re-organizations, demergers, schemes of arrangements, restructuring and amalgamations.



We always take our client's risk profile/portfolio into consideration when transacting such assignments while also ensuring that we work closely with regulators so as to bring transactions to a successful close as timeously as possible.

Needless to say, we possess a broad knowledge on procedural rules and legal systems; which coupled with our dynamic team enables us to produce sky rocketing results in Competition investigations and inquiries, mergers and acquisitions, regulatory proceedings before the Fair Competition Commission, the Fair Competition Tribunal, EWURA, SUMATRA, TCRA and high profile private lawsuits before the High Court (Commercial Division and the Main Division) and the Court of Appeal of Tanzania; as we work in close unison with our Litigation Department.

» IPO'S AND PUBLIC OFFERINGS

Company's initial public offering (IPO) is a transformational event in its growth, whether it has a history of operations or is a startup venture. At B&E AKO Law, we understand the IPO process and use our experience and relationships to assist our clients across a full range of industry sectors in choosing the most appropriate course of action to achieve their financing objectives and economic goals.

We work very closely with our clients to help maximize the budding steps of the business as a public company and position it for long-term growth, including successful follow ups on public financings. We apply our comprehensive knowledge of the latest legal, regulatory and commercial trends in our ever-shifting economic and political environment that affects their businesses.

Our team is experienced and proficient in the art of managing our clients' public offerings through narrow financing windows while providing innovative solutions to obstacles that could otherwise derail the financing. The protection and enhancement of our clients' legal interests is always our top priority.

» BANKING AND FINANCING

Banking and finance is the heart and soul for every economy as it provides the means to assist businesses expand and investors grow which in turn results in the growth of a country's GDP as a whole.

Today's lenders and borrowers face a myriad of challenges, including but not limited to restrictions on foreign banks' lending to companies in certain jurisdictions, distressed debt and the ever-increasing complexity of financial services' regulations across the world. With most financing transactions that involve global companies requiring execution in more than one jurisdiction, and local law requirements posing challenges that can significantly affect deal value, it is crucial that our clients are navigated through this complex environment.





B&E AKO law is exceptionally well positioned to do this, as we have a strong team of lawyers in banking and finance who focus on all aspects of general bank and institutional debt finance, as well as capital markets and securities.

Additionally, the firm provides commercial and highly practical advice across all sectors and a full spectrum of financial products including syndicated lending, project finance, asset finance, acquisition finance, structured finance and leasing. Our Corporate team which always works in strong liaison with our Tax department also advises on finance sector regulation, insolvency and restructuring.

We have established local expertise in both financial centers and key emerging markets. Our people know their markets and how to operate effectively in them to deliver value to our clients, which include regional leading financial institutions as well as major multinationals in the energy, mining & infrastructure industry, manufacturing, transport, technology and media and telecommunications industry; but to name a few. The variety of work across our diverse client base and our experience on gaining insight from all sides of a transaction enable us to create highly commercial, successful strategies for clients.

» **FINTECH /TECHNOLOGY**

Technology is in today's world at the heart of any organization's continuous innovation and taking full advantage of new opportunities, is critical for companies to become more efficient and creative in how they develop, source, and use technology.

B&E AKO law works across borders and practice areas to advise providers and users on technology, outsourcing, data privacy, information management, communications and mobility issues.

We offer advice and commercial solutions to all technology related transactions and regulatory issues. We uniquely cover a business's technology needs from beginning to end, act as the liaison when needed & advice on interactions with suppliers, customers and other stakeholders. With our practical understanding of the technologies that drive and enable businesses; we boost ourselves on offering responsive, reasoned, real world advice.

» **CORPORATE SECRETARIAL SERVICES**

B&E AKO law is well immersed and versed in offering corporate secretarial services for not only incorporating local and foreign Companies' subsidiary branches in Tanzania as well as in the Revolutionary Government of Zanzibar; but also ensuring said companies obtain all requisite licenses to ensure their smooth operations.

We also assist and advise clients on all forms of business registrations be it Partnerships, Joint Ventures or Sole Proprietorships on the manner of corporate setup and best corporate governance practices.

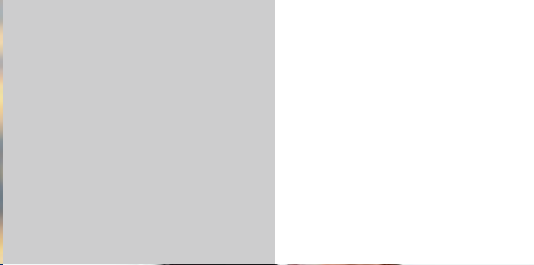
B&E AKO law also serves as Company Secretary to companies from all sectors on a retainer arrangement, where by we ensure that compliance issues as required by the Companies Act from the calling of statutory board and shareholders meetings of the Company, attendance of meetings, records' and filing of mandatory annual returns and all other statutory requirements are met and adhered to

» **COMPLIANCE**

Our Country's business environment is changing at an accelerated speed which in turn results in changes to concerned compliance laws and regulations; that businesses have to keep up with. A deep and clear understanding of compliance coupled with well thought out compliance implementation plan is vital to ensure adherence so as to limit one's exposure to significant risk and persona liabilities.

With this increase in demand for compliance and advisory services, B&E AKO Law has pinned itself with an experienced and specialized department that offers our corporate clients w strategic compliance and advisory services.

We maintain close contact with regulators and hence understand government, business and policy environments in which the decisions affecting our clients are made.



THE TEAM

PARTNERS

» RESTRUCTURING AND INSOLVENCY.

In this everchanging modern world, the global economy is unpredictable and for organizations facing supply chain disruption, nose diving demand or fundamental changes in operating conditions, it is crucial to be proactive, consider issues holistically, and maintain the financial flexibility to adapt to rapidly changing circumstances.

Global financial crisis(es) has seen an increase in the number of companies experiencing some level of financial distress with laws rapidly evolving over the last decade to find new ways to help businesses protect value in tough times.

B&E AKO Law boosts multidisciplinary experts who assist our client's businesses to navigate through these hard climates by providing practical and commercial specialist support. We advise on all aspects of general contingency planning in a distressed debt environment, formal and informal restructures, business rescue proceedings and insolvencies.

Our expertise covers advice on contingency planning, debt restructuring and rescheduling, distressed acquisitions or sales, credit bidding, formal insolvency proceedings, out-of-court refinancing and distressed debt trading. We advise lenders and investors at all levels of the capital structure as well as corporates or directors, banks, and government institutions.

We draw on and have partnered up with a number of specialists including transactional, tax, financial, litigation and employment law experts, to create exceptional and tailor-made solutions to support a distressed business.

Our approach is to create, implement and manage sustainable solutions for our clients while bearing in mind the diversity of stakeholder interests and expectations. The strong relationships we have built with other key advisers, including accounting and auditing firms, turn-around specialists and investment banks and investors, make B&E Ako Law the go to firm.



ALAN NLAWI KILEO [Managing Partner]

Alan has a passion for tax. After graduating from the University of Dar es Salaam in 2007, Alan joined PricewaterhouseCoopers (PwC) as an Associate Tax Consultant, a position that exposed him into a wide range of tax matters and saw him promoted to a Senior Tax Consultant in short period of time. In pursuing his dream as Tax Consultant and Tax Litigant, Alan later joined Ako Law in 2011 a law firm affiliated with Clyde & Co. where he was involved in handling high-profile tax advisory and complex litigation matters in Banking, Mining, Telecommunication, Oil and Gas, Insurance-to name but few. With Ako Law, Alan rose from the Legal Officer to Legal Director and later to Managing Partner. Among other writings and presentations, Alan has also co-authored a book titled "Tax Dispute Resolution – Manual for Tax Practitioners". When it comes to tax advisory, consultation and representation, Alan is unmatched and greatly acknowledged by local and multinational companies.

QUALIFICATIONS: LLB | LLM in Revenue Law and Administration | Advocate
EXPERTISE: Tax | Dispute Resolution | Corporate
CONTACT: alan.kileo@beakolaw.co.tz | +255 713 694 254 | +255 767694 254

STEPHEN AXWESSO HARIAH

Stephen takes the quarterback position as he revels exceptionally in both as a tax advisor and litigant. He has successfully represented top mining, telecommunication and brewing companies. He is also very cognizant with corporate law having garnered vast experience from working with the pioneers of the field notably Rex Attorneys (now ENS). While at Rex Attorney, he was involved in the drafting, negotiation and execution of big transactions. He later moved and worked as an in house lawyer for the Tanzania Revenue Authority and Airtel. He later moved to Brevis Attorneys where he was a Partner before joining B&E Akolaw. Apart from the legal practice, Stephen also teaches at the Law School of Tanzania and conducts seminars on Taxation and Procurement Law in Tanzania.

QUALIFICATIONS: LLB | Postgraduate Diploma in Law | Advocate
EXPERTISE: Tax | Recovery | Dispute Resolution | Procurement | Intellectual Property
CONTACT: stephen.axwesso@beakolaw.co.tz | +255784 670 234





GODWIN NYAISA

Godwin is a seasoned litigant who leads our dispute resolution practice. Godwin began his legal career in 2007 in a tier two law firm. He later co-founded Epic Law Partners before becoming part of B & E Ako Law. His experience spans from civil and criminal litigation, arbitration of commercial disputes, banking, debt recovery, insolvency (receiverships/liquidations), insurance, employment and labor relations and intellectual property. Godwin has worked with both the public and private sectors. He is highly regarded by both clients and his peers as one of the best litigants in Tanzania. Godwin is a Member of Arbitrators Panel of National Construction Council of Tanzania and an Accredited Arbitrator, Mediator, Negotiator, and Adjudicator in Tanzania. He has acted an arbitrator in domestic disputes and as an advocate in several domestic arbitration disputes. The firm (and clients) greatly benefits from his attention to details, ability to think out the box and on his feet and his resolve to find practical solutions bespoke to clients.

QUALIFICATIONS: LLB | LLM in Commercial and Corporate Law | Advocate | Arbitrator Mediator | Reconciliator | Negotiator

EXPERTISE: Corporate | Dispute Resolution | Banking | Insolvency | Insurance Employment and Labour

CONTACT: godwin.nyaisa@beakolaw.co.tz | +255768239495 | +255713384169



RENU SHIDUKI

Renu has an uncanny ability to/of grasping numbers so to speak, having worked with KPMG Tanzania as their Corporate Services Advisor hence making him a valuable member of the firm. At KPMG Renu oversaw the corporate advisory services that included incorporating companies and NGOs, providing management and winding up services both in Tanzania Mainland and Zanzibar. He also dealt closely with various regulators including Business Registrations and Licensing Agency (BRELA), Tanzania Communications Regulatory Authority (TCRA), Tanzania Petroleum Development Corporation (TPDC), Tanzania Investment Center (TIC) Tanzania Revenue Authority (TRA) and Zanzibar Revenue Board (ZRB). Among the key multinational clients he worked with includes Atlas Copco, BG Energy, Halliburton International Inc., Henkel Chemicals, Beach Petroleum, Middle East Telecom, E.Pihl & Søn, Nedlloyd, Maersk, MI Production Chemicals (ME) FZE, Trademark East Africa, Wärtsila, Vattenfall Power Consultant AB and Sandvik Mining. After 3 years of experience at KPMG, Renu moved to work with a local renowned law firm, IMMMA Advocates at Mwanza, where he provided legal services to a range of clients, especially on litigation, labor dispute resolution and security documentation and recoveries for banks and financial institutions. Prior to joining B & E Ako Law, Renu co-founded Epic Law Partners and oversaw the Firm's Mwanza office. He now oversees our operations in Mwanza (servicing our clients around the Lake Zone) and Arusha offices. Prior to joining the B&E Ako Law Team, Renu served as a Partner with Epic Law Partners. Renu is also an active member of the Tanganyika Law Society (TLS) and the East African Law Society (EALS).

QUALIFICATIONS: LLB | Advocate

EXPERTISE: Securities | Corporate | Dispute Resolution | Real Estate | Insurance | Banking

CONTACT: lubango.shiduki@beakolaw.co.tz | +255 754 973 327 | + 255 767 250 296

VICTOR MREMA

Victor worked as a Legal Counsel for CRDB Bank Plc for over five (5) years, a position that gained him a solid reputation amongst his peers and the banking community. During this time, Victor was the bank's key internal personnel in the CRDB's IPO process. He headed CRDB's investor relations department and sat in all board meetings for CRDB Bank Plc, CRDB Microfinance Services Company Ltd and CRDB Bank Burundi. Victor was also involved in the registration and setting up of CRDB Bank Burundi. In pursuit of his passion for business, Victor left CRDB in 2013 and went on to establish Brevis Attorneys (a corporate firm) where he served as Managing Partner for five (5) years. His passion on business growth ignited initiatives to establish B&E Ako Law. In addition to banking, Victor has immense experience and knowledge on corporate governance, business law, capital markets, securities and investment. Victor's business acumen is outstanding and our clients benefit even on non-law related matters.

QUALIFICATIONS: LLB | PGD, BA | MA, Revenue Law & Administration | Advocate

EXPERTISE: Banking | Corporate | Capital & Securities | Investment

CONTACT: victor.mrema@beakolaw.co.tz | +255 784 424 146



WILSON MUKEBEZI

As is the case with his peers Stephen and Alan, Wilson revels in the field of tax law with over twelve (12) years to back it up. He has represented and litigated for major clients in various sectors varying from banking, brewery, agriculture, tourism, construction, mining and telecommunication against their various tax disputes with the Tanzania Revenue Authority and also non tax disputes in various Tanzanian courts. He has also acted for various non for profit organization including setting up Trusts, Societies and other Associations. Before joining B&E Ako Law, he worked with premier law firms such as FK Law Chambers and Ako Law where he had a privilege of working with top-notch legal/tax practitioners such as Dr Kibuta Ongwamuhana, Professor Florens Dominic Luoga and Mr Martin Nasson (a former commissioner of Tanzania Revenue Authority). With his background from FK Law Chambers and Ako Law, Wilson has immense experience in tax advisory and litigation, commercial litigation, corporate transaction work and company secretarial, arbitration, employment dispute resolution and advising. He is also a co-author of the book "Tax Dispute Resolution – Manual for Tax Practitioners", MkuKinaNyota [2015], Dar es Salaam.

QUALIFICATIONS: LLB | M.A in Revenue Law and Administration | Advocate

EXPERTISE: Tax | Dispute Resolution | Procurement | Competition | Employment & Labour Relations | Banking

CONTACT: wilson.mukebezi@beakolaw.co.tz | +255 768 983 015 | +255 784 645 690
+255 766 645 690



SENIOR ASSOCIATES



PHILLIP LINCOLN IRUNGU

With nine (9) years of practice under his belt as a Litigant, and three (3) years as a Tax Consultant, Phillip is a dynamic and well versed lawyer. He possesses an impeccable record in Litigation as well as Employment and Labor Related matters. With vast knowledge and practical experience of laws of Zanzibar. He is an advocate of the High Court of Tanzania and Zanzibar, and Subordinate Courts. Phillip possesses great analytical and interpersonal skills which coupled with his qualification as an Arbitrator make him a valuable member of the B & E Ako Law family. He also has a natural ability to communicate well to audiences of different dynamics, making him a key member of our Research and Training Department. Phillip is also an active member of the Tanzania Institute of Arbitrators (TIARB)

QUALIFICATIONS: LLB| MSc in Taxation | Advocate

EXPERTISE: Dispute Resolution | Employment & Labour | Arbitration | Research & Development

CONTACT: phillip.irungu@beakolaw.co.tz | +255 753 307 307

KAVOLA SEMU

Kavola is a dynamic lawyer who has been groomed and nurtured the B&E Ako way. She possesses a natural ability to communicate well to audiences of different dynamics making a key member of our Research and Development department. Kavola's proficiency lies in family law, probate and administration of estates – two areas which she is actively involved as well as litigation. She is driven, always motivated and intent on spreading her wings to the other fields of practice that the firm engages on. Prior to joining the firm, she worked with Epic Law Partners.

QUALIFICATIONS: LLB| Advocate

EXPERTISE: Dispute Resolution | Family and Matrimonial law | Probate | Conveyancing

CONTACT: kavola.semum@beakolaw.co.tz | +255 659 298 446 | +255 677 484 842



NORBERT MWAIFWANI

Norbert is a self-driven, enthusiastic, and ambitious tax lawyer with more than 7 years of experience of tax litigation and tax dispute resolution. He holds a master's degree in Revenue Laws and Administration from the University of Dar es Salaam, a post graduate diploma in legal practice from the Law School of Tanzania, and a Bachelor of Laws degree from Saint Augustine University of Tanzania.

Norbert started his carrier with Ako Law in association with Clyde & Co in May 2016 as a junior associate. In 2018 Norbert joined B&E Ako Law tax team as an associate and his passion for tax and dedication awarded him with a promotion to a Senior Associate position in a very short time.

As a Senior Associate Norbert handles and is highly involved in complex tax disputes – Transfer Pricing, Corporate Income Tax, Indirect taxes – for major clients in various sectors varying from mining, banking, manufacturing, agriculture, tourism, construction, and telecommunication.

Norbert is also a licenced tax consultant. He is currently pursuing Advanced Diploma in International Taxation where he has completed (passed) one course – Energy Resources – International Taxation of Upstream Oil and Gas. Apart from being qualified to practice as an advocate in Mainland Tanzania, Norbert is also qualified to practice as an advocate in Tanzania Zanzibar which makes him a valuable team member for being able to represent clients in both Mainland and Zanzibar.

QUALIFICATIONS: LLB | PGDip | LLM in Revenue Laws & Administration | Tax Consultant | Advocate Mainland and Zanzibar

EXPERTISE: Tax Litigation and Advising | Dispute Resolution | Research and Development | Commercial Litigation

CONTACT: norbert.mwaifwani@beakolaw.co.tz | +255 714 910 687 | +255 752 642 887



MAHMOUD MWANGIA

Mahmoud is a young and versatile lawyer who has collaborated with several eminent corporations on various corporate governance and regulatory compliance matters. He endeavored to help them navigate potential legal issues that could have exposed them to significant liabilities.

Prior to joining the Firm, Mahmoud worked with the Right-Mark Attorney team in Mwanza. Seeking to further expand his legal expertise, especially in tax law, he moved his practice to Dar-es-Salaam. His open-minded approach, commitment to ongoing learning, and ability to work as a firm team-player were instrumental in securing his position as an Associate at B&E Ako Law.

QUALIFICATIONS: LLB | PGD in Legal Practice | Advocate
EXPERTISE: Tax Litigation | Dispute Resolution | Corporate
CONTACT: mahmoud.mwangia@beakolaw.co.tz | +255 713 819 196



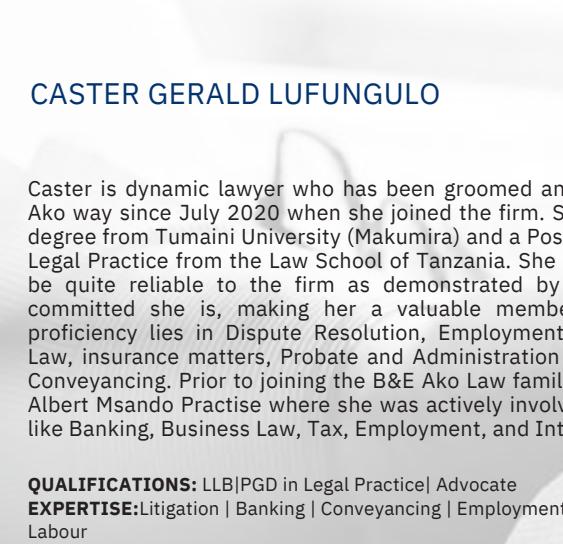
DENIS MACHUI

Denis is a dynamic and promising young lawyer who has undergone a comprehensive grooming and nurturing process. He earned his bachelor's degree from St. Augustine University Mwanza in 2013 and subsequently achieved a Post Graduate Diploma in Legal Practice from the renowned Law School of Tanzania in 2021.

He has just joined the firm and has exhibited exceptional reliability and dedication to the firm. His expertise lies in the area of Dispute Resolutions, Corporate Law, Conveyancing, Human Rights as well as Employment and Labour Law

Prior to joining the B & E AKO LAW, Denis worked with Legal and Human Rights Centre (LHRC) for more than five years where he gained valuable experience and improved his legal expertise.

QUALIFICATIONS: L LB| PGD in Legal Practice | Advocate
EXPERTISE: Litigation | Conveyancing | Labor Relation | Probate and Administration of Estate | Employment and Labour Law
CONTACT: denis.machui@beakolaw.co.tz | +255 713 819 196



CASTER GERALD LUFUNGULO

Caster is dynamic lawyer who has been groomed and nurtured the B & E Ako way since July 2020 when she joined the firm. She holds a bachelor's degree from Tumaini University (Makumira) and a Post Graduate Diploma in Legal Practice from the Law School of Tanzania. She has already proven to be quite reliable to the firm as demonstrated by how ambitious, and committed she is, making her a valuable member of the team. Her proficiency lies in Dispute Resolution, Employment and Labour Related Law, insurance matters, Probate and Administration of Estates as well as Conveyancing. Prior to joining the B&E Ako Law family, Caster worked with Albert Msando Practise where she was actively involved in other key fields like Banking, Business Law, Tax, Employment, and Intellectual property.

QUALIFICATIONS: LLB|PGD in Legal Practice| Advocate
EXPERTISE: Litigation | Banking | Conveyancing | Employment & Labour
CONTACT: caster.lufungulo@beakolaw.co.tz | +255 763 229 548



KERRY STANLEY MRA

Kerry is one of our young and confident upcoming lawyer, her research capabilities develop a strong ability to quickly grasp the legal implication of an issue and therefore craft an excellent solution. She possess an excellent communication skill. Her specialty lies in both civil and criminal litigation, Labour relation, Conveyancing, Probate and administration of estate. Prior joining beako, Kerry started her legal professional with beako as a legal trainee and later worked with Law Bridge as an associate for one year.

QUALIFICATIONS: L LB| PGD in Legal Practice | Advocate
EXPERTISE: Litigation | Conveyancing | Labor Relation | Probate and Administration of Estate
CONTACT: kerry.mra@beakolaw.co.tz | +255 719 898 021



BEATHA TELLI

Beatha is a dynamic and promising young lawyer who has undergone a comprehensive grooming and nurturing process. She earned her bachelor's degree from Tumaini University Makumira in 2019 and subsequently achieved a Post Graduate Diploma in Legal Practice from the renowned Law School of Tanzania in 2022.

She has just joined the firm and has exhibited exceptional reliability and dedication to the firm. Her particular expertise lies in the area of Corporate Law, Banking and Financing law, Conveyancing, Dispute Resolution, as well as Employment and Labour Law

Prior to joining the B & E AKO LAW, Beatha worked with CRB AFRICA LEGAL for more than two years where she gained valuable experience and honed her legal expertise.

QUALIFICATIONS: LLB|PGD in Legal Practice| Advocate
EXPERTISE: Corporate | Litigation | Banking | Conveyancing | Employment & Labour
CONTACT: beatha.telli@beakolaw.co.tz | +255 757 213675



DENNIS PAUL MWORIRA

Prior to joining the B&E Ako Law team in late 2020, Mr. Mworira worked with several reputable law firms like Law Access Advocates and H & M Attorneys at Law under the close supervision and guidance of their partners.

His speciality lies in the fields of commercial law and dispute resolution, where and comprehensively by working closely with our Senior Associates and the rest of the team. He is intuitive driven, ambitious and has already proven to be a valuable addition to the team. Dennis is also an active member of Tanganyika Law Society and the East African Law Society.

QUALIFICATIONS: LLB| PGD in Legal Practice | Advocate
EXPERTISE: Dispute Resolution | Employment & Labour | Litigation | Corporate
CONTACT: dennis.mworira@beakolaw.co.tz | +255 719 148 387| +255 624 033 422



FLORIAN FRANCES

Florian is a key constituent of our young and upcoming lawyers team that is being groomed and nurtured the B & E Ako way. He holds a bachelor degree from Mzumbe University and a Post Graduate Diploma in Legal Practice from the Law school of Tanzania. His proficiency lies in the fields of dispute resolution, corporate law, employment and labour relations, family law, probate and administration of estates as well as conveyancing. Prior to joining the firm, he worked with the Tanzania Petroleum Development Corporation (TPDC) and Elite Attorneys. Florian has proven to be quite reliable in assisting the Firm's Senior Counsel on legal research in many of the areas of practice that the Firm specializes in, thus further molding him into an all-rounder lawyer.

QUALIFICATIONS: LLB| PGD in Legal Practice | Advocate

EXPERTISE: Corporate | Conveyancing | Dispute Resolution | Probate & Administration of Estates.

CONTACT: florian.frances@beakolaw.co.tz | +255 785 563 613 | +255 656 607 403



ROBERT MOSI

Having joined our ever expanding family in early 2019, Robert has already proven to be quite valuable to the firm as demonstrated by how motivated, self-driven and committed he is. He has garnered respected reputation among his peers given his activeness and demonstrated experience in Dispute Resolution and Securities perfection as well as Corporate practice. Prior to joining the B & E Ako Law family, Robert worked with Kilindu Giattas & Partners where he was actively involved in both their corporate and litigation departments.

QUALIFICATIONS: LLB| PGD in Legal Practice | Advocate

EXPERTISE: Dispute Resolution | Employment & Labour | Securities | Corporate

CONTACT: robert.mosi@beakolaw.co.tz | +255 759 168 557 | +255 686 641 860



HENDRY POLYCARP KIMARIO

With a solid background in Dispute Resolution, Hendry is one of the firm's prized Junior Lawyers given how driven, dynamic and energetic he is. Prior to joining the B & E Ako Law family, He worked as the Head of Litigation Department for Maeda & Associates in Arusha under the watchful eye of its Managing Partner where he also garnered experience in other key fields like Banking, Corporate, Business Law, Environmental law, Employment & Labour related laws and Intellectual property. He possesses immaculate oral and writing skills for the preparation, execution and presentation of court documents and the necessary research and development tools to constantly sharpen them.

QUALIFICATIONS: LLB(Hons)|PGD in Legal Practice| Advocate

EXPERTISE: Litigation | Banking | Environmental Law | Employment & Labour

CONTACT: hendry.kimario@beakolaw.co.tz | +255 767 322 478



ROSEMARY MAKORI

Ms. Rosemary holds a diploma in law from the Institute of Judicial and Administration (IJA), a bachelor's law degree from St. Augustine University of Tanzania, and a postgraduate diploma in legal practice from the Law School of Tanzania. Her proficiency lies in civil litigation, conveyancing, corporate law, family law, Probate and Administration of Estates, as well as law relating to custody of children.

Prior to joining B & E Ako Law as an Associate, Ms. Rosemary was an intern at B& E Ako Law in Mwanza.

QUALIFICATIONS: Diploma in Law | LLB | PGD in Legal Practice | Advocate

EXPERTISE: Conveyancing | Family Law | Corporate

CONTACT: rosemary.makori@beakolaw.co.tz | + 255 763 214 161

SULEINA SALIM

Suleina is one of our upcoming lawyers who has been (and continue to be) groomed and nurtured the B&E Ako way. She holds a Bachelor's & Master's Degree from the University of Dar es Salaam. She is currently pursuing her Post Graduate Diploma in Legal Practice from the Law School of Tanzania. She joined the firm in March 2022 as a Legal Intern where her motivation and self drive proved her to be quite reliable in assisting the counsel's in all the areas of practice that the Firm specializes in, thus further moulding her into an all-rounder lawyer.

Her proficiency lies in tax, dispute resolution, corporate law and employment and labour related law. Prior to joining the firm, she worked with the Commission for Mediation and Arbitration (CMA) as a legal trainee.

QUALIFICATIONS: LLB(Hons) | LLM Corporate and Commercial Law

EXPERTISE: Tax | Corporate | Dispute Resolution | Employment & Labour related Law

CONTACT: suleina.salim@beakolaw.co.tz | +255 746 375 702



METHOD NESTORY

Method is a dynamic and promising young lawyer who has undergone a comprehensive grooming and nurturing process. He earned his bachelor's degree from Mzumbe University and subsequently achieved a Post Graduate Diploma in Legal Practice from the renowned Law School of Tanzania.

He has already exhibited his exceptional reliability and dedication to the firm, showcasing his ambitious and committed nature which has made him an invaluable asset to the team. His particular expertise lies in the area of Corporate Law, Banking, Conveyancing, Dispute Resolution, as well as Employment and Labour Law

Prior to joining the B & E AKO LAW, Method worked with CRDB BANK PLC where he gained valuable experience and honed his legal expertise.

QUALIFICATIONS: LLB (Hons) | PGD in Legal Practice | Advocate

EXPERTISE: Corporate | Banking | Conveyancing | Employment and Labour | Dispute Resolution

CONTACT: method.nestory@beakolaw.co.tz | + 255 713 442 101





ADMINISTRATION

GLORIA MUGELLE [Office Manager]

Gloria manages the Firm's HR, Operational and Management needs. Having worked with Brevis Attorneys for almost 4 years prior to joining the firm, and with a background in Business Administration; it goes without saying that Gloria has acquired all the nits and grits of what it takes to successfully cater to the administration needs of all our lawyers. She also manages our supporting (background) staff and always prompt in ensuring that the day to day administration needs of the Firm are available and running smoothly.

QUALIFICATIONS: B.Ed | MBA

EXPERTISE: HR | Operations | Logistics | Management

CONTACT: gloria.mugelle@beakolaw.co.tz | + 255 787 559 900



SARAFINA ROBERT MUSHI [Administrative Assistant - Dar es Salaam]

Ms. Mushi joined the firm in 2018, under the guidance and strong wings of the Administration Manager. She manages and caters to the overall administrative needs of all the Firm's branches. Over the years she has served the Firm impeccably with utmost communication skills analytical and decision-making skills as well as problem-solving skills. All these are made possible and constantly maintained by her inquisitive nature. Prior to joining the firm, Sara worked as a Sales Representative with a private company, where she picked up her knack for administration that continues to steadily serve the Firm's needs and endeavors.

QUALIFICATIONS: Bachelor of Arts in Geography and Environmental Studies

EXPERTISE: Administration | Logistics | Management | Operations

CONTACT: admin@beakolaw.co.tz | +255 712 936 515 | +255 685 024 028



LOYCE EDSON [Administrative Assistant - Mwanza]

Ms. Loyce joined the firm in early 2018. She manages and caters to our Mwanza staff's administration needs. She is result-oriented and has excellent communication and organizational skills that ensure our Mwanza branch runs smoothly. Prior to joining the firm Loyce worked as the Assistant Auditor of a private firm, where she garnered key accounting skills which have proven valuable to the firm's administrative needs as a whole.

QUALIFICATIONS: Diploma in Business Administration

EXPERTISE: Administration | Logistics | Management | Operations

CONTACT: admin.mwanza@beakolaw.co.tz | +255 759 515 201 | +255 714 014



JULIETH WINSTON MGENI [Administrative Assistant - Arusha]

Julieth is working as Administration Manager at B & E Ako Law Arusha office, Julieth has proved to be competent to manage the administrative works at our office which includes running day to day activities of the office, assist in drafting and filing of legal documents and when necessary, she attends Court sessions.

Previously, Julieth worked at Aymak Attorneys as well as Dar es Salaam Yatch Club (DYC) as an Administrator where she gathered vast knowledge and skills that she has.

QUALIFICATIONS: LLB | MBA

EXPERTISE: Administration Management | Operations | Logistics | Legal

CONTACT: julieth.mgendi@beakolaw.co.tz | + 255 759 554 396



CHITI COLLEMANS NG'ANDU [Registry officer]

Miss Ng'andu is the Firm's Registry officer. With her background in Law, she stores, catalogues, maintains and retrieves all our documents be it in paper files, electronic files, and databases for all the firm's departments. Chiti has proven more than capable in ensuring complete confidentiality, document archiving, recovery and the upkeep of an excellent record management system for the Firm. Prior to joining the B & E Ako Law, she worked as a Legal Assistant at Maeda & Associates where she garnered fundament experience in Corporate Matters, Record keeping and management as well as Office Administration.

QUALIFICATIONS: Diploma in Law

EXPERTISE: Records Management | Administration | Sales & Marketing

CONTACT: registry@beakolaw.co.tz | +255 716 333 250





TRUST



PROFESSIONALITY



SERVICE





**B&E
AKO
LAW**

OFFICES

ARUSHA

NSSF Mafao House,
9th Floor, Left Wing
P.O. Box 1526
+255 786 532 222

DAR ES SALAAM

Plot No. 30, House No. 7
Ursino Street, Regent Estate
P.O. Box P.O. Box 71748
+255 22 2771145

MWANZA

Plot No. 07, Block "D"
Isamilo Area
P.O. Box 33104, Mwanza
+255 28 2542445