Newsletter

| 55th Edition, April 2025 |

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Newsletter

|55th Edition, April 2025|

Welcome to the 55th edition of our newsletter. In this edition, we will present to our readers the following:

Section A of this issue will shed light on the concept of mergers and their types, in addition to the general and specific provisions related to the merger process under the **Instructions for Merger Procedures and Settlement of Objections for the year 2025**.

Section B of this edition, dedicated to matters pertinent to the jurisdiction of Iraq, dives into the topic of **Banking Governance According to the Vision of the Central Bank of Iraq.**

Section C of this edition, dedicated to matters pertinent to SMEs, will cover **Employment Contracts vs. Services Contracts.**

"The merger process contributes to enhancing operational efficiency, reducing costs, and achieving economies of scale."

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SECTION A:
A GLIMPSE INTO JORDANIAN LEGISLATION

"Instructions on Merger Procedures and the Settlement of Objections."

Introduction

Given the importance of corporate mergers in strengthening the national economy, the Jordanian legislator has dedicated a special chapter to this subject in the Jordanian Companies Law. The merger process contributes to enhancing operational efficiency, reducing costs, and achieving economies of scale. It also enables companies to adapt to economic changes and increases their competitiveness against both local and international firms. In light of this importance, the Controller General of Companies issued the "Instructions on Merger Procedures and the Settlement of Objections" with the aim of regulating the procedures that must be followed when companies seek to merge and the mechanism for settling any objections submitted to the merger process.

These instructions represent a strategic step towards promoting transparency and efficiency in organizing merger operations within the economic sector. They also come as a response to the rapid legal and economic developments that call for simplifying and facilitating the procedures related to corporate mergers. The application of these instructions aims to ensure that mergers are implemented in a legal and orderly manner.

In essence, these instructions are a key legal tool intended to regulate and control the procedures followed in the merger process. They were established to clarify the steps that must be followed to implement mergers in an organized manner consistent with the applicable Jordanian legislation, while also setting a clear mechanism for resolving objections submitted in this regard.

In light of the above, these instructions provide a more flexible and effective legal environment, clarifying the key procedures companies must follow to carry out mergers. They help to reduce obstacles that may hinder the process and offer a clear and effective mechanism for addressing objections in a fair and organized manner.

This newsletter will highlight the nature of mergers and their types, in addition to the general and specific provisions related to the merger process. Each topic will be addressed separately by presenting its relevant details.

First: The Nature and Types of Mergers

A. The Nature of the Merger

A merger is a legal process aimed at unifying two or more companies into a single entity. In certain cases, the legal personalities of the merged companies are dissolved, and all their assets, rights, and obligations are transferred to the new company or entity formed through the merger. The rights and obligations of the parties involved are determined, along with how shares or ownership interests are distributed among the shareholders or partners in the merging companies.

Given the importance placed on the merger process, its related provisions are regulated in Chapter Two of the Jordanian Companies Law. Pursuant to Article (233) of the aforementioned Law, the instructions governing merger procedures and the mechanism for settling objections thereto were issued. These instructions outline the procedures to be followed for each method of merger, including mergers by absorption, amalgamation, and other forms, as well as the mechanism for resolving objections raised by the concerned parties.

B. Types of Mergers

The Instructions on Merger Procedures and the Settlement of Objections address the types or methods of mergers, which can be outlined as follows:

1. **Merger by Absorption:**
   This type of merger involves one or more companies wishing to merge into another company or companies referred to as the "absorbing companies." The merged company or companies cease to exist, and their legal personalities are dissolved. All rights and obligations of the merged company are transferred to the absorbing company after the registration of the merged company is canceled.

2. **Merger by Amalgamation:**

   This method involves the merger of two or more companies to establish a new company, which becomes the resulting entity from the merger. The companies that merged into the new company cease to exist, and their legal personalities are dissolved. All rights and obligations of the dissolved companies are transferred to the newly established company.

3. **Merger by Acquisition:**

   A merger by acquisition occurs when a company acquires all the shares/ownership interests of the shareholders or partners of another company (the "sold company"). The acquiring company must deposit the agreed-upon value of the shares/ownership interests into a special account to be distributed to the shareholders/partners registered with the sold company as of the date of the general assembly's resolution approving the sale.

4. **Merger of Branches of Foreign Companies Operating in the Kingdom:**

   Branches and agencies of foreign companies operating in the Kingdom may merge into an existing Jordanian company or a new company established for this purpose. These branches and agencies cease to exist, and their legal personalities are dissolved.

Second: General Provisions on Corporate Mergers

Companies wishing to pursue any form of merger must obtain a resolution from the extraordinary general assembly approving the merger. They must also conduct a valuation of the net assets and liabilities of the merging company in accordance with the valuation provisions set forth in the Companies Law. Furthermore, the procedures for approval and publication prescribed by the Law must be followed to register the absorbing or resulting company and to cancel the registration of the merged companies. The concerned companies may withdraw from the merger decision, provided such withdrawal occurs before initiating any of the specific procedures related to the chosen type of merger. Should the companies wish to proceed with the merger, the following conditions must be met:

A. Submission of the Merger Application

Companies intending to proceed with any of the aforementioned types of mergers must submit an official application to the competent authorities, referred to as the "merger application," accompanied by the required legal documents and supporting materials for the merger. These documents include:

1. The resolution passed by the extraordinary general assembly of the companies wishing to merge, or where applicable, the unanimous decision of all partners, approving the merger in accordance with the terms and conditions set out in the merger agreement, including the specified date for its final completion.
2. The merger agreement concluded between the merging companies, signed by the authorized signatories of those companies.
3. Asset valuation report.
4. Details regarding the distribution of shares and shareholders' rights.
5. Other documents and data must also be submitted, as detailed under Article (225) of the Jordanian Companies Law.

The concerned companies must obtain the approval of the competent authorities on the merger application, which includes the Ministry of Industry, Trade and Supply in the Hashemite Kingdom of Jordan—specifically, the Controller General of Companies, who reviews and examines all submitted documents and information to ensure compliance with applicable legal provisions. Additional regulatory bodies may also be involved, such as the Central Bank of Jordan and the Securities Commission.

B. Merger Agreement

In accordance with these Instructions, companies intending to merge must enter into an agreement signed by their authorized representatives. This agreement acts as a foundational legal document that outlines the legal and regulatory framework governing the merger process. The merger agreement outlines all terms and conditions governing the relationship between the parties, specifying the rights and obligations of each, including the distribution of shares or ownership interests in the new entity, the method for valuing the assets and liabilities of the merging companies, and any other information required under Article (10) of the Instructions.

C. Determination of Merger Dates

The Instructions addressed in this newsletter regulate the timeline that the concerned companies must follow, from the initial merger process to the final merger date and final approval. These are defined as follows:

1. **Specified Merger Date:**

   This is the date on which all accounting transactions and entries of the merging companies become an integral part of the accounting records and transactions of the absorbing company or the resulting entity. On this date, the assets and liabilities are fully consolidated as agreed upon by the parties in the merger agreement.

2. **Final Merger Date:**

   This is the date on which the financial statements or financial position of the merging companies are approved, following the valuation of their liabilities and the disclosure of their assets by the valuation committee appointed by the Controller General of Companies. On this date, all financial rights and obligations related to the merging companies are settled in accordance with the applicable accounting standards.

3. **Final Approval Date of the Merger:**

   This is the date on which the general assembly meeting of the concerned companies is held, called by the executive committee, to approve the final procedures related to the merger as stipulated by law. During this meeting, a final resolution is passed to complete the merger and to approve all legal procedures and details associated with it.

D. Revaluation of Assets and Liabilities of the Company

The Instructions state that if the absorbing company and the merged company are under common control by another company or entity (where “control” refers to subordination to a single party, whether individuals or companies), then the assets and liabilities of either the absorbing or merged company may not be revalued. Additionally, revaluation of the merged company's assets and liabilities is not permitted if it is under the control of the absorbing company.

E. Calculating the Merged Company's Share within the Absorbing Company

The share of the merged company within the absorbing company is calculated by determining its ownership percentage and the number of its shares/ownership interests in the capital of the absorbing company, according to the following formula:

The conversion factor is added to the fair value, where it equals the ratio of net equity. Net equity is then divided by the number of shares of both the absorbing and the merged company. This method determines the rightful share of the merged company in the capital of the absorbing company.

F. Mechanism for Settling Objections to the Merger Process

Bondholders and creditors of the merging or absorbing companies, as well as any stakeholder from the shareholders or partners, have the right to object to the merger. Objections must be submitted to the Minister of Industry, Trade and Supply within thirty days from the date of the public announcement of the merger in local newspapers. The objection must specify its subject, the grounds on which it is based, and the specific damages the objector claims have been or may be caused by the merger. The Minister then refers the objections to the Controller General of Companies for review and decision.

The Controller may refer the objections to the Objections Committee formed within the Companies Control Department for this purpose. The Committee studies the objections, provides recommendations to the Controller, and seeks to resolve them within thirty days from the date the objections are referred by the Minister.

Third: Special Provisions for Mergers

In addition to the general provisions and conditions outlined above, the Instructions also regulate the specific provisions and procedures applicable to each type of merger individually, as follows:

A. **With Respect to Merger by Absorption:** The absorbing company must follow the following procedures:

It must issue a resolution to increase the capital based on the valuation of the merged company, with the resulting or absorbing company allocating the capital increase to the partners or shareholders of the merged company in proportion to their respective shares or ownership interests, taking into account the following:

- **If the resulting company from the merger holds shares in the merged company:** The increase in the capital of the absorbing company is calculated after deducting the value of its shares in the capital of the merged company from the compensation provided by the absorbing company for the merger share.

- **If the merged company holds shares in the absorbing company:**

  The capital of the absorbing company shall not be increased by an amount equal to the net assets of the merged company. Instead, the absorbing company must reduce the amount of capital increase contributed by the merged company by the value of its shares or ownership interests in the resulting company.

The absorbing company may revalue its assets and liabilities to determine the net equity of its partners or shareholders, with the aim of fairly allocating the shares or ownership interests and distributing the capital increase to the shareholders or partners of the merged company in proportion to their holdings therein. Any pledged or seized shares or ownership interests shall be transferred along with their associated encumbrances, including any seizure affecting qualifying shares for board membership.
If both the absorbing and merged companies decide to withdraw from completing the merger process, such withdrawal must occur before the absorbing company increases its capital by no less than the value determined in the valuation.

B. With Respect to Merger by Amalgamation

Companies wishing to merge by way of amalgamation must follow specific procedures, outlined as follows:

- A valuation of the net assets of the merging companies must be conducted in accordance with the provisions of the Companies Law, based on the most recent financial position statements of the companies intending to merge. This is to determine the net equity of shareholders or partners, as applicable, on the specified merger date. The valuation must be carried out at book value. However, if fair value is used to ensure equitable allocation of shares or ownership interests, the revaluation difference must be recorded under the item of accumulated change in fair value, based on the valuation committee's determination of net equity.
- A resolution must be issued by the general assembly of the merging companies approving the merger and canceling their registrations.
- The resulting company must be registered in accordance with the Jordanian Companies Law, with a capital not less than the total valuation of the companies entering the merger.

- Each merged company must be allocated a number of shares or ownership interests in the capital of the resulting company equivalent to its contribution, to be distributed among its partners or shareholders in proportion to their holdings. Any pledged or seized shares or interests shall be transferred with the encumbrances attached to them, including those related to qualifying shares for public shareholding company board membership.
- If the merging companies decide to withdraw from the merger, the withdrawal must occur before the preparation of independent accounts for the companies entering the merger.

C. With Respect to Merger by Acquisition

The companies involved must follow the specific procedures related to merger by acquisition, which include:

- A resolution must be issued by the extraordinary general assembly of the acquiring company approving the acquisition of the shares or ownership interests of shareholders in other companies.
- A resolution must also be issued by the extraordinary general assembly of the selling company approving the sale of its shareholders' shares to another company.
- Completion of the required approval, registration, and publication procedures for transferring the shares/ownership interests of the selling company's shareholders to the acquiring company. The acquisition shall not be deemed valid unless it is registered and documented in accordance with the provisions of the Law and the Securities Law.
- The acquiring company must pay the agreed value of the shares/ownership interests to the selling company, to be placed in a special account for distribution to its shareholders registered as of the date of the general assembly resolution approving the sale of their shares/interests.
- In the case of pledged or seized shares/interests, the corresponding amount must be deposited into an account for the benefit of the party that ordered the seizure.

- The legal personality of the company whose shares or interests have been acquired remains in effect. It must convene a general assembly meeting in accordance with the Law to make the necessary amendments to its memorandum and articles of association and to elect a new board of directors (general manager or board of managers).
- If the selling company and the acquiring company decide to withdraw from the acquisition, such withdrawal must occur before the completion of the approval, registration, and publication procedures required by law.

D. With Respect to the Merger of Branches of Foreign Companies Operating in the Kingdom

Companies wishing to pursue this type of merger must comply with the following specific provisions and procedures:

- A resolution must be issued by the parent company approving the merger of its registered branch in the Kingdom, including a preliminary valuation of the branch's assets and the cancellation of its registration.
- Shares or ownership interests equivalent to the valuation must be registered in the absorbing company in the name of the foreign company, in accordance with applicable laws and regulations.
- If the parent company and the absorbing company decide to withdraw from the merger, such withdrawal must take place before the completion of the approval, registration, and publication procedures prescribed by law.

Conclusion

In conclusion, the **Instructions on Merger Procedures and the Settlement of Objections (2025)** represent a critical and necessary step toward strengthening the national economy in the Kingdom. These Instructions are designed to regulate the merger process while enhancing its efficiency and flexibility by clearly defining the rules and conditions that must be observed from the outset. They also provide a clear legal framework to ensure that all procedures are followed in a smooth and streamlined manner.

The issuance of these Instructions not only facilitates and clarifies the procedures to be followed when beginning a merger, but also establishes a mechanism for settling objections submitted against merger operations, thereby promoting transparency and integrity at all stages.

Ultimately, these Instructions constitute a strategic step toward developing the business environment in the Kingdom and enhancing companies' competitiveness, contributing to sustainable economic growth within the bounds of the applicable legal frameworks.

We hope this newsletter has provided you with an accurate and comprehensive understanding of how to benefit from and apply these Instructions in line with your needs (in case of a company's intent to merge).

SECTION B: "Banking Governance According to the Vision of the Central Bank of Iraq."

Banking governance is a cornerstone of a sound financial system and a key pillar for achieving transparency, accountability, and sustainability within banking institutions. Recognizing the importance of strong governance early on, the Central Bank of Iraq (CBI) has actively worked to promote governance principles across banks operating in the country. It has developed regulatory and supervisory frameworks aimed at ensuring prudent management and disciplined institutional conduct within the banking sector.

Definition of Banking Governance

Banking governance refers to the set of policies, rules, and procedures that regulate how banks are managed, ensuring the protection of the rights of depositors, shareholders, and stakeholders, and achieving a balance among the interests of all relevant parties. It encompasses decision-making structures, internal controls, risk management, financial disclosure, and the banks' commitment to ethical and professional standards.

The Central Bank of Iraq's Vision for Banking Governance

The Central Bank of Iraq places banking governance at the core of its strategy to reform and develop the financial sector. Its vision is based on international standards issued by the Basel Committee and the Organisation for Economic Co-operation and Development (OECD), as well as best practices of leading central banks worldwide. This vision is reflected through several key pillars:

1. **Strengthening the Independence and Effectiveness of Boards of Directors**
   The Central Bank emphasizes that bank boards must include independent members with the competence and experience to perform their oversight and strategic roles effectively, without influence from the executive management.
2. **Developing Internal Control and Risk Management Systems**

   The Central Bank requires banks to establish effective systems to manage various types of risks, especially credit, operational, and liquidity risks. This includes setting up specialized units and updating assessment and monitoring tools.

3. **Enhancing Disclosure and Transparency**
   Accurate and continuous disclosure of financial data, internal policies, and potential risks is a fundamental part of a sound governance environment. Therefore, the Central Bank requires banks to publish periodic reports in line with international accounting standards.
4. **Compliance with Laws and Combating Corruption**
   A key priority for the Central Bank is to ensure that banks comply with prevailing legislation and to combat all forms of corruption or mismanagement through strict oversight and clear accountability mechanisms.
5. **Developing Banking Human Capital**
   The Central Bank supports continuous training and capacity-building programs for banking sector employees to raise awareness of governance culture and to reinforce sound management and control practices.

Regulatory Framework for Banking Governance in Iraq

The Central Bank of Iraq has issued a number of regulatory instructions and guidelines governing governance in banks, the most prominent of which include:

1. Instructions on Corporate Governance No. (9/1/117) for the year 2017.
2. Regulations for the formation and functioning of board committees (such as audit and risk committees).
3. Financial disclosure requirements and controls over independence.
4. Performance and governance evaluation standards for private and state-owned banks.
5. ESG (Environmental, Social, and Governance) Standards Manual for Banks – 2024.

Framework of the ESG Standards Manual for Banks

The Central Bank of Iraq has mandated that banks adhere to the following:

1. Establish a board-level committee called the Environmental, Social, and Governance Standards and Sustainability Committee (ESGSC).
2. The committee must prepare the manual, subject to board approval, which includes clear procedures for compliance with the sustainable finance roadmap, and it must be updated annually in line with the Central Bank's regulations and directives.
3. The Central Bank requires board members to publicly disclose in the bank's annual report and on the website their compliance with the manual's requirements. The Central Bank retains the right to develop and amend the principles in accordance with global developments.
4. The Central Bank mandates the inclusion of the following in the bank's strategy:
    a. The bank's purpose
    b. The bank's core values
    c. The bank's commitment to business integrity
    d. Key banking policies
    e. Governance structure
    f. The bank's commitment to climate-related risks
5. The bank must publish a Board Charter that defines the roles and responsibilities of board members and the chairman, including:
    a. Board formation
    b. Duties of the board as a whole and of individual members
    c. The authority of the board and of individual members
    d. Actions taken by the board
    e. Powers of board committees
    f. Policies and procedures for understanding the manual and its requirements
    g. Monitoring implementation of the code of conduct and conflict-of-interest policies, which must also be published on the website
    h. Forming a team responsible for monitoring the climate and sustainability manual

The Central Bank has also emphasized many additional responsibilities assigned to the board of directors according to its vision and as outlined in the manual, which must be followed by all banks operating in Iraq.

Conclusion

Banking governance, as envisioned by the Central Bank of Iraq, constitutes a comprehensive framework for reforming and developing the financial system. By implementing this vision, a balance can be achieved between oversight and flexibility, ensuring the soundness of banking operations and strengthening the confidence of stakeholders in the financial sector, thereby contributing to national economic development and enhancing Iraq's role locally and globally.

Sources and References

1. Central Bank of Iraq:
    - Instructions on Corporate Governance No. (9/1/117) for 2017.
    - ESG Standards Manual for Banks – 2024.
    - Official website: https://cbi.iq
2. Basel Committee on Banking Supervision:
    - Basel Committee, Principles for Enhancing Corporate Governance, 2010

SECTION C:
START UPS & SMEs: "Employment Contract vs. Services Contract".

Introduction:

Understanding the legal nature of working relationships is essential for any business, especially SMEs seeking to balance operational flexibility with legal compliance. In Jordan, the distinction between employment contracts and services contracts is often blurred in practice, yet the legal consequences of choosing one over the other are significant. Each contract type imposes different rights, duties, and liabilities for the parties involved. In this Newsletter, we will explore the core legal distinctions between employment and services contracts under Jordanian law to guide SMEs toward the model that aligns best with their operational and legal needs.

Employment vs. Services Contracts: Key Legal Definitions:

The employment contract is expressly defined under Article 2 of the Jordanian Labour Law No. 8 of 1996 as "*an oral or written agreement, whether express or implied, whereby the employee undertakes to work for the employer and under the latter's supervision or direction, in return for remuneration. The employment contract may be for a limited or unlimited period, or for a specific or non-specific task.*" This definition underscores a key characteristic of employment relationships, which is the element of the employer control and supervision on the employee's work performance.

On the other hand, a services contract, as defined under Article 780 of the Jordanian Civil Law No. 43 of 1976 (hereinafter referred to as the "Civil Law"), is an "*agreement in which one of the parties undertakes to produce a specific result or perform a certain task in consideration of compensation undertaken by the other party*." Unlike employment contracts, the civil framework governing services contracts focuses on the completion of a defined outcome, granting the contractor autonomy over how the task is executed, with minimal or no employer oversight.

Task-Based Flexibility: Why Services Contracts Suit SME Realities:

An individual engaged under a services contract is not subject to the same level of supervision or control as an employee. Instead, the contractor operates independently, with the autonomy to determine how the work is performed, as long as the agreed-upon result is delivered.

This distinction is significant: while both arrangements involve compensation for services, they differ fundamentally in terms of legal basis, obligations, and duration. Employment contracts may be for a fixed term or for an open-ended period, whereas a services contract is task-specified by nature and generally concludes upon the delivery of the agreed goods or services.

While SMEs are often characterized by limited financial resources and reliance on project-based work, services contracts offer a more adaptable and cost-effective structure.

These contracts enable businesses to engage individuals for specific, short-term tasks without incurring the legal obligations tied to long-term employment, such as social security contributions, annual leave entitlements, and potential liabilities related to employee dismissal. Services contracts present a financially efficient solution for SMEs seeking legal simplicity.

Liability Differences and the Risk of Misclassification:

One of the most significant legal distinctions between employment and services contracts lies in the allocation of liability. Article 786 of the Civil Law imposes a strict standard on contractors, stating: "*The contractor shall be liable for any damage or loss resulting from his act or performance, whether due to negligence or not. This liability shall be waived only if the damage results from an unforeseeable and unavoidable event*.". Under this provision, the contractor is not only accountable for direct harm but also for unintended consequences of their actions, regardless of fault. Exemption from liability is permitted only in exceptional cases involving events that are both unforeseeable and unavoidable, known legally as force majeure.

In contrast, Article 814 of the Civil Law addresses employee liability stating that: "*the employee shall undertake the work himself and shall exercise the diligence of a reasonable person*." This provision establishes a more lenient standard, whereby the employee's liability is conditioned on whether they failed to act with the care expected of an ordinary person in similar circumstances.

While services contracts offer valuable advantages, they must not be used as a means to circumvent labor protections provided under Jordanian law. Misclassifying an employment relationship as a service arrangement can expose businesses to labor claims, litigation, and reputational harm. The legal classification of a contract is not determined solely by its title or form but by the reality of the working relationship. If an individual is performing duties under the employer's constant supervision, working fixed hours, and adhering to the internal operational structure, courts are likely to consider the relationship one of employment, even if the contract is labeled as a service agreement.

Conclusion:

The distinction between employment and services contracts carries significant legal and operational implications for any business. Employment contracts create ongoing obligations and entitlements, while services contracts are inherently task-oriented relationships with reduced liabilities and greater flexibility. SMEs must assess the nature of each engagement on a case-by-case basis, considering factors such as control, continuity, and supervision. Attorneys play a crucial role in drafting a well-structured contract that ensure compliance with the applicable laws and regulations and safeguard the interest of the business.

If you would like to discuss further any aspects of this Newsletter, please feel free to get in touch with one of our lawyers, using the contact details in the Contributors section below.

If you feel that other persons would be interested in reading this Newsletter, please feel free to share.

If you wish not to have our upcoming Newsletter or if you wish to amend the contact details, please inform us by sending an email to **info@hammourilaw.com,** titled ***"non-subscription"*** and/or ***"amending the contact details"***.

Warm regards,

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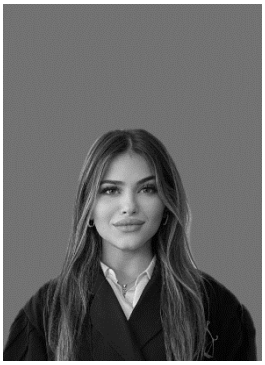

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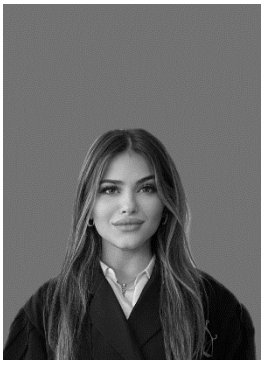

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ABOUT HAMMOURI & PARTNERS ATTORNEYS AT-LAW

Hammouri & Partners Attorneys at-Law, is a Jordanian multi-practice law firm, founded over two decades ago (established in 1994) by the late Professor Mohammad Hammouri. Professor Hammouri was a renowned Jordanian attorney and an arbitrator, a former Minister of Culture and National Heritage and a former Minister of Higher Education, who wrote a plethora of books, primarily on constitutional rights.

Professor Mohammad Hammouri also founded the first School of Law in the Hashemite Kingdom of Jordan at The University of Jordan, in which he was its first dean. Today, the firm is managed by Dr. Tariq Hammouri, a distinguished academic and attorney and a former Minister of Industry, Trade and Supply. Dr. Tariq Hammouri is both an experienced attorney and an arbitrator, an expert in the Corporate sector, Commercial Transactions, Financial Markets, Banking Law and International Trade. He is an Associate Professor at the School of Law, University of Jordan and (formerly) the Dean of the School of Law. Dr. Hammouri is also an officially appointed member of the International Center for Settlement of Investment Disputes (ICSID) Panel of Arbitrators upon designation by the Government of the Hashemite Kingdom of Jordan, for the period of 2020 to 2026.

Hammouri & Partners' team consists of more than 30 attorneys and a number of other professionals working in the firm's specialized departments, providing professional legal services at a local, regional and international level. We also have a strong presence in Iraq, with an office located in Baghdad, the capital of the Republic of Iraq, and a branch in Erbil, within the Kurdistan Region, to offer comprehensive legal services across the country. The Iraq office has been operational since September 2023.

The firm's legal services cover numerous areas of practice, including the following: Corporate and Commercial Law (whether that is corporate set-up or drafting of all types of commercial agreements), Intellectual Property Law, Banking and Finance Law (the Firm advises local and international banks regarding all Banking Transactions and Regulatory Compliance). Additionally, the Firm's Litigation and Arbitration department have the capabilities and competence to represent parties in the most complex and novel legal matters, as it encompasses expertise in several areas of law, whether it is before courts or arbitral tribunals. Hammouri & Partners Attorneys at-Law was one of the first firms in Jordan to establish a specialized International Department to cater for the needs and requirements of international clients on an array of tasks with cross-border elements, such as those regarding bilateral and international trade negotiations, projects, contracts and others.

In addition to what has previously been stated, Hammouri & Partners provides legal advice and consultation to various industries such as those of Construction & Infrastructure, Manufacturing, Engineering, Trade, Securities and Energy, as some of its clients are major energy, healthcare, information technology and telecoms companies.

Hammouri & Partners Attorneys at-Law provides its broad services throughout Jordan as well as worldwide, through established collaborations with reputable law firms in the MENA region, Europe, the United Kingdom and the USA. Hammouri & Partners has earned regional and international acclaim by the most reputable legal directories. Chambers and Partners Global, International Financial Law Review (IFLR 1000) and the Legal 500, all highlight Hammouri & Partners as a leading law firm in the Jordanian legal services industry.

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