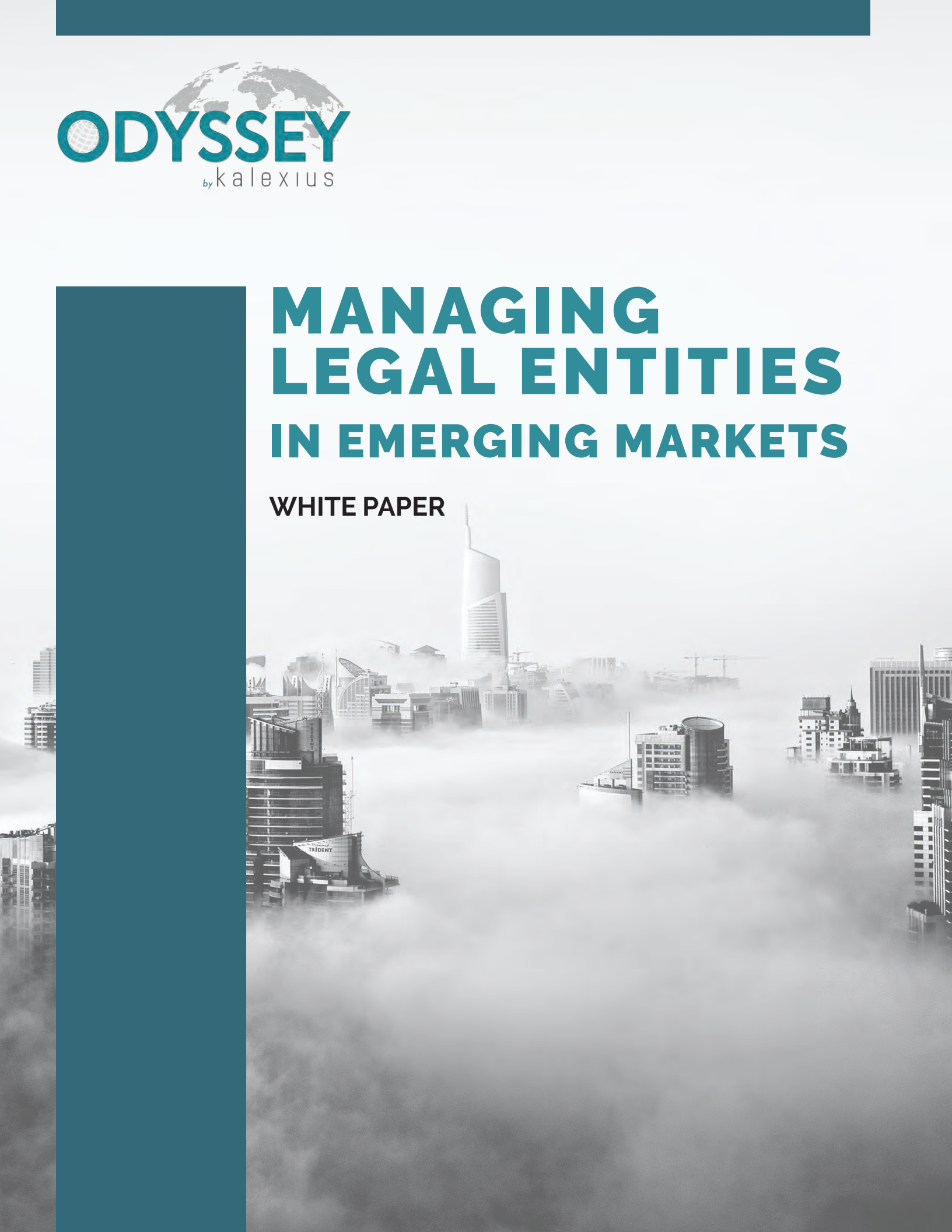




# MANAGING LEGAL ENTITIES IN EMERGING MARKETS

WHITE PAPER







# MANAGING LEGAL ENTITIES IN EMERGING MARKETS

Many companies operating globally have a small corporate secretarial function to deal with a large number of legal entities around the world.

Whilst the principle of maintaining legal entities may seem simple, the process can vary significantly across emerging markets. Considerable fines and reputational damage are the likely fall out if entities are found to be non-compliant, or even worse, if illegality is discovered. Companies face four major hurdles:

**1** Extreme diversity

**2** Lack of digitization

**3** Responsiveness issues

**4** Reputational risks

The case study below highlights some typical issues that are to be faced when managing legal entities in emerging markets.

## CASE STUDY SUB-SAHARAN AFRICA

Emerging markets can be more challenging in terms of digital infrastructure, connectivity and institutional reforms. Sub-Saharan Africa is a region which is representative of the challenges faced in emerging markets when trying to set-up and maintain legal entities.

Sub-Saharan Africa remains a pivotal region with tremendous economic potential and geopolitical significance. Many international companies are investing in the region as it has some of the fastest growing economies in the world.

Let's imagine a scenario where a US headquartered corporation with successful operations on two other continents, has developed a market position in Sub-Saharan Africa over the past five years.

The corporation has successfully grown operations in Burkina Faso, South Africa, Mozambique and Uganda. Depending on the jurisdiction, the company has set up subsidiaries or external companies.

In order to maintain the entities in good standing and ensure all are fully compliant in each jurisdiction, the company needs to consider four legal systems, four official languages, and four sets of corporate compliance requirements.

Given the complexity of the situation, the risk of oversight is high. While mistakes may be small, their consequences are often disproportionately greater.





# HURDLES

## 1. EXTREME DIVERSITY

### LEGAL SYSTEMS

The variety in types of legal system adds complexity when working in developing countries.

In very rough terms, about 40% of Sub-Saharan countries have legal systems based on or heavily influenced by continental European civil law. Another 40% operate under common law systems while 20% are a mix of civil and common law.

By way of illustration, the countries in our scenario have the following breakdown:

<b>Mozambique</b>	Portuguese-based civil law
<b>Burkina Faso</b>	Harmonized OHADA French-based civil law

The countries in our scenario also demonstrate that:

- » Common law jurisdictions usually operate in English while others operate in French, Spanish or Portuguese;
- » The jurisdictions' legal framework varies from one system to another, and;
- » Compliance requirements differ significantly from one jurisdiction to another.

<b>Uganda</b>	English-based common law
<b>South Africa</b>	Mix of Dutch-based civil law & English-based common law

### LANGUAGES

Language is one of the most obvious challenges when conducting business in emerging markets. Although almost half of Sub-Saharan countries count English as an official or institutional language, French is overwhelmingly present in the second half, with Portuguese and Spanish coming in a distant third and fourth. As explained above, this distinction follows the common law versus civil law demarcation.

Unlike other regions where English is de facto the lingua franca, many French-speaking countries such as Burkina Faso or Senegal will have few English speakers. Most websites and key documents are offered in French only and English-speakers in administrative offices are rare.

### CIVIL LAW vs. COMMON LAW vs. MISCELLANEOUS

The diversity of legal frameworks in emerging markets brings its own set of challenges. For US or UK companies, operating in common law based jurisdictions is likely to feel familiar in spite of regional differences. Yet setting up and managing a new entity in civil law jurisdictions is fundamentally different.

As of 2021, 17 out of the 21 French-speaking jurisdictions in Sub-Saharan Africa have joined the Organization for the Harmonization of Business Law in Africa (OHADA). OHADA developed a revised legal framework based on French civil law, unifying similar yet distinct legal systems throughout French-speaking jurisdictions.

However, OHADA members represent mostly Western and

Central African jurisdictions. Jurisdictions such as Madagascar or Burundi have yet to join the organization and still operate under their own adaptation of French or Belgian civil law.

In addition to a small number of jurisdictions such as Mozambique or Angola, both operating under Portuguese-influenced civil law, several countries rely on a mix of common and civil law.

In South Africa and Namibia, Dutch- and German-based civil law coexists with English-based common law. In Somalia, the legal system is a patchwork of common, civil, Sharia and customary law.

## COMPLIANCE REQUIREMENTS

Annual compliance checklists come in all shapes and forms in emerging markets and Africa is no exception. While purely common law-based systems often require minimal actions – a Board resolution or filing annual returns may be enough – compliance in civil law jurisdictions is a much more complicated process. From formal shareholder meetings to detailed management reports, the list goes on.

For a company with multiple entities in jurisdictions operating under different legal systems, the challenge of keeping track of all requirements grows exponentially.

The next table shows the different requirements across three of the countries in our scenario. For those countries with a long list of compliance requirements, there are high volumes of complex, detailed work to keep corporate entities in good standing.

<b>South Africa</b>	<ul style="list-style-type: none"><li>» Filing an annual return once a year</li><li>» Filing approved annual statements once a year</li></ul>
<b>Burkina Faso</b>	<ul style="list-style-type: none"><li>» Board of Directors resolution approving financial statements</li><li>» Detailed management report prepared by the directors</li><li>» Resolutions of the general meeting of the company approving financial statements</li></ul>
<b>Uganda</b>	<ul style="list-style-type: none"><li>» Filing an annual return once a year</li></ul>

## 2. LACK OF DIGITIZATION

Access to connectivity remains expensive in many places, digital infrastructures are not always reliable and bandwidth availability may be low. Although some countries such as Kenya, Ghana or Mozambique have made significant strides towards a digital economy, many Sub-Saharan jurisdictions still rely mostly on paper.

In areas with the lowest levels of digitization and a lack of functional infrastructures, simple tasks can be hindered by unresponsive servers or faulty phone lines. Businesses often

interact with public officials with Yahoo or Gmail emails as government provided email systems may be unreliable (see 'Reputational Risk' section below). Phone lines are also notoriously unreliable in some locations.

In this context, it comes as no surprise that most compliance work is still mostly paper-based. However, with local and regional postal systems facing their own sets of hurdles, getting documents to the right place at the right time is challenging.

## 3. RESPONSIVENESS

Getting things done in a timely manner can be a challenge in some jurisdictions. Most administrative centers such as business registries or auditing bodies are located in capital cities with little regional presence. Often filing work is done in person. In some areas, working hours can be unreliable and in-person procedures bear the brunt of this.

Serious oversights from public bodies can happen too - from court services validating acts with no shareholders listed to unverified signatures on key documents - costly mistakes do occur. Overall, dealing with public institutions in emerging markets requires rigorous scrutiny and repeated chasing over long periods of the time.

## 4. REPUTATIONAL RISKS

Although progress is made daily, high levels of corruption still plague some jurisdictions. Figures vary significantly amongst jurisdictions but recent data from the World Bank Enterprise Survey still highlights the overall challenge in Sub-Saharan Africa.

The mere suspicion of corruption can tarnish a company's credibility, both in the country where the incident occurred and with investors back at home. Additionally, criminal and/or administrative proceedings against the company may apply.

# SOLUTIONS

Corporates tend to make more informed choices as they grow and mature. However, initially many organisations need to put something in place quickly to meet the demands of the business.

As such, companies operating internationally often cycle through different options before reaching the optimal solution.

There are five main options to manage legal entities in emerging markets:

1. Trying to undertake the work in-house from head office;
2. Using operational resources in-country (i.e. non-lawyers);
3. Employing in-house lawyers in-country;
4. Relying on a panel law firm with a partner network;
5. Using a specialist corporate secretarial provider.

The table below highlights pros and cons of each option.

Option	LANGUAGES	KNOWLEDGE OF LOCAL LEGAL SYSTEM	IN-PERSON LOCAL PRESENCE	COST	REPUTATIONAL RISK COVERED
Undertaking the work in-house from head office					
Using operational resources in-country (i.e. non-lawyers);					
Employing in-house lawyers in-country					
Relying on a panel law firm with a partner network					
Using a specialist corporate secretarial provider					

As this table demonstrates, specialist corporate secretarial providers are normally the best fit for managing legal entities in emerging markets.

While most specialist providers do rely on local partners in order to cover a wide spread of jurisdictions, these are relationships that have been built up over time, with reputable providers who have proved to be reliable. This

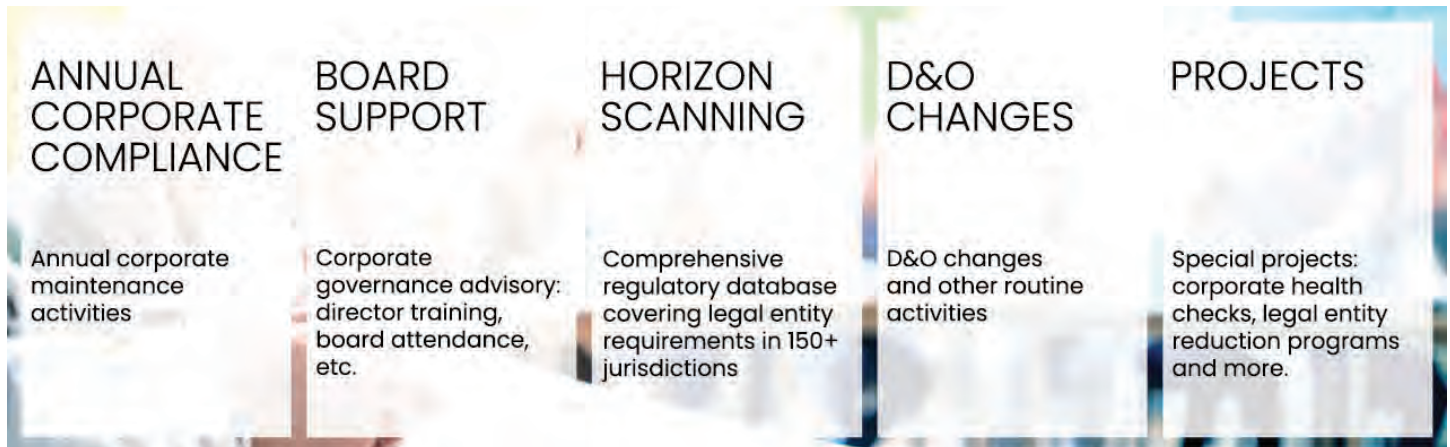
differs from panel law firms who may not regularly undertake work in the jurisdictions - and if they do, it is likely to be higher cost niche advisory work.

In short, specialist corporate secretarial providers tick all the required boxes but at a lower cost comparative to panel law firms and in-house provision.

# HOW ODYSSEY CAN HELP

## ALL-IN-ONE APPROACH TO CENTRALIZED ENTITY MANAGEMENT

Odyssey centralizes all your entity management needs in one place. We provide seamless entity management services by lawyers, for lawyers. With specialist teams of legal and research experts located in five global hubs, supplemented by first-tier law firms in-country, we ensure full compliance, transparency and reduced costs to clients.



## FULL COMPLIANCE

GLOBAL COVERAGE    LEGAL EXPERTISE    OPERATIONAL EXCELLENCE    CENTRALIZED CONTROL    DATA QUALITY    PREDICTABLE PRICING

For more information, please contact Pauline Zimmermann at [pauline.zimmermann@kalexius.com](mailto:pauline.zimmermann@kalexius.com).

©2024 Kalexius  
All rights reserved.

As an alternative legal services provider, Kalexius helps you unlock your legal department's potential. We function as an extension of legal departments and focus on legal transformation consulting, secondments and managed legal services.

Kalexius comprises Kalexius Services, Inc, a company incorporated in the State of Colorado and Kalexius SA, a Swiss company as well as other affiliates. Kalexius refers to the global organization and may refer to one or more of the Kalexius entities.

Information about how Kalexius collects and uses personal data and a description of the rights individuals have under data protection legislation are available via [kalexius.com/privacy-policy](https://kalexius.com/privacy-policy). All requests, questions or comments regarding this policy or our handling of your personal information should be addressed to our Data Protection Officer at [dpo@kalexius.com](mailto:dpo@kalexius.com).

No part of this publication may be reproduced, stored in a retrieval system, or transmitted in any form or by any means – electronic, mechanical, photocopying, recording, or otherwise – without the permission of Kalexius.

For more information about our organization, please visit [kalexius.com](https://kalexius.com).



odyssey.limited

