

Firm Profile

2025





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# <sup>01</sup> About Us

We are a firm that enterprises *creative approaches* and forges *long-term alliances* which support growth while ensuring *corporate compliance*.



## About Us

Hafez & Partners houses the talent, skill, and dedication necessary to distill corporate complexities into refined custom-tailored solutions.

We are recognized with a solid track record in the market for our excellent know-how, professionalism, response time and our business acumen.

Our lawyers are eager to support clients and offer them outstanding legal services. We pride ourselves in our consistent quality of service, we delve into our clients' businesses to provide the best legal advice, and best representation in addition to our in – depth knowledge of our clients' counter parties.

With a solid track record in services such as M&As, Commercial, restructurings, litigation, arbitration and projects; and hosting a wealth of experience in sectors including banking, finance, telecommunication, industry, oil & gas, as well as tourism & real estate. Hafez & Partners represents some of the largest Egyptian & multinational entities, successfully closing deals & transactions worth over USD 20 billion.

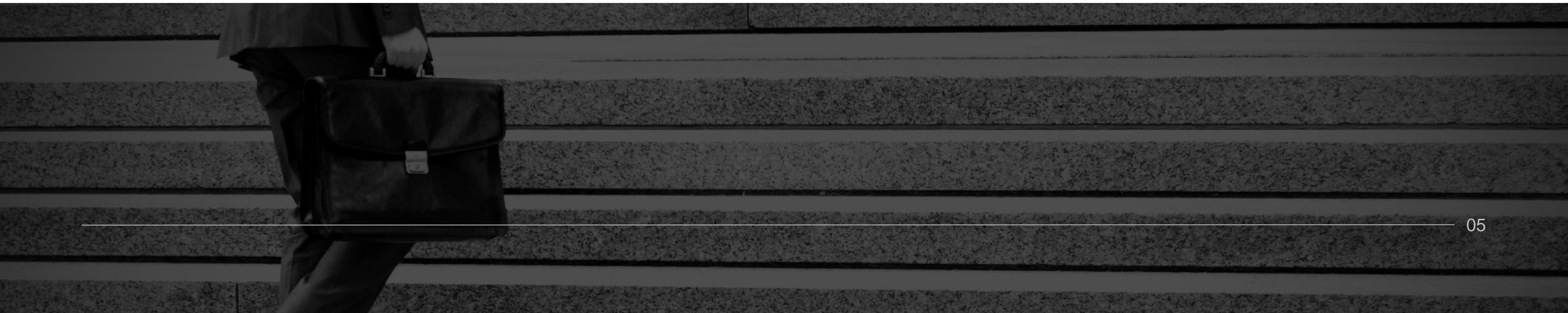
Our founders established the firm with the aim to be the go-to firm when clients are faced with their most challenging transactions and cases.





# About Us

Clients covet credibility, accessibility and value a firm whose reputation is ingrained in its expertise, commercial & progressive strategic thinking, and outstanding service.





# About Us

1- Coveting credibility—valuing a firm whose reputation is ingrained in delivering exceptional due diligence, corporate compliance and corporate governance practices.

2- Appreciate accessibility—the commitment a law firm exhibits in making itself available, in being flexible and attentive, never hesitating to deliberate critical concerns that may arise.

3- Recognizing respect as reflective of experience — esteeming a firm that proves its trustworthiness in the long-term partnerships it has built with its clients.

4- Seeking strategic thinking — investing in a firm that enterprises creative approaches, which support growth, boost performance and increase profitability.

## <sup>02</sup> Our Clients



# Our Clients

With our expertise in an array of service areas—from corporate governance, restructuring to dispute resolution, as well as merger and acquisitions—Hafez and Partners ally with our clients to deliver legal services that directly reflect in their businesses.







## What our clients are saying about us

“They tirelessly go above and beyond expectations to such a degree that I would say that they are one of the best performing foreign legal teams we work with, and we work across all continents and in no less than 30 odd countries.”

“Ahmed has led a local team of exemplary lawyers to support in very complicated legal matters, litigation, and complex commercial workstreams for multinational clients with operations in Egypt.”

“The team at H&P is great. They are dedicated 24/7, detail oriented, hardworking, professional, provide excellent quality of work and think out of the box.”

“Their collective ability to solve issues within regulators, courts and their political finesse have helped to solve issues that we would have had no chance of doing otherwise.”

“They are practically our in-house counsel! They are very trustworthy, accessible, diligent, and dependable especially with our business and are very dynamic in nature.”

“They are very knowledgeable of any industry they work in, its nature, its requirements, its laws, and its regulations.”

## <sup>03</sup> **Our Services**





## Our Services

We tackle every matter as a business opportunity to promote corporate agility, competitiveness, and fluidity in the face of industry disruption.

- *General Corporate*
- *Commercial*
- *Employment*
- *Mergers & Acquisitions*
- *Restructuring*
- *Capital Market*
- *Antitrust & Competition*
- *Technology & Intellectual Property*
- *Projects, Energy, Infrastructure & Financing*
- *Arbitration*
- *Litigation*





# General Corporate

What makes Hafez & Partners stand out when it comes to corporate services is our ability to provide comprehensive solutions. From establishing local and offshore entities, to general corporate advice and services, such as registration and licensing, corporate administration, disclosures, submissions and approvals, Hafez & Partners protects shareholders rights.

Furthermore, Hafez & Partners works in tandem with government agencies and regulatory authorities such as GAFI and FRA, to ensure prompt responsiveness regarding critical corporate matters.







# Commercial

Hafez & Partners hones in on our clients' commercial objectives, assiduously assessing risks and diligently making recommendations rooted in best practices— ultimately finding the most advantageous legal solutions to meet those objectives. From contract law, to property, business, and tax law, we've mastered the skills to steer through the various complexities of the legal systems, as businesses explore innovative ventures, forge cross-border alliances and tap into new markets.

Be it a national level or on an international scale, Hafez & Partners diligently guides our clients through every aspect of commercial transactions, from procurement, to sales, agency and distribution, e-commerce, joint ventures and collaborations, manufacturing, logistics, licensing agreements, digital and business transformation.





# Employment

As globalization catapults us into a world without borders, labor law has never played such a pivotal role for enterprises as it does in the 21st century. Hafez & Partners successfully navigates local labor laws, providing counsel regarding critical aspects that affect the employer-employee relationship. We also enjoy close relationships with regulatory authorities, further expediting our ability to assist corporations in remaining compliant with various labor laws.

Additionally, due to our solid background in guiding restructuring and redundancy programs, Hafez & Partners has extensive experience in drafting employment contracts and policies, while also housing a breadth of experience in reconciling employment concerns during restructures and M&As.



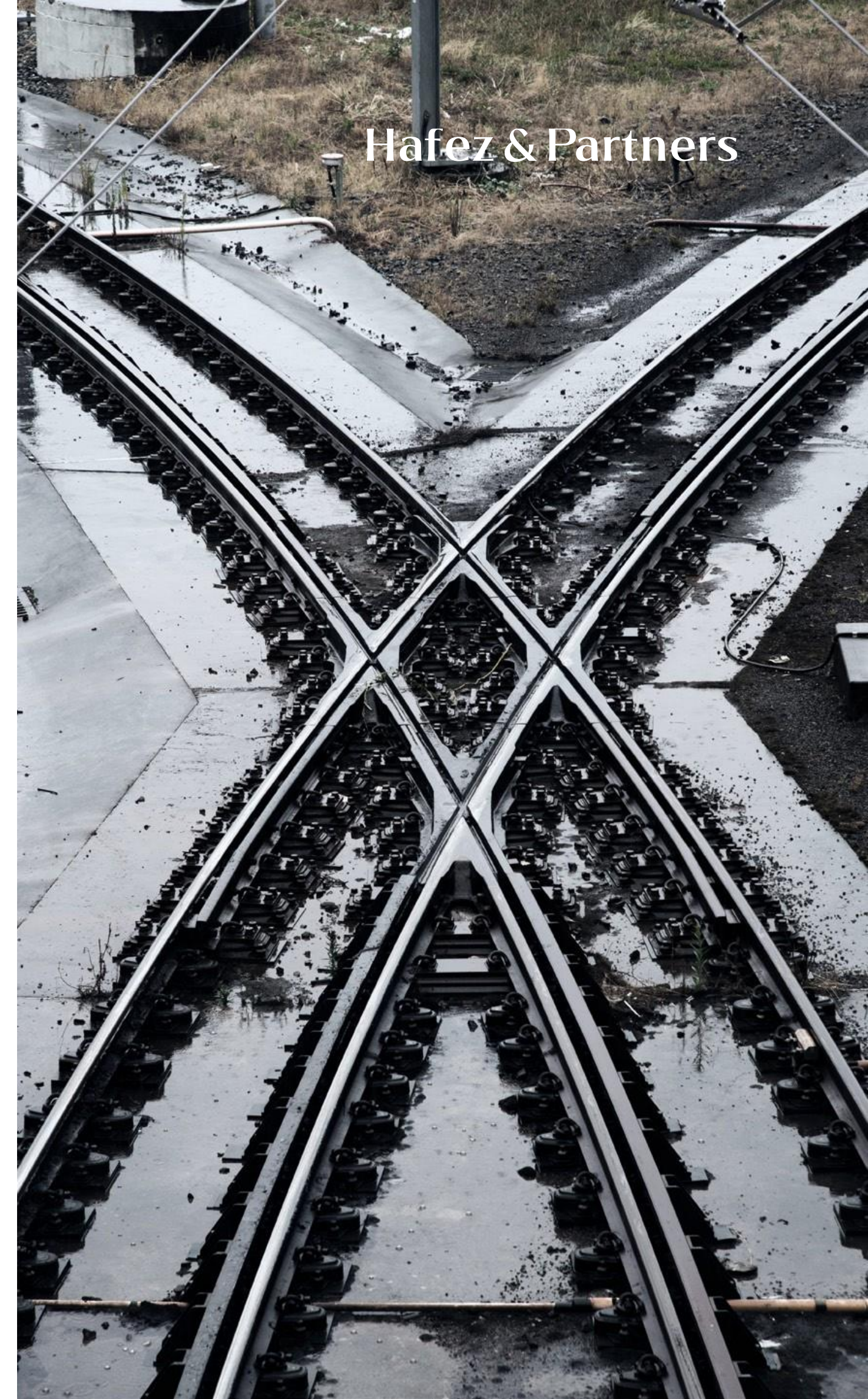


# Mergers & Acquisitions

Successfully managing M&As means understanding our clients' priorities and targets, in order to adopt the most effective strategy, accommodating each deal with a fresh and different approach. Because Hafez & Partners appreciates that each transaction involves its own unique dynamics, we tackle all M&As as a stakeholder, thus delivering creative solutions that provide beneficial outcomes for all parties involved.

We put time and energy into meticulously researching information, quickly and closely, to positively impact the decision-making process for prospective or on-going transactions, while putting great emphasis on due diligence, which is instrumental in making or breaking a deal.

Above all, we possess the industry knowledge necessary to comprehend the nature and extent of risk involved; therefore, we are skilled at guiding our clients against possible adversities that may arise during the transaction.



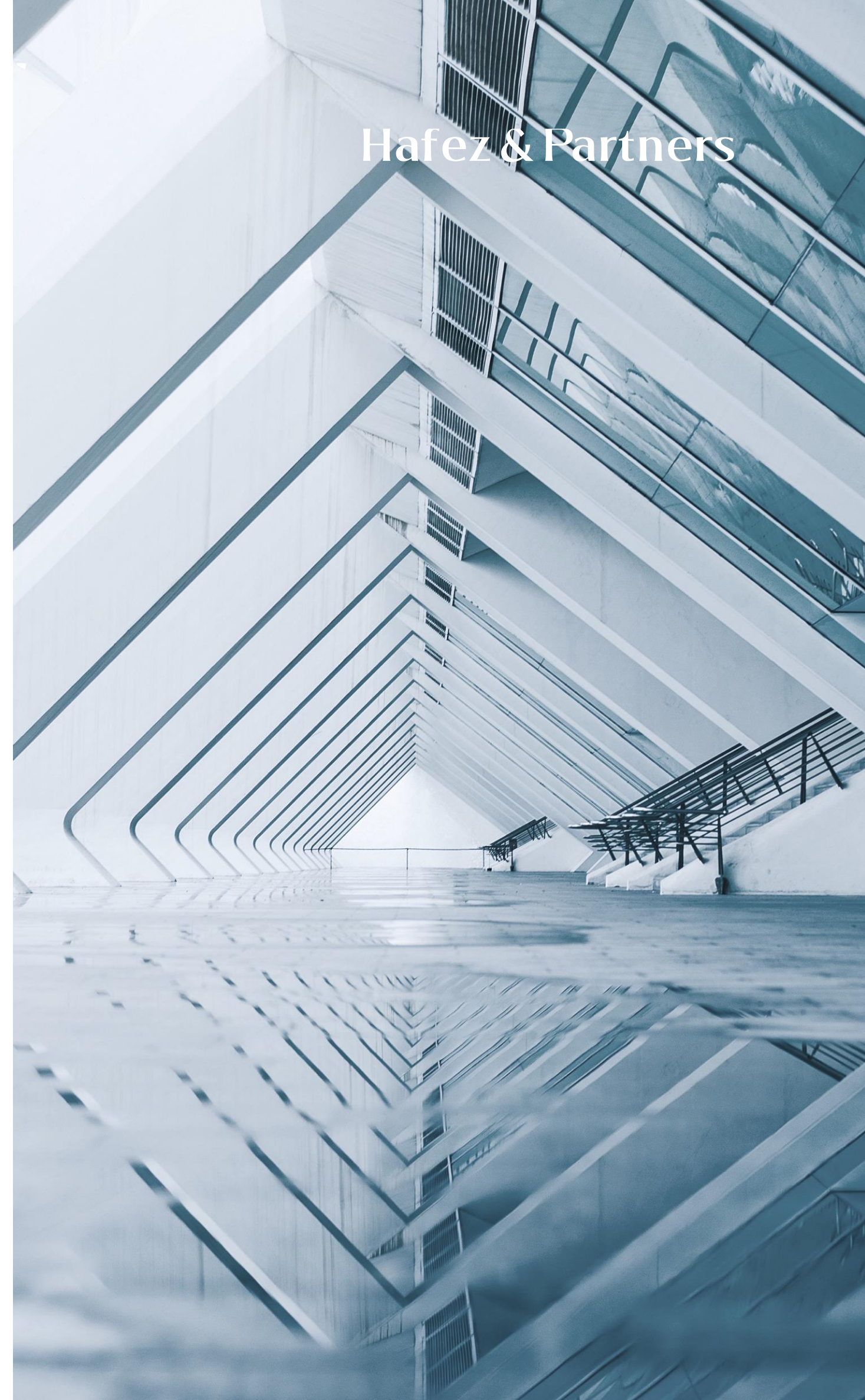




# Restructuring

Restructuring requires expertise and knowledge regarding the various legal and tax incentives industries provide corporations; such insight enables businesses to employ the most flexible corporate governance practices, while capitalizing on the benefits offered by local and international jurisdictions.

Hafez & Partners retains a close network of international firms, as well as local and international tax advisors, across diverse jurisdictions, therefore is fully equipped to devise superlative structures that best serve our clients objectives.







# Capital Market

Capital markets law entails a proactive approach, often requiring liaising with third- party entities and rallying the necessary resources to support public and private equity, as well as debt capital raising transactions. Companies, underwriters, and placement agents rely on Hafez & Partners to ensure regulatory compliance and structure deals that secure their financial interests.

Hafez & has evolved a strong team of industry-savvy experts, armed with deep insights in key growth sectors, who are further capable of tapping into creative resources that facilitate the listing process.







# Antitrust & Competition

As corporate synergies are formed across borders antitrust, and competition has become one of the prevalent services in the legal industry today. Business growth often comes at a price – each acquisition, each buyout, each new market conquered, represents complex challenges in the regulatory field.

At Hafez & Partners, we simplify the complex—unraveling complicated legal frameworks to open channels allowing our clients to continue to thrive, compete and expand. We become our client’s ambassador, often negotiating their interests with government entities and international regulatory agencies. Most importantly, we work fast and efficiently, minimizing disruptive effects that may affect our clients’ business. With a track record spanning across a range of industries, Hafez & Partners’ team has handled some of the most intricate antitrust and competition cases.







# Technology & Intellectual Property

Technology and intellectual property law are the most dynamic and challenging areas a law firm can tackle. As ideas, inventions and innovation become the most coveted currencies traded between businesses, the legal framework encompassing them evolves as fast as the technology does.

Hafez and Partners intrinsically understands the complexities of the tech and IP world, providing our clients with equally innovative and inventive solutions. We seek to protect our clients' fundamental values, while tapping into the economic advantages that new technologies and intellectual property offer. Thus, we partner with our clients to oversee complex transactions, structure new business models, and reduce the exposure they face in developing new technologies.







# Projects, Energy & Infrastructure & Financing

Our experience across diverse industries has lent to Hafez & Partners' insight of industry technologies and the relevant regulatory repercussions in utilizing them, hence allowing us to measure, anticipate and manage our clients' risks, regardless the scale of the project.

From understanding the nature of the industry, itself, to comprehending the legal structure by which its governed, and most of all, possessing the knowledge and skill to secure contractual concerns and hurdles, Hafez & Partners successfully aligns with clients on specific projects they're pursuing in order to support them in expanding their businesses.

Two of the Middle East's biggest focuses are energy and infrastructure, and never before have these two industries been as intertwined as they are today. Energy runs the heart of every economy, while infrastructure lends it the mobility to go global. Thus, these two areas also require a great deal of finesse when it comes to managing finance, development agreements and regulatory matters.

With a strong foundation in an array of industries, such as oil and gas, renewable energy, infrastructure, telecom and IT, Hafez & Partners has piloted major deals, navigating challenges that arise between stakeholders, local authorities, and lenders. From obtaining regulatory approvals, to drafting and negotiating joint venture, power-purchase, and intergovernmental arrangements, as well as providing guidance pertaining to construction, operational and management issues, we proactively seek to understand the underlying macroeconomic picture affecting projects, thus crafting innovative solutions to mitigate credit risks.





# Arbitration

Hafez & Partners arbitration practice extends from assessments, pre-dispute actions, representation in arbitration proceedings, whether institutional or ad-hoc, national or international, appearing before courts to enforce or resist enforcement of international arbitration agreements and arbitral awards, to negotiating and drafting settlement agreements or deeds pertaining to arbitration proceedings. Our team members have concluded landmark settlements worth billions of US dollars in the oil & gas and telecommunications industries.

Our arbitration team has worked on arbitration proceedings in a variety of industries and sectors such as cement, banking, heavy industries, sports, grains, real estate, and tourism. Having represented clients in disputes administered under the auspices of various arbitration institutions such as ICC, CRCICA, CAS and Gafta. And, because Hafez & Partners espouses a transnational corporate culture, we are equipped to carry out proceedings in Arabic, English, and French.





# Litigation

Trust, persuasion and confidence are the key attributes of great dispute attorneys—at Hafez & Partners, these traits are reflected through our reputation, expertise and track record in litigation. We utilize our team’s expertise and in-depth knowledge of the legal system to preempt disputes from escalating onto a downward trajectory—as a result, our dispute resolution team has spearheaded and carried out large settlements, worth billions of Dollars, across a spectrum of sectors, including telecom, industry, and oil and gas, sports, and FMCG.

Moreover, Hafez & Partners has enjoyed success in a plethora of other practice areas, such as competition, commercial, criminal, and real estate law, regarding high stake and sensitive cases brought before Egyptian courts.



# <sup>04</sup> Transactional Track Record



# Recent Transactions

- Our firm provides **Careem Deliveries** with support related to corporate and regulatory services and advised the company on their potential local expansion.
- Advised **Italia Trasporto Aereo S.p.A. (ITA)**, the Italian flag carrier (replacing Alitalia) in their setup in Egypt. This includes advising on the incorporation of new branch, obtaining the relevant licenses and advising on employment issues.
- Assisted **COGEBI**, a leader in industrial mica-based products, with their incorporation by guiding them in selecting a legal structure, drafting necessary documents, and obtaining permits. We also provided strategic corporate advice to ensure compliance with legal and regulatory requirements, including governance best practices, labor and data privacy policies.
- **Providing Bunge** with general corporate services for its local entities. Our firm also advises the business the restructuring post the global acquisition of Viterra by Bunge.
- Provided **Integrated Diagnostics Holdings - IDH** with advisory on various commercial projects and supporting the company with targeted restructuring
- Advising **General Electric (GE)** on their sale of nuclear turbine business in Egypt. Our firm also assisted GE in their global restructuring. Acting as the local counsel to the Egyptian portion of the transaction, supporting DLA Piper UK, acting as international counsel
- Acted as local counsel for **Majorel**, a leading global provider of next-generation end-to-end customer experience (CX) solutions for digital-native and vertical leading brands, on its acquisition of IST Networks ("IST"), a leading full-service CX Technology Services provider. DLA Piper Netherlands acted as international counsel for the transaction.
- Represented **Vodafone Egypt** in its acquisition of a stake in the subsidiaries Ebtikar Holding. We advise Vodafone on the legal and regulatory updates in the sector and support them in their negotiation with the relevant authorities. we support **Vodafone Egypt** with secondment services by drafting and reviewing commercial agreements related to partnerships, distribution, and public contracts for their Enterprise department.
- Represented **Benya Capital**, an ICT company, including system integration and IT infrastructure in their expansion in the region. This includes its JV with the Arab Organization for Industrialization for the construction and operation of the largest fiber optics factory in the Middle East as well as its JV with SCPT in the Democratic Republic of Congo and their JV with Alfanar in Saudi Arabia. Also Represented Benya in its joint Venture with Khazna UAE to establish a hyperscale data center in Egypt.
- Represented **RTP Global** – an early-stage venture capital firm in their investment in a local on-demand warehousing and logistics company; the scope included a due diligence on the targeted company and rectification plan with the target
- Drafting the projects agreement including construction, civil consultancy, and project management agreements for **The Sovereign Fund of Egypt** in relation to the development project of the common area and the infrastructure of the Cosmic Village.
- Representing **Bianchi For Tourism and Real Estate Investment** in their joint venture with Developer X for the co-development of a real tourism project in Egypt's North Coast, valued at EGP 1.8 billion.
- Following **ServiceNow's** acquisition of a local entity, we provide ongoing employment support for the newly acquired entity to ensure compliance with local laws and regulations.
- Providing local support to **Solenis** with their local restructuring and post-merger business integration, following their acquisition of Diversey.





# Recent Transactions & Cases

- Provide **Syneos** with advisory services on employment matters including work permit regulations, leave entitlements and end of service payments.
- Representing the **Commercial International Bank** in connection with the enforcement over the pledged shares of the majority shareholder of an Egyptian subsidiary of a globally leading tourism group of companies
- Assisting **AlmaStone** in navigating crucial aspects of Egyptian commercial law. The firm provided comprehensive advice on the issuance and enforceability of warehouse receipts and bills of lading under Egyptian law. Additionally, we reviewed a facility agreement, stock monitoring agreement, and capacity opinion, ensuring compliance with local legal frameworks while transactions.
- Our firm represents and advises the **European Bank for Reconstruction and Development (EBRD)** in the execution over a defaulting borrower for a facility amounting to EGP 400 million.
- Representing **Entag/ECARU** in waste management and treatment projects tendered by governmental entities. Representing and negotiating of EPC contracts related to the projects.
- We assisted **East Gas** in incorporating a joint venture with IMEX and the Egyptian Mineral Resources Authority to establish a plant that enhances the value of low-concentration phosphate ores.
- Drafting and negotiating key documents, such as the subscription and shareholders agreements, while ensuring the proper allocation of funds for **ADVA First for Integrated Systems** operations in Egypt. converting SAFE notes from foreign and Egyptian investors into equity which included a capital increase through a cash injection.
- Represented **Vodafone Egypt** in the annulment of 800 million arbitral award rendered in favor of Etisalat Egypt under the auspices of CRCICA in the remarkable settlement amassing all four operators of mobile services in Egypt and the NTRA in ten years of disputes concerning the applicability of interconnection rates between the operators, were squashed and withdrawn. The settlement agreement has also set a new norm for re-fixing the interconnection rates under the patronage of the Egyptian Ministry of Communication and Information Technology and the NTRA. The settlement's approx. value EGP 2 billion.
- Our firm advised and represented **JWT**, a company in the WPP plc group which is the world's largest advertising, PR and media agencies on different legal streams to recover its outstanding dues from one of the Egyptian public authorities. Approx. value at stake USD 18 million.
- The team advised on the landmark settlement agreement of a two major arbitration proceedings, USD 6 billion ICC arbitration in Geneva and a USD 4 billion CRCICA arbitration in Cairo, arising out of a long-term gas supply contract relating to the export of Egyptian natural gas to Israel. This settlement caused the activation of the idle subsea pipeline owned by the East Mediterranean Gas Co. (Egypt) connecting between Sheikh Zuweid and Ashkelon.



# <sup>05</sup> The Team





*Meet The  
Minds That  
Run The Firm.*

At Hafez & Partners we don't consider ourselves legal counsel-  
we come in as longterm business partners with a crucial stake in  
your business' future.





# Ahmed Hafez

*Managing Partner*

Ahmed is a seasoned legal expert with extensive experience in negotiating high-stakes settlements between government authorities and corporations, including a successful resolution for one of the world's largest telecommunications providers after a decade-long dispute with the national telecom regulatory body. He has also represented WPP plc in recovering outstanding dues from Egyptian public authorities and has navigated politically sensitive transactions, including a \$20 billion energy deal.

Some of his notable achievements include advising a financial institute in the execution over a defaulting borrower for a facility amounting to EGP 400 million. He also represents Beit Elkhebra in over 60 cases related to debts exceeding EGP 2 billion.

Beginning his career at a reputable financial institution, Ahmed advanced to a globally ranked law firm and then served as Legal Counsel for the MENA region at a leading French cement multinational. In 2013, he founded a prominent law firm in Egypt and became Managing Partner in 2018, leading the firm to significant growth and a top-tier ranking. In 2021, he founded Hafez & Partners, further establishing his legal presence.

Ahmed holds a double degree in International Business Law from Université Paris 1 Pantheon-Sorbonne and an LLB from Cairo University, along with an LLM in International Business Law from the University of Toronto.





# Hadir Elhakim

*Partner*

Hadir leads the team in providing legal support and advisory services including corporate, commercial and employment matters, supporting various sectors such as oil and gas, tourism, infrastructure, education, and real estate. She advises local and international clients including Careem, ITA, Bunge and ServiceNow.

Hadir has closed deals worth billions of dollars for clients across a spectrum of regulatory-intensive industries, such as telecom, FMCG, energy, infrastructure and ICT.

Some of her more recent deals include advising **GE** in their global restructuring and the sale of their nuclear turbine business in Egypt. Hadir also advised **Majorel** on its acquisition of local entities held by IST Networks; and **Vodafone** in its acquisition of Ebtikar Holding for Financial Services S.A.E. She also represented **Benya Technologies** in its acquisition of tower company and obtaining the required approvals for the change of control; negotiation with the Arab Organization for Industrialization to establish fiber optics cable factories in Suez.

Hadir has a Bachelors of Law in business law from both Cairo University and the Université Paris 1 Pantheon- Sorbonne, in addition to an LLM from the University of Toronto.







*Thank You*