



DealMakers[®]
WOMEN 2024

Women of SA's
M&A and Financial
Markets Industry



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Women of SA's M&A and Financial Markets Industry

Marylou Greig

Editor

In the 25 years that **DealMakers** has been tracking the transactions and advisers of the South African mergers and acquisitions industry, we have seen notable progress in the advancement of women in the workplace, particularly in the last ten years. This has been driven by a combination of legislative measures, corporate initiatives, and advocacy efforts. But it has also had much to do with the great strides that women have made in showing up for themselves, knowing their worth, and claiming their seat at the table.

National Women's Day, celebrated on the 9th of August each year, and first celebrated in 1995, provides an opportunity to pay tribute to the generations of women whose struggles laid the foundations for the progress made in empowering women and achieving gender equality to date. It is another chance for women to get motivated, inspired and to unlock their own strength and determination to make a positive change.

As a country, we have much to be proud of, and the day offers an opportunity to salute the gains attained for women, and to recognise their achievements in politics, sport, in the economy, and in academia. These women serve as positive and powerful role models that inspire young girls and defy outdated stereotypes of women's capabilities.

Ongoing efforts are needed to address persistent challenges, such as the gender pay gap, representation in specific sectors, workplace culture, and work-life balance. By fostering a more inclusive and equitable

work environment, South Africa can harness the potential of its female workforce, and drive sustainable economic growth and development.

The profiles which decorate the pages of this 4th edition of the magazine offer women words of courage and inspiration. Each woman featured has a unique story to tell and important advice to impart. Women are strongly encouraged to learn from other women who have worked hard, overcome obstacles, and gone on to achieve their goals. What is clear is that the growing matrix of experience of the women in this industry is a powerful force, one that is succeeding in uplifting those women with less experience as they themselves rise and shatter the proverbial glass ceiling.

The feature will be released at the second **DealMakers** Women's Day networking event, which builds on last year's success and will, once again, include a panel discussion. This year's panel members are Lydia Shadrach-Razzino, a Partner at Baker McKenzie; Taskeen Ismail, Chief Financial Officer at Sanlam Investment Management; Mandy Ramsden, a Director at Questco Corporate Advisory; Sindi Mabaso-Koyana, Managing Partner at AIH Capital; and Lynette Finlay, Chief Executive Officer at Amabutho Investment Managers.

My grateful thanks go to all in the industry who continue to support and participate in this feature and, in particular, to my colleague Vanessa Aitken who has spent many days and nights ensuring that it grows and evolves each year. 🙌

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www.dealmakerssouthafrica.com/dm-q2-2024-womens-feature

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Editor: Marylou Greig
Assistant Editor: Lee Robinson
Research: Vanessa Aitken
Design & Layout: Suzie Assenmacher



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e-mail: reception@gleason.co.za
www.dealmakerssouthafrica.com

SNAPSHOT



Altair Richards

Executive | Corporate Commercial

Altair Richards is an Executive in the Corporate Commercial practice at ENS. She specialises in healthcare and pharmaceutical law, the food and pet food industries, as well as food and advertising law. She also has experience in the transportation and rail engineering sectors.

Altair has considerable experience in mergers and acquisitions (amalgamations, offers, sale of shares, sale of businesses, takeovers, managed and leveraged buyouts), cross border transactions and franchising.

She has acted for pharmaceutical manufacturers (innovator and generic human medicines and veterinary/animal health), including foreign, multi-national and South African companies, medical device manufacturers, complementary medicine manufacturers, pharmaceutical distributors and wholesalers, retail pharmacy, industry and professional associations, medical schemes, administrators and managed healthcare organisations, hospitals, food and pet food manufacturers, and food packaging companies. Altair has also assisted many clients with commercial transactions in the insurance industry.

She has acted for multinational clients in the freight, locomotive and related industries, as well as the local rail engineering industry.

Altair's experience includes general corporate and commercial drafting and negotiations, opinions, regulatory advice, updates on regulatory changes, Advertising Standards Authority work and industry advocacy.

Altair is recognised as a leading/recommended lawyer by:

- > Best Lawyers® 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016 – Corporate Law (South Africa)
- > Who's Who Legal 2019 – Life Sciences and 2018, 2017, 2016 – Franchise (South Africa). 🏆

QUALIFICATIONS

- > LLB (cum laude) (University of South Africa)
- > Certificate in Legal Practice (University of South Africa)

Gabi Mailula

Executive | Corporate Commercial

Gabi Mailula is an Executive in the Corporate Commercial practice at ENS. She specialises in general commercial law, mergers and acquisitions, corporate reorganisations, restructuring, as well as equity capital markets.

Gabi is an expert in company law and related compliance. She has acted for local and international clients in a variety of industries, including gaming, private equity, capital markets, renewable energy, agriculture and services, trading and distribution.

Gabi's experience includes advising clients on corporate and commercial matters, such as the formation of new business entities in South Africa and other African jurisdictions, corporate governance, private equity transactions, renewable energy transactions and cross border transactions.

Gabi's drafting and negotiation expertise extend to a number of commercial agreements, including sale agreements (business, shares and assets), shareholders agreements, memoranda of incorporation, share subscriptions, option agreements and other merger and acquisition related and ancillary documents, such as resolutions.

Gabi also has extensive experience in leading and managing large scale due diligence investigations and transactions from initial deal scoping, conducting a legal due diligence investigation and reporting, drafting, negotiating and settling definitive agreements, attending to and co-ordinating signing, assisting with the fulfilment of suspensive conditions / conditions precedent, and attending to closing and any post-closing matters. 🏆

QUALIFICATIONS

- > LLB (University of Pretoria)
- > Post Graduate Diploma in Company Law (University of Witwatersrand)
- > Admitted as an attorney of the High Court of South Africa and Botswana



Q&A



Guinevere Blignaut

Executive | Corporate Commercial

Guinevere Blignaut is an Executive in the Corporate Commercial practice at ENS. She specialises in general corporate matters, corporate restructures and M&A.

Guinevere's experience includes, amongst other things:

M&A, including local and cross-border transactions for private and public companies, sale processes (buy-side and sell-side), B-BBEE transactions, corporate restructures and establishing start-up enterprises

managing legal due diligence investigations (both buy-side and sell-side) across jurisdictions

drafting and negotiating a variety of commercial documents, including company constitutional documents, service level agreements, commercial supply agreements and distribution agreements, franchise agreements and lease agreements

providing legal opinions and advice on South African legislation such as the Companies Act, 2008, the Consumer Protection Act, 2008, and the Broad-Based Black Economic Empowerment Act, 2003.

She has acted for a variety of clients, including family offices, private equity funds and African and international listed and unlisted companies, in a number of industries, including property, telecommunications, petrochemicals, financial services, healthcare and mining.

QUALIFICATIONS

- > BCom LLB (Stellenbosch University)
- > Admitted as an attorney of the High Court of South Africa

Q *Did you have a mentor and, if so, what was the most important thing you learnt from them?*

A The concept of professional training of a student by a more experienced peer is said to have originated from Homer's poem, The Odyssey, in 800 BC. 'Mentor' was the name of the character that acted as guardian, advisor, teacher, and friend to Odysseus' son during his absence, and it is now the term we use to describe the individuals in whose footsteps we aspire to follow, in whose shadows we stand protected, and on whose shoulders we climb (and sometimes cry).

The old adage which says, 'it's not what you know, but who you know' was always a particularly distasteful one for me. It implied the opposite of meritocracy, and when it came to starting a career in big law, it shone a spotlight on the ever-glaring absence in my life of any familiarity with the legal fraternity. So, I stepped out of the elevator into the polished reception of ENS on my first day at the office, arrogantly adamant that all I needed to push my way up the corporate commercial law ladder was my BCom LLB, a steady supply of caffeine, and a little chutzpah.

After a couple of months of battling through new instructions and spending hours poring over iterations of corrections and red-pen pockmarked agreements, I sat in my principal's office one night at 11pm with the second (or third, or possibly fourth) turn

of manuscript changes to a document, and internally resigned myself to the fact that I would never make it in law. Expecting my exasperated principal to politely ask me to exit his office and kindly not return, yet another turn of the agreement with the familiar red-pen etched all over it was placed before me. All I could see was another iteration of the evidence of my perceived failure. I could not hold back the tears of frustration any longer, and I profusely apologised for failing to get it right yet again. "But are you learning?" he said. "Because you are not failing if you keep learning – everything else comes with time, and you have time."

I realised that no matter how much I knew (or thought I knew), I needed someone who believed in my potential. My then-principal has become one of my greatest mentors. He has taught me that the key to success is resilience and a commitment to continuous improvement. It is not about how quickly I can climb the ladder, but about how much I can learn and adapt along the way, all the while making space for others to climb the ladder with me.

This lesson has stayed with me throughout my career, reminding me that true growth often comes from our most difficult experiences. And so, whenever I face a new challenge, I remember that I am learning, and that it is just another red pen mark-up paving the way in my professional development. 📌

SNAPSHOT



Monique Maree

Executive | Corporate Commercial


Monique Maree is an Executive in the Corporate Commercial practice at ENS, specialising in M&A, with a particular focus on transactions in Africa.

She has been involved in every aspect of the M&A process, providing structuring advice, conducting and managing due diligence investigations, as well as contract drafting and negotiation, preparing regulatory submissions, warranty and indemnity insurance, and managing the fulfilment of transaction conditions and implementation. In this regard, Monique has had exposure to a wide range of jurisdictions, both in Africa and further afield. She regularly advises on multi-jurisdictional and cross-border transactions on the continent, and has particular experience in relation to M&A in the insurance and financial services sectors.

Monique has acted for local and foreign clients, including private entities, listed and unlisted companies, private equity funds, and state-owned entities.

She also advises on general corporate issues, and queries on the South African Companies Act, 2008.

Monique is recognised as a next generation lawyer by:

- > The Legal 500 EMEA 2018, 2017 – Commercial, Corporate and M&A (South Africa) 

QUALIFICATIONS

- > BAcc LLB (Stellenbosch University)
- > Admitted as attorney and notary public of the High Court of South Africa

Sanushka Chetty

Executive | Corporate Commercial


Sanushka Chetty is an Executive in the Corporate Commercial practice at ENS. She is a dynamic, driven, commercial professional with in-depth experience in the legal industry.

Sanushka boasts an exceptional track record, with a particular focus on mergers and acquisitions in the listed and private equity space, having acted across the spectrum on the fund formation side, company acquisition and disposal side, and across various economic sectors, particularly the telecommunications sector.

Her skills include drafting commercial contracts, corporate governance, company law, general corporate law and private equity, making her an invaluable asset to the firm. Sanushka spent four years as an executive within a telecommunications provider, which provided a new dimension to her skill set.

She is a MBA candidate at the Gordon Institute of Business Science. She is also an independent non-executive director of Rise Against Hunger, a non-profit organisation committed to eradicating hunger, something she is very passionate about.

Sanushka is recognised as a next generation lawyer by:

- > The Legal 500 EMEA 2017 – Commercial, Corporate and M&A (South Africa) 

QUALIFICATIONS

- > LLB (University of the Witwatersrand)
- > Certificate in International Business Transactions Law (The Mandela Institute – University of the Witwatersrand)
- > Admitted as an attorney of the High Court of South Africa

SNAPSHOT



Shafeeka Hartley

Executive | Corporate Commercial


Shafeeka Hartley is an Executive in the Corporate Commercial practice at ENS. Whilst she specialises in mergers and acquisitions (M&A) and equity capital markets (ECM), her practice spans all aspects of commercial, transactional and governance work. Shafeeka has acted for clients in various sectors, including mining, natural resources and energy, private equity, education, FMCG, automotive, media/entertainment and real estate.

Shafeeka regularly advises on cross-border and multi-jurisdictional M&A and ECM transactions in the mining and oil and gas sector, including takeovers, amalgamations, schemes of arrangement, IPOs, rights offerings, private placements, accelerated book builds and general, specific and convertible securities issues. Her experience also includes listings and delistings of companies on the JSE, general corporate finance, and broad-based black economic empowerment (B-BBEE) advisory, regulatory and compliance work.

Shafeeka has set up share incentive schemes, advised on renewable energy projects, the structuring and establishment of new business entities in South Africa, and the restructuring of existing corporates. She has advised SOEs and has experience in administrative law, including public finance management and procurement. Shafeeka has assisted clients with the establishment of non-profit organisations, has led numerous due diligence investigations, and is skilled in the drafting of commercial contracts and legal opinions.

She also regularly advises clients on corporate governance and regulatory compliance, most notably with the South African Companies Act and the Takeover Regulations, the King Reports and the JSE Listings Requirements.

Shafeeka is recognised as a recommended/leading lawyer by:

- > IFLR1000 Financial and Corporate Guide; M&A – 2023, 2022, 2021, 2020, 2019, 2018 (South Africa)
- > Best Lawyers® 2023, 2022, 2021, 2020, 2019 – Corporate Law (South Africa)
- > Who's Who Legal 2021, 2019 – Mining (South Africa) 

QUALIFICATIONS


- > BA (University of Cape Town)
- > LLB (University of Cape Town)
- > BCom (Taxation) (Honours) (University of Cape Town)
- > Admitted as an attorney of the High Court of South Africa

Tracy van Wyk

Executive | Corporate Commercial

Tracy van Wyk is an Executive in the Corporate Commercial practice at ENS. She specialises in inbound investment and local establishment, M&A, private equity and venture capital transactions, group restructuring, social entrepreneurs, general business transactions, corporate advice, and all aspects of general commercial work.

Tracy has expertise in all aspects of private equity, including legal due diligence in anticipation of acquisitions by PE funds of portfolio companies, portfolio and investment structuring, regulatory approvals, management incentives, recapitalisations following altered investment horizons or other changed circumstances, the disposal of portfolio companies, IPOs, and other exit strategies.

Tracy has extensive experience advising in respect of various regulatory regimes, including the South African Companies Act, 2008 and the Consumer Protection Act, 2008. She also has significant experience in relation to the railway infrastructure, renewable energy, aircraft and property sectors. 

QUALIFICATIONS

- > LLB (Stellenbosch University)
- > Admitted as an Attorney of the High Court of South Africa



SNAPSHOT



Wilmari Strachan

Executive | Corporate Commercial

Wilmari Strachan is an Executive in the Technology, Media and Telecommunications (TMT) practice at ENS. She specialises in information and communications technology (ICT) law, including the related technical, commercial, compliance, business, customer and performance management aspects. She has a special interest in technology, telecommunications, consumer protection laws, data privacy, software and application (app) development, mergers and acquisitions (M&A) structures, and cross-Africa and cross-continental services.

Wilmari was previously the head of legal services at a major South African telecommunications company, where she was in charge of the legal, regulatory and compliance division. This experience provided her with an excellent understanding and deep knowledge of the technology, internet and telecommunications legislative and regulatory environment. This includes an in-depth knowledge of industry-specific legislation and codes, as well as legislation with a more operational impact on businesses, enabling her to provide clients with holistic, practical advice.

Wilmari has acted for various large, listed companies in the IT industry and retail sector, and has significant experience negotiating and drafting complex information and communications technology agreements, including sub-marine cable landing and partnering agreements, international capacity agreements, roaming and managed network agreements, facilities leasing agreements, peering agreements, cloud computing agreements, and outsourcing agreements. Wilmari has also acted in various

telecommunication disputes, including complex disputes relating to call termination and transit charges, number porting, and facilities leasing.

In addition, Wilmari has advised on the structuring of various merger and acquisition (M&A) and funding transactions in the ICT industry, providing advice on the expeditious transfer of business while considering relevant regulatory and licensing conditions. Notable contributions include providing guidance on major restructuring and M&A transactions in the telecoms industry, including regulatory due diligence and risk reporting.

She has assisted leading banks, corporates and parastatals to embrace technology services such as AI and fintech products, helped them to become MVNOs, with structuring as wholesale resellers of tech products and services, and facilitated their obtaining appropriate licenses.

Wilmari has assisted various corporates and multinational entities to take their business on-line; she has published various articles on e-commerce, and also created a compliance toolkit for e-commerce platforms.

She has been involved in ground-breaking innovation and technology advancements in the South African internet market, and has served on the management committee of the Internet Service Providers Association of South Africa.

Wilmari has presented various seminars, workshops and training on data privacy, access and security, and she has implemented numerous data privacy compliance programmes and conducted compliance audits for clients. Wilmari has also written and published articles, and drafted various agreements and policies in respect of data privacy, access and security.

Wilmari is recognised as a leading/recommended lawyer by:

- > Who's Who Legal 2019 - 2021
Data - information and technology -
Global leader - (South Africa)
- > Who's Who Legal 2022 -
Telecoms & Media - Global leader -
(South Africa) 🏆

QUALIFICATIONS

- > BProc (LLB) (University of South Africa)
- > Globalisation, Lawyers and Emerging Economies (Harvard Law School)
- > Developing Personal Agenda (Harvard Law School)
- > Five Forces of Excellence for In-house Counsel (Harvard Law School)
- > Strategy and Alignment of Internal Service Providers (Harvard Law School)
- > Certificate in Finance for Non-financial Managers (University of Cape Town Graduate School of Business)
- > Admitted as an attorney and conveyancer of the High Court of South Africa
- > Qualified mediator (Family Mediators' Association of the Cape)



SNAPSHOT



Atlegang Govuza


Senior Associate | Corporate Commercial

Atlegang Govuza is a Senior Associate in the Corporate Commercial practice at ENS.

Atlegang specialises in procurement law, regulatory advice across a variety of industries, and aspects of company law, such as mergers & acquisitions.

Her experience includes advising on the interpretation of procurement documentation and policies, the resolution of procurement-related disputes, drafting commercial documents, opinions, regulatory advice, interpretation of statutes, and updates on regulatory changes.

She has assisted on various public law related matters, including public procurement, public sector financial management and infrastructure projects, as well as public sector corporate governance and transactions, and constitutional and administrative law. Atlegang has further assisted on regulatory matters pertaining to energy, privatisation and restructuring, and has assisted clients to apply for national ports licences.

In addition, Atlegang is experienced in Intellectual Property Law. 

QUALIFICATIONS

- > BCom Law (University of Pretoria)
- > LLB (University of Pretoria)
- > LLM - Labour Law (University of the Witwatersrand)
- > Admitted as an attorney of the High Court of South Africa


Lerato Mahlo

Senior Associate | Corporate Commercial

Lerato Mahlo is a Senior Associate in the Corporate Commercial practice at ENS.

Lerato specialises in general corporate law, mergers and acquisitions, equity capital markets, and broad-based black economic empowerment (“B-BBEE”).

Her experience includes advising clients on corporate matters, the regulation and implementation of B-BBEE transactions, conducting due diligence investigations, and drafting and negotiating commercial documents, including sale agreements (in respect of shares, businesses and assets), share subscription agreements, board and shareholders’ resolutions, trust deeds and memoranda of incorporation.

Lerato has acted for both local and international clients in a variety of sectors and industries. 

QUALIFICATIONS

- > BA (University of the Witwatersrand)
- > LLB (University of the Witwatersrand)
- > Admitted as an Attorney of the High Court of South Africa



Q&A



Marzia Gertse

Senior Associate | Corporate Commercial

Q *What led you to pursue a career in corporate M&A?*

A I did not know exactly what career I would have early on in my life; even during my time at UCT, I was still not entirely certain where I would eventually land up. I started my career as a Candidate Attorney at CDH. During this time, I was drawn to the corporate and commercial department, and undertook three rotations in the department. I have always had a passion for problem-solving, interacting with people and project management, and these passions, mixed with the excitement and complexities that come with M&A deals, has kept me in the corporate M&A space, six years later.

Q *What was the toughest deal you have worked on and why?*

A In 2022, I had just made the move to ENS and was placed in the core deal team advising Petronas on the disposal of its 74% interest in Engen to a subsidiary of Vitol. A move to a new environment is never easy, and leaving the office at 4:00 am on your first day is telling. The due diligence for this transaction spanned seven African jurisdictions, and we had prepared a seller's version, bidders' deal team version and bidders' clean team version of the vendor due diligence reports (across the seven jurisdictions) within approximately two and

a half months. The transaction involved, amongst other things, a closed tender process requiring interaction with the various bidders, W&I insurance, an extensive disclosure exercise, regulatory approvals, including competition approval from the South African, Botswanan, Namibian and COMESA authorities, and an intensive seven-day negotiation session hosted at a location in the Western Cape. This was one of the most exciting deals I have worked on, but definitely one of the toughest, due to the different legs of the transaction, and the need for the parties to complete the transaction in a limited timeframe.

Q *What piece of advice would you give a young woman working on her first deal?*

A You are going to be okay. This is an opportunity to learn from those experienced around you, and the first step to gaining experience which you will be thankful for during your next deal. Always aim to be the most prepared in the room, and don't be afraid to voice your opinion to your team. You have worked hard to be where you are, so take a seat at the table (or the MS teams call), and be confident in your abilities. At this stage of your career, it is also important to stay adaptable and leverage off the experience around you.

Q *Did you have a mentor and, if so, what was the most important thing you learnt from them?*

A I have been lucky enough to have a number of incredible mentors (many of them women) in the South African M&A world, who are now scattered across the M&A scene at various internal and local law firms, and as in-house counsel to large corporations. The most important thing that I've learnt from them is that you can be an excellent M&A attorney, confident in your abilities and always striving to produce excellent work, and at the same time, you can have a fantastic and fun life outside of your career. It is so important to find the right balance early on in your career.

Q *What do you do to unwind and get away from the stress of work?*

A I love travelling, and exploring new places, so if I am not on a plane taking my annual leave, I am in the car on my way to a weekend away somewhere around the Western Cape. I also enjoy hiking, running, yoga and a gym work-out as a great outlet from the stress of a day or week. 🙌



SNAPSHOT




Orita Maharaj

Senior Associate | Corporate Commercial

Orita Maharaj is a Senior Associate in the Corporate Commercial practice at ENS. She specialises in M&A, general corporate commercial law, regulatory advice, and due diligence investigations.

She has acted for local and international, listed and unlisted clients in a number of industries, including insurance, mining, medical schemes, pharmaceuticals, industry and professional associations, banking, manufacturing, and retail.

Orita's experience includes conducting legal research and advisory work on compliance with the Companies Act, 2008, advising clients on a variety of commercial matters, drafting commercial documents, opinions, regulatory advice and updates on regulatory changes.

Orita's experience further includes general corporate and commercial work, including the drafting of a wide range of commercial agreements, terms and conditions of sale and credit, warranty and returns policies, and memoranda of incorporation for profit and non-profit companies. 

QUALIFICATIONS

- > Bachelor of Laws (LLB)
University of Kwa-Zulu Natal (Howard College)
- > Admitted as an attorney of the
High Court of South Africa


Parusha Desai Valodia

Senior Associate | Corporate Commercial

Parusha Desai Valodia is a Senior Associate in the Corporate Commercial practice at ENS. She specialises in mergers and acquisitions, equity capital markets (ECM), corporate restructures, cross-border and corporate transactional matters.

She advises a diverse range of listed and unlisted companies in local and international markets, and is currently a member of the firm's ECM practice group and broad-based black economic empowerment (B-BBEE) practice group.

Parusha's experience also includes advising a diverse range of listed and unlisted companies on cross-border/multi-jurisdictional M&A transactions, securities dealings, and B-BBEE structuring, advisory and compliance.

Parusha currently serves as an independent trustee and chairperson of an educational trust in South Africa. 

QUALIFICATIONS

- > BCom (Finance and Law)
(University of the Western Cape)
- > LLB (Summa Cum Laude)
(University of the Western Cape)
- > Advanced Company Law I
(University of Witwatersrand)
- > Advanced Company Law II
(University of Witwatersrand)
- > Admitted as an attorney of the
High Court of South Africa

SNAPSHOT



Aalia Mahomed

Associate | Corporate Commercial

Aalia Mahomed is an Associate in the Corporate Commercial practice at ENS.

Aalia specialises in general corporate commercial law, mergers and acquisitions (M&A), corporate restructures, corporate governance, and regulatory compliance.

Her experience includes advising clients on general corporate law matters, conducting legal research and advisory work on compliance, and drafting various commercial agreements.

Her drafting expertise extends to shareholders' agreements, memoranda of incorporation, subscriptions for shares agreements, sale of shares/assets agreements, service level agreements, property-related agreements, board and shareholders' resolutions, as well as the drafting of legal opinions.

In addition, Aalia is also experienced in conducting due diligence investigations, preparing due diligence reports, and implementing transactions across various industries.

Aalia has acted for local and international, listed and unlisted clients in a variety of sectors and industries.

Aalia is a member of the Legal Practice Council. 

QUALIFICATIONS

- > BCom Law (Summa Cum Laude)
(University of Western Cape)
- > LLB (Cum Laude)
(University of Western Cape)
- > Admitted as an attorney of the
High Court of South Africa

Alexandra Baldwin

Associate | Corporate Commercial

Alexandra Baldwin is an Associate in the Corporate Commercial practice at ENS. .

Alexandra specialises in company law, general corporate commercial law, and mergers and acquisitions, and has also had the benefit of working in the Shipping and Logistics department at ENS.

Her experience includes drafting and negotiating a range of commercial documentation, including shareholders' agreements, sale of shares agreements, share subscription agreements, memoranda of incorporation, preparing due diligence reports, as well as general shipping and commercial litigation. She also has experience in opinion work and legal research.

In addition, Alexandra has advised leading clients, both international and local, across various industries, including transport and logistics, shipping, ports and terminals, rail, private equity, retail, and financial services.

Alexandra is a member of the Maritime Law Association of South Africa, and the International Bar Association. 

QUALIFICATIONS

- > BCom (Law) (Stellenbosch University)
- > LLB (Stellenbosch University)
- > Admitted as an attorney of the
High Court of South Africa

SNAPSHOT



Lisa Vezasie

Associate | Corporate Commercial

Lisa Vezasie is an Associate in the Corporate Commercial practice at ENS.

Lisa specialises in general corporate and commercial law, mergers and acquisitions (both public and private) and private equity.

Her experience includes advising clients on corporate matters, conducting due diligence investigations, drafting and negotiating commercial documents, including sale agreements (in respect of shares, businesses and assets), share subscription agreements, shareholders agreements and memoranda of incorporation.

Lisa has acted for both local and international clients in a variety of sectors and industries.

Lisa is a member of the Western Cape Legal Practice Council. 

QUALIFICATIONS

- > BCom (Law) (Stellenbosch University)
- > LLB (Stellenbosch University)
- > Admitted as an attorney of the High Court of South Africa


Nomaswazi Nxumalo

Associate | Corporate Commercial

Nomaswazi Nxumalo is an Associate in the Corporate Commercial practice at ENS.

She specialises in general corporate law, mergers and acquisitions, corporate restructures, and broad-based black economic empowerment (B-BBEE).

Her experience includes advising local and international clients on acquisitions and disposals, B-BBEE transactions, general corporate governance, and negotiating various commercial documents, including sale agreements (shares, businesses and assets), share subscription agreements, shareholders' agreements, memoranda of incorporation, board and shareholders' resolutions, and the drafting of legal opinions.

In addition, Nomaswazi has been involved in a number of due diligence investigations. She has experience in managing and leading due diligences for large transactions. 

QUALIFICATIONS

- > BCom Law (University of Pretoria)
- > LLB (University of Pretoria)



Zamadlomo Matshaya

Associate | Corporate Commercial



Lessons I learnt from my mentor

"You can't know what you don't know" – Jonathan Raymond

When I began my legal career, I was under no illusions that I didn't know much about the legal practice, let alone M&A practice. Notwithstanding this, I was still a diligent cum laude graduate and that, I was sure, had to count for something. However, when I quickly realised that I actually did not know much about my dream career, I was shaken, confused and worried. I had a lot to learn and, as such, identifying mentors in the M&A practice became a top priority. Fortunately, having started my legal career at ENS, I was surrounded by some of the best legal practitioners in the corporate legal field, particularly female practitioners who I was able to look up to, and who became the mentors I needed to foster my learning, development and growth as a legal practitioner.

While I could provide a long list of women who have, in different ways, been my mentors and cultivated my growth as an M&A legal practitioner, here I wish to briefly discuss two of the most important lessons I have learnt from a mentor who has and continues to play a vital role in my development at this stage of my career, Tracy van Wyk.

Tracy is an executive in ENS' corporate commercial department who specialises in M&A, private equity and venture capital transactions. I have learnt the following (and many more) mentoring lessons from Tracy:

> **Passion for practice:**

This may be the most important lesson I have learnt from Tracy. When you genuinely love the work you do, it becomes your passion, and it becomes something you are great at. Tracy is a brilliant M&A lawyer, and I have come to understand that her passion for her work drives her dedication and commitment to produce great results. Furthermore, her passion for legal practice allows her to create space for us as the junior practitioners to express our ideas and contributions while learning and developing into competent practitioners ourselves.

> **Learning from experience:**

One of the most important aspects of mentorship for a junior is having an experienced mentor to guide you along your path. I, like many junior lawyers, have encountered countless challenges, missteps and disappointments in my young career, and working with someone who has been through it all and having them as a mentor by my side is invaluable. Learning from Tracy has built my confidence in various aspects of my career; from contract drafting and negotiating, to client management.

As I continue to learn from this amazing woman, while carefully taking notes, I wish to stress to young women in this field, the importance of identifying other women from whom we can learn, and whom we can go to for guidance. And finally, I hope this is a gift I will never forget to pass down when the opportunity comes along. 🙌