



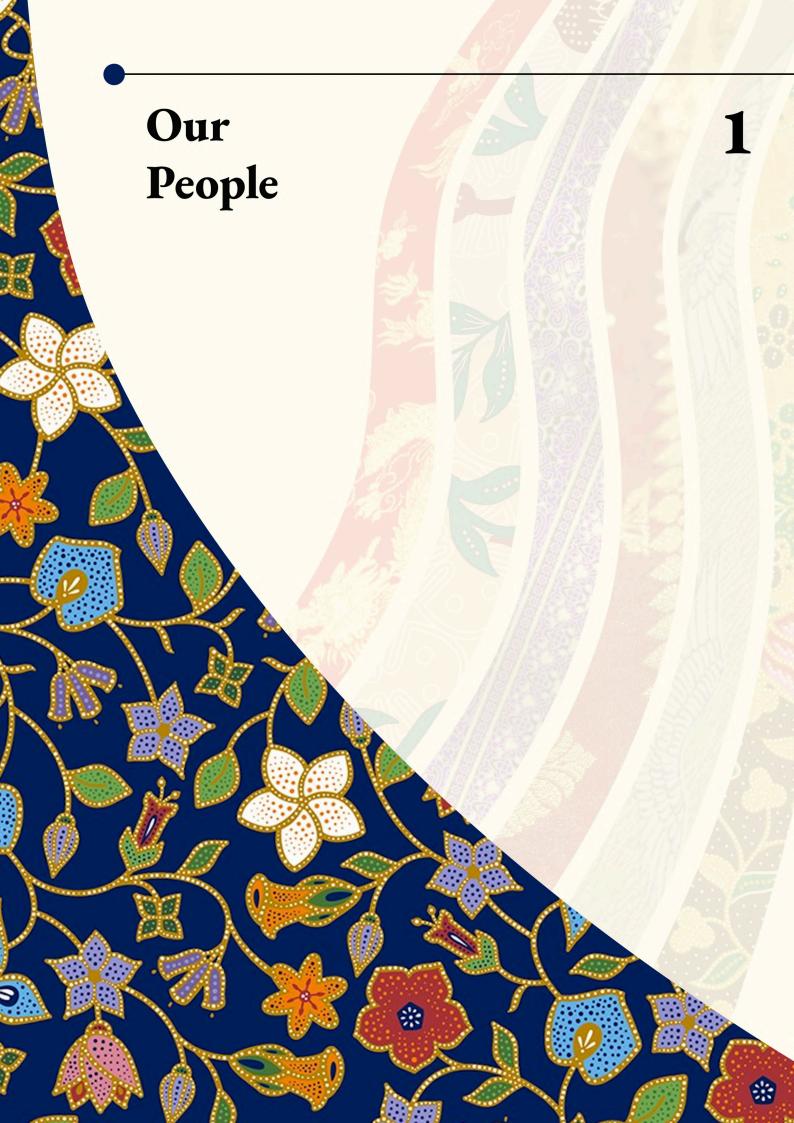
Our Mission

To serve our members and the community
by sustaining a competent and independent
Bar which upholds the rule of law and
ensures access to justice.

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Personal Injury / Property Damage





The Council



Lisa Sam Hui Min

President



Teh Guek Ngor Engelin, SC

Vice-President



Samuel Chacko

Vice-President (from 10 April 2025)



Michael S Chia

Treasurer



Lim Seng Siew



Tan Cheng Han, SC (from 5 April 2025)



Liow Wang Wu Joseph



Koh Choon Guan Daniel



Dinesh Singh Dhillon (from 1 September 2025)



Hing Shan Shan Blossom, SC (from 1 September 2025)



Nicholas Narayanan



Chan Tai-Hui Jason, SC



Khelvin Xu Cunhan



Choo Zheng Xi



Low Ying Li, Christine



Foo Guo Zheng Benjamin



Darryl Chew Zijie



Thaddaeus Aaron Tan Yong Zhong



Phoon Wuei



Muhamad Ashraf s/o Syed Ansarai



Mori Ong

Chia Boon Teck

Vice-President (until 25 March 2025)



The Executive Committee



Lisa Sam Hui Min

President



Teh Guek Ngor Engelin, SC

Vice-President



Samuel Chacko

Vice-President (from 10 April 2025)



Michael S Chia

Treasurer



Lim Seng Siew



Tan Cheng Han, SC (from 5 April 2025)



Low Ying Li, Christine



Foo Guo Zheng Benjamin

Chia Boon Teck

Vice-President (until 25 March 2025)



Outgoing Council Members for 2024

The term of the following Council members ended on $31\,$

December 2024:

Chew Kei-Jin

Lim Hui Bian Vivienne

Lam Kuet Keng Steven John

Siraj Omar, SC

Gregory Xu Weicheng

Sui Yi Siong

Andrew Chua Ruiming

Eva Teh Jing Hui

Middle Category (5 to 15 years' standing)

Choo Zheng Xi

Low Ying Li, Christine (Liu Yingli)

Foo Guo Zheng Benjamin

Darryl Chew Zijie

Junior Category (less than 5 years' standing)

Thaddaeus Aaron Tan Yong Zhong

Phoon Wuei

Muhamad Ashraf s/o Syed Ansarai

Ong Mori

Council Members for the Period 1 January 2025 to 31 December 2025

Senior Category (not less than 15 years' standing)

Lisa Sam Hui Min (Lisa Cen Hui Min) (President)

Teh Guek Ngor Engelin, SC (Vice-President)

Chia Boon Teck (Vice-President) (until 25 March 2025)

Samuel Chacko (Vice-President) (from 10 April 2025)

Chia Soo Michael (Treasurer)

Lim Seng Siew

Tan Cheng Han, SC (from 5 April 2025)

Liow Wang Wu Joseph

Koh Choon Guan Daniel

Dinesh Singh Dhillon (from 1 September 2025)

Hing Shan Shan Blossom, SC (from 1 September 2025)

Nicholas Jeyaraj s/o Narayanan

Chan Tai-Hui Jason, SC

Khelvin Xu Cunhan

The following members of Council for 2025 are Statutory Members appointed by the Minister of Law to serve on the Council:

Nicholas Jeyaraj s/o Narayanan

Dinesh Singh Dhillon (from 1 September 2025)

Hing Shan Shan Blossom, SC (from 1 September 2025)

The following members of Council for 2025 are Statutory Members appointed by Council to serve on the Council:

Teh Guek Ngor Engelin, SC

Lim Seng Siew

Khelvin Xu Cunhan

Council Meetings

There were 4 ordinary meetings of the Council from September 2024 to December 2024. The attendance of members was as follows:

There were 8 ordinary meetings and 2 special meetings from January 2025 to August 2025. The attendance of members was as follows:

Member	Present	Absent
Sam Hui Min Lisa (Lisa Cen Hui Min) (President)	4	0
Teh Guek Ngor Engelin, SC (Vice-President)	4	0
Chia Boon Teck (Vice-President)	4	0
Chia Soo Michael (Treasurer)	4	0
Lim Seng Siew	4	0
Koh Choon Guan Daniel	3	1
Chew Kei-Jin	1	3
Lim Hui Bian Vivienne	3	1
Lam Kuet Keng Steven John	3	1
Siraj Omar, SC	0	4
Nicholas Jeyaraj s/o Narayanan	4	0
Chan Tai-Hui Jason, SC	1	3
Gregory Xu Weicheng	1	3
Low Ying Li, Christine (Liu Yingli)	4	0
Sui Yi Siong (Xu Yixiong)	3	1
Foo Guo Zheng, Benjamin	4	0
Andrew Chua Ruiming	4	0
Darryl Chew Zijie	4	0
Eva Teh Jing Hui	4	0
Muhamad Ashraf s/o Syed Ansarai	3	1
Ong Mori	3	1

Member	Present	Absent
Sam Hui Min Lisa (Lisa Cen Hui Min) (President)	10	0
Teh Guek Ngor Engelin, SC (Vice-President)	9	1
Chia Boon Teck (Vice-President) (until 25 March 2025)	3	0
Samuel Chacko (Vice-President) (from 10 April 2025)	9	1
Chia Soo Michael (Treasurer)	10	0
Lim Seng Siew	10	0
Tan Cheng Han, SC (from 5 April 2025)	4	1
Liow Wang Wu Joseph	10	0
Koh Choon Guan Daniel	8	2
Nicholas Jeyaraj s/o Narayanan	7	3
Chan Tai-Hui Jason, SC	4	6
Khelvin Xu Cunhan	10	0
Choo Zheng Xi	9	1
Low Ying Li, Christine (Liu Yingli)	9	1
Foo Guo Zheng, Benjamin	10	0
Darryl Chew Zijie	7	3
Thaddaeus Aaron Tan Yong Zhong	9	1
Phoon Wuei	8	2
Muhamad Ashraf s/o Syed Ansarai	7	3
Ong Mori	9	1



The Secretariat



Alvin Chen Executive Director (from December 2024) Chief Legal Officer

Department Head:

- Compliance
- Knowledge Management
- Learning and Development
- Representation and Law Reform



Chan Sok Fung Chief Financial Officer (from January 2025)



Gokul Haridas Department Head Regulatory



Joseph Tay Department Head IT Security & Infrastructure and Data Protection



Lee Wei Yan Department Head Membership Services



Sharmaine Lau Department Head Publications



Report of the Activities of the Law Society

The key activities and initiatives of the Law Society of Singapore (the "Society") during the period 1 September 2024 to 31 August 2025 (the "Reporting Period") are set out in detail in the respective reports under "Growing Our Practice". This report highlights 3 areas of focus for the Society during the Reporting Period:

- (a) Supporting and educating members;
- (b) Promoting and strengthening international relations; and
- (c) Contributing to law reforms and practice initiatives.

1. Supporting and Educating Members

The Society supports and engages with members through a wide variety of programmes, schemes and resources, which includes mentorship initiatives (e.g. the Law Society Mentorship Scheme) and professional ethics guidance (e.g. through the Ethics Assist Helpline).

During the Reporting Period, the Society launched a number of new initiatives to support and educate members in diverse areas.

(a) Legal Practitioner Support Protocol

Launched on 2 June 2025, the Law Society's Legal Practitioner Support Protocol (the "LPSP") is a volunteer-driven, peer-support protocol designed for member-practitioners. The LPSP builds upon the Law Society's Protocol for Implementing the Judicial Feedback Framework on Inappropriate Conduct in Court and embodies the legal community's collective effort to cultivate systemic ethical resilience within the legal profession. The LPSP aims to achieve this through the early identification of possible ethical issues, providing member-practitioners facing ethical issues with support, and achieving a middle ground in de-escalating matters before a formal complaint is filed against the member-practitioner.

(b) New ESG microsite

To assist members to take advantage of the potential opportunities in the Environmental, Social, and Governance ("ESG") space, the Law Society launched the ESG Hub microsite on 16 July 2025. Members can now access a comprehensive digital platform designed to empower Singapore lawyers to equip themselves with the knowledge, skills, and expertise to navigate and leverage ESG opportunities. The ESG Hub microsite includes:

(i) An interactive ESG systems map developed by the Law Society's ESG Working Group

- (ii) Law Society's ESG calendar on upcoming ESGrelated events and courses
- (iii) A resource library featuring a curated collection of resources and tools

(c) Legal technology events and articles

During the Reporting Period, the Legal Technology secretariat organised a total of 14 events aimed at equipping members with practical skills and insights into legal technologies. A key highlight during this period was the Legal Tech Fair, held on 21 February 2025, which drew a strong turnout. The event featured product showcases by sponsors, panel discussions, and presentations covering a wide range of topics, including legal technology, data security, and artificial intelligence. Other engagement sessions included live demonstrations of legal technology solutions, as well as targeted programmes for both junior and senior practitioners, fostering digital adoption across all levels of the legal profession.

To improve the standard of digital literacy within the legal profession, the Society has also published 3 more instalments of its "Technology Basics" series of articles in the Singapore Law Gazette to equip members with the tools and knowledge required to operate in the digital age:

- (i) "Technology Basics Part 2: Commanding the Content" (October 2024) focused on Microsoft Word, a word-processor software that enables users to create, edit, and format text documents.
- (ii) "Technology Basics Part 3: Collaborating with Confidence" (February 2025) focused on Microsoft Teams, a versatile collaboration and communication tool designed to enhance productivity in office environments.
- (iii) "Technology Basics Part 4: Connecting with Clarity" (May 2025) explored Zoom, a video communication platform widely used for both personal and professional virtual meetings.

(d) Law Society-Cyber Security Agency of Singapore Joint Ransomware Advisory for the Legal Industry

In collaboration with the Cyber Security Agency of Singapore ("CSA"), the Law Society of Singapore's Cybersecurity and Data Protection Committee published, on 5 December 2024, a joint advisory for the legal industry on ransomware prevention and management (the "Ransomware Advisory"). The comprehensive Ransomware Advisory aims to educate and inform practitioners of the following:

- (i) The ransomware threat and its impacts;
- (ii) Measures that members can implement to protect their firms and organisations; and
- (iii) Recommendations for responding to and recovering from a ransomware attack.

(e) ADR Conference 2025

In collaboration with LAWASIA, the ADR Conference 2025 took place on 22 and 23 May 2025 providing a comprehensive exploration of the evolving field of ADR. Topics included emerging trends, pressing challenges, and ground-breaking innovations shaping today's complex legal landscape. A key highlight of the conference was the dynamic debate on Arbitration vs. Mediation. Speakers delivered compelling arguments, offering insights into the benefits and challenges of these two methods of dispute resolution.

The Conference also served as a networking platform, allowing delegates to connect with influential ADR professionals, policymakers, and peers from across Asia and beyond. It featured over 100 speakers sharing their expertise and participation from 200 delegates representing countries including Australia, Austria, Bangladesh, Brunei Darussalam, China, Fiji, Hong Kong SAR China, India, Ireland, Japan, Kuwait, Malaysia, New Zealand, Philippines, South Africa, South Korea, Sri Lanka, Taiwan, and the United Kingdom.

(f) Ramping up ethics education for members

In the Final Report dated 8 January 2025 published by the Ethics and Professional Standards Committee ("EPSC"), the EPSC recommended that the Law Society's Legal Practice Management Course ("LPMC") expand its syllabus to equip legal practitioners with practical knowledge on the sound management of law practices. The Law Society implemented the revised expanded syllabus in the LPMC 2025 held on 18 and 19 February 2025.

This year also saw the introduction of Mandatory Ethics Component ("MEC") points framework, which requires all practising lawyers (who hold a practising certificate for more than 8 months in a CPD Year) to obtain at least 3 MEC points, of which at least 1.5 must be Public MEC points. During the Reporting Period, besides the LPMC 2025, the Law Society ran a number of highly popular MEC-accredited CPD events, including the "Navigating the Legal Ethics Journey" webinar (held on 8 April 2025), the "Challenging Clients, Challenged Lawyers" webinar (held on 6 May 2025) and the Risk Management Symposium webinar (held on 23 June 2025).

The Law Society has also infused ethics-related content into its existing CPD programmes such as the Litigation Conference Workshop 2025 (held on 29 and 30 April 2025) and the above-mentioned ADR Conference 2025.

2. Promoting and Strengthening International Relations

(a) Lawyers Go Global

As part of the Lawyers Go Global ("LG2") programme jointly

launched by MinLaw, the Society and Enterprise Singapore in 2018, the Society explored various options to further our internationalisation efforts. The objective of the LG2 progamme is to help Singapore lawyers and law firms venture overseas.

During the Reporting Period, the Society organised a number of physical missions to various locations on the globe:

(i) Chongqing, China

In September 2024, the Society organised and led a group of 31 members to Chongqing to explore the opportunities in Southwestern China. Members visited some of the leading Chongqing law firms, Chongqing Lawyers Association, Chongqing Pilot Free Trade Zone People's Court, Chongqing enterprises, as well as attended several networking sessions with Chinese lawyers and business counterparts in Chongqing.

(ii) Tianjin and Beijing, China

In March 2025, the Society organised and led a group of 19 members to Tianjin and Beijing to explore the opportunities present in Northern China. Members visited some of the leading Tianjin and Beijing law firms, Tianjin Lawyers Association, Beijing Lawyers Association, Tianjin Arbitration Commission, Beijing Arbitration Commission, China Council for the Promotion of International Trade ("CCPIT"), International Commercial Dispute Prevention and Settlement Organization ("ICDPASO"), China International Economic and Trade Arbitration Commission ("CIETAC"), Sino-Singapore Tianjin Eco City, as well as attended several networking sessions with the Chinese lawyers and business counterparts in Tianjin and Beijing.

(iii) Shenzhen, China

In June 2025, the Society organised and led a group of 32 members to Shenzhen to explore the opportunities present in Southern China. Members visited leading Shenzhen law firms, Shenzhen Lawyers Association, Shenzhen Court of International Arbitration, Hetao International Mediation Centre, Shenzhen tech enterprises, as well as attended several networking sessions with Chinese lawyers and business counterparts in Shenzhen.

(b) Other international relations events

During the Reporting Period, the Society also hosted leaders from different jurisdictions such as the Association of Mongolian Advocates, Mauritius Bar Association, the Ministry of Justice of Lower Saxony in Germany, Geneva Bar Association, and Lawyers Council of Thailand. Bilateral talks and partnerships were formed, with cooperation plans such as organising joint webinars in the works.

The Society also participated in various international forums and summits, where we exchanged views and thought leadership with our overseas counterparts. Some of these included the International Conference of Legal Regulators Conference 2024 and the 24th Commonwealth Law Conference 2025.

On 23 July 2025, the Society also co-hosted the ASEAN Bar Summit 2025 with The Malaysia Bar Council. The Summit, which is hosted in rotation by the ASEAN Bar Association, serves as a distinguished platform for Bar leaders from across the ASEAN region to connect and collaborate. In attendance were bar associations from Brunei Darussalam, Cambodia, Indonesia, Malaysia, Sabah, Sarawak, Philippines, Singapore, Thailand and Vietnam. At the Summit, the bar leaders explored collaborative initiatives such as sports events, exchange programs, and knowledge-sharing endeavours aimed at strengthening the ASEAN legal community.

The Society also signed several Memoranda of Understanding ("MOU") with a number of Bar Associations during the Reporting Period, such as Chongqing Bar Association, The Honourable Society of the Inner Temple, The Bar Association of India, American Bar Association International Law Section, and Integrated Bar of the Philippines. The MOUs were signed to promote closer collaboration and partnership between the associations.

Finally, Singapore was awarded the right to host the 2027 International Bar Association ("IBA") Conference, which is scheduled for 14-19 November 2027. The Society will be working with various stakeholders to ensure that Singapore holds a successful IBA Conference in 2027.

3. Contributing to Law Reform and Practice Initiatives

(a) Generative Al

The Law Society's Generative AI Committee, which was formally constituted on 13 March 2025, prepared and submitted a report on the use of Generative AI in the legal profession for the Council of the Law Society. The report outlines key definitions relating to AI / Generative AI, explores legal risks and practical applications of Generative AI in the legal profession, emphasises professional and ethical duties when using Generative AI, the impact of Generative AI on lawyers (particularly young lawyers), and recommends inter alia training for lawyers of all practice categories to support responsible adoption of Generative AI.

The Generative AI Committee has also participated in multiple private and public consultations with industry stakeholders, such as the Supreme Court of Singapore and the Ministry of Law.

(b) Reforms to the anti-money laundering regime

The Law Society's Anti-Money Laundering ("AML") Committee was involved in reviewing recent amendments made to the Legal Profession (Prevention of Money Laundering and Financing of Terrorism) Rules 2015, which came into force on 1 July 2025. Re-titled as the Legal Profession (Prevention of Money Laundering, Financing of Terrorism and Proliferation Financing) Rules 2015 ("Rules"), the amendments to the Rules have, inter alia, refined customer due diligence ("CDD") requirements in accordance with the standards of the Financial Action Task Force ("FATF"), including:

- (i) Permitting simplified CDD measures to be carried out where the client is assessed to be of low risk;
- (ii) Requiring the identification and verification of the

- identities of individuals that their clients may be acting on behalf of (in respect of both corporate clients and clients who are natural persons); and
- (iii) Clarifying enhanced CDD measures for higher-risk clients, including those from jurisdictions under increased monitoring by the FATF or when the legal practitioner or law practice has reason to believe that the client, any person acting on behalf of the client or any person on whose behalf the client is acting, or the transaction, presents a high risk of money laundering, terrorism financing or proliferation financing.

The Law Society will also be updating its Practice Direction 3.2.1 soon, together with accompanying resources, so as to guide members on the new AML regime.

(c) PIPD Mediation/Neutral Evaluation Scheme

On 30 December 2024, the Law Society's Personal Injury / Property Damage ("PIPD") Committee launched the Law Society's PIPD Mediation/Neutral Evaluation Scheme ("Scheme"). The Scheme aims to provide parties with quality evaluative mediation as well as neutral evaluation services based on the specific needs of PIPD practice. As PIPD cases form a large number of civil cases in the State Courts, the Scheme is also designed to give relief to busy practitioners from the new Rules of Court by way of early resolution, while providing reasonable fees for our lawyers.

(d) CCALP Focus Group Discussion 2025

In February 2025, the Law Society established a new standing committee, the Coordinating Committee for the Advancement of the Legal Profession ("CCALP"), to identify opportunities and drive initiatives that enhance the standing, professionalism, and competitiveness of Singapore Advocates and Solicitors.

On 5 July 2025, the CCALP organised a Focus Group Discussion with more than 20 Chairpersons and representatives from the Law Society's Standing Committees to examine key challenges facing the legal profession such as lawyer attrition and the impact of AI on the legal profession. The action points arising from the Focus Group Discussion are a work-in-progress and an update is expected to be given later this year.

Alvin Chen

Executive Director and Chief Legal Officer



Year In Review







FAMILY CONFERENCE 2024 3 & 4 SEPT



Meet the Judiciary Members at Family Conference 2024!



SUPPORTED BY



[Virtual] Family Conference

12 September

Delegation Visit by Suzhou Industrial Park

14 September



Mentorship Matters: Effective Skills and Strategies

5 September

Sustainability Apex Programme
Roundtable with PwC

5, 12, 19 & 26 September

[Webinar] Navigating Arbitration: Fundamental Concepts Explained

6 September

[Webinar] Anti-Money Laundering and Countering the Financing of Terrorism 2024

13 September

Advocacy Without Advocating: Making a Difference as a Young Lawyer in a Supporting Role

16, 23, 30 September & 7 October

[Webinar] Essential Oral Advocacy
Skills Series: The Art of the Advocate

17 September

[Webinar] Day of Conveyancing Highlights 2024 - Day 2

18 September



[Webinar] Law and Practice of Extradition: A Commentary on the Singapore-Indonesia Extradition Treaty

19 September

Signing of MOU with Chongqing Bar
Association

25 September

[Seminar] Sustainable Practice
Initiative Guidance Note

25 September

Visit by Justice Michael Soole, Treasurer of the Society of the Inner Temple

26 September

Navigating Arbitration:
Fundamental Concepts Explained –
Advanced Topics and Practical
Insights (Session 4)

17 to 22 September



Lawyers Go Global - Mission to Chongqing: Exploring Opportunities in Al and Sustainability

19 September



[Social Event] Board Games Night

24 September

Visit by Association of Mongolian Advocates and Signing of MOU

25 September

[Webinar] Salient Topics on Equity
Capital Markets

26 September

Fostering Family Friendly
Workplaces: Sharing by NTUC U
Women and Family

27 September



[Workshop] Basic Microsoft Word and Zoom Training for Senior Practitioners



1 October

Masterclass: Understanding Why Singapore's Network of FTAs are Relevant to Legal Practice

2 October

Cybersecurity and Data Protection Day

3 October

Real Estate Practitioners' Social

3 October

[Webinar] Interlocutories
Advocacy Series 2024: Inquiring
into Interlocutories (Module 1)

7 October

[Webinar] Essential Oral Advocacy Skills Series 2024 – The Art of the Advocate

1 October

Signing of MOU with Law Society of England and Wales

3 October



[Social Event] The Calling: A Young Lawyers' Celebration

3 October



Sustainability Apex Programme

CONNECTING FOR A GREENER FUTURE:
PARTNERING SINGAPORE MANUFACTURING
FEDERATION (SMF) FOR SUSTAINABLE SUCCESS

DATE: 3 OCTOBER 2024 TIME: 4.00PM TO 6.00PM LOCATION: 438 ALEXANDRA POINT, LEVEL 2 SINGAPORE 119958



Sustainability Apex Programme – Connecting for a Greener Future: Partnering Singapore Manufacturing Federation for Sustainable Success

4 October

[Webinar] Data and AI in M&A: Key Issues for Corporate Lawyers

8 October

Annual General Meeting

14 & 16 October

[Seminar] Criminal Advocacy Skills Series 2024 (Part 1)

14 October

Signing of MOU with Guizhou Lawyers
Association

16 October



Fireside Chat with the Honourable Justice Goh Yihan

17 October



Delegation Visit from the Law Society of England & Wales

11 October

Visit by Prof Dr Jorg Menzer, IBA Secretary-General and Vice-President Elect

14 October

Business Valuation in Matrimonial Litigation Jointly Organised with RSM Singapore Corporate Advisory Pte Ltd

15 October



Corporate Law Day

17 October

[Webinar] Probate Applications Where Foreign Law Issues are Triggered: A Practical Guide for Lawyers

17 October

Visit by Delegation from College of Law and Signing of MOU



25 October

Cross-Border Disputes in the Singapore International Commercial Courts Jointly Organised by Small Law Firms and Civil Practice Committees

30 October

[Virtual] Sustainability Apex
Programme Masterclass 1: Reporting
Regulations and Standards

22 October

Demystifying Valuation: Understanding Valuation Expertise and Standards and Harnessing them for Legal Success

24 to 26 October



The Law Society Trial Advocacy Course

29 October



[Legal Tech] Empowering Small Law Firms: Legal Tech Platform x Microsoft CoPilot



1 November



Scary Decisis Annual Dinner

6 November

MinLaw Makan Conversations: Fireside Chat with Mr Murali Pillai SC, Mr Abraham Vergis SC and Ms Kuah Boon Theng SC

11 November



Recognising Incapacity: A Workshop on Identifying Vulnerable Individuals and Taking Appropriate Steps in Taking Instructions

1 November

Visit by Delegates from Suzhou

Justice Burearu and Jiangsu Lawyers

Association

4 November

The Attorney-General's Challenge Cup

4 to 6 November

Annual CPD Day

8 November



[Webinar] Criminal Advocacy Skills Series 2024 (Part 2): Written Advocacy in Drafting Representations

12 November



Deepavali Luncheon

12 November



[Seminar] Understanding Muslim Law – An Insight to the Muslim Divorce Practices and Landmark Cases in the Syariah Court

15 November

Engagement Session with Ministry of Law for Small Law Firm Practitioners

15 November

[Virtual] Public International Law Conference

18 November

Recent Developments in

Restructuring and Insolvency Law –

Luncheon

13 November

[Webinar] Beyond Legalese: Effective Legal Communication for Your Stakeholders

14 November

[Webinar] Competition Law for Commercial Litigators Jointly Organised with Fountain Court Chambers

15 November



Networking Event Organised by Law Society and Association of Small and Medium Enterprises

18 November

[Webinar] Interlocutories Advocacy Series: Surveying the Single Applications Pending Trial

18 November

Visit by Aichi Bar Association

20 November PIPD Huddle 20 November 2024

PIPD Huddle 2 of 2024

26 - 27 November



Professional Corporate Headshot for Newly Qualified Lawyers

20 & 27 November

Socials for Small Law Firm
Practitioners

20 November

[Webinar] Sustainability Apex Programme Masterclass 2: Sustainability Risk Assessment



December



4 December

Visit by Beijing Lawyers Association and Signing of MOU

3 December

Signing of MOU with Jiangsu Lawyers
Association

7 December

Making a Difference: A Panel
Discussion for Aspiring Mediators

11 December

Visit by Taiwan Bar Association and Signing of MOU





Annual Law Fraternity Golf
Tournament



January



Visit by LAWASIA and Signing of MOU

14 January

Visit by All China Lawyers Association

12 January

Visit by Bar Association of India Signing of MOU

13 January

Visit by Law Society of Brunei
Darussalam and Signing of MOU

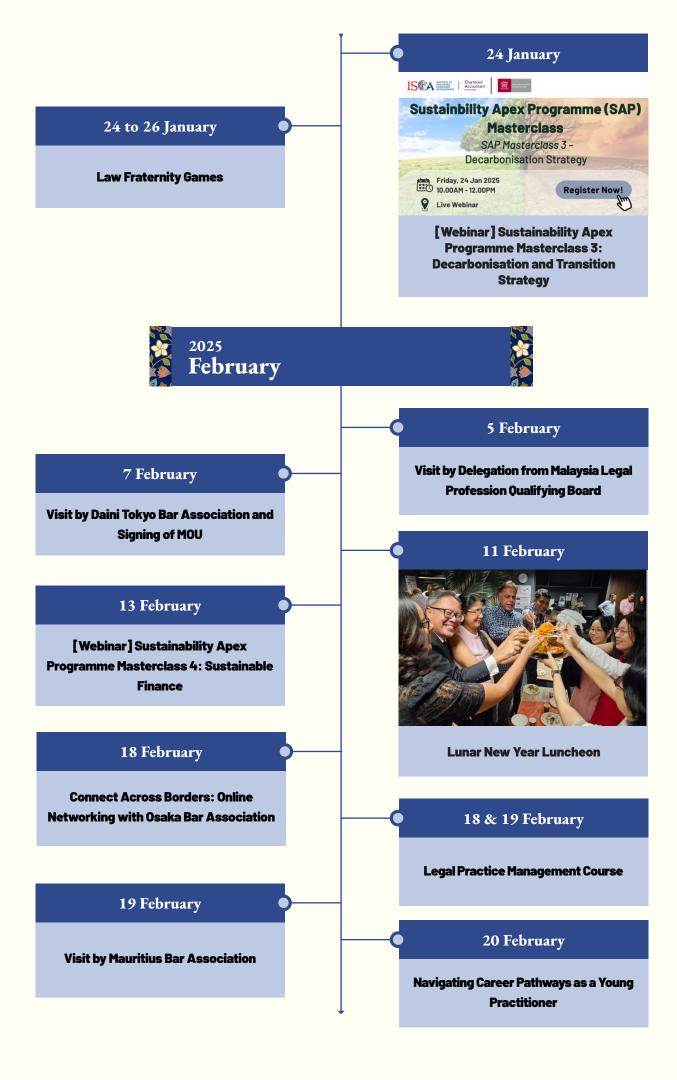
21 January

[Webinar] Interlocutories Advocacy Series 2024 Module 3: Informed Interlocutories Workshop

21 January



Microsoft Excel Workshop for Beginners



20 February

Sustainability Apex Programme
Roundtable on the Evolving Roles of
Sustainable Finance Professionals in
Supporting Decarbonisation Jointly
Organised with Singapore Sustainable
Finance Association

21 February



Legal Tech Fair

26 February

ABA 2025 Asia-Pacific Conference:
Opening Reception

26 February

Visit by American Bar Association

20 February

[Webinar] How to File a PC Application

20 February

Visit by Ministry of Justice of Lower Saxony in Germany

25 February



Thank You Dinner for Volunteers

27 February

Signing of MOU with American Bar
Association International Law Section



2025 March

2 to 5 March

Sustainability Apex Programme ESG
Mission Trip to London



3 March

Signing of MOU with Aichi Bar Association

4 March

[Webinar] Book-Keeping for Law Practices Course

11 March

Visit by Dr DY Patil of College of Law

17 March



Delegation Visit by India Institute of Public Administration

24 March

Visit by Nanning Bar Association

25 to 26 March

Masterclass: Understanding Why Singapore's Network of FTAs are Relevant to Legal Practice

26 March

Sustainability Apex Programme Launch
Event and Panel Dialogue: Capturing
Sustainability-related Opportunities for
Professional Services in Singapore and
Beyond

11 March

Briefing on 99-to-1 Property Ownership
Structures

14 March



[Webinar] ESG & Law: Outlook for 2025

22 March

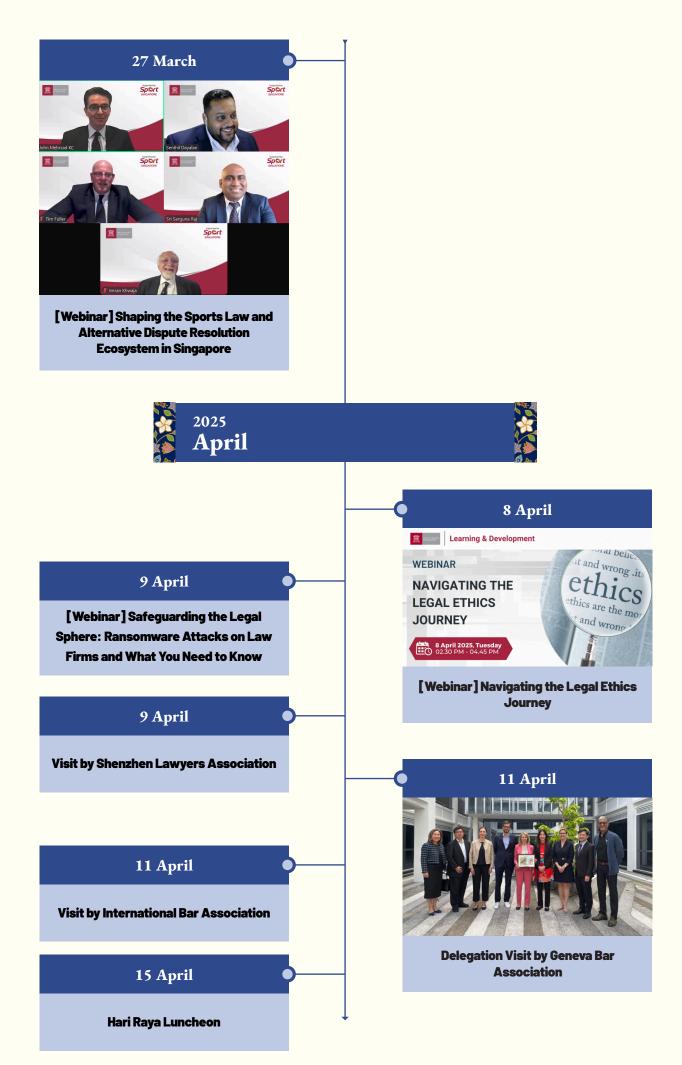


Piala Pala Bowling Tournament

25 to 30 March



Lawyers Go Global: Mission to Tianjin



17 April

[Legal Tech] Live Demo with AVBT & Microsoft Copilot

23 April



[Social Event] Whiskey Appreciation Night: The Art of Blending

24 April

Visit by Nanjing Lawyers Association and Signing of MOU

25 April

[Webinar] Conflict Resolution
Techniques for Legal Professionals

29 & 30 April



Litigation Conference Workshop

16 April

[Webinar] Anti-Money Laundering - An Introduction

21 April

Visit by Delegation from Indian Institute of Public Administration

24 April

[Webinar] Recent Updates on the Taxation of Private Funds in Singapore

24 April



Sustainability Apex Programme Panel Discussion and Networking Session, Jointly Organised with the Singapore Chinese Chamber of Commerce and Industry

28 April

Visit by Delegation from the Honourable Society of the Inner Temple and Signing of MOU



8 May



[Social Event] Pub Quiz - Res Tipsy Loquitur

8 May



DEPOSITS AND OPTION FEES IN LAND, BUILDING & CONSTRUCTION AND SHIPPING CONTRACTS







[Webinar] Deposits and Option Fees in Land, Building and Construction and Shipping Contracts

14 May

Signing of MOU with In-house Counsel Forum

16 May



Introduction to AI in Legal Technology – A Primer for Senior Practitioners

6 May

[Webinar] Challenging Clients, Challenged Lawyers

8 May

IT Committee Focus Group - LegalTech:
Barriers to Adoption and Collective
Bargaining Framework

8 May

Visit by Emirates Association for Lawyers and Legal Professionals

9 May

Visit by Busan Bar Association

16 May

Visit by Mediation Committee of the China Council for the Promotion of International Trade

20, 21, 26, 27 & 28 May



Sustainability Apex Programme
Workshop: Setting up a Sustainability
Practice Within a Professional Services
Firm

21 May

PIPD Huddle 1 of 2025

22 May

Visit by MADANI Mediation Task Force

22 May

Visit by Guangzhou Lawyers
Association

22 & 23 May

LAWASIA Alternative Dispute
Resolution Conference

23 May

Visit by Guangdong Lawyers

Association

23 May

Visit by Guizhou Lawyers Association

28 May

[Webinar] Essential Written Advocacy Series 2025 - General Principles of Legal Drafting (Session 1)

22 May



Legal Tech Demo: CoreMatter and NetDocuments

22 May



Signing of MOU with Beijing Arbitration Commission

23 May

Visit by Nanning Lawyers Association and Signing of MOU

27 May

Hype or Vibe? Sustaining the Next Generation of Lawyers through Mentorship, Training, and Ethicssignalling (Part 1)

29 May

[Webinar] Essential Written Advocacy Series 2025 - Developing a Case Theory and Taking Instructions (Session 2)

29 May

[Webinar] Sustainability Apex Programme Masterclass 5: ESG Integrity and Misconduct

29 May

Visit by Guangxi Lawyers Association

28 May



Mass Admission Party

29 May

Visit by Mr Joe Bell, Operations Director of International Bar Association



2025 June



4, 11, 18, 25 June & 2 July

[Webinar] Certificate in Legal Secretarial Skills

9 June



Visit by Shandong Provincial Department of Justice

4 June

[Webinar] Essential Written Advocacy Series 2025 - Drafting Opening, Closing and Other Submissions (Session 5)

9 June

[Webinar] Essential Written Advocacy Series 2025 - Drafting of Pleadings (Session 3)

9 June

Signing of MOU with Shandong Lawyers
Association

19 June

[Legal Tech] Smart Tools for Smarter Lawyering: Automation and Compliance Tools

23 June

[Webinar] Risk Management
Symposium 2025: Safeguarding Law
Practices Against Technological Risks

25 June

[Webinar] Practical Course on Stamp
Duty Rules for Common Real Estate
Transactions

27 June



Delegation Visit by Lawyers Council of Thailand

28 June



Singapore-Thai Badminton Friendly

19 June

Visit by The People's Procuratorate of Hunan Province

24 June

[Webinar] Essential Written Advocacy Series 2025 - Drafting of Affidavits (Session 4)

25 June



Fireside Dialogue with Senior Practitioners

27 June

[Webinar] Banks, Money Laundering and Fraud

29 June to 4 July



Lawyers Go Global: Mission to Shenzhen

30 June

[Webinar] Beyond Billing: Transform
Your Practice Management System into
a Strategic Growth Engine



²⁰²⁵ July



1 July

[Webinar] Liberation Day or

Armageddon: Impact of US-China Trade

Measures for Business - Navigating

Through Treacherous Waters

3 July

Litigation in the Age of Social Media: Balancing Legal Strategy with Public Perception

3 July

Visit by Mr Liu Wei, CEO of DianJing Legal Training

7, 14, 21 & 28 July

[Webinar] Essential Oral Advocacy Skills Series – The Art of the Advocate

8 July



Workshop on Impeachment of Witnesses

9 July

PIPD Bar Townhall in Relation to Early
Intervention Case Conference

10 July

[Webinar] Day of Conveyancing Highlights – Day 1

11 July



Delegation Visit by Tun Tengku Maimun binti Tuan Mat, Former Chief Justice of Malaysia

15 July

[Webinar] The Effect of Bribery and Corruption in Arbitration Proceedings

17 July



Reset and Recharge: Workplace Wellness that Works

18 July



The Attorney-General's Challenge Cup

15 July



Council Luncheon

16 July

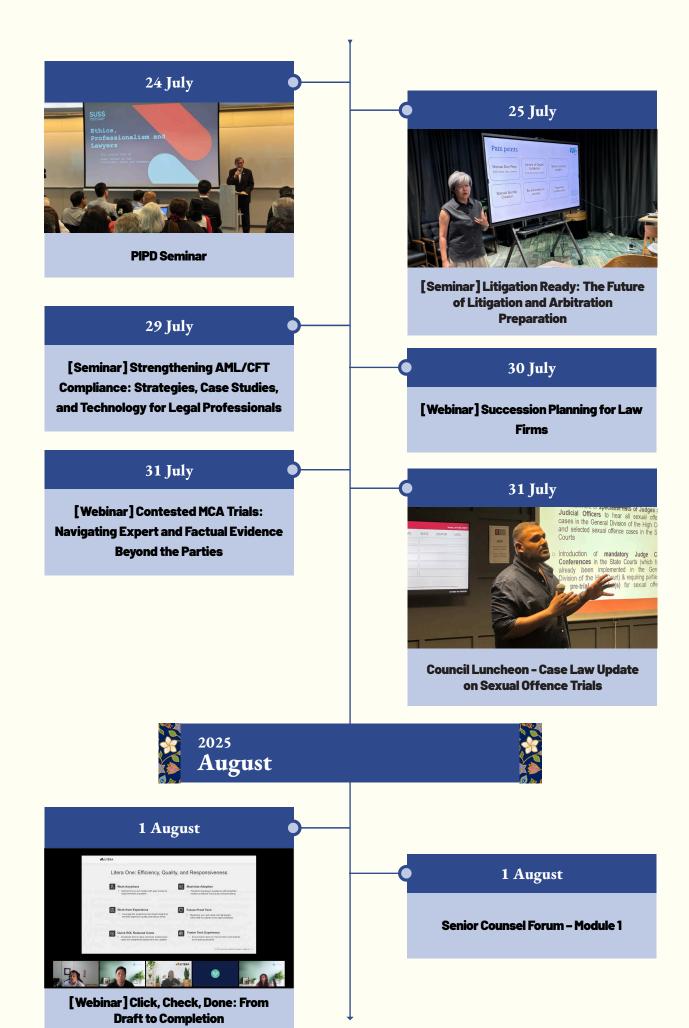
[Webinar] Use of Al and Autonomous Weapons in Armed Conflicts

17 July

[Webinar] Law Meets Sustainability: How ESG is Future–Proofing Legal and Infrastructure Investments

23 July

Signing of MOU with Integrated Bar of the Philippines



1 August

Visit by Chongqing Bar Association

6 August

Visit by Delegation from Korea Fair Trade Mediation Agency

12 August



MEMORANDUM OF UNDERSTANDING



Signing of MOU with Busan Bar Association

15 August



MOU Signing with Dewan Pergerakan Advokat Republik Indonesia

5 August

[Webinar] Emotional Intelligence: Use It to Your Advantage

6 August

Visit by Hainan Lawyers Association

13 August

Visit by Delegation from Taiwan High Court

14 August

[Seminar] Ethical and Legal Imperatives of Al and Cybersecurity in Digital Transformation

19 August

Corporate Law Day

20 August

Workshop on Cross-Examination of Vulnerable Witnesses

21 August



[Social Event] Games Night @ Huggs Coffee – Fun, Friends and Friendly Competition

25 August

Visit by Shenzhen Lawyers Association

28 August

[Seminar] Plugging the Gap: Ethics in International Arbitration

29 August

[Webinar] Sustainability Apex
Programme Masterclass 6 - "S" (Social)
in ESG

21 August

[Legal Tech] Introduction to Al in Legal Technology - A Primer for Senior Practitioners 2.0

22 August

Signing of MOU with Dai-Ichi Tokyo Bar Association

26 August

Hype or Vibe? Sustaining the Next Generation of Lawyers through Mentorship, Training, and Ethicssignalling (Part 2)

29 August

[Seminar] Walking the Line: Ethics, Advocacy and Integrity in Mediation Practice



Profile of Practitioners

Number of Practitioners in Last Five Years

	2021	2022	2023	2024	2025
No. of Practitioners	6,333	6,273	6,512	6,348	6,434

Years in Practice Based on Date of Admission in 2025

Year	< 5 years	5 to 15 Years	> 15 Years
2025	1,708	2,177	2,549

Gender

Year	Male	Female
2025	3,666	2,768

Number of Advocates and Solicitors Admitted

157 (note: there was no Mass Admission Ceremony in 2025 for the admission of advocates and solicitors.)

Number of Lawyers (Non-Practitioner) Admitted

403 (Note: this includes the 353 applicants admitted during the Mass Admission Ceremony for Lawyers (NP) on 21 and 22 April 2025.)

Number of Associate Members

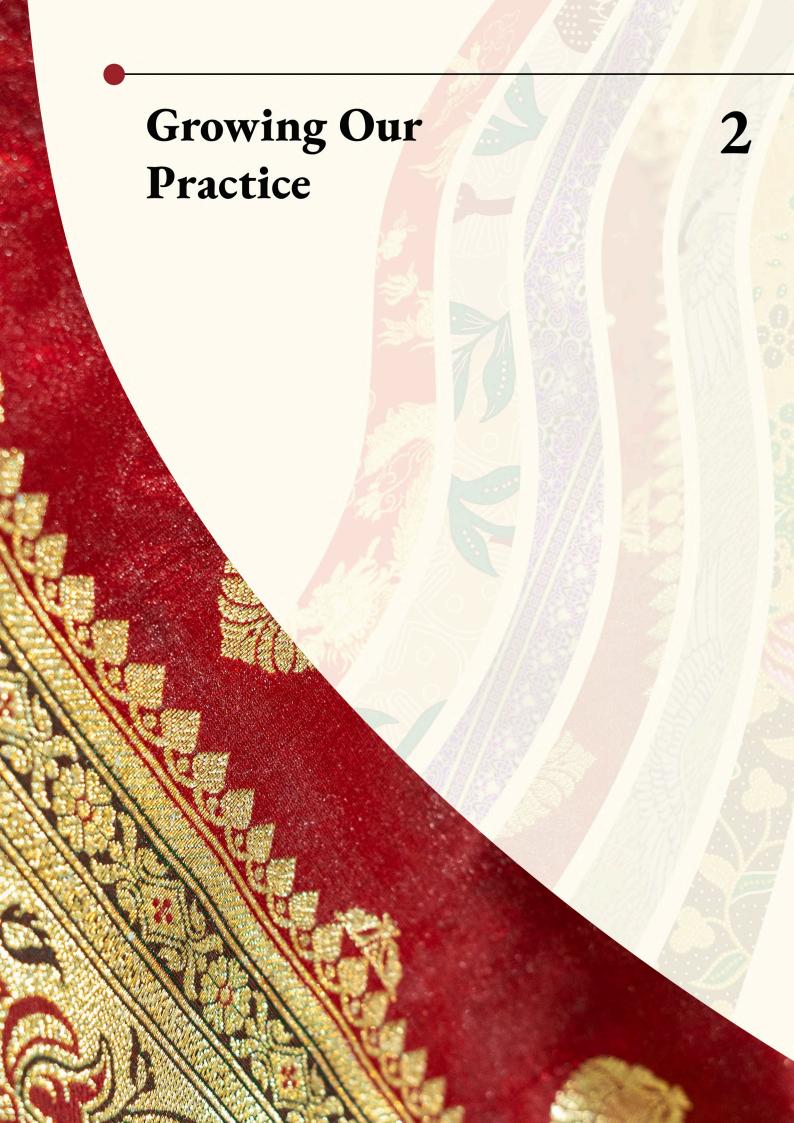
25

Number of Non-Practising Members

85

Number of Honorary Members

14





Advocacy

Goh Siong Pheck Francis, Chairperson

The Advocacy Committee of the Law Society of Singapore's main objective is to promote effective advocacy.

Effective advocacy is hallmark of a good lawyer. Whether it be in the Courtroom, Boardroom or professional interactions, being able to present a perspective persuasively is essential.

The Advocacy Committee aims to achieve this objective by creating opportunities for lawyers at all levels to be involved in our programmes, with highlights below:

1. Practice Training Advocacy Course (In Conjunction with the Singapore Institute of Legal Education)

Under the new admission framework, our pool of 73 Advocacy trainers conducted Advocacy training sessions for practice trainees from January to August 2025. These trainers consist of practising lawyers, legal service officers, and judicial officers with at least 5 years of advocacy experience.

A total of 519 candidates participated in the Practice Training Advocacy Course, delivered in a hybrid format. The virtual sessions, conducted via Zoom, covered topics such as civil applications and pleas in mitigation. The inperson sessions held at the State Courts emphasised trial skills, focusing on witness handling, including techniques for examination-in-chief and cross-examination.

2. Programme Highlights

The Criminal Advocacy sub-committee successfully organised several programmes:

- Criminal Advocacy Skills Series 2024 (Part 1 and 2): This comprehensive 2-part programme, divided into 3 modules, focused on advocacy in pre-trial applications and written advocacy, specifically drafting representations. The first and third modules were conducted virtually, while the second module featured an in-person workshop to provide hands-on experience.
- Workshop on Impeachment of Witnesses 2025:
 This fully subscribed in-person workshop provided criminal lawyers with essential advocacy skills.
 Participants learned to identify appropriate situations for impeachment, apply for leave to impeach, and conduct impeachment using prior inconsistent witness statements.
- Workshop on Cross-examination of Vulnerable
 Witnesses 2025: This in-person workshop

addressed the treatment of vulnerable witnesses in legal proceedings. It equipped criminal lawyers with the knowledge and skills required to effectively cross-examine vulnerable witnesses.



One of the breakout rooms for the programme - Criminal Advocacy Skills Series 2024 (Part 1, Module 2)

The Civil Advocacy Sub-committee successfully organised several programmes:

• Interlocutories Advocacy Series 2024 (3 modules):

This series provided advocates with an in-depth understanding of interlocutory applications under the Rules of Court 2021. Modules 1 and 2 focused on interlocutory applications and Single Applications Pending Trial ("SAPTs"), delivered virtually. The final module featured an interactive virtual workshop, where participants advocated in simulated court settings, receiving personalised feedback from distinguished trainers to enhance their skills.

- The Law Society Trial Advocacy Course 2024: From 24 to 26 October 2024, the inaugural Trial Course based on the Rules of Court 2021 was run. This course was supported by an esteemed International Faculty. Twenty participants were put through an intensive time to sharpen their case handling skills, culminating in a Mock Trial.
- Essential Written Advocacy Series 2025: Consisting of 5 sessions via webinar from May to June 2025.
- Essential Oral Advocacy Skills Series 2025: Consisting of 4 sessions via webinar in July 2025.

3. Overseas Exchanges

Senior advocacy trainers have been invited to train at prominent advocacy courses and trainings hosted by the General Council of the Bar of South Africa, the Australian Bar Association, and the Hong Kong Advocacy Training Council. This highlights their expertise and esteemed reputation in the international legal community.

4. Appreciation

The Committee expresses gratitude to all trainers, the Judiciary, and the Attorney-General's Chambers for their steadfast support of our advocacy programmes. Such continued support is highly valued and anticipated in the upcoming year.



Trainers, participants and student volunteers of the programme - The Law Society Trial Advocacy Course 2024

Committee Members

Goh Siong Pheck Francis - Chairperson Darrell Low Kim Boon - Co-Vice-Chairperson Khelvin Xu Cunhan - Co-Vice-Chairperson Navindraram Naidu - Co-Vice-Chairperson Sadhana Rai - Co-Vice-Chairperson **Samuel Chacko** – Council Representative Chelva Retnam Rajah, SC Narayanan Sreenivasan @ N. Sreenivasan, SC Gregory Vijayendran, SC Arthur Yap **Cheng Sun Cheok Alvin Kyle Gabriel Peters** Leong Hui Wen, Rachel Lim Zhuo Jun Jennifer Muk Chen Yeen Jonathan P Padman Paras Lalwani Paul Loy Chi Syann Senthil Dayalan Twang Kern Zern (Zhuang Gengren)

Secretariat Representative

Jean Wong (until May 2025) Alvin Chen (from May 2025)

Vanathi Eliora Ray



Alternative Dispute Resolution

Samuel Chacko, Co-Chairperson
Paul Tan Beng Hwee, Co-Chairperson

The Alternative Dispute Resolution Committee (the "ADR Committee") is dedicated to the review and advancement of various dispute resolution methods. Its core mission is to promote effective alternatives to litigation, with particular emphasis on the administration and development of the Law Society Arbitration Scheme ("LSAS") and the Law Society Neutral Evaluation and Determination Scheme ("LSNEDS").

For the reporting period of 1 September 2024 to 31 August 2025, the ADR Committee engaged in the following key activities:

1. Initiatives to Promote the LSAS and LSNEDS

a. Collaboration with the Financial Industry Disputes Resolution Centre ("FIDReC")

In line with the ADR Committee's commitment to promoting the Law Society Neutral Evaluation and Determination Scheme ("LSNEDS"), a pilot collaboration with FIDReC was launched in January 2023. Since its operational start in May 2023, the Scheme has seen encouraging uptake, with FIDReC referring cases for neutral evaluation by LSNEDS-appointed Neutrals. To support growing demand, the Committee conducted a successful panel recruitment in 2024, expanding the panel to 73 Neutrals. The Committee remains dedicated to strengthening this partnership and ensuring the Scheme's continued effectiveness.

b. Collaboration with the Consumers Association of Singapore ("CASE")

Following the June 2024 MOU with CASE, the LSNEDS-CASE Scheme was launched in October 2024 to provide a cost-effective, impartial alternative to litigation. Under the scheme, trained Neutrals assess consumer disputes referred by CASE, focusing on accessibility and protection in unfair practice and contractual matters. The ADR Committee continues to monitor and refine the Scheme while exploring future collaborations.

2. Enhancing the Law Society Arbitration Scheme ("LSAS") Rules

In 2024, the Council ADR Working Group was formed to explore LSAS branding and promotion, aiming to boost

domestic arbitration in Singapore. Responsibility for updating the LSAS Rules has since transitioned to the ADR Committee, ensuring continuity and alignment with broader ADR initiatives.

The Committee is now focused on reviewing the LSAS Rules to reflect best practices, improving guidance materials, exploring simplified procedures for high-volume industries, and coordinating outreach to promote LSAS. This transition enables a more sustained and targeted effort to modernise the LSAS framework in line with the evolving needs of legal and commercial users.

3. Alternative Dispute Resolution ("ADR") Conference 2025

The Committee actively participated in the ADR Conference 2025, held on 22 and 23 May and co-hosted with LAWASIA. This premier regional event significantly advanced the Committee's strategic objectives. It enhanced the visibility of the Law Society's leadership in ADR across the Asia-Pacific region, while also strengthening networks through collaboration with global ADR experts and institutions. The conference supported innovation by offering insights into emerging trends such as Al ethics, sustainability, and cross-cultural dispute resolution. It also aligned closely with the Committee's key initiatives, reinforcing its focus on improving domestic arbitration frameworks, promoting accessible and efficient dispute resolution, and advocating for ethical and future-ready ADR practices. Overall, the conference served as a catalyst for policy development, professional growth, and international engagement, furthering the Committee's mission to advance ADR excellence in Singapore.

4. Singapore Convention Week Event on 28 August 2025

The Committee reports that in 2025, it continued its efforts to advance Singapore's standing in international arbitration by focusing on the theme of ethics in arbitration. Building on the momentum from the previous year, the Committee organised a panel during Singapore Convention Week that brought together diverse voices to discuss ethical challenges and the potential development of conduct guidelines, particularly for foreign practitioners. The Committee is preparing a publication to share the key insights from this event with the wider legal community and reaffirms its commitment to fostering professional integrity and meaningful dialogue in the arbitration space.

5. Arbitration 101 Course

As part of the ADR Committee's continued commitment to promoting alternative dispute resolution among members, the popular Arbitration 101 Course was once again held in September 2024 over 4 weekly live webinar sessions. The course was designed to cater to both in-house counsel and private practice lawyers across all levels of seniority, providing them with foundational knowledge and practical tips essential for effective participation in arbitration. Experienced practitioners in the field delivered comprehensive overviews of the legislative framework governing arbitration in Singapore, as well as the fundamental principles and defining features of arbitration, among other key topics.



Members of the ADR Committee 2025

Committee Members

Samuel Chacko - Co-Chairperson
Paul Tan Beng Hwee - Co-Chairperson
Lim Zhuo Jun Jennifer - Co-Vice-Chairperson
Mu Chen Yeen Jonathan - Co-Vice-Chairperson
Benjamin Foo Guo Zheng - Co-Council Representative
Remy Choo Zheng Xi - Co-Council Representative
David Isidore Tan Huang Loong
Farrah Joelle Isaac
Gan Yun Han, Rebecca
Joshua Chia Sheng Rong
Koh Boon Hao Samuel
Lim Mingguan
Lim Si Cheng
Lim Wei Lee

Ng Shijie Hansel Ong Sin Yee Pang Yi Ching, Alessa Sean La'Brooy Sim Wei Min Stephanie Surenthiraraj s/o Saunthararajah @ S Suressh

Tan Jun Hong

Tan Shien Loon Lawrence

Nanthini Vijayakumar

Twang Kern Zern (Zhuang Gengren)

Secretariat Representative



Building and Construction Law

De Vaz Ian Marc Rosairo, Co-Chairperson Ho Chien Mien, Co-Chairperson

The objectives of the Building and Construction Law Committee (the "Committee") are to facilitate learning and knowledge-sharing for members in this specialist practice area, and to seek opportunities for professional growth, development and engagement, both within and outside Singapore.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee was involved in the following key activities and projects:

1. Engagements with Local Industry Stakeholders

Over the course of 2024 and 2025, the Committee has been engaging with various industry stakeholders in Singapore such as the Building and Construction Authority, Singapore Institute of Architects, Sustainable Energy Association of Singapore, and Society of Construction Law (Singapore) for outreach and potentially, to plan and organise events.

2. Engagements with International Industry Stakeholders

Outside Singapore, the Committee has plans to engage with peer associations and arbitration institutions in the region, to plan outreach events and exchanges. This is a key initiative to potentially broaden the reach of members to markets outside Singapore. To this end, the Committee has preliminarily reached out to stakeholders such as the Asian International Arbitration Centre.

3. Committee's CPD Event

The Committee is organising a CPD event on 1 October 2025 titled "Building Bridges Not Barriers - Latest Developments in Collaborative Contracting". The event comprises a series of short talks and a panel discussion delving into the evolving landscape of collaborative contracting, with a special focus on the NEC form of contract - a framework that challenges conventional models and presents fresh considerations for legal practitioners. The Committee aims to foster greater understanding and stimulate meaningful dialogue around how lawyers, contract managers, consultants, contractors, and employers can support collaborative outcomes, through this CPD event.

4. Publications

On thought-leadership, the Committee has drawn up a list of topics upon which podcast interviews will be conducted with prominent construction legal practitioners and arbitrators, and commenced recording of these interviews. Along with the podcast interviews, the

Committee intends to collate articles and written construction law updates. These materials will be added to a resource library for members.



Members of the Building and Construction Law Committee at the Law Society for a meetina

Committee Members

De Vaz Ian Marc Rosairo - Co-Chairperson Ho Chien Mien - Co-Chairperson Lynette Chew Mei Lin - Vice-Chairperson Jason Chan Tai-Hui, SC - Council Representative **Chiam Yunxin** Er Hwee Lee Danna (Yu Huili) Khushboo Hashu Shahdadpuri Kim Mun Jeong Kishan Pillay s/o Rajagopal Pillay Lee Wan Ling Marcus Chia Hao Jun Ng Jie Zhen Amy Ng Kim Beng Sathiaseelan s/o Jagateesan **Sim Daryl Larry** Tan Kon Yeng Eugene Tan Tian Luh Tay Yi Ru, Derek

Teo Wei Xian Kelvin (Zhang Weixian Kelvin)

Toime Marius Elmar Yap Wei Xuan Mendel

Secretariat Representative



Civil Practice

Dawn Tan Ly-Ru, Co-Chairperson Kronenburg Edmund Jerome, Co-Chairperson

The Civil Practice Committee (the "Committee") presents its report for the period 1 September 2024 to 31 August 2025. In addition to its regular work, which includes close engagement with the Ministry of Law and the Courts, the Committee's main activities and projects during the above period included the following:

1. Litigation Conference Workshop 2025

The Litigation Conference Workshop was held at the Fairmont Singapore on 29 and 30 April 2025 with over 200 participants. Speakers and moderators comprised members of the Judiciary, Senior Counsel and senior members of the Singapore Bar, as well as King's Counsel. Law Society President Lisa Sam gave the welcome address and the Honourable Justice Valerie Thean delivered the keynote address on the first day. The following main topics were covered in panel sessions followed by workshops:

- a. Al and Ethics
- b.Leveraging AI in Legal Practice Opportunities and Best Practices
- c.The New Paradigm Pleadings, AB4D, SAPT, Document Production Not Discovery
- d.So You Want to Be an Excellent Disputes Lawyer: Strategies, Secrets, and Stress-Avoidance Mechanisms from King's Counsel

2. Engagement with Ministry of Law

Following a positive engagement with then Minister of Law K Shanmugam SC and then Minister of State for Law Murali Pillai SC at the end of 2024, and working with the newlyformed Coordinating Committee for the Advancement of the Legal Profession ("CCALP"), the Committee (a) has established a working group to discuss and propose refinements to the costs regime for civil and commercial matters in the Supreme Court and State Courts (including the possibility of (i) significantly increased party-party costs awards, (ii) doing away with solicitor-client taxation and (iii) lawyers obtaining security for their solicitor-client costs) and (b) is preparing a template co-counsel agreement for use between two or more Singapore law practices engaged by a single client to work on the same litigation or arbitration matter.

3. Engagement with the Courts

The Committee engaged in written and in-person consultations with the Courts on various topics including the proposed Guidelines relating to the preparation and drafting of affidavits of evidence-in-chief, "voluntary disclosure" in civil proceedings and the Sustainable Practice Initiative Guidance Note (with feedback on this ongoing).

4. Special Projects

The Committee is seeking inputs on ways to further promote the Singapore International Commercial Court, including the use of a template co-counsel agreement (above) for co-counselling arrangements in SICC cases.

Edmund Kronenburg and Dawn Tan (Co-Chairpersons of the Civil Practice Committee) and Samuel Chacko (Council Representative) attended the inaugural meeting of the CCALP on 5 July 2025. At this meeting which incorporated focus group discussions, participants discussed the challenges and issues facing the legal profession, and exchanged ideas on emerging practice areas and the training and certification of lawyers.



Civil Practice Committee Members

Committee Members

Dawn Tan Ly-Ru - Co-Chairperson

Kronenburg Edmund Jerome - Co-Chairperson

Mohammed Reza s/o Mohammed Riaz - Vice-Chairperson

Samuel Chacko - Council Representative

Ang Hsueh Ling Celeste

Chan Hian Young

Chia Xin Ran Alina

Cumara Kamalacumar

Daniel Chia Hsiung Wen

Elsie Lim Yan (Lin Yan)

Eusuff Ali s/o N B M Mohamed Kassim

Goh Hui Hua

Hoe Siew Min, Deborah (He Xiumin)

Jaikanth Shankar

Juliana Lake (Lu Zhixuan)

Khelvin Xu Cunhan

Khoo Boon Teck Randolph

Kyle Gabriel Peters

Lieu Kah Yen

Lim Wei Lee

Loh Chiu Cheong Dennis

Lua Jing Ing Priscilla

Quek Liuyong

Quek Wen Jiang, Gerard

Samuel Navindran

Tan Jun Hong

Tan Wei Ming

Teo Wei Jian Tristan

Toh Wei Yi

Zhuang WenXiong

Secretariat Representative



Continuing Professional Development

Malcom Tan Ban Hoe, Co-Chairperson Wong Li Ming Rachel, Co-Chairperson

1. 2024/25 Programmes

Over 65 programmes were organised between 1 September 2024 to 31 August 2025 which attracted more than 6,500 participants.

With the Mandatory Ethics Component ("MEC") in the CPD framework coming into effect at the start of 2025, the Law Society has proactively introduced CPD programmes accredited with MEC points to support members in meeting their annual ethics training requirement.

Thus far, 22 MEC-accredited programmes have been launched, offering members a broad selection of learning opportunities focussing on ethical practice and professional conduct. Moving forward, members can anticipate more MEC-accredited programmes in the pipeline, ensuring accessible and varied learning formats tailored to diverse practice needs.

To align with this mandatory requirement, the Law Society's flagship events have also integrated the MEC component. Notably, the Litigation Conference Workshop 2025, held on 29 and 30 April 2025, was accredited with MEC points.

Additionally, the Singapore Institute of Legal Education has extended accreditation of Public CPD Points for webinars through 31 December 2025.

2. Programme Highlights

The CPD Committee is dedicated to helping and supporting law practices in maintaining their competitiveness. Working alongside the other Practice Committees, CPD Committee has rolled out many varied programmes to keep our members informed and equipped with updates on changes in the law and new rules, the sharing of best practices and resources to navigate the ever-evolving legal landscape.

Recognising the importance of well-being in professional success, the Committee also prioritises the holistic wellness of our members. Partnering with organisations such as Promises Healthcare and the College of Law Australia, the Committee actively promotes mental health and psychological resilience within the legal profession.

From flagship events like Annual CPD Day 2024 to year-round learning opportunities, CPD programmes equip participants with the knowledge, tools, and support they need to stay ahead in a fast-changing legal landscape — and to thrive both in their careers and personal well-being.

Some programme highlights include:

Programme	Date	
Family Conference 2024	3 & 4 September 2024	
Cybersecurity & Data Protection Day 2024	2 October 2024	
Corporate Law Day 2024	15 October 2024	
Annual CPD Day 2024	4 - 6 November 2024	
Understanding Muslim Law – An Insight to the Muslim Divorce Practices and Landmark Cases in the Syariah Court	12 November 2024	
Navigating the Legal Ethics Journey	8 April 2025	
Litigation Conference Workshop 2025	29 & 30 April 2025	
Alternative Dispute Resolution Conference 2025	22 & 23 May 2025	
Risk Management Symposium 2025: Safeguarding Law Practices Against Technological Risks	23 June 2025	
Litigation in the Age of Social Media: Balancing Legal Strategy with Public Perception	3 July 2025	
The Effect of Bribery and Corruption in Arbitration Proceedings	15 July 2025	
Contested MCA Trials: Navigating Expert and Factual Evidence Beyond the Parties	31 July 2025	



Session on Lawyers' Ethics for Annual CPD Day 2024 on 4 November 2024, with Mr Malcolm BH Tan (Chairperson of CPD Committee 2024)



Keynote Speaker for Day 1 of the Alternative Dispute Resolution Conference 2025, (then) Minister of State Murali Pillai SC, with Ms Lisa Sam (President, The Law Society of Singapore)

3. Moving Forward

The CPD Committee remains committed to strengthening its collaboration with the Law Society's Practice Committees, as well as key legal institutions such as SILE, the Judiciary, the Attorney-General's Chambers, and the Singapore Academy of Law. These partnerships help ensure that our members continue to benefit from timely, relevant, and practice-ready CPD programmes.

The Committee is also dedicated to delivering high-quality and cost-effective services that support the requirements of the mandatory CPD scheme. Beyond compliance, we aim to encourage and promote the ongoing development, diversity, and growth of every member's professional journey.

Committee Members

Malcolm Tan Ban Hoe - Co-Chairperson

Wong Li Ming Rachel - Co-Chairperson Gregory Xu Weicheng - Co-Vice-Chairperson Tan Guan Ling, Charlotte - Co-Vice-Chairperson Samuel Chacko - Council Representative **Allen Tan Tiaw Kheng Andrew Chan Chee Yin Anita Binte Ahamad Corinne Chew Li-Anne Emmanuel Duncan Chua Fatim Jumabhoy** Low Kah Keong (Liu Jiaqiang) Os Agarwal Pooja Sinha **Song Ruoh Jin** Tan Yong Joon, Alvin (Chen Rongjun, Alvin) **Wong Hui Min** Yau Yin Ting Xenia Yuen Kit Kuan **Zhuang WenXiong**

Secretariat Representative

Jean Wong (until May 2025) Alvin Chen (from May 2025)



Conveyancing Practice

Chua Shang Chai (Cai Shangcai), Chairperson

The Conveyancing Practice Committee (the "Committee") presents its report for the period 1 September 2024 to 31 August 2025 ("Reporting Period"). The Committee's key activities and projects for the Reporting Period are set out below:

1. Requests to the Committee for Guidance, Direction or Ruling

In accordance with the Law Society's Practice Direction 2.1.3 (Formerly PDR 2013, para 62), the Committee continues to assist members in settling disputes in respect of conveyancing transactions and/or providing guidance on customary conveyancing practice which may be unclear. The Committee's Queries Panel (comprised of 7 experienced conveyancing practitioners) continues to review the queries received and provide timely response to the members. We have also continued with the process of circulating the draft response (which is prepared based on input from the Queries Panel) to the Committee for comments (if any) before the response is provided.

2. Feedback to the Singapore Land Authority ("SLA") on Digital Conveyancing Portal ("DCP")

The Committee had multiple sessions with SLA to share feedback on the usability, application, concepts and design for DCP, including to propose feedback to SLA on the Terms of Use by the service provider of the Virtual Conveyancing Account (in connection with DCP).

3. Day of Conveyancing Highlights 2025 (Webinar)

The Committee organised the "Day of Conveyancing Highlights 2025" which marks the 14th consecutive year of the Committee's annual flagship event.

The "Day of Conveyancing Highlights 2025" comprised 2 online half-day sessions scheduled on 10 July 2025 and 23 September 2025, and aimed to equip participants with practical knowledge on the latest developments in conveyancing practice. Speakers invited to present at the event ranged from representatives from government bodies to academics and other professionals relevant to conveyancing practice.

The "Day of Conveyancing Highlights 2025" was also the first year where the event was accredited with Mandatory Ethics Component points.

4. Practical Course on Stamp Duty Rules for Common Real Estate Transactions (the "Course")

The Committee jointly organised the Course with the Stamp Duty Branch of Inland Revenue Authority of Singapore. The Course was conducted as a webinar on 25 June 2025 and was attended by 305 participants.

The Course aimed to equip conveyancing professionals with practical and applicable stamp duty knowledge so that they can navigate today's increasingly complex stamp duty landscape with greater confidence.

5. Real Estate Practitioners' Social

The Committee will also be organising the Real Estate Practitioners' Social for the third year later this year. The objective behind the Real Estate Practitioners' Social is to bring together conveyancing practitioners and facilitate network expansion with various other professionals whose work runs incidental to conveyancing matters in a casual setting.



Members of the Conveyancing Practice Committee 2025

Committee Members

Chua Shang Chai (Cai Shangcai) - Chairperson Loh Kent Shin Timothy - Vice-Chairperson Thaddaeus Aaron Tan - Council Representative **Andrew Wong Wei Kiat** Ang Keng Lee Chan Lai Foong **Chew Mei Choo** Chia Hsien Lin Jennifer Chua Lei Kwan Lina Mary **Chuang Keng Chiew Debbie Brittany Lim Chien Hui** Haryadi Hadi Lai Ying Ling Jenny Lee Liat Yeang Nicholas Chua Hiu Chun Ong Ding Shun, Daryl Selina Chin Bau Tze Soh Su Ming, Berlin Tan Ching Chern Teh Yi En, lain (Zheng Yien) **Vivian Kuok Ming Koong** Wendy Mei-Yoke Wong Nee Leong

Secretariat Representative



Corporate Practice

Farhana Ahmed Sharmeen, Chairperson

During the reporting period of 1 September 2024 to 31 August 2025, the Corporate Practice Committee's (the "Committee") activities included the following:

1. Stakeholder Engagements

The Committee's representative continues to engage with the Accounting and Corporate Regulatory Authority ("ACRA") at its Annual Dialogue with Professional Bodies to discuss issues encountered in the practice area and to be apprised of the new initiatives and policies rolled out by ACRA. The Committee also actively supports ACRA on an ongoing basis by providing feedback on corporate law and policy changes.

2. CPD Event: Corporate Law Day

The Committee organised Corporate Law Day 2024 and the Sustainability Report Seminar on 15 October 2024 touching on the following key areas of corporate practice:

- Buy-Backs, Redemptions, Capital Reduction: The Law, the Process and Tax Considerations
- Drafting Dispute Resolution Clauses: Arbitration, Mediation and Courts
- ESG and Its Impact on Corporate Lawyers

Following the success in 2024, Corporate Law Day 2025 returned for the second year with 4 engaging panel discussions on 19 August 2025:

- The trends in Sustainability Reporting and Risk Management, what risks enterprises face deal in sustainability, and how such risks can be addressed.
- The advanced legal issues on complex shareholders and ESOP terms, including founder protections, investor rights, exit mechanics, and ESOP design and compliance.
- Best practices for the execution of deeds and attestation requirements surrounding the electronic execution and witnessing, and exploring the rationale and risks tied to them.
- Conflict of interest and the common ethical issues faced by corporate lawyers.

3. Feedback to ACRA

The Committee provided feedback to ACRA on the issues faced following the BizFile migration, impacting the ability to lodge transactions.

4. Other Initiatives

Best Practice Guide for Execution of Deeds and Attestation Requirements

The Committee issued a best practice guide on 8 August 2025 to provide suggestions on good practice for the execution of deeds in light of developments on the topic under Singapore law. The guide is accompanied by a set of frequently asked questions setting out common issues on this topic.



Members of the Corporate Practice Committee in a Zoom Meeting

Committee Members

Gaw Ying Charn Benjamin – Vice-Chairperson
Jason Chan Tai-Hui, SC – Council Representative
Jeremiah Huang Wei Quan – General Secretary
Toh Leng – Assistant General Secretary
Song Ruoh Jin – CPD Representative
Ang Chieh Leng Daselin (Hong Jieling)
Gary Beh Sze Yuen (Ma Siyuan)
John Mark Chen
Kwok Shuhui (Guo Shuhui)
Lee Jia Juinn, Kenji
Leong Hui Wen, Rachel
Low Kah Keong
Sarita Misir
Shen Zhong Fa Joel
Sing Faith Joy

Farhana Ahmed Sharmeen - Chairperson

Secretariat Representative

Tan Cher Chuan Justin



Court Practice Chairpersons

Lim Seng Siew, Co-Chairperson Samuel Chacko, Co-Chairperson

The Court Practice Chairpersons' Committee (the "Committee") co-ordinates the work of practice committees involved with the State Courts and Family Justice Courts. During the period of 1 September 2024 to 31 August 2025 (the "Reporting Period"), the Committee was involved in the following key activities and projects:

Dialogue Meetings with the Courts

A key part of the Committee's role is to engage the Courts to ensure an open line of communication between the judiciary and members of the profession. During the Reporting Period, the Committee attended 2 dialogue sessions with the State Courts (on 25 November 2024). Topics discussed included the implementation of the Specialist Sexual Offences Lists and Sexual Offences Checklist, simplified process for proceedings in the District Court and the application of Appendix H of the State Courts Practice Directions 2021.

The Committee also continued to receive feedback and concerns from the members of the Bar, which it then, where appropriate, elevated to the Judiciary and other stakeholders. The feedback and concerns are carefully evaluated by the Committee, and matters of importance to the Bar are raised for substantive discussions with the relevant stakeholders such as the Judiciary and Ministry of Law. The aim of submitting such feedback is to engage with the relevant stakeholders in order to find appropriate solutions on the matters raised.



Members of the Court Practice Chairpersons Committee at a hybrid meeting

Committee Members

Lim Seng Siew - Co-Chairperson

Samuel Chacko - Co-Chairperson Charmaine Yap Yun Ning - General Secretary Darryl Chew Zijie - Assistant General Secretary Michael S Chia - Council Representative **Abdul Rahman Bin Mohd Hanipah** Anparasan K **Chenthil Kumar Kumarasingam Christine Low Ying Li** Dawn Tan Ly-Ru De Vaz lan Marc Rosairo **Dharma Sadasivan Edmund Jerome Kronenburg** Francis Goh Siong Pheck **Goh Kok Yeow Ho Chien Mien Kee Lay Lian Liew Yik Wee Malcolm Tan Ban Hoe** Michael Han Hean Juan Paul Tan Beng Hwee **Rachel Wong** See Chern Yang Sui Yi Siong Wong Kai Yun

Secretariat Representative



Criminal Law Practice

Chenthil Kumar Kumarasingam, Co-Chairperson Sui Yi Siong, Co-Chairperson

This report is for the period 1 September 2024 to 31 August 2025.

The Criminal Law Practice Committee (the "Committee") continued its work of being engaged with stakeholders from the courts and government agencies. In the reporting period, the Committee carried on its engagement with stakeholders, addressing matters of concern to criminal practice and various issues affecting criminal practitioners.

1. Committee Meetings

4 October 2024: The Criminal Bar Townhall addressed several important issues impacting the criminal justice system. Key topics included operational and procedural issues with Prisons, matters concerning the State Courts, ICMS, and the High Court Registry and Attorney-General's Chambers ("AGC").

4 March 2025: At the Committee's kick-off meeting, topics that were discussed included "Proposed Measures to Improve the Management of Sexual Offence Cases", stakeholder engagements with the State Courts and AGC, potential collaborations with the Advocacy Committee and overseas Bar Associations and revision to the pamphlet of rights.

24 April 2025 and 7 July 2025: Focus group meetings were conducted with the Junior Category and Middle Category Committee members respectively, to discuss the unique challenges and issues that they face in practice and to explore steps to resolve them.

16 July 2025: The Committee held a meeting to organise working groups to manage various work projects and social events such as rehabilitation of young offenders and a support network for the Criminal Bar. During this meeting, the findings from the focus group meetings with Junior Category and Middle Category Committee members were presented.

2. Engagements and Dialogues

25 November 2024: Representatives from the Committee attended a dialogue with the State Courts to discuss upcoming procedural initiatives, in particular the implementation of Sexual Offences Specialist Lists. In tandem with this initiative, the courts plan to introduce a pilot requiring parties to file an Enhanced Checklist for sexual offence cases proceeding to trial.

3 March 2025: The Committee held a meeting with Prisons to engage them on several operational and procedural issues such as tele-interview facilities and challenges related to interview bookings and hotline issues.

15 April 2025: The meeting with the Supreme Court Judges centred on key concerns affecting the conduct of



CJ Sundaresh Menon delivering his opening speech at the Criminal Bar Lunch hosted by SG Courts on 21 May 2025

criminal trials. The discussion focused on the preservation of evidence pending ancillary hearings, as well as the challenges arising from the late production of documents by the Prosecution, which have significant practical implications for the Defence. Additionally, the meeting provided an opportunity to update the Judges on the Defence's constraints concerning Agreed Statements of Facts, highlighting the need for greater clarity and cooperation in this area.

21 May 2025: The Criminal Bar Lunch, hosted by the SG Courts, brings together members of the Criminal Bar and representatives from the Committee. This event serves as a valuable platform for the Chief Justice, the Bench, and the Criminal Bar to engage in meaningful discussions on key criminal law issues.

3. Social Events



AG Lucien Wong SC delivering his opening speech at the Tripartite Lunch on 18 September 2024

18 September 2024: The Tripartite Lunch provides an annual opportunity for members of the Bench, the Bar, and the Prosecution to engage in meaningful dialogue and foster stronger professional relationships in an informal setting. Hosted in rotation by the AGC, the Supreme Court, and the Law Society, the 2024 Tripartite Lunch was hosted by the Law Society.

4 November 2024: Following a 5-year hiatus, the Attorney-General's ("AG's") Cup 2024 made a spectacular return at The Arena Woodleigh. First launched in March 2012 by then Attorney-General Sundaresh Menon, the AG's Challenge Cup was created as a platform to bring together the Prosecution and the Criminal Bar in a social and informal setting. For the fourth consecutive year, the Criminal Bar triumphed in the Ladies Captain's Ball, while the AGC and the Criminal Bar shared the honours in the men's soccer match, which ended in a draw.

18 July 2025

This year's AG's Cup took place at Jalan Besar Stadium. The Criminal Bar team emerged victorious in both matches, showcasing impressive teamwork in the ladies' Captain's Ball and clinching a hard-fought win in the men's soccer game. It was wonderful to see colleagues from both sides come together in the spirit of friendly competition, a true testament to the spirit and skill on display from all players.

30 July 2025: Council Luncheon at the State Courts Bar Room featured a case law update for criminal law practitioners on the recent High Court cases in *Thangarajan Elanchezhian v PP and GII v PP* regarding the conduct of trials for sexual offences.



AG's Cup 2024 on 4 November 2024: The AGC and Criminal Bar Men's Soccer team



AG's Cup 2025 on 18 July 2025: The AGC and Criminal Bar Men's Soccer team and Ladies' Captain's Ball team

31 July 2025: This year, the Tripartite Lunch was hosted by the AGC. This is an annual platform for members of the Bench, the Bar, and the Prosecution to connect, engage, and discuss relevant issues in a relaxed, informal setting. Hosted alternately by the AGC, the Supreme Court, and the Law Society, this year's lunch was graciously hosted by the AGC.



Members of the Criminal Law Practice Committee 2025

Committee Members

Chenthil Kumar Kumarasingam - Co-Chairperson Sui Yi Siong - Co-Chairperson Chia Ru Yun Megan Joan - Vice-Chairperson Michael S Chia - Council Representative Remy Choo Zheng Xi - Council Representative **Aaron Lee Teck Chye Ashvin Hariharan** Benjamin Gabriel Sew Jia Jun Chandra Mohan s/o K Nair Chin Li Wen Tania **Dhaniyah Binte Hishammudin Harjeet Kaur Dhaliwal James Gomez Jovian Messiah** Johannes Hadi Lau Wen Jin Narayanan Sreenivasan @ N. Sreenivasan **Nelson Chee Zhen Sheng Ng Huiling Cheryl** Noelle Teresa Teoh Lee Qi Pramnath Vijayakumar **Ramesh Chandr Tiwary Samuel Navindran** Siraj Shaik Aziz

Secretariat Representative



Cybersecurity and Data Protection

Aw Jansen, Co-Chairperson Lua Limian, Jeremy, Co-Chairperson

The Cybersecurity and Data Protection Committee (the "Committee") focuses on promoting greater cybersecurity resilience and improved data protection practices within the legal profession.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee engaged in the following activities and initiatives:

- a. The Committee's biennial Cybersecurity and Data Protection Conference returned as "Cybersecurity and Data Protection Day" on 2 October 2024. The event focused on the critical role of data in Al systems, cross-border data transfers, the protection of children's personal data, and current trends in cybersecurity and data protection law and policy.
- b. The Committee published an article on navigating data breaches in the March 2025 edition of the Singapore Law Gazette. The article offers practitioners practical insights into handling breaches effectively while balancing legal obligations and commercial considerations.
- c. Owing to the sensitive nature of information held by lawyers and law firms, law practices are increasingly targeted by malicious threat actors in ransomware attacks. In response to this growing threat, the Committee and the Cyber Security Agency of Singapore (the "CSA") jointly developed a comprehensive advisory for the legal industry on ransomware prevention and management (the "Ransomware Advisory"). Published in December 2024, the Ransomware Advisory aimed to educate and inform members about ransomware threats and their impacts, measures that members can implement to protect their firms and organisations, and recommendations for responding to and recovering from a ransomware attack.
- d. The Personal Data Protection Commission of Thailand invited a Committee representative to speak at a workshop hosted in Bangkok on 23 May 2025 about their experiences using the ASEAN Model Contractual Clauses.
- e. The Committee participated in the Global Cross-Border Privacy Rules Forum hosted by the Info-communications Media Development Authority ("IMDA") on 27 May 2025 to speak on the topic of multi-jurisdictional data breaches.
- f. The Committee organised a seminar on 9 April 2025 titled "Safeguarding the Legal Sphere: Ransomware Attacks on Law Firms & What You Need to Know". The

- seminar focused on an in-depth review of the Ransomware Advisory and offered attendees a live demonstration showcasing advanced digital security practices designed to enhance law practices' resilience against cyberattacks.
- g. As part of the Personal Data Protection Commission's ("PDPC") Personal Data Protection Week 2025's offerings, the Committee organised a workshop titled "Fortune Favours the Prepared - Architecting a Cyber Incident and Data Breach Management Plan" which was well-attended by close to 150 participants on 7 July 2025. Twenty-two members from the Committee and the Law Society facilitated this interactive workshop, equipping data protection officers with the tools to respond confidently to cyber incidents and data breaches. Alongside experienced industry players, participants worked through realistic breach scenarios and learned how to manage data breach situations effectively while incorporating good cyber data protection measures into their organisational practices.
- h. The Committee participated in multiple private and public consultations with industry stakeholders such as the PDPC and the CSA. The Committee is also actively working on various fronts to promote cybersecurity and data protection awareness and training to the membership.

In addition to the above, the Committee wishes to express its gratitude towards the various government agencies and other partner organisations for their continued support. With the advice of Council and the support of the Secretariat, the Committee remains dedicated to looking into initiatives and engagements aimed at providing comprehensive support to members of the Law Society.



Members of the Cybersecurity and Data Protection Committee

Committee Members

Aw Jansen - Co-Chairperson Lua Limian, Jeremy - Co-Chairperson Lam Zhen Guang - Co-Vice-Chairperson Pang Keep Ying, Joey - Co-Vice-Chairperson Toh Angyan Alex - Co-Vice-Chairperson **Lim Seng Siew** - Council Representative Amira Nabila Budiyano **Anthony Yvette Loretta Arthur Lim Jun Da** Chen Shiyun, Su-Anne Anastasia Gaw Ying Charn Benjamin Kao Kwok Weng Jonathan **Lim Sui Yin Jeffrey** Lim Wei Jie Magdalene Teo Yong Ngo Shuxiang, Nicholas Ong Ding Shun, Daryl Ow Shi Jack Raina Mohan Chugani Sadasivan, Dharma Yongwen Saw Sheng Cai, Leonard Sumyutha Sivamani Tan Mei Hui **Tan Shien Loon Lawrence Tan Zhen Wei Victoria** Tay Jia Yi **Toh Qingxiang** Tran Le Luu Phuong **Wun Rizwi**

Secretariat Representative



Diversity and Inclusion

Chew Ming Hsien Rebecca, Co-Chairperson Foo Guo Zheng, Benjamin, Co-Chairperson

1. Introduction

The Diversity and Inclusion Committee (the "Committee") is a newly formed Committee established in 2025. The Committee was created with the aim of facilitating dialogue, developing initiatives, and driving meaningful progress to strengthen diversity and inclusion within Singapore's legal profession. As part of its mission, the Committee seeks to foster a more inclusive environment that recognises and values the diverse backgrounds, experiences, and perspectives of all legal professionals.

2. Terms of Reference

The Committee's work is guided by a set of objectives aimed at fostering diversity and inclusion across the legal profession. Its primary role is to identify key diversity areas requiring focus, which will be designated as "Identified Areas".

The Committee seeks to promote awareness, understanding, and acceptance of diversity and inclusion within these Identified Areas, and to publicise the rationale and benefits of embracing such values across the profession.

In addition, the Committee provides a platform for practitioners to exchange views on current trends and experiences relating to diversity and inclusion in the legal industry. It also aims to develop initiatives and undertake activities that support diversity and inclusion efforts in a meaningful and practical way.

The Committee is tasked with recommending ways for the profession to better embrace diversity and inclusion, and advising Council on whether there is a need to establish standards, best practices, or training programmes to raise awareness and build capacity in this area.

3. Sub-Committee Focus Areas

The Committee has formed 3 Sub-committees to focus on specific aspects of diversity and inclusion.

The Equal Opportunities Sub-Committee focuses on promoting fair and inclusive practices within the legal profession, ensuring equal access to opportunities regardless of background or identity.

The Disability Sub-Committee focuses on advocating for greater accessibility and support for lawyers and law students with disabilities, and raising awareness of inclusive workplace practices.

The Young Families Sub-Committee focuses on supporting legal professionals with caregiving responsibilities, particularly young families, and identifying initiatives that promote worklife balance and flexible working arrangements.

These Sub-committees are responsible for conducting targeted outreach, gathering community feedback, and recommending tailored initiatives aligned with the Committee's overall objectives.

4. Upcoming Events

The Committee is currently in the process of planning a series of engagement events to further its mission. These include a talk for young members with families, organised in collaboration with the Ministry of Law, which is scheduled to take place in Q4 of 2025. In addition, the Committee is developing a podcast focused on mental health issues within the legal profession.

These events aim to raise awareness, spark meaningful conversations, and encourage inclusive practices within the legal community.

Committee Members

Chew Ming Hsien Rebecca - Co-Chairperson Foo Guo Zheng, Benjamin - Co-Chairperson **Teh Jing Yong, Marc** - Co-Vice-Chairperson Toh Jia Yi - Co-Vice-Chairperson Engelin Teh Guek Ngor, SC - Council Representative Phoon Wuei - Council Representative **Andrew Wong Wei Kiat Ang Yu Jia** Choo Zhena Xi **Eunice Lau Guan Ting (Liu Guanting) Eva Teh Jing Hui** Hoon Shu Mei Sumathi **Kunal Haresh Mirpuri Lim Pei Ling June Lum Kwong Hoe Melvin** Michael Sydney Hwang, SC Pang Yi Ching, Alessa Sheiffa Safi Shirbeeni **Soh Hui Mun Lynn** Su Hing Leng, Ryan **Tan Tian Hui** Tran Le Luu Phuong Viviene Kaur Sandhu Yong Pei Sze Candice

Secretariat Representative

Goh Wan Cheng



Equity Capital Markets Law

Ong Sze Shuen, Gail, Chairperson

2025 marked the second full year for the Equity Capital Markets ("ECM") Law Committee. The ECM Law Committee aims to provide guidance to legal practitioners on ECM legal practice and expand and solidify the services and reach of legal practitioners within the area of ECM by engaging and promoting relations with relevant stakeholders in the securities industry, for knowledge and expertise sharing, including with fellow professional bodies, government or statutory agencies or bodies and relevant industry associations. Another objective of the Committee is to promote the Society's alternative dispute resolution schemes and other services complementary to the law and practice of ECM.

During the reporting period from 1 September 2024 to 31 August 2025, the Committee held its inaugural CPD day covering the following topics: "MAS's Notice on Business Conduct Requirements for Corporate Finance Advisers", and "Prospectus Disclosure Requirements and Liability Under the Securities and Futures Act". The session was very well attended and received.

In addition, the Committee has continued to expand on its work on the Guidance Note 4.7.1 on Disclosure Letters and Responsiveness-to-Form ("RTF") Letters (2024) to create a template for practitioners to use. The form of a disclosure letter is now available in Guidance Note 4.7.2 which was issued in September 2025 to assist law practices and legal practitioners to reflect the good practices set out in the 2024 Guidance Note on Disclosure Letters and RTF Letters. It also includes certain explanatory notes and guiding principles.



Equity Capital Markets Law Committee

Committee Members

Ong Sze Shuen, Gail - Chairperson Rhys Goh Hien Kang - Vice-Chairperson Khelvin Xu - Council Representative Cheong Bing Cheng, Ben Chester Giouw Rong Zhen Jolie Hsu Li Chuan (Xu Li Quan) Jeremiah Huang WeiQuan Kam Su Cheun Aurill Lau Yan Wai Lock Yin Mei Tan Guan Ling, Charlotte **Tan Wee Liang** Teo Zhu-En, Joel **Tong Wei Min Raymond** Wong Quee Quee Jeffrey Xie Xingbei Pearlyn

Secretariat Representative



Family Law Practice

Kee Lay Lian, Co-Chairperson Wong Kai Yun, Co-Chairperson

The Family Law Practice Committee (the "Committee") focuses on liaising with the courts, statutory bodies and government agencies on family law practice matters, and actively gathering and providing feedback in consultations on legislative and practice changes in family law.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee engaged in the following activities:

held at NUS, the Committee is organising this year's dialogue session at SMU on 9 October 2025. Through this session, the Committee will discuss various aspects of family law practice with aspiring family law practitioners, including but not limited to day-to-day responsibilities of family law practitioners, current trends and challenges in family law practice, opportunities in the family law sector, and advice on entering and succeeding in the field.

1. Task Groups

Committee members were assigned to task groups to oversee the Committee's various initiatives for 2025, including:

- a. Review and implementation of the expanded Law Society Family Mediation Scheme;
- b. Review of the new legislative definition of "family violence":
- Feedback and review of the new Family Justice Rules, and ensuing e-Litigation Forms and Practice Directions.

2. Member Engagements

The Committee updated the Family Bar on the latest developments in family practice through the Family Law Byte e-newsletter on 25 September 2024, 10 December 2024 and 7 April 2025.

3. Dialogue Sessions with the Family Justice Court ("FJC")

The Committee continues to engage in regular dialogue sessions with the FJC to receive updates from the Bench and to provide feedback on matters pertaining to family practice on behalf of the family Bar. During the reporting period, the Committee participated in 4 dialogue sessions.

4. Dialogue Session with University Students

Building on the dialogue sessions successfully coordinated by the Committee with the law students from the local law schools in the past, and with last year's being

5. Family Conference 2025

The Committee will be jointly organising the Family Conference 2025 along with the Probate Practice Committee and the Muslim Law Practice Committee. Titled "Mind the Gap - Closing the Lacunae in Family, Probate & Muslim Law" the Conference is set to take place on 24 and 25 September 2025. The Committee hopes practitioners will examine and explore blind spots in our legal framework, and share practicalities and experiences in dealing with them, as we consider meaningful reform.



Family Law Practice Committee members in a Zoom meeting

Committee Members

Kee Lay Lian - Co-Chairperson Wong Kai Yun - Co-Chairperson Linda Joelle Ong - Co-Vice-Chairperson

Tan Hui Qing - Co-Vice-Chairperson Yeow Tin Tin Margaret - Co-Vice-Chairperson

Engelin Teh Guek Ngor, SC - Council Representative

Andrew Wong Wei Kiat

Ang Yu Wen Amelia

Chan Li Li Dorothy

Chan Yu Xin

Cheong Zhihui Ivan

Chong Xin Yi

Dharmambal Shanti Jayaram

Ho Chee Jia (He Qijia)

Hoon Shu Mei Sumathi (Hong Shu Mei)

Hu Huimin

Kannan Nadarajan

Kanyakumari d/o Veerasamy

Ong Xin Ying Samantha

Poonam Lachman Mirchandani

Shawn Teo Kai Jie

Soh Yan Ru Samantha

Tan Si Ying, Gloria

Thomas, Sarah-Mae Nithya

Yee May Kuen Peggy Sarah

Secretariat Representative



Generative Artificial Intelligence

Lua Limian, Jeremy, Chairperson

The Generative Artificial Intelligence Committee (the "Committee") focuses on advising Council, being a resource centre, liaising with statutory bodies / government agencies / other relevant stakeholder, and providing feedback in public and other consultations on all matters relating to Artificial Intelligence ("Al") and Generative Artificial Intelligence ("Gen Al") and the legal profession.

The Committee was formally converted from a working group to a Standing Committee of the Law Society on 13 March 2025.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee engaged in the following activities and initiatives:

- The Committee prepared and submitted a report to Council on Gen AI in the legal profession. The report outlines key definitions relating to AI / Gen AI, explores legal risks and practical applications of Gen AI in the legal profession, emphasises professional and ethical duties when using Gen AI, the impact of Gen AI on lawyers (particularly young lawyers), and recommends inter alia training for lawyers of all practice categories to support responsible adoption of Gen AI.
- The Committee participated in private and public consultations with industry stakeholders, such as the Supreme Court and the Ministry of Law – including a proposed set of guidelines that the Ministry of Law intends to release for public comment in end-August 2025.

In Q4 2025, the Committee will prioritise working with legal industry stakeholders and developing training and educational programmes that equip members with the skills needed to effectively and responsibly use Gen Al tools in legal practice.



Members of the newly formed Generative Artificial Intelligence Committee

Committee Members

Lua Limian, Jeremy - Chairperson Lim Seng Siew - Vice-Chairperson Tan Cheng Han, SC - Council Representative Cheong Tian Ci, Torsten Eusuff Ali s/o NBM Mohamed Kassim **Eva Teh Jing Hui** Lim Sui Yin Jeffrey Ow Shi Jack **Pang Keep Ying Joey** Sadasivan, Dharma Yongwen Seah Li Min, Cheryl (Xie Limin) **Smith Benjamin Yiwen** Soh Kar Liang Tan Mei Hui **Toh Angyan Alex** Toh Wei Yi

Secretariat Representative



Information Technology

Sadasivan, Dharma Yongwen, Co-Chairperson Wong Li Ming Rachel, Co-Chairperson

The Information Technology Committee (the "Committee") focuses on assisting members with matters relating to information technology and legal practice, and liaising with the statutory bodies and government agencies on matters relating to information technology in legal practice.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee engaged in the following activities:

- a. Following the launch of the Committee's "Guide on the Adoption of LegalTech for Law Practices" on 16 October 2023 (the "Guide"), the Committee has focused its efforts on enhancing the Guide's visibility and outreach. In this regard, members of the Committee developed and published an infographic for legal practitioners on the Law Society's website in November 2024.
- b. With the support of Committee members, the Law Society successfully hosted its inaugural Legal Tech Fair 2025 on 21 February 2025. The event attracted over 200 participants and served as a platform to introduce legal professionals, particularly practitioners from small law firms and those running their own practices, to innovative legal technology solutions designed to streamline workflows, boost productivity, and drive business growth.
- c. The Committee conducted a survey targeting small and medium-sized law firms, which ran from April to July 2025, to better understand the current state of technology adoption within these law firms and to explore the feasibility of collective negotiations for software licenses and/or services.
- d. On 8 May 2025, the Committee hosted an informal and confidential focus group session with practitioners. The session aimed to gather feedback, gauge interest, and understand concerns in relation to barriers to technology adoption in small and medium-sized law firms. It also served as a platform to explore the development of a collective bargaining framework that will enable small and medium-sized firms to negotiate with technology vendors for enterprise rates which they would not ordinarily qualify to receive.

In addition to these initiatives, the Committee maintains a resolute commitment to fostering and continuing engagement and collaboration with esteemed stakeholders, such as the Ministry of Law and IMDA. Through ongoing and proactive collaboration with these stakeholders, the Committee seeks to establish cohesive and symbiotic relationships with a view towards helping the legal profession.



Information Technology Committee 2025

Committee Members

Sadasivan, Dharma Yongwen - Co-Chairperson Wong Li Ming Rachel - Co-Chairperson Gaw Ying Charn Benjamin - Co-Vice-Chairperson Moh Huixuan, Estelle - Co-Vice-Chairperson Lim Seng Siew - Council Representative **Christabelle Arya Gerard** Foo Yu Kang, Wilson (Fu Yukang) Heng Jun Meng Kao Kwok Weng Jonathan **Kronenburg Edmund Jerome Lim Sui Yin Jeffrey** Lim Yanqing, Esther Candice Ong Ding Shun, Daryl Prasad s/o Karunakarn Seah Li Min, Cheryl **Shalini Kumar Smith Benjamin Yiwen** Sumyutha Sivamani **Tan Wee Liang** Tay Jia Yi **Toh Angyan Alex**

Secretariat Representative



Insolvency Practice

Sim Kwan Kiat, Chairperson

For the reporting period of 1 September 2024 to 31 August 2025, the Insolvency Practice Committee (the "Committee") sought to advance the practice area of insolvency law.

1. Singapore Insolvency Conference 2024

The Singapore Insolvency Conference ("Conference"), organised by the Insolvency Practitioners Association of Singapore ("IPAS"), was held in person from 9 to 10 October 2024. The Conference Organising Committee included members Sheila Ng, Edward Tiong, Andrew Chan, Joel Chng, Ajinderpal Singh, Lauren Tang and Mitchell Yeo. Members Edward Tiong and Sheila Ng, Co-Chairpersons of the Conference Organising Committee, delivered the closing remarks on Day 1 and 2 of the Conference. Chairperson Sim Kwan Kiat, members Emmanuel Chua and Lauren Tang were speakers at the Conference.

Specialist speakers shared their experience and expertise on the latest legal and regulatory updates and developments affecting the restructuring and insolvency space, best practices and strategies for managing restructuring and insolvency cases, as well as emerging trends and innovations. The Conference also provided a platform for practitioners, lawyers and financiers to exchange insights and perspectives on pressing and relevant issues in the arena of restructuring and insolvency and featured a regional forum with various restructuring and insolvency organisations and bodies from South East Asia and beyond.

2. Sharing at the Small Law Firms Committee Luncheon

In collaboration with the Small Law Firms Committee, Vice-Chairperson Debby Lim and members Samuel Loh and Mitchell Yeo shared on the recent developments in restructuring and insolvency law and provided an overview of the judicial management and scheme of arrangement regime, including the reforms encapsulated in the Insolvency, Restructuring and Dissolution Act 2018 at the luncheon on 18 November 2024.

3. Engagement with the Supreme Court

The Committee continues to engage in conversations and consultations with the Supreme Court on matters relating to insolvency practitioners, as and when required.

4. Representative on IPAS

Chairperson Sim Kwan Kiat, as the Law Society representative on the IPAS, will be actively engaged in meetings and matters relating to IPAS.

5. Meetings

The Committee held a meeting on 21 July 2025 to gather feedback and consider ways to encourage and introduce insolvency to a wider group of young lawyers and lawyers from small law firms. It is proposed to have such meetings on a regular basis for members to explore ideas and catch up.



Insolvency Practice Committee

Committee Members

Sim Kwan Kiat - Chairperson

Lim Hui Li Debby - Vice-Chairperson Foo Guo Zheng Benjamin - Council Representative Emmanuel Duncan Chua – General Secretary Eva Teh Jing Hui - Assistant General Secretary **Andrew Chan Chee Yin Chan Ming Onn David** Cheng Yu Ning Teri **Chew Jing Wei** Chin Wan Yew, Rachel Chng Zi Zhao Joel (Zhuang Zizhao) **Huang Xinli, Daniel Koh Junxiang Kyle Gabriel Peters** Loh Song-En, Samuel Quah Wei Sheng, Danny Tay Kang-Rui Darius (Zheng Kangrui) Tay Yu Xi (Zheng Yuxi) Tham Wei Chern

Secretariat Representative

Yeo Alexander Lawrence, Han Tiong

Alvin Chen

Tris Xavier



Intellectual Property Practice

Jonathan Foong Yew Cho, Co-Chairperson Boo Yee Swan, Co-Chairperson

The Intellectual Property Practice Committee (the "Committee") focuses on supporting Intellectual Property ("IP") practitioners in different areas of IP practice. The Committee is divided into 5 sub-committees as follows:

- (i) Trade Marks;
- (ii) Patents;
- (iii) Enforcement and Dispute Resolution;
- (iv) Copyright and Designs; and
- (v) Emerging Issues.

For the period of 1 September 2024 to 31 August 2025 (the "Reporting Period"), the Committee engaged in the following activities:

1. Feedback and Engagement Sessions

The Committee has, through the course of the Reporting Period, actively participated and will continue to engage with the Intellectual Property Office of Singapore ("IPOS") to provide feedback on various initiatives and issues, e.g. IPOS Digital Hub ("IDH"). The Patents Sub-Committee has been looking into addressing the issue of the pendency of patent examination as well as to look into the new HSA patent declarations regime.

Committee members were also invited to the IPOS-IP Professionals Get-Together Session organised by IPOS held on 4 April 2025.

The Enforcement and Dispute Resolution Sub-Committee ("EDRS") is in the process of gathering feedback from IP lawyers on issues arising from the "Simplified Process for Certain IP Claims" recently introduced in the High Court to be sent to the Ministry of Law and/or IPOS for future dialogue to determine whether the objectives of the process are being met.

In continuance with last year's efforts concerning foreign agents representing clients at IPOS for Hearing and Mediations Department ("HMD") matters, the EDRS plans to arrange for further dialogue on the matter with the relevant stakeholders.

The Emerging Issues Sub-Committee is working with IPOS to discuss the potential of IP arbitration as a viable dispute resolution mechanism.

2. Intellectual Property Segment of the Annual CPD Day 2024

Members Millicent Lui and Jon Chan Wenqiang were the speakers for the Intellectual Property Segment of the Annual CPD Day 2024.

3. Dialogue Meetings

In its efforts to contribute towards the development of the legal regime and practice of IP Law in Singapore, the Committee plans to organise a dialogue session with the IPOS Trade Marks Examiners and HMD officers on trade mark-related matters in the second half of 2025.

4. CPD Event

The Copyright and Designs Sub-Committee is considering the organisation of a seminar on the enforcement and protection of copyright in light of the implementation of the Collective Management Organisation ("CMO") framework last year.

5. IP Task Force

A member task force has been formed in 2025 with its objectives, inter alia, to map the broader IP ecosystem and to work towards developing a unified message about the role and relevance of IP lawyers. The task force is looking at outreach opportunities to students and educational institutions through career guidance programmes to raise awareness of IP legal practice. The task force is also in the midst of identifying professionals engaged in less visible aspects of IP work such as content licensing and digital transformation.



Intellectual Property Practice Committee 2025

Committee Members

Boo Yee Swan - Co-Chairperson Gladys Tan Lin Yin - Co-Vice-Chairperson Teng Hin Weng, Mark - Co-Vice-Chairperson Daniel Koh Choon Guan - Council Representative Chan Wengiang, Jon **Chew heng Hwang (Zhou Henghuang)** Ferzana Fareen Haq **George B Hwang Chor Chee Jaswin Kaur Khosa** Kang Poh Sing, Jason **Lam Chung Nian** Lee Junting, Basil Lim Ying Sin Daniel **Meryl Koh Junning** Millicent Lui Qiao Xin **Moi Sok Ling** Murgiana Haq Ng Chee Weng @ Max Ng Chee Weng Pang Sze Ray, Melvin Ravindran s/o Muthucumarasamy **Siew Hong Wong** Soh Kar Liang Soh Zeng Sheng, Dixon Tan Kee Leng Toh Jia Yi **Toh Sheng Rong** Yuen Kit Kuan

Jonathan Foong Yew Cho - Co-Chairperson

Secretariat Representative



International Relations

Anil Murkoth Changaroth, Co-Chairperson Yee Mun Howe Gerald, Co-Chairperson

Hosting of Delegation Visits

During the period of 1 September 2024 to 31 August 2025, the Law Society hosted the following in-person visits at Law Society's office:

Law Society's office.			
Date	Events		
12 September 2024	Suzhou Industrial Park		
24 September 2024	Association of Mongolian Advocates		
25 September 2024	Justice Mr Michael Soole, Treasurer of the Honourable Society of the Inner Temple		
9 October 2024	Lunch with Shanghai Bar Association		
11 October 2024	Prof. Dr. Jörg Menzer, IBA Secretary- General and Vice President-Elect		
17 October 2024	College of Law		
17 October 2024	The Law Society of England & Wales		
1 November 2024	Suzhou Justice Bureau & Jiangsu Lawyers Association		
18 November 2024	Aichi Bar Association		
4 December 2024	Beijing Lawyers Association		
11 December 2024	Taiwan Bar Association		
12 January 2025	Bar Association of India & LAWASIA		
13 January 2025	Law Society of Brunei Darussalam		
14 January 2025	All China Lawyers Association		
5 February 2025	Malaysia Legal Profession Qualifying Board		

7 February 2025	Daini Tokyo Bar Association
19 February 2025	Mauritius Bar Association
20 February 2025	Ministry of Justice of Lower Saxony in Germany
26 February 2025	American Bar Association
11 March 2025	Dr D Y Patil College of Law
17 March 2025	Indian Institute of Public Administration
24 March 2025	Nanning Bar Association
27 March 2025	DES Shri Navalmal Firodia Law College from India
9 April 2025	Shenzhen Lawyers Association
11 April 2025	Geneva Bar Association
11 April 2025	International Bar Association
21 April 2025	Indian Institute of Public Administration
22 April 2025	Senior Shanghai lawyers
28 April 2025	The Honourable Society of the Inner Temple
28 April 2025	Hunan Provincial Law Society
8 May 2025	Emirates Association for Lawyers and Legal Professionals
9 May 2025	Busan Bar Association
16 May 2025	Mediation Committee of the China Council for the Promotion of International Trade
22 May 2025	MADANI Mediation Task Force

22 May 2025	Beijing Arbitration Commission
22 May 2025	Guangzhou Lawyers Association
23 May 2025	Guangdong Lawyers Association
23 May 2025	Nanning Lawyers Association
23 May 2025	Guizhou Lawyers Association
29 May 2025	Mr Joe Bell, Operations Director of the International Bar Association
29 May 2025	Guangxi Political and Legal Affairs Commission
9 June 2025	Shandong Provincial Department of Justice
19 June 2025	The People's Procuratorate of Hunan Province
27 June 2025	Lawyers Council of Thailand
23 July 2025	Mr Liu Wei, Chief Executive Officer of DianJing Legal Training
11 July 2025	Former Chief Justice of Malaysia, Tun Tengku Maimun binti Tuan Mat
1 August 2025	Chongqing Bar Association
6 August 2025	Korea Fair Trade Mediation Agency
6 August 2025	Hainan Lawyers Association
13 August 2025	Taiwan High Court
15 August 2025	Dewan Pergerakan Advokat Republik Indonesia ("DePA-RI")
22 August 2025	Dai-Ichi Tokyo Bar Association
25 August 2025	Shenzhen Lawyers Association
26 August 2025	Ms Eva Sit, Vice Chairman of Hong Kong Bar Association
26 August 2025	Ms Tanawan Chaiwong, representative of Lawyers Council of Thailand
27 August 2025	Tianjin Arbitration Commission

Memorandum of Understanding ("MOU")

To promote and strengthen the cooperation of Law Society of Singapore and overseas bar associations and the exchanges between Singapore lawyers and lawyers in overseas jurisdictions, the Law Society has entered into several MOUs set out below.

19 September 2024	Chongqing Bar Association
24 September 2024	Association of Mongolian Advocates
1 October 2024	The Law Society of England and Wales
14 October 2024	GuiZhou Lawyers Association
17 October 2024	The College of Law
3 December 2024	Jiangsu Lawyers Association
4 December 2024	Beijing Lawyers Association
11 December 2024	Taiwan Bar Association
9 January 2025	The Advocates Association of Sarawak
12 January 2025	The Law Association for Asia and the Pacific ("LAWASIA")
12 January 2025	The Bar Association of India
13 January 2025	Law Society of Brunei Darussalam
7 February 2025	Daini Tokyo Bar Association
27 February 2025	American Bar Association International Law Section
3 March 2025	Aichi Bar Association (online)
24 April 2025	Nanjing Lawyers Association
28 April 2025	The Honourable Society of the Inner Temple
14 May 2025	In-House Counsel Forum (online)
22 May 2025	Beijing Arbitration Commission

23 May 2025	Nanning Lawyers Association	
9 June 2025	Shandong Lawyers Association	
23 July 2025	Integrated Bar of the Philippines	
12 August 2025	Busan Bar Association (online)	
15 August 2025	Dewan Pergerakan Advokat Republik Indonesia ("DePA-RI")	
22 August 2025	Dai-Ichi Tokyo Bar Association	
25 August 2025	Shenzhen Lawyers Association	

Relationships with Overseas Bar Associations/Regional and Global Bar Associations

To promote and strengthen the relationship built with the overseas bar associations, the Law Society of Singapore participated in events set out below:

Date	Events
24 September 2024 - 28 September	21st China-ASEAN Expo (online)
2024 13 October 2024 15 October 2024	37th LAWASIA Conference in Kuala Lumpur
16 October 2025 - 18 October 2024	International Conference of Legal Regulators Conference 2024
8 November 2024	Malaysia-Singapore Summit 2024
6 April 2025 - 11 April 2025	24th Commonwealth Law Conference 2025
22 May 2025 - 23 May 2025	LAWASIA ADR Conference 2025 The Law Society of Singapore co-hosted this conference with LAWASIA
27 June 2025 - 28 June 2025	International Exchange Forum for "Belt & Road" Legal Services in Beijing
23 July 2025	ASEAN Bar Summit 2025
7 August 2025	ASEAN Business Community Development (ABCD) Forum 2025
28 August 2025 -	35th POLA Conference in New
29 August 2025	Delhi, India
11 December 2024	Taiwan Bar Association
12 January 2025	30 August 2025 – 31 August 2025

Secondment & Exchange Programmes

1. Online Exchange Programme between Osaka Bar Association and Law Society

On the evening of 19 February 2025, Law Society conducted an online exchange session with the Osaka Bar Association ("OBA") for young lawyers to share their concerns, motivations and aspirations.

After opening remarks by our President, Lisa Sam, and OBA's International Committee Chairman, Mr Ichiro Fujimoto, participants broke out into smaller groups for candid conversations. They shared what drew them to the law, the challenges they face in practice, and the activities they enjoy outside of work.

This online exchange programme was generally well received by participants, who appreciated the opportunity to interact with fellow young lawyers across borders.

2. Law Society x Hong Kong Bar Association Exchange Programme

Following the formalisation of a Memorandum of Understanding on the sidelines of the 33rd Presidents of Law Associations of Asia Conference 2023, the Law Society of Singapore and the Hong Kong Bar Association jointly organised an Exchange Programme. Successful applicants were given the opportunity to shadow Senior Counsels in Singapore or Hong Kong.

For this year's run of the Programme, the Law Society is in the midst of making arrangements for four Hong Kong barristers to be attached to the following Senior Counsels in August 2025.

- Abraham Vergis SC (Providence Law Asia LLC)
- N Sreenivasan SC (Sreenivasan Chambers LLC)
- Dr Stanley Lai SC (Allen & Gledhill LLP)
- Engelin Teh SC (Engelin Teh Practice LLC)

The Exchange Programme aims to promote cross-cultural learning in terms of professional development and best practices in litigation or arbitration, as well as forge friendships between the two bars.

International Relations Webinars

To enhance our members' understanding of legal practices across different jurisdictions, a new series of International Relations webinars ("IR webinars") was introduced.

For this year, arrangements have been made for an IR webinar focusing on Vietnam scheduled for 6 October 2025. In collaboration with the Vietnam Bar Federation,

the webinar aims to explore the intersection of arbitration and insolvency regimes, focusing on how courts in both jurisdictions address disputes over debts subject to arbitration agreements in winding-up petitions.

Lawyers Go Global

Launched in April 2018, Lawyers Go Global ("LG2") is an initiative aimed at connecting Singapore legal expertise with overseas opportunities, through overseas missions, trainings as well as branding and marketing. The Committee regularly gives inputs to the LG2 team (including the selection of destinations), and many members of the committee participated in the overseas Missions.

Members who are interested in participating in "Lawyers Go Global" programme can contact the Law Society's LG2 team at aoglobal@lawsoc.org.sg for more information.

Three mission trips were organised from 1 September 2024 to 31 August 2025, as set out in the table below. The next mission will be to London in November 2025.

17 September 2024 - 21 September 2024	Mission to Chongqing	
25 March 2025 - 2 April 2025	Mission to Tianjin & Visit to Beijing	
29 June 2025 - 4 July 2025	Mission to Shenzhen	

Opening of Legal Year Singapore ("OLYS")

The Committee also assisted Council to plan and coordinate the OLYS programme, including the Presidents' Roundtable dialogue hosted by the Law Society. The Presidents' Roundtable dialogue featured topics on Al usage and anti-money laundering.

The discussion on the first topic, Al output and input data: IP rights and Court decisions, looked at how courts and legal professions in different jurisdictions are grappling with the intellectual property rights issues that are arising from the use of Al-generated content and training data.

The second topic, AML: Harmonising practice? Or is this too high order?, explored whether international anti-money laundering regimes are converging across borders or remain fragmented across jurisdictions.

Committee Members

Anil Murkoth Changaroth - Co-Chairperson Yee Mun Howe Gerald - Co-Chairperson Peggy Sarah Yee May Kuen - Vice-Chairperson Mori Ong - Council Representative **Dione Tan Shihui Henry Heng Gwee Nam** Jeremiah Huang WeiQuan Kimarie Cheang Xiao Pin (Zheng Xiao Pin) Kronenburg Edmund Jerome Lulla Ammar Khan Michael Lukamto Ng Li Yang Jervis Nguyen Vu Lan Ong Lee Woei Ong Sin Yee Prasad s/o Karunakarn Whang Yixuan, Rennie (Huang Yixuan) **Wong Chee Keong Peter Wong Jing Ying Audrey** Yang Hai Kun **Yeo Cai Yun Kimberly**

Secretariat Representative

Lee Wei Yan



Mediation

Liew Yik Wee, Co-Chairperson See Chern Yang, Co-Chairperson

The Mediation Committee (the "Committee") is dedicated to advancing mediation as an effective form of alternative dispute resolution ("ADR"). Apart from administering the Law Society Mediation Scheme ("LSMS") and organising activities/programmes for members, the Committee also provides thought-leadership and guidance on mediationwithin the related issues profession, collaborating with other Standard Committees to promote utilisation of mediation in specialised fields such as family law, probate and administration, and property damage and personal injury disputes. Its work is carried forward by 4 dynamic Sub-Committees: Activities, LSMS, International Outreach, and Young Mediators, each contributing to its holistic mission.

The Committee's core initiatives and achievements for the reporting period of 1 September 2024 to 31 August 2025 are outlined below:

1. The Law Society Mediation Scheme (LSMS)

a. Operational Growth

Since 2017, the LSMS has scaled steadily, resolving an increasing volume of disputes with consistent efficiency. In 2024, the LSMS received a total of 75 cases. In 2025, the LSMS has received 34 cases as of 1 August 2025. The Committee remains committed to driving the uptake of the LSMS among members and relevant partners, with confidence that the scheme will continue to gain traction and recognition across the legal sector and wider community.

With its accreditation by the Singapore International Mediation Institute ("SIMI") as a Registered Service Provider on 3 November 2023, the LSMS now offers a validated pathway that contributes toward our panel mediators' development and eligibility for attaining Certified Mediator status.

In parallel, the LSMS Sub-Committee conducted a comprehensive review of the scheme's operational framework, identifying strategic refinements to engagement and expand mediation opportunities for its panel mediators. These refinements were brought to fruition with the Council's endorsement, culminating in the launch of the revised LSMS Rules, which took effect on 1 November 2024. To this end, a dedicated briefing session was held on 30 August 2024 in conjunction with Singapore Convention Week 2024, to familiarise panel mediators with the changes, while also providing a valuable forum for feedback collection and peer networking.

To further enhance the capabilities and professionalism

of panel mediators, the LSMS Sub-Committee oversees implementation efforts to strengthen the scheme's efficiency and the quality of its panel mediators, including conducting a review of the LSMS Code of Conduct and related processes.

b. Targeted Initiatives

The Committee has been exploring strategic initiatives to broaden the adoption of mediation by incorporating mechanisms to resolve niche disputes, including those involving intellectual property and consumer-related matters. A key effort in this direction is the LSMS-PIPD Scheme, soft launched on 30 December 2024. Tailored to the needs of PIPD practice, this scheme facilitates quality evaluative mediation and neutral evaluation services, aiming to ease the transitional challenges posed by the new Rules of Court while supporting practitioners with reasonable fee structures.

Guided by the evolving needs of the dispute resolution landscape, the Committee is exploring forward-thinking collaborations with trusted partners like the Financial Industry Disputes Resolution Centre Ltd ("FIDReC") and Intellectual Property Office of Singapore ("IPOS"), to innovate mediation approaches and elevate its role in addressing contemporary legal challenges. It is hoped that these alliances will yield tangible results in the near future, reinforcing mediation's position as a cornerstone of accessible and effective dispute resolution.

2. The Young Mediators Sub-Committee

The Young Mediators Sub-Committee ("YMSC") was established to tackle the unique challenges faced by early-career mediators and to promote accessibility to mediation as a viable practice area for new practitioners. Through industry engagements, the Sub-Committee guides young lawyers to navigate their formative years in legal practice with confidence and clarity.

Following the success of their inaugural event in 2023 that was tailored for law students and new lawyers exploring the mediation journey, the YMSC hosted their second inspiring dialogue, "Making a Difference – Panel Discussion for Aspiring Mediators", on 7 December 2024 at Drew & Napier LLC. This event brought together seasoned mediators and enthusiastic participants for a thought-provoking sharing of personal stories, real-world insights, and guidance on charting a meaningful path in mediation.

The session closed on a positive and empowering note, with attendees gaining both practical inspiration and a

deeper understanding of mediation practice. Through such platforms, the YMSC continues to foster a supportive community of members who aspire to be the next generation of leaders in the mediation industry.

3. Singapore Convention Week 2025

In a significant new collaboration, the Committee partnered with the Singapore International Mediation Institute ("SIMI") to co-organise this year's Singapore Convention Week seminar titled "Walking the Line: Ethics, Advocacy and Integrity in Mediation Practice" on 29 August 2025.

As mediation gains ground in commercial, family, and cross-border disputes, the seminar examined evolving ethical challenges in high-stakes and multicultural settings. Discussions centred on impartiality, party autonomy, and confidentiality, with panellists delving into critical questions around mediator neutrality, fairness in party decisions, and professional boundaries in caucuses.

Drawing on the perspectives of distinguished thought leaders representing various regions, the seminar provided a global lens on integrity in practice and concluded with thoughtful reflections on the potential for shared ethical standards to enhance international trust in mediation as a credible dispute resolution tool. Buoyed by this year's stimulating exchanges, the Activities Sub-Committee is eager to explore fresh formats and impactful themes for its future initiatives – ones that not only educate but also spark critical thinking and champion mediation as a force for positive change.

4. International Outreach

During the course of the reporting period, members of the Committee met with representatives of the Shanghai Bar Association, Bar Council of Bhutan, Huangpu Bar Association, Suzhou Industrial Park Lawyers Association, Jiangsu Lawyers Association, Suzhou Justice Bureau, Aichi Bar Association, Beijing Lawyers Association and CCPIT Mediation Centre, amongst others. These engagements were marked by rich conversations and mutual learning, as Committee members and their counterparts exchanged insights into mediation practices regionally and within Singapore.

Some Committee members also took part in the Law Society's Mission Trips to various regions of China, including Chongqing, Tianjin, and Beijing, in September 2024 and in March 2025. These visits provided valuable opportunities for cross-jurisdictional engagement and strengthened ties with key stakeholders in the Chinese mediation landscape. As part of the delegation, Co-Chairperson See Chern Yang actively contributed his expertise during meetings with local institutions and delivered a well-received presentation on "International Commercial Mediation: Singapore Perspective", highlighting Singapore's growing influence as a global mediation hub.

The Committee is encouraged by the diversity of viewpoints it has embraced and remains resolute in building bridges and forging international bonds. Looking ahead, it remains deeply inspired to spotlight mediation as a catalyst for connection – anchored in common values and the pursuit of harmony through principled dialogue.



Mediation Committee Members

Committee Members

Liew Yik Wee - Co-Chairperson See Chern Yang - Co-Chairperson Kevin Kwek Yiu Wing - Vice-Chairperson Khelvin Xu Cunhan - Council Representative **Bhargavan Sujatha** Kamalarajan Malaiyandi Chettiar Li Jiabao Lim Lei Theng Loh Guo Wei, Melvin **Margaret Tin Tin Yeow** Renuka d/o Karuppan Chettiar Samuel Chong Sim Wei Min, Stephanie Tan Mei Hui Viviene Kaur Sandhu **Wong Qiao Ling Sharon** Yeo En Fei, Walter

Secretariat Representative



Mentorship Scheme

Benjamin Foo Guo Zheng, Co-Chairperson Low Ying Li Christine, Co-Chairperson

1. Introduction

Two years ago, the Law Society developed the Law Society Mentorship Scheme (the "Scheme"). Today, the Scheme remains the only external mentorship programme available to the Singapore legal profession.

Based on feedback received from mentees, it appears that the Scheme has been a unique and vital platform for professional development, intergenerational engagement, and the nurturing of ethical, resilient lawyers. It has also been useful as an avenue for older lawyers to know younger lawyers, and vice versa and enabled the creation of a legal community where lawyers support each other in their professional journeys.

2. How the Scheme is Run

The Scheme was started in 2023 and is a consolidation of all previous ad hoc Law Society mentorship initiatives. It is managed by the Mentorship Working Group ("MWG"), with continuous feedback and iterative improvements.

The Scheme is open to lawyers across all practice areas and seniorities. It aims to build an authentic community. It

seeks to achieve this vision through confidential, crossfirm conversations between mentors and mentees. We hope that the Scheme can:

- (a) support young lawyers in navigating early career challenges, ethical dilemmas, and mental wellbeing concerns;
- (b) facilitate the transfer of knowledge, values, and practical skills from experienced practitioners to the next generation;
- (c) bridge generational gaps and promote mutual understanding through optional reverse mentoring; and
- (d) strengthen the profession's commitment to integrity, professionalism, and justice.

3. Participation and Engagement Metrics

Since its inception, the Scheme has seen significant growth and engagement in its second cycle. Some key data points are set out in the table below:

	1st Cycle	1st Cycle 2nd Cycle	Change	
	1 Cycle		Number	%
Mentor Pool	83	132	+49	59.1%
Mentee applicants	59	84	+25	42.4%
Mentor-mentee pairs	47	65	+18	38.3%
% of Successful pairings	79.7%	77.4%	-	(2.3%)
Expenditure	\$4,628.16	\$12,236.09	-	-

These figures affirm the MWG's believe that the Scheme has, or at least can grow to become, a cornerstone of professional support and ethical formation in the legal community. In the long-term, we hope that the Scheme will set the standard as a model for intentional, lifelong, and multi-layered mentoring, and the bedrock of the profession's long-term health and sustainability.

Feedback from end-of-term surveys on the Scheme has been overwhelmingly positive, highlighting the Scheme's unique value as an external, confidential support system. Quotes provided by mentors and mentees across the first and second cycle are set out below:

- (a) Mentor (1st Cycle): "Good to be in touch with a younger member of the profession, and understand their concerns better."
- **(b) Mentor (2nd Cycle):** "We developed a good friendship beyond mentorship."
- (c) Mentee (1st Cycle): "Provided me with an outlet to address pain points that may not always be possible with the partners or directors in the firm that you are employed in."
- (d) Mentee (2nd Cycle): "My mentor shared the same practice area and faith. We were able to share candidly about the realities of practice, and he was able to support me both professionally and personally."
- (e) Mentee (2nd Cycle): "I came into the mentorship programme with a very clear goal in mind and my mentor was very patient and supportive in helping me achieve my goal, which has made a huge difference in my professional development."

4. Moving Forward

Moving forward, the MWG anticipates a need to scale up the Scheme so as to (a) meet growing demand; (b) ensure consistent and high mentor quality; and (c) deepen engagement with lawyers across all firms, regardless of size.

One of the ways which the MWG seeks to do so is via a partnership with the Asia Institute of Mentoring ("AIM") on a training pathway for mentors which would enable mentors serving on the Scheme to receive a Certificate Professional Mentor ("CPM") Certification upon completion of certain requirements.

This partnership reflects the Law Society's commitment to invest in mentor training and resource development. It accords with the recommendations of the Final Report of the Ethics and Professional Standards Committee.

5. Closing Remarks

The Law Society would not be able to achieve these results without the support of all in the legal community. We thank each and everyone for their support of the Scheme.

Moving forward, the MWG will continue to build on its work to deliver on its promise of building a resilient, values-driven legal community. We look forward to continued partnership with each stakeholder as we work together to shape the future of the profession in Singapore.

Members

Benjamin Foo Guo Zheng - Co-Chairperson
Low Ying Li Christine - Co-Chairperson
Darryl Zijie Chew
Jonathan Muk Chen Yeen
Lim Shu Fen
Lim Wei Wei
Marc Teh
Tan Xuan Qi Dorothy
Vivienne Lim Hui Bian

Secretariat Representative

Lee Wei Yan



Muslim Law Practice

Abdul Rahman Bin Mohd Hanipah, Chairperson

For the reporting period of 1 September 2024 to 31 August 2025, the Muslim Law Practice Committee (the "Committee") was active in the following initiatives.

1. Family Conference

The Committee co-organised the Family Conference on 3 and 4 September 2024, together with the Family Law Practice Committee and the Probate Practice Committee. Members Rashidah Kader Saheer and Syafiqah Ahmad Fuad were members of the 2024 Organising Committee. This year's Family Conference was scheduled for 24 and 25 September 2025.

2. Singapore Council of Women's Organisations ("SCWO") Monthly Legal Clinics

Members of the Committee continue to volunteer and assist in the provision of legal advice to members of the public at the SCWO's monthly legal clinics, with the sessions conducted via Zoom.

3. Visit to the Syariah Law Committee of the Malaysian Bar Council

Members of the Committee visited the Syariah Law Committee ("SLC") of the Malaysian Bar Council and a law firm on 21 October 2024. Partners of the law firm shared insights on the application of Syariah Law and legal procedures in Malaysia, including an overview of the legal framework and selected cases. The visit provided Committee members with a comprehensive understanding of Syariah Law and legal procedures in Malaysia.

The Committee aims to engage and explore Syariah Law practices in other countries.

4. Amendments to the Administration of Muslim Law Act ("AMLA")

The Committee continues to focus on considering law reforms to the AMLA in the areas of divorce and inheritance, including updating the paper that the Committee submitted in 2017.

5. Dialogues and Engagement with the Syariah Court

The Committee continues to engage in dialogues with the Syariah Court to share the concerns of practitioners and provided feedback on the SYC portal, inheritance certificate, and matters relating to practice and procedures.

6. Engagement with Majlis Ugama Islam Singapore ("MUIS")

The Committee continues to engage MUIS on issues relating to Wakaf Masyarakat Singapura, Wasiyyah Wajibah, Nuzriah, Hibah, Fatwa on Inheritance, and reference books in Section 114 of the Administration of Muslim Law Act.

7. CPD Event

The Committee organised a CPD event titled "Understanding Muslim Law – An Insight to the Muslim Divorce Practices and Landmark Cases in the Syariah Court" on 12 November 2024 touching on:

- The procedural practices of the Singapore Syariah Court and the legal issues for the dissolution of a Muslim marriage.
- The intersections between Syariah Court rulings and Singapore's broader secular legal system through a review of significant Syariah Court and MUIS Appeal Board cases.

This year's event was scheduled for 17 October 2025.



Members of the Muslim Law Practice Committee

Committee Members

Abdul Rahman Bin Mohd Hanipah - Chairperson Norhakim Bin Md Shah - Co-Vice-Chairperson Nur Liyana Binte Mohamed Sinwan - Co-Vice-Chairperson Muhamad Ashraf s/o Syed Ansarai - Council Representative Mohamed Fazal Bin Abdul Hamid - General Secretary Muhammad Aadil bin Dafir - Assistant General Secretary Mohammad Rizuan Bin Mohammad Yasin - CPD Representative **Abdul Rohim Bin Sarip Ahmad Nizam Bin Abbas** Ferzana Fareen Haq Halijah Binte Mohamad Kannan Nadarajan Mohammed Shakirin Bin Abdul Rashid Murgiana Haq **Nur Amalina Binte Saparin** Nur Liyana Binte Kamaludin Rashidah Kader Saheer Renaro Daniel Ezra Bunyamin Saburabi Nila Ibrahim **Syafiqah Ahmad Fuad** Tayabali Aziz Samiwalla

Secretariat Representative



Personal Injury / Property Damage Anparasan s/o Kamachi, Co-Chairperson

Anparasan s/o Kamachi, Co-Chairperson Han Hean Juan (Michael) – Co-Chairperson

The Personal Injury / Property Damage ("PIPD") Committee presents its report for the period 1 September 2024 to 31 August 2025.

1. PIPD Huddle - 21 May 2025

Lawyers from the PIPD Bar met together at the State Courts' Bar Room on 21 May 2025. It was standing room only as lawyers engaged in lively discussion with one another over a sumptuous luncheon.

The pressing concern raised that afternoon was in the recent case of *Law Society v. Joseph Chen* [2025] SGHC 44. The discussion centred around the theme: the Ethics of Warrants to Act ("WTA") for the PIPD Bar.

The case highlighted some red flags lawyers ought to take note. In addition to giving proper advice on the terms of the WTA, lawyers were reminded to maintain professional independence and safeguard against conflict of interest between their own and that of the client's. Lawyers should not acquire any financial interest in the subject matter of the suit by devising terms in the WTA granting them unfettered power to recover unquantified fees/ disbursements from the settlement proceeds.

The PIPD Bar was also apprised of the dialogue the Committee had with the State Courts' judges on the Appendix H District Courts C Guidelines ("Guidelines"). Some proposals on the scope and manner of how the court would apply the Guidelines were positively received, which included adopting a more nuanced approach to consider additional work done by lawyers that were not specifically spelt out in the Guidelines.

The next PIPD Huddle will be fixed in November 2025.

2. Launch of LSMS / LSNEDS - PIPD

The Personal Injury and Property Damage Mediation / Neutral Evaluation Scheme ("LSMS / LSNEDS – PIPD") was soft launched on 30 December 2024. This specialised scheme, which currently applies to claims above \$60,000, aims for the resolution of PIPD claims through mediation in a cost-effective and timely manner and provides disputants with an opportunity to resolve their PIPD claims without having to resort to or continue with litigation. The first dispute under this scheme was successfully resolved

earlier this year. The PIPD Committee aims to do a hard launch of the scheme, to include claims below \$60,000, by the end of this year.

3. Dialogue Between PIPD Committee and the Public Trustee's Office

The recent dialogues between the PIPD Committee and the Public Trustee's Office ("PTO") addressed a range of operational, legal, and procedural challenges surrounding solicitor-and-client ("S&C") cost approvals in personal injury and PIMA cases. One issue was communication. Lawyers often struggle to contact case officers directly, especially when errors in earlier submissions require correction. The Committee proposed that a clear checklist be issued to streamline submissions, particularly in cases where S&C costs requested for exceed the standard 15% benchmark. PTO responded positively to this and highlighted practical difficulties in prescribing fixed requirements due to varying case facts.

System limitations in the PT portal were also discussed, including upload size constraints, form inflexibility, and outdated technical features (e.g., lack of support for 5-digit MC numbers). For higher S&C fees, lawyers advocated for more flexible options such as virtual meetings with legal officers.

Substantively, a key concern was the ambiguity in section 18(3) of the Motor Vehicles (Third-Party Risks and Compensation) Act, particularly on whether PT's cost determination overrides court taxation in PIMA cases. The Committee sought clarification on whether dual approval (PT and court) is necessary and questioned the interpretation of "costs" under section 18(3) as excluding disbursements. Relatedly, lawyers emphasised the financial burden of funding disbursements in protracted cases and sought assurance that collecting deposits for such expenses would not contravene the Act.

There was also a strong push to revisit the 15% S&C cost guideline, with lawyers citing increased client expectations, stagnant Party & Party costs, and rising overheads. While PT reaffirmed its willingness to consider costs above 15% if well justified, it requested industry data before initiating any formal review. Interim billing for interlocutory work and appeals was discussed as a potential solution for smaller firms facing cash flow constraints, though PT raised concerns about administrative burden.

Lastly, delays and lack of transparency in MIB appeals were flagged, with calls for better communication protocols and clearer authority on appeal-related costs.

4. PIPD Seminar 2025 - 24 July 2025

The Committee organised a much anticipated and well attended PIPD Seminar on 24 July 2025 on the following topics:

- a. Legal Professional Indemnity Scheme Policy Coverage and Notification
- b. Ethics, Professionalism and Lawyers
- c. How Can I Harness Al In My Practice
- d.Cross Border Legal Considerations in the PIPD Practice

The speakers were Prabhu Jay (from FINPRO, Marsh (S) Pte Ltd, Professor Leslie Chew (from SUSS), Serene Lim (Bizibody Technology), Bozy Lu (Han & Lu), Raj Shergill (Lee Shergill LLP) and Abdul Salim (CIVIC Legal LLC). There was a special appearance by Richard Wee (Richard Wee Chambers) via Zoom to speak on the enforcement of judgments in Malaysia.

5. Townhall Meeting to Gather Feedback on EICC (Early Intervention Case Conference).

Many PIPD lawyers attended the Townhall Meeting on 9 July held at the State Courts' Bar Room. They gave helpful feedback on the form and substance of the EICC. The latter was a court-led initiative to assist parties to identify all defendants and/or potential defendants involved in an industrial accident claim with the aim of expediting proceedings. The EICC also serves as a platform for parties involved to attempt at settlement of the suit.



Members of the Personal Injury / Property Damage Committee 2025

Committee Members

Anparasan s/o Kamachi - Co-Chairperson Han Hean Juan (Michael) - Co-Chairperson Renuka d/o Karuppan Chettiar - Co-Vice-Chairperson Yek Nai Hui - Co-Vice-Chairperson Muhamad Ashraf s/o Syed Ansarai - Council Representative Joseph Liow Wang Wu - Council Representative **Abdul Salim Ahmed Ibrahim** Jogesh s/o Kantilal Doshi Kok Yee Keong Kwok Ling Ling Bonnie **Liew Teck Meng** Michelle Kaur **Narayanan Ramasamy** Ng Kwong Loong (Wu Guanglong) Ng Ying Tian Nur Azilah Binte Mohamad Azini Raj Singh Shergill **Shahira Binte Mohd Anuar** Subir Singh Panoo **Tay Boon Chong Willy**

Secretariat Representative

Alvin Chen

VM Vidthiya Wu Yijun, Jade



Probate Practice

Goh Kok Yeow, Co-Chairperson Kee Lay Lian, Co-Chairperson

For the reporting period of 1 September 2024 to 31 August 2025, the Probate Practice Committee (the "Committee") has been actively involved in the following activities relating to its remit of being the voice of the Law Society in probate, wills administration, succession planning and mental capacity matters.

1. Family Conference

The Committee co-organised the Family Conference on 3 and 4 September 2024, together with the Family Law Practice Committee ("FLPC") and the Muslim Law Practice Committee. Co-Chairperson Kee Lay Lian and Co-Vice-Chairperson Kanyakumari were members of the 2024 Organising Committee. Held virtually over 2 days, the Conference brought together members of the Judiciary and the Bar, tracing the development of Singapore family law over the last decade while keeping an eye on how this shapes what lies ahead. This year's Family Conference was scheduled for 24 and 25 September 2025.

2. Series of Probate Workshops

The Committee organised a series of in-person interactive probate workshops:

- a. 17 October 2024 Workshop on "Probate Applications Where There Are Foreign Elements" that discussed on the issues practitioners should look out for and offer tips and solutions for some of the common problems encountered in such probate applications.
- b.11 November 2024 "Recognising Incapacity: A Workshop on Identifying Vulnerable Individuals and Taking Appropriate Steps in Taking Instructions" that shared on how to identify and decide if they ought to be taking the vulnerable individuals on as clients.
- c. 31 July 2025 "Contested MCA Trials: Navigating Expert and Factual Evidence Beyond the Parties" in navigating the unique evidentiary matrix of MCA trials, where non-party witnesses provide essential insight into P's needs, wishes, and welfare.

Two more workshops are scheduled for the last quarter of the year.

3. Dialogue Meetings with the Family Justice Courts ("FJC")

The Committee continued to engage the FJC through dialogue meetings on 14 October 2024 and 25 March 2025 on matters relating to Family Justice Rules and Practice

Directions eProbate; proceedings under the Probate and Administration Act, Mental Capacity Act ("MCA"), Wills Act, and other related legislations. Following the dialogue, the Committee disseminated information shared by the FJC to members via Jus News.

4. Articles in the Law Gazette

The Committee published a series of articles in the Law Gazette:

- a. February 2025 "Development in the Law Relating to Estate and Mental Capacity Practices 2014 to 2024" by member Sim Bock Eng; and
- b. July 2025 "Certificate Issuers of Lasting Power of Attorney – Important Duties and Risks" by member Vincent Ho.

One more article, in collaboration with the Tax and Trust Committee, will be published in the September issue of the Law Gazette.

5. Law Society Mediation Scheme - Family ("LSFS") for Probate and MCA matters

The Committee is working on the details for the expansion of the LSFS to probate and MCA matters.

6. Meeting with the Association of Banks in Singapore ("ABS")

The Committee continued to engage with the ABS and its member banks through a meeting on 18 September 2024 to discuss matters related to the banks' procedures about probate and letters of administration and accounts related to MCA.

7. Engagement with the Office of Public Guardian ("OPG")

The Committee continued to engage with the OPG through a meeting on 26 March 2025 to discuss the role of lawyers as Certificate Issuers ("CIs") under the MCA and establish a common understanding on the practice on conduct of lawyers when they act as CIs.



Probate Practice Committee 2025

Committee Members

Goh Kok Yeow – Co-Chairperson **Kee Lay Lian** – Co-Chairperson

Kanyakumari d/o Veerasamy - Co-Vice-Chairperson

Chong Yue-En - Co-Vice-Chairperson

Daniel Koh Choon Guan - Council Representative

Thaddaeus Aaron Tan Yong Zhong - Council Representative

Loh Weijie, Leonard - General Secretary

Tan Shen Kiat - Assistant General Secretary

Anuradha d/o Krishan Chand Sharma - CPD Representative

Carolyn Natalie Bava

Dr Colin Tan Boon Chwee

Hany Soh Hui Bin

Ho Wei Jie Vincent

Jaryl Lim Zhi Wei

Lam Kuet Keng Steven John

Lee Jiemin Nicolette

Lim Jian Yi

Loh Weijie, Leonard

Low Hong Quan

Sumaiyah Abdul Kader

Tan E-Fang

Tan Kah Wai

Yeow Tin Tin Margaret

Secretariat Representative



Public and International Law

Jeffrey Chan Wah Teck, SC, Chairperson

This report is for the period 1 September 2024 to 31 August 2025 where the Committee engaged in the following key activities:

1. Webinar on Law & Practice of Extradition, A Commentary on the Singapore-Indonesia Extradition Treaty

On 18 September 2024, the Committee held a webinar titled "Law & Practice of Extradition, A Commentary on the Singapore-Indonesia Extradition Treaty." which was attended by around 70 participants.

- a. Chairperson, Mr Jeffrey Chan, SC ("Mr Chan"), covered Extradition 101 speaking on the extradition fundamentals, requirements, exceptions, safeguards, challenges, processes as well as the Singapore position.
- b. Vice-Chairperson, Mr Christopher Anand Daniel ("Mr Daniel") spoke on aspects of the Singapore-Indonesia Treaty for the Extradition of Fugitives and delved into the structure of the treaty, including specific Articles.
- c. There followed a panel discussion moderated by Mr Kevin Lee (Barrister, Twenty Essex) with both Mr Chan and Mr Daniel.

2. Public International Law Conference 2024: Climate Change and Singapore's Role in the Development of International Environmental Law

On 15 November 2024, the Committee organised a virtual conference titled "Public International Law Conference 2024: Climate Change and Singapore's Role in The Development of International Environmental Law" which was attended by over 60 participants. The Conference explored the legal issues arising out of humankind's efforts to combat climate change, from climate-related litigation and ongoing treaty negotiations to regulatory issues as well as the role of international investment agreements in supporting the net zero transition, including Singapore's role in the progressive development of international environmental law.

After a welcome address by Mr Chan, Ms Daphne Hong (Solicitor-General, Attorney-General's Chambers ("AGC")) gave the opening remarks. This was followed by the Keynote Address by Dr Nilufer Oral – Director of the Centre for International Law (NUS); Senior Fellow, Faculty of Law (NUS); Member, United Nations International Law Commission; Co-chair of the Study Group on Sea-level Rise in Relation to International Law. There were 4 sessions as follows:

a. Session 1: Climate Change Advisory Proceedings

Before International Courts and Tribunals, and Singapore's Contribution to International Law

Moderated by Charis Tan (Partner, Peter & Kim), this featured panellists Amanda Chong (Director and Deputy Senior State Counsel, AGC); Prof. Jean-Marc Thouvenin (Professor, University Paris Nanterre); and Prof. Laurence Boisson de Chazournes (Professor, University of Geneva School of Law).

b. Session 2: Climate Change Litigation and Its Implication on Businesses in Singapore

Moderated by Hansel Ng (Counsel, Linklaters LLP), this featured panellists Anil Changaroth - Chairperson (ESG Working Group, and International Relations Committee), Law Society of Singapore, Partner, RHTLaw Asia; Mark Ortega - Sheridan Fellow, NUS (School of Law); Sim Ting - Managing Director, Head of Corporate Services Group and Counsel, GenZero; and Josette Soh - Sustainability and Climate Assurance Partner, Deloitte Singapore.

Session 3: International Investment Agreements and the Net Zero Transition in Asia

Moderated by Elizabeth Wu - Legal Consultant, ClientEarth / Global Fellow, Centre for International Law, NUS, this featured panellists Prof. N Jansen Calamita - Research Associate Professor (CIL), NUS; Toby Landau KC - Barrister, Advocate and Arbitrator, Duxton Hill Chambers (Singapore Group Practice); Prof. Stefanie Schacherer - Assistant Professor, SMU (Yong Pung How School of Law).

d. Session 4: Crunch Time: Negotiating the Global Plastics Treaty

Moderated by Lim Si Cheng - Counsel, Omni Law LLC, this featured panellists Dr. Jorge Emmanuel - Adjunct Professor and Research Faculty Fellow, Silliman University; Reo Kawamura - Director for Environmental Policy and Director for Regional Knowledge Centre for Marine Plastic Debris (RKC-MPD), Economic Research Institute for ASEAN and East Asia; Allison Lim - Vice-President (Corporate & Public Affairs), Alliance to End Plastic Waste; and Dr. Naporn Popattanachai - Lecturer, University of Galway (School of Law).

Mr Lionel Yee SC (Deputy Attorney-General, AGC) ended the conference with his closing remarks.



Public International Law Conference 2024

3. Webinar on Use of Artificial Intelligence ("Al") and Autonomous Weapons in Armed Conflicts

On 16 July 2025, the Committee organised a webinar entitled "Use of Artificial Intelligence ("Al") and Autonomous Weapons in Armed Conflicts". The webinar attracted enthusiastic attendance by over 75 members within and without Singapore's legal profession – a clear indication of society's growing concern with the way developments in technology may have or even caused conflicts to be fought differently in today's rather politically volatile world. The necessity that such developments be discussed in respect of the regulation of their use in international humanitarian law cannot be more urgent today.

The webinar sparked a lively discussion on various questions central to its topic, led by a panel of esteemed speakers whose respective work and research interests regularly engage the theoretical and practical aspects of these questions. In that regard, following an introductory keynote address by Commodore of the British Navy and a leading academic of international humanitarian law, Dr Ian Park, some memorable questions were posed by Mr Wu Junneng, Partner of the Shipping and International Trade department of the leading law firm Rajah & Tann, and insightfully addressed by the speakers as follows:

- a. "What are the conceptual differences between autonomous weapons systems ("AWS") and just a general use of AI?"- Ms Liu Mei Ching, a researcher with the S Rajaratnam School of International Studies at Singapore's Nanyang Technological University, responded that where AWS have already been deployed over the past years, general applications of AI in the military domain may extend to shaping states' strategies in fighting conflicts.
- b. "Are there currently deficiencies in the military context or in warfare where AI is meant to address?"— Mr Leong Kwang Ian, Director of Legal Services of Singapore's Ministry of Defence, suggested that for a country with a relatively small population like Singapore, use of AI and AWS could be a force multiplier for its armed forces.
- c. "How can use of AI and AWS be policed to ensure compliance with international humanitarian law?"-Dr Samuel White, senior research fellow at the National University of Singapore, enthused about

the possibility that states may share expertise with and learn from each other's processes or review even in the absence of an international system to police such use of the technology.

d. "What are the main obstacles that are present to ensuring that AWS can reliably distinguish between combatants and civilians?"- Mr Ryan Leow, an Associate with Allen & Gledhill, shares his hope that even though the technical capacity of Al and AWS cannot at the moment reliably and accurately detect insignia (e.g. raising of white flags), such technical capacity will only become better in the future as machine learning will benefit from more data.

The webinar lasted 2 hours, and was awarded 2 public CPD points.

4. Small Group Lunch Seminar - 12 August 2025

The Committee's Small Group Lunch Seminars provide practitioners with a keen interest in matters of public, regional or international interest to engage in topical discussions and network in a more intimate setting. The inaugural seminar held on 12 August 2025 was proudly hosted by K&L Gates Straits Law LLC, with A/Prof Eugene Tan Kheng Boon (SMU) speaking on his recent appointment as Singapore's representative to the ASEAN Intergovernmental Commission on Human Rights ("AICHR"), the work of the AICHR and that of ASEAN.

Committee Members

Jeffrey Chan Wah Teck, SC - Chairperson Christopher Anand s/o Daniel - Vice-Chairperson Joseph Liow Wang Wu - Council Representative **Charis Tan En Pin Farhana Ahmed Sharmeen** Gideon Chew Ming Kai Ho Qi Rui, Daniel Hong Jia Yu Joel Raj Moosa Lee Kwang Chian Lee Soong Yan, Kevin (Li Chong'En) Lim Si Cheng Lim Zhuo Jun Jennifer Luke Lee Wen Loong Ng Shijie Hansel Pang Yi Ching, Alessa **Tham Wei Chern** Wee Howe Min (Wang Haoming) Whang Yixuan, Rennie (Huang Yixuan) **Wu Junneng** Yoong Joon Wei, Aaron (Yang Junwei)

Secretariat Representative



Publications

Debby Lim, Chairperson

The Publications Committee (the "Committee") comprised the following Sub-committees for this reporting period: (1) Annual report (chaired by Kishan Pillay), (2) Legal writing seminar (chaired by Fong Wei Li), and (3) SG60 edition of Singapore Law Gazette (chaired by Debby Lim). The Committee also generally oversees the following publications and projects of the Law Society:

1. Singapore Law Gazette

The Committee publishes the official monthly magazine of the Law Society, the *Singapore Law Gazette* (the "Law Gazette") which is available online at www.lawgazette.com.sg. The Committee assists in the commissioning, writing and proof-reading of each issue and also periodically curates special thematic issues. The Law Gazette presently averages 26,000 page views per month.

At the time of writing of this Report, the Committee is putting together the SG60 issue to commemorate Singapore's 60th year of independence, with a focus on Singapore's legal history and our Constitution.

2. Law Gazette Awards

The Law Gazette Awards were introduced in 2013 to recognise our writers for their contributions to the Law Gazette, and to encourage the writing of good quality articles. In 2024, we awarded the prize for best feature article to Jared Foong for the article "The Law on Creditors' Interests and Directors' Fiduciary Duties to Singapore" and also to Cheryl Seah for the article "Navigating the Everevolving AI Landscape: What Lawyers and Businesses in Singapore Should Know".

The awards are judged by a panel of experienced volunteers from the judiciary, legal profession and academia.

3. Mass Call Magazine

Each year, the Committee publishes a magazine for newly called lawyers in August to coincide with the annual mass call. However, due to the extension of practice training contracts to a one year period, there was no Mass Call for 2025. Instead, there was a mass admission ceremony on 21

and 22 April 2025 for the inaugural batch of lawyer (non-practitioners) who were admitted to the Singapore Bar.

The Committee commissioned several articles for this new group of lawyers (non-practitioners) which were published in the April issue of the Law Gazette. The articles included: "Being a lawyer is a calling to serve", "Legal academia: an academic question", "Forging a non-legal career path" and "Banking on an in-house career". The articles aimed to show the range of career possibilities open to lawyers who did not wish to pursue a career in a traditional law firm.

4. Legal Writing Seminar

The Committee conducted a webinar via Zoom titled "Beyond Legalese: Effective Legal Communication for Your Stakeholders" on 13 November 2024. The speakers were Daniel Lo, Faith Sing, Joel Shen, and with David Blanco who joined the discussion panel moderated by Committee member Divyesh Menon. The webinar was well-received with a turnout of 168 participants.

At the time of writing, the Committee is in the midst of organising our 2025 seminar on artificial intelligence. It is slated to be held on 13 November 2025.

5. Online Directory of Law Practices and Lawyers

The online directory which carries paid advertising from law firms has consistently been among the top 3 most visited sections of the Society's website, offering advertising in 19 practice areas. In order to make the directory more user friendly, the directory has been improved to include new features that enables search by location and language/dialect.

In addition, at the request of the Law Society's subsidiary Pro Bono SG ("PBSG"), we have introduced a new section called Community Law for lawyers to advertise and serve as a resource for PB SG to refer their beneficiaries to. The aim was also to allow small firm lawyers to advertise for a reasonable fee of \$100 in order to offer their legal services.

6. Specialist Services Directory

The Committee produces the online specialist services

directory which carries advertisements by legal support services providers including specialist witnesses. We hope this directory will continue to be a useful and valuable resource for lawyers seeking specialist opinions or perspectives, procuring a specialist report or consulting or instructing a specialist in both contentious and noncontentious matters.

7. Annual Report

This year's Annual Report carries the theme "The Singapore Lawyer: Weaver of Regional Ties" and is depicted by a motif of different fabrics representative of Asian countries such as Thai silk, Chinese brocade, Indonesian and Malaysian batik interwoven with the Singapore Airlines sarong kebaya, to represent the Singapore lawyer's role in the rising demand for Asian legal services.

My appreciation goes to the vice-chairs, consultant, and members of the Committee for their hard work, and continued enthusiasm in serving on this Committee.



Members of the Publications Committee

Committee Members

Debby Lim – Chairperson Fong Wei Li - Co-Vice-Chairperson Kishan Pillay - Co-Vice-Chairperson Khelvin Xu - Council Representative Remy Choo Zheng Xi - Council Representative Professor David Tan - Consultant Cheryl Seah Li Min **Divyesh Menon** Eva Teh Jing Hui Jon Chan Wengiang Kimarie Cheang Xiao Pin **Lance Ang Wen Pin** Lee Wan Ling **Lim Ming Yi Mohammed Reza** Ong Ee Ing Pramnath Vijayakumar

Secretariat Representative

Rennie Whang Yixuan

Sharmaine Lau

Tan Shen Kiat Teo Zhu-En Joel



Senior Practitioners

Peter Cuthbert Low, Chairperson

The Senior Practitioners Committee ("SPC"), established on 6 February 2025, advocates for senior lawyers within the Law Society of Singapore by promoting their retention, combating age discrimination, facilitating mentorship, and fostering networking opportunities. It aims to support senior practitioners' ongoing professional engagement, knowledge sharing, and intergenerational collaboration thereby enhancing inclusivity and enriching the legal community.

1. Key Activities and Projects

Introduction to AI in Legal Technology – A Primer for Senior Practitioners

The SPC hosted a technology-focused session titled "Introduction to AI in Legal Technology – A Primer for Senior Practitioners" on Friday, 16 May 2025. The event provided senior practitioners with insights into the relevance and impact of AI within the legal industry, fostering a supportive environment for learning and discussion.

The session was led by Ms Serena Lim from Bizibody and Council Member Mr Lim Seng Siew, who covered topics including an introduction to generative Al, key Al tools for both general and legal-specific applications, their potential and limitations, and how these tools can aid senior legal practitioners. Current efforts to help the legal sector navigate Al-related opportunities and challenges were also highlighted.

Moderated by SPC member Mr M K Eusuff Ali, the event prioritized senior practitioners with 20+ years PQE and was well received, leaving attendees informed and empowered.

Due to the positive response, a follow-up session,



Speakers Ms Serena Lim from Bizibody and Council Member Mr Lim Seng Siew



Mr M K Eusuff Ali, member of SPC was the moderator



More than 50 senior practitioners attended the event

"Introduction to AI in Legal Technology - A Primer for Senior Practitioners - Version 2.0," is scheduled for 21 August 2025, with an expected attendance of 120 senior practitioners. This upcoming event is open to all senior practitioners.

Fireside Dialogue with Senior Practitioners

On 25 June 2025, the Senior Practitioners' Committee held the inaugural session of the Fireside Dialogue with Senior Practitioners series. Themed "Continuing Legal Practice Beyond the Age of 60", the session brought together 30 senior practitioners for an evening of meaningful conversation and reflection.

The dialogue was led by the distinguished Dr Michael

Hwang, SC and moderated by Ms Viviene Sandhu, who guided an engaging and heartfelt discussion. Participants shared personal insights on extending their legal careers, with many describing transitions into roles such as mediators, mentors, or life coaches. Others spoke about remaining in active practice with renewed purpose and passion.

Senior Practitioners at the inaugural Fireside Dialogue session



Dr Michael Hwang SC, a member of SPC, shares his journey of being a mediator



Members discussing how to navigate legal practice after the age of 60

The session fostered a strong sense of camaraderie and community, with thoughtful exchanges and shared wisdom among peers.

The next instalment of the Fireside Dialogue with Senior Practitioners will take place in September 2025, and will explore new and relevant topics that resonate with the senior legal community.



Front Row (Seated, Left to Right):

Vivienne Lim Hui Bian, Engelin Teh Guek Ngor, SC, and Viviene Sandhu Kaur

Back Row (Standing, Left to Right):

Ahmad Nizam Bin Abbas, Michael Hwang Sydney, SC, Peter Cuthbert Low, Eusuff Ali s/o N B M Mohamed Kassim, and K Nair Chandra Mohan

Not in Photo:

Raymond Chan

Committee Members

Peter Cuthbert Low - Chairperson
Engelin Teh Guek Ngor, SC - Council Representative
Ahmad Nizam Bin Abbas
Eusuff Ali s/o N B M Mohamed Kassim
K Nair Chandra Mohan
Michael Hwang Sydney, SC
Raymond Chan
Vivienne Lim Hui Bian

Secretariat Representative

Viviene Sandhu Kaur



Small Law Firms

Low Ying Li, Christine, Chairperson

The Small Law Firms Committee (the "Committee") presents its report for the period 1 September 2024 to 31 August 2025 ("Reporting Period"). This report sets out the Committee's key activities, projects, and ongoing initiatives during the Reporting Period.

1. Professional Development and Practitioners' Gatherings

During the year, the Committee continued to organise capacity-building events to support small law firm practitioners.

On 25 October 2024, in collaboration with the Law Society's Civil Practice Committee, the Committee held a luncheon on "Cross-Border Disputes in the SICC" for small law firm practitioners. A panel of speakers shared on the Singapore International Commercial Court ("SICC"), highlighting its key features and bespoke procedures tailored to the needs and realities of international commerce, as well as recent developments and innovations to facilitate the resolution of commercial disputes.

On 18 November 2024, the Committee collaborated with the Law Society's Insolvency Practice Committee to organise a luncheon to share on recent developments in restructuring and insolvency law. The session provided an overview of the judicial management and scheme of arrangement regime, including the reforms encapsulated in the Insolvency, Restructuring and Dissolution Act 2018.

The Committee continues its work organising capacity-building sessions aimed at enhancing members' skills to develop their practice and address practical issues encountered in practice, including business development and ethics issues. These gatherings provide an opportunity for members to stay informed about developments in various practice areas while gaining insights on managing and building their practices, all within a collegial and engaging setting.

2. Social Engagement for Small Law Firm Practitioners and the Bar

The Committee organised socials for the middle and senior categories lawyers from small law firms at Bar Spectre and BQ Bar on 20 and 27 November 2024, building

on the momentum of the inaugural socials earlier in the year. Over food and drinks, attendees had the opportunity to reconnect with peers, share experiences and forge new friendships while strengthening their professional networks.

Planning is underway for additional socials for small law firm practitioners for 2025 and 2026.

3. Engagement with External Stakeholders

On 15 November 2024, the Committee partnered with the Ministry of Law ("MinLaw") to hold the inaugural engagement session for lawyers from small law firms. The session focused on issues relating to the sustainability of practice in the context of current geopolitical risks and macroeconomic trends. This was part of MinLaw's ongoing efforts to better understand the challenges faced by small law firms and explore ways to better support small law firm practitioners.

A follow-up session with the attendees of the first session was held on 27 January 2025 to continue the discussions and examine possible solutions.

4. Sub-Committee Work

The Committee continued its work through various Sub-Committees focusing on:

- a. organising luncheons to facilitate more interactions among members and professional development;
- b. executing events with external stakeholders to enhance networking with other professional organisations;
- c. developing practice resources for lawyers; and
- d.organising socials for small law firm practitioners.

5. Forward Planning and Work-in-Progress Initiatives

Looking ahead, the Committee has identified several areas for further development and is actively progressing a number of work-in-progress initiatives.

a. Talent Attraction and Retention

The Committee recognises that attracting and retaining talent remains a significant challenge for small law firms, particularly when compared to the resources and visibility of larger firms.

To address this, one proposed approach is for small firms to collaborate in participating in career fairs dedicated to showcasing opportunities within small firm practice, targeted at law students and new graduates. The Committee also plans to explore engagement with local universities through talks, panel discussions, or informal sharing sessions to provide students with an early understanding of the nature, rewards, and professional development opportunities available in small law firms. By increasing visibility and understanding of small firm practice at the earliest stages of a lawyer's career, the Committee hopes to encourage more young lawyers to consider building their careers in this important segment of the profession.

b. Planned Professional Development Luncheons

In line with its focus on capacity-building, the Committee is planning a series of educational luncheons addressing both the practical and strategic aspects of running a successful practice. These include a fireside chat on a practical "toolkit" for setting up a small law firm; a panel discussion on marketing and branding for law firms in the current climate; and a session on legal technology, with demonstrations from providers offering customised solutions for small firms. By delivering targeted, practice-relevant content, these sessions aim to help practitioners develop new skills, adapt to market changes, and explore technologies that can improve service delivery.

c. Practice Resources

Recognising that many small firm practitioners operate with limited administrative infrastructure, the Committee is preparing a resource paper compiling members' reviews of co-working spaces and serviced offices they have used or are currently using. This initiative is intended to provide practical, experience-based guidance for practitioners considering flexible or shared office arrangements, thereby supporting informed decision-making and potentially reducing operational costs.

In addition, the Committee is shortlisting further topics for future articles to broaden the range of practice resources available to members. These may include guidance for lawyers interested in setting up their own practices, as well as considerations for anti-money laundering compliance within the small firm context. By expanding the scope of resources in this direction, the Committee aims to offer practical, targeted support that is directly relevant to the operational realities of small law firms.

d. Practice Survey

To better understand the evolving landscape for small law firms, the Committee is planning a survey to identify any changes in practice that may be affecting this segment of the profession. The results will inform targeted support measures, advocacy efforts, and the development of practical resources as necessary. Once the findings are available, the Committee will consider potential solutions and initiatives to address the issues identified.

e. Expanded Networking Events

Following the strong positive response to the previous year's socials, the Committee intends to broaden its networking offerings to cater to a wider cross-section of the small firm community. Planned events for Q4 2025 and into 2026 will include dedicated socials for middle category lawyers, senior category lawyers, and junior category lawyers in small law firms. These gatherings aim to foster collegiality, encourage informal mentoring relationships, and knowledge sharing between practitioners at different stages of their careers.

6. Acknowledgments

The Chairperson extends her thanks to the Vice-Chairpersons, Council Representatives and all Committee Members for their enthusiastic support, commitment, and invaluable contributions while serving on the Committee.



Members of the Small Law Firms Committee

Committee Members

Low Ying Li, Christine - Chairperson Tang Jin Sheng - Co-Vice-Chairperson Teng Hin Weng, Mark - Co-Vice-Chairperson Michael S Chia - Council Representative Mori Ong – Council Representative Elsie Lim Yan (Lin Yan) - General Secretary Josephine lezu Costan - Assistant General Secretary Eve Lyn Phang Fui Fern - CPD Representative Anuradha d/o Krishan Chand Sharma **Aye Cheng Shone** Benjamin Gabriel Sew Jia Jun **Darryl Chew Zijie Edward Stanley Tay Wey Kok Heng Jun Meng** Lee Jiaxin Lee Shen Han Li Xianliang Jevan Ng Kwong Loong (Wu Guanglong) Shobna d/o V. Chandran Tan Yong Joon, Alvin (Chen Rongjun, Alvin)

Secretariat Representative



Social and Welfare

Sherman Ho Wei Liang, Chairperson

The Social and Welfare Committee ("SWC") is dedicated to strengthening camaraderie amongst members through a dynamic array of social activities. Recently, the SWC has broadened its scope to incorporate wellness initiatives while continuing to organise popular traditional events. This comprehensive approach aims to create an enriching social experience and foster a vibrant, connected community.

Highlights of the SWC's work for the period 1 September 2024 to 31 August 2025 are as follows:

1. Annual Dinner & Dance (1 November 2024)



Attendees turned up in fun costumes for a night full of laughter, joy, and great company

The Annual Dinner 2024 was held at Pan Pacific Singapore with the theme Scary Decisis, aligning perfectly with the Halloween spirit. Attendees came dressed in creative and eye-catching costumes, adding to the festive and vibrant atmosphere of the evening.

A key highlight of the night was the presentation of the prestigious C C Tan Award to Professor Tan Cheng Han SC, in recognition of his extraordinary leadership and contributions to the legal profession. We also celebrated the unwavering spirit of volunteerism of Viviene Sandhu, our Pro Bono Ambassador 2024/2025, and the exemplary sportsmanship of Chan Lai Foong, recipient of the Sports Personality Award 2024.

The evening featured a lively lucky draw segment, with attractive prizes including a one-night stay at Pan Pacific Hotel, Dyson vacuum cleaners, and a Nintendo Switch, among others. The best dressed segment added to the excitement, with cheers erupting for the most impressively dressed and enthusiastic participant.

Guests put their knowledge to the test in a Halloweenthemed quiz, while a photo booth at the reception area offered the opportunity to capture fun memories from the evening.

The night concluded on a high note with SWC member Jared Kong taking over as DJ, as attendees hit the dance floor and celebrated into the night.

2. Whiskey Appreciation Night: The Art of Blending (23 April 2025)



Members enjoying an evening of whiskey appreciation and good company

Attendees gathered at the Suntory Global Spirits Office for an evening of sophistication and indulgence, centered around the exquisite world of Japanese whisky.

Guests were guided through how different casks from the Yamazaki, Hakushu, and Chita distilleries influence the final flavor profile of the spirit. They also enjoyed a rare opportunity to sample select whiskies before they are blended.

The featured expressions included the Hibiki Sherry Cask and Peated Yamazaki. These exclusive whiskies are not available for sale and were specially flown in from Japan for this unique tasting event.

3. Pub Quiz 2025: Res Tipsy Loquitur (8 May 2025)

In collaboration with Canopy Esplanade, the 2025 edition of the Pub Quiz Res Tipsy Loquitur brought together approximately 60 attendees for an evening of camaraderie and spirited fun. Participants, in teams of 3 to 5, eagerly assembled to put their knowledge to the test, creating an atmosphere of friendly competition and shared laughter. Winning teams were rewarded for their outstanding



Chairperson and Vice Chairperson of the Social & Welfare Committee presenting prizes to the top three winning teams

performance with prizes generously sponsored by members of the 2025 SWC.

4. Reset & Recharge: Workplace Wellness that Works (17 July 2025)



Smiles all around after a refreshing and inspiring talk

In collaboration with Landonworks, members attended a wellness talk held at the Law Society's Members' Lounge. Our speaker, Mr Chris Balsley, shared practical insights and science-based strategies on self-care in high-pressure work environments, the neuroscience behind health and resilience, and the 3 R's of the limbic brain, Regulate, Relate, and Reason, a concept introduced by Dr Bruce Perry.

The session was highly interactive, with participants gaining new perspectives on how to better manage their mental and physical well-being, both within and beyond the workplace.

5. Organising Festive/Council Luncheons 2024/25

During the reporting period, we hosted a series of hybrid luncheons at the State Courts Bar Room. These events were designed to be both informative and interactive, featuring themed quizzes that engaged attendees and created a lively atmosphere. In addition, the luncheons included informative presentations and knowledge-sharing discussions on a wide variety of topics. More than just social gatherings, these luncheons are now cornerstone events — fostering learning, networking, and camaraderie.



Welcoming the Year of the Snake with festive cheer at our Lunar New Year luncheon



A hearty lunch to kickstart an afternoon of insights at the Council Luncheon Talk

Committee Members

Sherman Ho Wei Liang - Chairperson Celine Liow Wan-Ting - Vice-Chairperson Mori Ong - Council Representative Thaddaeus Aaron Tan - Council Representative Allen Tan Tiaw Kheng Elsie Lim Yan (Lin Yan) Foo Chuan Ri **Jared Kong Yin Cheong** Kimberly Ng Qi Yuet **Madeleine Poh Mannar Raikumar Melvinder Kaur Michael Lukamto** Ong E-Wei, Patrick **Shaquil Ahmad Woozeer** Sun Weixin Nikki Tai Yuanmin Estelle Tan Boon Hua Ethan Tan Kah Wai **Thong Ying Xuan** Yang Hai Kun

Secretariat Representative

Lee Wei Yan



Sports

Tan Xu Teng, Co-Chairperson Ramesh Selvaraj, Co-Chairperson

The Sports Committee (the "Committee") seeks to foster connection and camaraderie through sports, creating opportunities for meaningful interaction beyond the workplace. Its activities continue to benefit members of the Bar and the wider legal community, including the judiciary, legal officers, academics, and law undergraduates. Through regular events and collaborative initiatives, the Committee promotes a shared spirit of engagement across all segments of the profession. Highlights of the events organised and participated by the Committee for the period 1 September 2024 to 31 August 2025 are set out below.

Law Society Singapore Masters Football team

1. Bench and Bar Games 2024

The 2024 Bench and Bar Games, held from 2 to 4 August, marked Singapore's turn to host the event following its post-pandemic revival and the 2023 edition in Malaysia. The Games celebrated the long-standing tradition of fostering friendship, camaraderie, and sportsmanship between the legal fraternities of Singapore and Malaysia.

Chief Justice Sundaresh Menon and the Right Honourable Tan Sri Datuk Amar Abang Iskandar bin Abang Hashim, President of the Court of Appeal of Malaysia and head of the Malaysian delegation, graced the 2024 Bench and Bar Games.

Team Singapore delivered an exceptional showing, emerging victorious in 10 out of the 17 competitive events to reclaim the prestigious Judges' Cup. We look forward to 2025 edition of Bench & Bar Games held in Malaysia, Malacca.



Law Society Netball team



Chief Justice Sundaresh Menon with the Right Honourable Tan Sri Datuk Amar Abang Iskandar bin Abang Hashim, President of the Court of Appeal of Malaysia

2. Inter Professional Games 2024

The Inter Professional Games made their return from September to November 2024, with 6 professional bodies coming together for a series of friendly but competitive matches. Participating organisations included the Institution of Engineers, Singapore ("IES"), Institute of Singapore Chartered Accountants ("ISCA"), the Law Society of Singapore ("LSS"), Singapore Institute of Architects ("SIA"), and the Singapore Institute of Surveyors and Valuers ("SISV").

A special mention goes to the LSS badminton team for clinching the top spot in their sport. LSS delivered a strong showing across the games and, as with the previous edition, placed just behind the overall Champions, ISCA in the overall standings.



Badminton - Captains of all the teams



The annual tournament took place at Warren Golf & Country Club on 6 December 2024, bringing together members for a day of spirited competition and fellowship on the green. The game concluded with Kirpal Singh Sharma emerging as the winner of the C C Tan Cup, having recorded the highest Stableford points. Ng Keng Chye claimed the Knowles Cup with the lowest nett score, while Leon Koh took home the Wee Chong Jin Cup once again with the lowest gross score for the second year running. Heartfelt thanks to all participants and supporters who contributed to another memorable edition of the tournament.

4. Law Fraternity Games 2025

The annual Law Fraternity Games 2025 took place from 24 to 26 January 2025, bringing together members of the Law Society, and aspiring lawyers from National University of Singapore Faculty of Law, SMU Yong Pung How School of Law, and Singapore University of Social Sciences School of Law. The Games serves as a platform to strengthen ties between the practising Bar and the student communities through friendly competition and shared experiences.

A total of 15 sports were contested, with Law Society emerging overall champions. The games concluded with a lively closing dinner at the Law Society Members' Lounge — a fitting end to a weekend that encouraged meaningful exchanges across generations of the legal community.

5. Shaping the Sports Law and ADR Ecosystem in Singapore

On 27 March 2025, the Sports Committee organised a webinar focused on best practices, emerging trends, and specialised ADR frameworks in the evolving field of sports law disputes. This initiative marked a meaningful step towards strengthening dialogue and collaboration between Singapore's legal and sporting communities.

The webinar featured seasoned practitioners and thought leaders including Tim Fuller, Imran Khwaja, John Mehrzad KC and Sri Sarguna Raj, who shared insights on "Challenges and Opportunities in Sports Dispute Resolution, ADR Best Practices, and Singapore's Position as a Hub".



Participants and Golf Convenor, Chan Lai Foong gather for a group photo



Volleyball law fraternity



Closing Dinner

6. Singapore-Thai Badminton Friendly

On 28 June 2025, the Law Society hosted the Lawyers Council of Thailand ("LCT") for a return badminton friendly at the newly opened Fernvale Village. Our badminton team last visited Bangkok in 2015 and 2010.

The friendly saw participation from over 40 LCT players and supporters with 12 doubles matches played across various categories. In a closely contested series, LCT claimed victory with a final score of 12–11. The friendly concluded with a closing dinner, where participants from both sides came together in recognition of the bonds built through sport and shared professional values.

Special appreciation to District Judge Eddy Tham of the State Courts and Associate Professor Low Kee Yang from the SMU Yong Pung How School of Law for representing LSS in the VIP match.



Team LSS and Team LCT

7. Meet-and-Greet between World Aquatics Integrity Unit and the Law Society

On 28 July 2025, President Lisa Sam, together with the Sports Committee Chairpersons, Vice-Chairpersons, and fellow representatives, attended a meet and greet session with representatives from the Aquatics Integrity Unit ("AQIU"). Hosted by the Embassy of Switzerland, AQIU is an operationally independent body under World Aquatics, established to address ethical matters within the sport, including issues such as harassment and abuse, betting-related misconduct, result manipulation, and anti-doping.

Minister for Law and Second Minister for Home Affairs, Mr Edwin Tong SC, graced the occasion.

The meeting fostered valuable networking opportunities and insightful discussions around global best practices in sports integrity and law, while identifying key areas for growth in Singapore's sports law community.



Presentation of token to Mr Ken Lalo, Vice-Chair of the Aquatics Integrity Unit



Representatives from the Law Society with Minister Edwin Tong and the host organisation

Committee Members

Tan Xu Teng - Co-Chairperson (Tennis Convenor)

Ramesh Selvaraj - Co-Chairperson

Valmiki C Nair Co - Vice-Chairperson (Touch Rugby Convenor)

Ravin Periasamy - Co-Vice Chairperson

Nicholas Narayanan - Council Representative

Amardeep Singh s/o Gurcharan Singh (Cross Country Convenor)

Amerjeet Singh s/o Jaswant Singh (Darts Co-Convenor)

Bala Chandran s/o A Kandiah (Masters Soccer Convenor)

Chan Lai Foong (Golf Co-Convenor)

Chen Yixin Edith (Member)

Cheng Lynn (Ladies Soccer Convenor)

Chung Weijian Brandon Ian (Badminton Convenor)

Chua Yeow Hooi (Chess Convenor)

Felix Lee Shih Yang (Basketball Co-Convenor)

Goh Kah Kiat Elton (Pool Convenor)

Iliya Noor (Hockey Convenor)

Lee Terk Yang (Premier and Veterans Soccer Convenor)

Lim Yue Tow Joey (Volleyball Convenor)

Lye May-Yee, Jaime (Netball Co-Convenor)

Mary Lisa Chua (Cross Country Convenor)

Moiz Haider Sithawalla (Cricket Convenor)

Muhamad Imaduddien bin Abd Karim

Nakoorsha Bin Abdul Kadir (Darts Co-Convenor)

Ng Pei Tong (Table Tennis Convenor)

Nurul Nordin (Netball Co-Convenor)

Pang Sze Ray, Melvin (Pickleball Convenor)

Senthil Dayalan

Tan Eu Shan, Kevin (Pickleball Convenor)

Tang Shang Wei (Golf Co-Convenor)

Timothy Hew Zhao Yi (Floorball Convenor)

Wong Foong Wee (Basketball Co-Convenor)

Yap Kim Wee Ivan (Squash and Boat Race Convenor)

Yeo Javier (Bowling Convenor)

Yeoh Jun Wei Derric (E-sports Convenor)

Secretariat Representative

Lee Wei Yan



Tax and Trust

Edmund Leow Hock Meng, SC, Co-Chairperson
Eugene Lim Yew Nghee, Co-Chairperson

The Tax and Trust Committee (the "Committee") focuses on developing interest in and growing the specialisation of tax and trust lawyers in Singapore.

For the reporting period of 1 September 2024 to 31 August 2025, the Committee engaged in the following activities:

1. Webinars

The Committee organised a webinar titled "Recent Updates on the Taxation of Private Funds in Singapore" on 24 April 2025 to provide an update on the law and practice surrounding the taxation of private funds in Singapore, particularly in relation to the tax incentives under Sections 13D, 13O, 13OA and 13U of the Income Tax Act 1947.

The attendees were updated on the incentives announced by the MAS under FDD Circular 10/2024, related legislative updates under the Income Tax (Amendment) Act 2024, and the impact of the recently introduced section 10L on private funds.

A second webinar titled "Liberation Day or Armageddon: Impact of U.S.-China Trade Measures for Business Navigating Through Treacherous Waters", exploring the recent U.S.-China tariff measures and their implications for businesses in Asia was held on 1 July 2025.

The panel discussed the interaction between international trade and international tax law, provided attendees with a general understanding of how the tariff measures work and what companies must consider when dealing with these measures and deep dived into examples of strategies that companies may adopt to mitigate the effects of the U.S.-China tariff measures.

2. Initiatives with External Stakeholders

The Committee aims to collaborate with the Tax Academy of Singapore to come up with programmes relevant to members.

3. Informal Tax Lawyer Discussion Group

The Committee continues with the informal discussion group which was formed in 2024 for Singapore tax lawyers

to mutually share tax developments and considerations on a periodic basis.

4. Outreach Sessions

The Committee remains committed to conducting outreach sessions to law students and fostering ongoing engagement with legal practitioners, stakeholders, and pertinent entities within the tax and trust community. The Committee also continually explores and pursues collaboration opportunities with other Standing Committees in the Law Society.

5. Law Gazette Article

The Committee published an article in the December 2024 issue of the *Law Gazette* to share the work and initiatives of the Committee, and highlights some legislative changes made to the income tax regime in Singapore.

One more article, in collaboration with the Probate Practice Committee, will be published in the September issue of the *Law Gazette*.



Members of the Tax and Trust Committee holding a meeting at the Law Society

Committee Members

Edmund Leow Hock Meng, SC - Co-Chairperson
Eugene Lim Yew Nghee - Co-Chairperson
Phoon Wuei - Council Representative
Felicia Chew Li Ying - General Secretary
Balasubramanian Arvind - Assistant General Secretary
Ong Beng Chwee Sherroy - CPD Representative
Deepak Raja
Goh Ziluo
Han Junwei

Han Junwei
Leon Kwong Wing
Ong Beng Chwee Sherroy
Ong Ken Loon
Quek Liuyong
Shi Wenhan
Soh Zi Qing Jeremiah

Tan E-Fang (Chen Yifang)
Teo Zhu-en Joal

Teo Zhu-en Joal Valerie Wu Peichan Victoria Lee Soo Pin

Vikna Rajah s/o Thambirajah (from July 2025)

Secretariat Representative



Young Lawyers

Darryl Chew Zijie, Co-Chairperson Charmaine Yap Yun Ning, Co-Chairperson

The Young Lawyers Committee ("YLC") is dedicated to organising programmes, activities and events for the benefit and welfare of lawyers with less than 7 years of practice. In doing so, the YLC endeavours to understand and to address the needs and concerns of our young lawyers. With its core goals revolving around the themes of Community, Competence and Contribution, the YLC has endeavoured to be in touch with the latest developments and trends affecting junior practitioners.

For the Reporting Period of 1 September 2024 to 31 August 2025, the YLC held 4 Committee meetings to discuss projects and work out its calendar of events for the year. A summary of the activities and events of the YLC for the year are set out below.



Lawyers (Non-Practicing) ("LNPs") Mass Admission Party

1. Community

The annual Mass Call hosted by the Supreme Court took place on 19 and 20 August 2024. To continue the tradition of welcoming the newest members to the legal profession, the YLC prepared a customised electronic direct mail ("EDM") for the Newly Qualified Lawyers ("NQLs"), congratulating them on being called to the Bar. The EDM also included a Resource Guide that listed the various support schemes available, membership benefits under the Law Society and the Law Gazette Mass Call special edition eMagazine. As a special collaboration for 2024, the YLC collaborated with BOSS to offer a \$500 discount to all NQLs in 2024 for their purchase of a BOSS suit, which ran from October to early-November 2024.



The Calling: A Young Lawyer's Celebrations





Photos Credit: Supreme Court

President of the Law Society of Singapore, Lisa Sam, giving her speech at the Mass Admission Ceremony 2025



Physical Exchange Between Young Lawyers Committee and the Malaysian Bar Council National Young Lawyers Committee

In view of the new admissions regime which took effect from 1 January 2025, there was no annual Mass Call in 2025 but the Supreme Court hosted the Mass Admission Ceremony for the inaugural batch of newly admitted Lawyers (Non-Practising) ("LNPs") on 21 and 22 April 2025. Similar to welcoming the NQLs to the Bar, the YLC likewise prepared a customised EDM for the LNPs.

Building on the YLC's efforts to build the community for young lawyers, the YLC organised the second edition of "The Calling: A Young Lawyers' Celebration at Higher Ground" on 3 October 2024 for the NQLs and the first Mass Admission Party for the LNPs at Caffe Fernet on 28 May 2025. These celebrations welcomed the NQLs from Mass Call 2024 and the LNPs from Mass Admission 2025 into the legal fraternity. For the latter event, Ms Lisa Sam, President of the Law Society of Singapore, and Mr Josephus Tan kindly shared words of wisdom on navigating a legal career. With the generosity from our sponsors, the YLC was able to cater food and drinks for everyone for both events. It was truly heartening to see the NQLs and LNPs bond with members of the Bar. Both events saw more than 100 new and current members in attendance individually, and the celebrations were vibrant and spirited. The YLC thanks its sponsors and speakers for contributing to the success of its efforts to build the community for young lawyers.

Looking beyond the Junior Bar community in Singapore, the YLC organised a networking event with AIJA, the International Association of Young Lawyers, on 29 August 2024, as well as its first ever physical exchange with the Malaysian Bar's National Young Lawyers & Pupils Committee ("NYLPC"). This physical exchange between the YLC and NYLPC which took place in Kuala Lumpur on 21 and 22 March 2025 provided an opportunity for both committees dedicated to young lawyers to meet and have in-depth roundtable discussions on diverse topics on practice as a young lawyer in Singapore and Malaysia. The attending YLC members were also treated to a dialogue with the President of the Malaysian Bar Council, Mr Mohammad Ezri Abdul Wahab, before culminating in an exhilarating pickleball session between the YLC and NYLPC and a meal of local delights. The YLC looks forward to continuing to strengthen the relationship within the international young lawyers' community, including as hosts of the Singapore x Malaysia Young Lawyers' Summit 2025.

Besides networking events, the YLC remained active in its contributions to the Law Gazette. This included the "Amicus Agony" column which addresses the challenges faced by young practitioners in relation to the realities of legal practice, as well as contributing articles on topics related to and outside of legal practice, including to the special SG60 issue. The YLC also piloted a new initiative – a professional corporate photoshoot for NQLs in November 2024 to help NQLs with building their personal brand in our competitive legal industry. The YLC hopes that readers have signed up for the 2025 edition of the professional corporate photoshoot, which will be held on 18 and 19 August 2025.

2. Competence



Fireside Chat with the Honourable Justice Goh Yihan

The YLC organised its second fireside chat with the Judiciary on 16 October 2024, for members of the Bar in dispute resolution. The YLC had the honour of having the Honourable Justice Goh Yihan, Judge of the Supreme Court, grace the closed-door event again. Over 50 young lawyers from various small, medium and large law firms were in attendance. Justice Goh engaged participants candidly, highlighting that sustainability of practice is an issue that concerned the Judiciary. Justice Goh also addressed participants on issues like advocacy opportunities and standards, providing invaluable insights for the professional journeys of the young lawyers present.

Recognising that one of the biggest leaps for a NQL is having to support his/her lead counsel and learning the same on the job, the YLC organised "Advocating Without Advocating: Making a Difference as a Young Lawyer in a Supporting Role" on 13 September 2024. Through live demonstrations by Mr Steven Lo, Ms Rachel Leong and Ms Sandi Tun (for the commercial negotiations segment) and Mr Siraj Omar, SC, Ms Sheryl Koh and Mr Shaquil Woozeer (for the disputes segment), which were both moderated by Mr Melvin Loh, participants were shown how they could effectively assist their lead counsels, even in a supporting role in commercial negotiations or in court. The YLC is grateful for the valuable time invested by the speakers in making this event a success.

In the spirit of promoting practice sustainability and mentorship in the legal industry, the YLC has lined up luminaries of the profession for upcoming editions of fireside chats with the Judiciary and senior practitioners in the last guarter of 2025 and in 2026.



Career Talk with Sengkang Secondary School



Career Talk with National Junior College



Career Talk with Jurong West Secondary School



Career Talk with Yishun Town Secondary School

3. Contribution

The YLC initiated the Young Lawyers Law Mentors Scheme in August 2020 which has been incorporated under the broader Law Society Mentorship Scheme. Present and former YLC members actively support the Law Society Mentorship Scheme as organisers and participants. The YLC also continues to support mentorship through having its members appointed as mentors in the new mentorship scheme or by providing ad-hoc "mentors" for aspiring mentees who fall outside the scope of the mentorship scheme.

The YLC's efforts to raise awareness on law as a career were not limited to undergraduates. Members of the YLC participated in career talks at Sengkang Secondary School, National Junior College, Jurong West Secondary School and Yishun Town Secondary School. At these sessions, YLC members shared with students on the role of the Law Society and their personal experiences as young lawyers, in addition to answering difficult questions raised by the students.



MinLaw Makan Conversation: Fireside Chat with Mr Murali Pillai SC, Ms Kuah Boon Theng SC and Mr Abraham Vergis SC

4. Collaborations with the Ministry of Law

The collaboration with the Ministry of Law titled "MinLaw Makan Conversations" has been well received over the last 3 years. These casual, interactive sessions were designed to give young lawyers a fresh platform to engage with political office holders and key individuals in the Singapore legal system. Participants enjoyed asking questions and hearing the Political Office Holders' candid thoughts about the legal industry and challenges facing Singapore, as well as their personal experiences as practising lawyers. Five dialogue sessions have taken place since its inception, with the latest being hosted by then Minister of State for Law and Transport, Mr Murali Pillai, SC on 6 November 2024. This dialogue was the first of its kind where Mr Pillai, SC was joined by Ms Kuah Boon Teng, SC and Mr Abraham Vergis, SC, all of whom imparted their invaluable wisdom in an intimate session. The YLC intends to continue the "MinLaw Makan Conversations" with the next edition planned in the second half of 2025.

5. Research Study on Lawyers' Attrition

To address the attrition rate among young lawyers, the YLC is leading a research study commissioned by the Law Society in 2022. Conducted by an external consultancy firm, the study explored the challenges and opportunities that the legal industry had for lawyers in Singapore. Phase II commenced in January 2025, with the release of the profession-wide survey, which closed on 17 February 2025. Analysis of the survey results is underway. The YLC hopes that the findings would provide a better understanding on the steps required to be taken to make legal practice more sustainable and viable for lawyers in the long term. The YLC hopes to be able to share more about the project's findings soon.



In addition to its core goals, the YLC continued its work on various issues which young lawyers hold dear, in hopes of addressing the needs of current and future young lawyers. For example, the YLC has also continued to provide their views in relation to ad-hoc projects or matters pertaining to legal practice. These include the use of artificial intelligence in Court; learning and development matters; and appointing YLC representatives on committees or working groups. The YLC also hopes to launch its pilot run of a new peer support scheme for young lawyers by the last quarter of 2025.

Last but not least, the YLC would like to express its gratitude and appreciation to all who have been supportive of its projects and events thus far. We look forward to planning more meaningful activities and events for the Junior Bar community!



Members of the Young Lawyers Committee

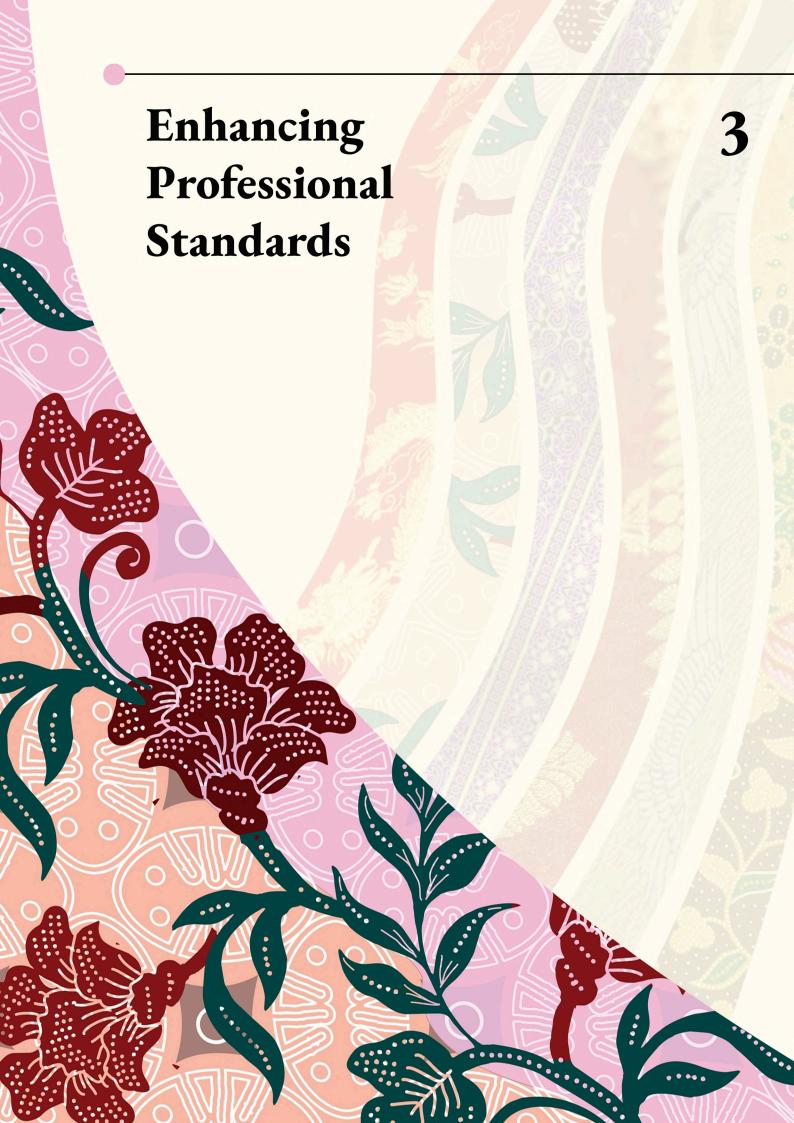
Committee Members

Darryl Chew Zijie - Co-Chairperson
Charmaine Yap Yun Ning - Co-Chairperson
Nico Lee Yin Hao - Co-Vice-Chairperson
Foo Hsien Weng - Co-Vice-Chairperson
Mori Ong - Council Representative
Thaddaeus Aaron Tan Yong Zhong - Council Representative
Anthea Choong Hsin Ying
Cheyenne Valenza Low
Chua Shi Jie
Lee Tze En Chrystal
Loh Pei Wen Bernadette Rena
Nelson Chee Zhen Seng

See Wern Hao
Shalini Kumar
Shaquil Ahmad Woozer
Soo Gui Yong
Tai Yuanmin Estelle
Terence Yeo
Wan Rui Jie, Erwin
Yeo Cai Yun Kimberly
Yoong Joon Wei Aaron

Secretariat Representative

Goh Wan Cheng





Admissions

Sanjiv Kumar Rajan, Chairperson

This report by the Admissions Committee is in respect of the period 1 September 2024 to 31 August 2025 (the "Reporting Period").

1. The Committee's Scope of Work

Apart from the Court, there are 3 key stakeholders involved in the admissions process for persons seeking to be admitted as an Advocate and Solicitor or a Lawyer (Non-Practitioner) in Singapore:

- (a) the Attorney-General's Chambers;
- (b) the Singapore Institute of Legal Education; and
- (c) the Law Society of Singapore.

Comprising 30 legal practitioners of varying seniorities, the Admissions Committee supports the Council of the Law Society with the review and assessment of applications received under the Legal Profession Act 1966 ("LPA"), including those in which the applicant has disclosed matters that may affect their suitability to practise as a legal practitioner in Singapore.

The Admissions Committee also oversees the admission of foreign counsels for ad hoc admission (e.g. King's Counsel) and applications under section 78 of the LPA.

2. Establishment of the Lawyer (Non-Practitioner) Framework

On 3 October 2023, the Ministry of Law introduced the

Legal Profession (Amendment) Bill for First Reading in Parliament. Amongst the key amendments was the creation of a new framework to admit a new category of "Lawyer (Non-Practitioner)" ("Lawyer (NP)"). The Legal Profession (Amendment) Bill was read a Second time on 7 November 2023.

The establishment of the Lawyer (NP) framework stemmed from the recognition that a legal education can lead to different legal career pathways." A Lawyer (NP) is not able to practise in law firms and similar entities, but may embark on alternative pathways, such as becoming in-house counsel or academia."

The prescribed practice training period remains compulsory for a Lawyer (NP) who wishes to practise law in a law firm or similar entity. A Lawyer (NP) may therefore be admitted as an Advocate and Solicitor and have the rights and obligations of one, after completion of the prescribed practice training period. iv

Like an Advocate and Solicitor, a Lawyer (NP) is an officer of the Court and subject to the disciplinary oversight of the Courts. $^{\rm v}$

3. Mass Admission Ceremony for Lawyers (NP) 2025

The first Mass Admission Ceremony for Lawyers (NP) was held across 3 sessions on 21 April 2025 and 22 April 2025 at the Supreme Court Auditorium.

A total of 353 applicants were admitted as Lawyers (NP).

¹ Ministry of Law, "Strengthening the Professional Training Regime for Lawyers in Singapore" (3 October 2023), at https://www.mlaw.gov.sg/news/press-releases/strengthening-professional-training-regime-for-lawyers-sg/.

[&]quot;Ministry of Law, "Second Reading Speech by Senior Parliamentary Secretary Rahayu Mahzam on the Legal Profession (Amendment) Bill 2023" (7 November 2023), at https://www.mlaw.gov.sg/news/parliamentary-speeches/2023-11-07-2r-speech-by-sps-rahayu-mahzam-legal-profession-amendment-bill.

iii Ministry of Law, "Second Reading Speech by Senior Parliamentary Secretary Rahayu Mahzam on the Legal Profession (Amendment) Bill 2023" (7 November 2023), at https://www.mlaw.gov.sg/news/parliamentary-speeches/2023-11-07-2r-speech-by-sps-rahayu-mahzam-legal-profession-amendment-bill.

w Ministry of Law, "Second Reading Speech by Senior Parliamentary Secretary Rahayu Mahzam on the Legal Profession (Amendment) Bill 2023" (7 November 2023), at https://www.mlaw.gov.sg/news/parliamentary-speeches/2023-11-07-2r-speech-by-sps-rahayu-mahzam-legal-profession-amendment-bill.

Ministry of Law, "Second Reading Speech by Senior Parliamentary Secretary Rahayu Mahzam on the Legal Profession (Amendment) Bill 2023" (7 November 2023), at https://www.mlaw.gov.sg/news/parliamentary-speeches/2023-11-07-2r-speech-by-sps-rahayu-mahzam-legal-profession-amendment-bill.

4. Recent Case Law Developments

Re Mohamad Shafee Khamis [2024] 6 SLR 173

In 2023, the applicant sought to be admitted as an Advocate and Solicitor under section 12 of the LPA and declared several offences that had been committed between 2017 and 2018.

Following a review of the information provided by the applicant, all three stakeholders (being the Attorney-General's Chambers, the Singapore Institute of Legal Education, and the Law Society of Singapore) indicated that they would be objecting to the application.

The applicant subsequently applied to withdraw his application and agreed to defer any future application for admission for a minimum period of 4 years.

In reviewing the matter, the Court examined the following issues:

(i) Issue 1:

Whether the applicant was a fit and proper person to be admitted as an Advocate and Solicitor, in terms of his character under the framework set out in Re Wong Wai Loong Sean and other matters [2023] 4 SLR 541 and Re Suria Shaik Aziz [2023] 5 SLR 1272.

(ii) Issue 2:

Whether there was in addition to the framework, a principle that the Court should act to protect and safeguard the reputation and integrity of the legal profession by exercising its discretion not to admit an applicant if it considers that the nature of the offender's misconduct is such that to admit he applicant would risk undermining public trust and confidence in the legal profession and the administration of justice (the "Protective Principle").

On Issue 1, the Court restated the relevant principles concerning the duty of candour owed to the Court as set out in Attorney-General v Shahira Banu d/o Khaja Moinudeen [2024] 4 SLR 1324. The Court then found that the applicant had discharged his duty of candour through the disclosures made and further information provided pursuant to the stakeholders' requests.

On Issue 2, the Court considered the following non-exhaustive factors in determining whether the Protective Principle applied: $^{\rm vi}$

(a) the nature of the offence;

- (b) the penalty already served by the applicant;
- (c) the duration since the completion of the penalty;
- (d) efforts of the applicant directed at demonstrating his or her ability to function as a member of the legal profession; and
- (e) whether the Court is satisfied, in the round, that the applicant is capable of being entrusted to aid the administration of justice as an officer of the Court without any risk of undermining public confidence.

The Court also identified 2 broad categories of situations that could attract the operation of the Protective Principle. The first category included misconduct such as corruption, criminal breach of trust, and offences which revealed serious dishonesty (especially where tied to personal gain). The second category included offences which involved serious crimes. The Court then found that the offences committed by the applicant fell within the second category and that the Protective Principle had been invoked.vii

The Court imposed a minimum exclusionary period of 2 years and an undertaking that the applicant was to comply with any prevailing statutory or other requirements that the stakeholders may reasonably require in order to assure themselves that he is a fit and proper person to be admitted.

Re DOC [2025] SGHC 72

In 2023, the applicant filed her application for admission as an Advocate and Solicitor.

The applicant did not declare that she had previously been investigated by the Board of Examiners of the Singapore Institute of Legal Education, and had received a "fail" grade for a paper as she was found to have collaborated with another candidate during the Part A Bar Examinations. In the course of reviewing the application, it was further revealed that the applicant also failed to declare a previous incident of academic misconduct that occurred during her time at university.

The relevant disclosures were subsequently made by the applicant through supplementary affidavits. All 3 stakeholders objected to the application.

The Court's determination was that the applicant was not a fit and proper person to be admitted and imposed a minimum exclusionary period of 5 years. The Court found that a long minimum exclusionary period was warranted

vi see Re Mohamad Shafee Khamis [2024] 6 SLR 173 at [133].

vii see Re Mohamad Shafee Khamis [2024] 6 SLR 173 at [139].

viii see Re Doc [2025] SGHC 72 at [62].

for the following reasons:

- (a) the applicant's "pattern of dishonesty" and "persistent unwillingness to come to grips with the nature and gravity of her ethical failures." viii
- (b) the applicant's relatively young age; ix and
- (c) the Court's acceptance of the position that the effect of imposing a minimum exclusionary period is to "set a minimum period before the suitability of an applicant is reviewed anew." There was therefore, "no assurance that the applicant will be admitted at that time and it is therefore not akin to a penalty of a period of suspension." x

The Court concluded by stating that the applicant would have to satisfy the Court that, despite her prior misconduct, there was strong evidence that her character has changed in a manner that renders her a fit and proper person to be admitted. In stating this, the Court emphasised that the primary concern was with rehabilitation and the desire to encourage the redemption and reformation of the applicant.xi

5. Rule 25 of the Legal Profession (Admission) Rules 2011Application for Abridgement of Time

During the reporting period, there were 3 applications for abridgement of time.

6. Section 78(1) of the LPA – Application for Employment or Remuneration of Certain Persons by Solicitor

During the reporting period, the Admissions Committee considered 4 applications submitted by solicitors seeking the High Court's consent to employ certain persons under section 78(1) of the LPA. Of these, 1 application was discontinued, 2 applications were withdrawn, and 1 application is ongoing before the Court.

7. Section 15 of the LPA - Ad hoc Admissions of King's Counsel

There were 2 appeals heard by the Court of Appeal ("CA") with the judgments issued on 25 September 2024 and 8 November 2024 respectively regarding Kassimatis, Theodoros KC v Attorney-General and another and another appeal [2024] 1 SLR 1196; [2024] SGCA 36 ("SGCA 36") and Kassimatis, Theodoros KC v Attorney-General and another and another appeal [2024] 2 SLR 410; [2024] SGCA 49 ("SGCA 49").

There was also 1 new section 15 ad-hoc admission application in the present reporting period. Mr Tom Smith KC's application was made on 14 October 2024 and the judgment was issued on 16 January 2025 (Re Smith, Tom KC [2025] 3 SLR 1446; [2025] SGHC 9).

 $^{^{}ix}$ see Re Doc [2025] SGHC 72 at [68].

 $[\]times$ see Re Doc [2025] SGHC 72 at [69].

 $^{^{}xi}$ see Re Doc [2025] SGHC 72 at [70].

SGCA 36 and SGCA 49

Facts: Two King's Counsel, Mr Theodoros Kassimatis KC and Mr Edward Fitzgerald KC had applied for ad hocadmission to represent 4 death row inmates. The Attorney-General ("AG") and the Law Society of Singapore ("LSS") objected to their admissions.

	SGCA36	SGCA49
Issue	Preliminary issue: whether they were entitled to address the Court on the applications since they were not yet admitted to practise (the "Preliminary Objection")	Substantive issue: whether foreign senior counsel should be admitted under section 15 of the LPA
CA Held	Appeal dismissed – unadmitted foreign counsel could not address the court. Section 34(1)(e) of the LPA only applied to s 33 and did not apply to s 32 ([21]). The appellants were "not in the same situation as self-represented persons" as they were "putting [themselves] out as advocates for the true litigants." ([32]). The CA found that such applications "were primarily concerned with the rights of the parties to the underlying litigation," and "not with the rights or interests of the applicants for ad hoc admission." ([36]) The CA also was of the view that issues "which concerned questions of domestic policy, should be dealt with by the court with the assistance of local counsel, not foreign counsel, because it could not be gainsaid that the former were best placed to assist the court on such matters" ([36]).	Appeal dismissed – the CA outlined a three-stage framework: satisfying the statutory requirements under section 15, the "Special Reason Stage" and the "Notification Matters Stage" ([14]–[17]). The CA emphasised that "issues of public importance" or legal complexity alone did not constitute special reason, particularly in areas with "significant domestic content" where "local counsel would be best placed to assist the court." ([39]–[46]) The appellants failed to show how existing precedent was wrong or materially affected the outcome ([52]). They also failed at the Notification Matters Stage as it was "not apparent why not a single local lawyer was willing to appear". They did not attempt "to persuade their local counterparts that, in fact, there were merits in the case, and that the local lawyers should therefore have taken up the engagement to represent" the four inmates ([57] to [59]).

Re Smith, Tom KC [2025] 3 SLR 1446; [2025] SGHC 9

Mr Tom Smith KC applied for ad hoc admission under section 15 of the LPA to act as instructed counsel for UT Singapore Services Pte Ltd in 2 appeals against Hin Leong Trading and its liquidators. His admission was opposed by the Law Society, Attorney-General, and respondents. The High Court dismissed the application, and held that although Mr Smith had relevant qualifications, the legal issues in the appeals were not so novel or complex as to require foreign counsel. Local counsel, who had already handled the lower court cases, were sufficiently competent. The court emphasized that the mere fact that local counsel was unsuccessful in the first instance proceedings alone did not justify a "need" for the admission of a foreign senior counsel. This could give rise to a wholly undesirable perception that local counsel might not be sufficiently competent to represent their clients in an appeal.





Admissions Committee 2025

Committee Members

Sanjiv Kumar Rajan - Chairperson

Darryl Chew Zijie - Council Representative Akesh Abhilash **Brinden Anandakumar** Chan Hian Young **Chiam Yunxin** Christopher Anand s/o Daniel **Darrell Low Kim Boon Davis Tan Yong Chuan Fatim Jumabhoy** Felicia Chew Li Ying Gregory Xu Weicheng Teo Hui Ling Jaikanth Shankar Kang Yanyi Kawal Pal Singh Kimberly Ng Qi Yuet Kiran Jessica Makwana Os Agarwal **Palmer Michael Anthony Pereira Jeremy Mark** Pradeep G Pillai Tham Wei Chern

Secretariat Representative



Anti-Money Laundering

Andy Yeo Kian Wee, Chairperson

This report is in respect of the period 1 September 2024 to 31 August 2025.

1. Anti-Money Laundering ("AML") Seminars and Training

In February 2025, Committee member Grace Chong presented on the AML component at the Legal Practice Management Course, a mandatory course for all new partners, directors and sole proprietors of Singapore law practices. This was followed by a briefing on learning points from AML inspections by Executive Director and Chief Legal Officer, Alvin Chen.

Since its introduction in 2020, the "Anti-Money Laundering – An Introduction" webinar continues to be well received. The webinar was held on 16 April 2025 and included Committee member Grace Chong who spoke on "Risk-Based Due Diligence in a Digital World: Legal and Regulatory Considerations for Lawyers" while Committee Chairperson Andy Yeo moderated the panel discussion.

The annual AML live webinar was held on 6 September 2024. Some of the topics included "Legal Professional Privilege in the Context of Suspicious Transaction Reporting" and "Lessons for Legal Practitioners from the Billion Dollar Money Laundering Case". Committee Vice-Chairperson Eric Chan moderated the panel discussion while Committee member Grace Chong was a panellist.

The "Anti-Money Laundering (AML) Online E-Learning Programme" is designed to facilitate understanding and awareness of relevant AML legislation, frameworks and standards.

2. Anti-Money Laundering Inspections

The inspections of 102 law practices for 2022 and 2023 was carried out from June 2024 to September 2024 by 2 appointed audit firms. From 2025 onwards, the Ministry of Law will be conducting the inspection of law practices.

3. Financial Action Task Force and Asia Pacific Group on Money Laundering ("FATF/APG") 5th Round of Mutual Evaluation of Singapore

The FATF/APG conducted an on-site assessment of Singapore's anti-money laundering / counter-terrorist financing / counter-proliferation financing system in July 2025. A mutual evaluation assesses a country's measures and its effectiveness to combat money laundering, the

financing of terrorism and proliferation of weapons of mass destruction. The last mutual evaluation of Singapore was conducted by FATF/APG in 2015.

4. Amendments to the Legal Profession (Prevention of Money Laundering, Financing of Terrorism and Proliferation Financing) Rules 2015 ("Rules")

The amendments to the Rules made pursuant to section 70H of the Legal Profession Act 1966 ("LPA") came into effect on 1 July 2025. In addition to consequential amendments on proliferation financing and countering proliferation financing requirements, some of the amendments that are aimed to align with updated FATF standards include refined customer due diligence ("CDD") requirements and aligned risk assessment and internal policies, procedures and controls requirements. The AML Committee has formed a working group to review and update the Practice Direction 3.2.1 as well as the sample templates of the client due diligence checklist and firm wide risk assessment to reflect the amendments to the Rules.

5. Outreach Efforts

Throughout the reporting period, the Committee organised and initiated a range of outreach activities to promote awareness and compliance with AML obligations. Committee member Cheryl Chong was one of the speakers at a CPD accredited activity seminar organised by Allen & Gledhill LLP. The seminar addressed the lessons learned in the wake of the billion- dollar money laundering case in 2023 and the continuing challenges for lawyers and their clients such as financial institutions, property developers, landlords, and corporate secretarial service providers.

To help members stay abreast of developments in the AML space, important updates and guidance was disseminated through the Law Society's online news publication. Some of the key updates included changes to the countries that were placed on FATF's grey list and updates to the designated individuals and entities subject to targeted financial sanctions from the Monetary Authority of Singapore. Guidance on Analysis of Client Risk, Identification of Material Red Flags, Source of Wealth ("SOW") Establishment, Ongoing Monitoring of Clients and Their Transactions, and Suspicious Transaction Report ("STR") Filing Timeline from the Ministry of Law was also circulated to members.

As the AML landscape continues to evolve, the Committee will strive to guide and support members on current and developing industry anti-money laundering, regulatory concerns, expectations, and practices.

Andy Yeo Kian Wee - Chairperson **Ang Hsueh Ling Celeste** – Vice-Chairperson

Lim Seng Siew – Council Representative
Charis Low Jia Ying
Chen Jianhao Kennedy
Chong Xue Er Cheryl Grace Chong Siew Lin

Hui Ling Teo

Marianne Lim Nandwani Manoj Prakash

Pang Keep Ying Joey

Tan Seng Kiat (Chen Xingjie) Toh Eak Siew

Valerie Wu Peichan



Inquiries into Inadequate Professional Services

This report covers complaints received by the Law Society of Singapore (the "Society") under section 75B of the Legal Profession Act (the "Act"). Briefly, clients can make a complaint under section 75B of the Act (the "Complaint"), if they believe that a lawyer has failed to meet professional standards as prescribed in the Legal Profession (Professional Conduct) Rules.

The preliminary requirements (the "Requirements") which must be satisfied for the Complaint are, *inter alia*, the Complaint must be made within 3 years of the conduct occurring; there must exist a solicitor client relationship between the complainant and the lawyer, and the complainant must have attempted to resolve the issue directly with the lawyer. Clients can also make a complaint under section 75B of the Act against a foreign solicitor who practices in a Joint Law Venture, a Qualifying Foreign Law Practice, or a licensed foreign law practice.

When a complaint has met the Requirements, the Inadequate Professional Services ("IPS") Committee will consider the merits of the complaint and make its recommendation to the Council. The Council will in turn deliberate on the complaint and either decide not to refer the complaint for inquiry by an Investigative Tribunal, or decide to refer the complaint (whether in full or in part) for inquiry by an Investigative Tribunal.

Thereafter, Council is required to ascertain whether a complainant consents to mediation of the complaint, and where a complainant does not opt for mediation, or where mediation is unsuccessful, the Council shall appoint an Investigative Tribunal to investigate the complaint and provide Council with its Report for Council's consideration.

1. Matters Considered by the IPS Committee

The IPS Committee considered 30 IPS complaints during the period of 1 September 2024 to 31 August 2025.

The breakdown of the 30 IPS complaints considered by the IPS Committee during this period is as follows:

- 23 complaints were not referred for inquiry by an Investigative Tribunal as they did not disclose a prima facie breach of standard(s) of adequate professional service; and
- 7 complaints were referred (whether in full or in part) for inquiry by an Investigative Tribunal.

Out of the 7 complaints referred for inquiry by an Investigative Tribunal, 2 complainants had opted for mediation, whilst 5 are pending mediation, the complainant's election for mediation, and/or settlement after mediation.

There were no complaints which have undergone an inquiry by an Investigative Tribunal.

2. IPS Complaints Received by the Society

The Society received 58 IPS complaints during the period of 1 September 2024 to 31 August 2025. The status and/or outcome of the 58 IPS complaints are as follows:

- 31 are currently at the correspondence stage (i.e., pending further action such as additional information and/or further documents from the complainant);
- 5 were rejected for falling outside the scope of an IPS complaint, failing to comply with formalities or failing to meet the Requirements;
- 2 have been stayed as there were pending complaints under section 85(1) of the Act;
- 2 were closed as the complainants elected to proceed with a complaint under section 85(1) of the Act instead;
- 1 was withdrawn by the complainant;
- 4 were resolved by way of direct resolution in the early stage of the complaint process;
- · 2 are in the midst of direct resolution;
- 5 are due to be placed before the IPS Committee;
- 2 are due to be placed before the Council; and
- 4 were not referred by the Council to the Investigative Tribunal for inquiry.

For avoidance of doubt, 7 of the 58 IPS complaints mentioned above were considered by the IPS Committee during the relevant period.

3. Renewal of Panel of IPS Mediators

The Society has also undertaken a renewal of its panel of IPS mediators, which was last renewed in 2013. In its renewal, the Society took efforts to ensure that the members of the panel represented a diversity of practice areas, as well as foreign solicitors who practiced in a Joint Law Venture, a Qualifying Foreign Law Practice, or a licensed foreign law practice.



Solicitors' Accounts Rules

Darius Tay Kang-Rui, Chairperson

This report by the Solicitors' Accounts Rules Committee is in respect of the period 1 September 2024 to 31 August 2025 (the "Reporting Period").

The Solicitors' Accounts Rules Committee (the "Committee") provides guidance to the Council of the Law Society and members on the interpretation and application of all rules made under sections 72 and 73 of the Legal Profession Act 1966 concerning the Legal Profession (Solicitors' Accounts) Rules (the "SAR").

The Committee is chaired by Darius Tay Kang-Rui, with Tham Lijing and Chitra Balakrishnan serving as Co-Vice-Chairpersons.

During the Reporting Period, the Committee received a diverse range of queries from legal practitioners and law practices regarding their professional obligations under the SAR. This included queries on online transactions, the operation and management of a client account, the Legal Profession (Deposit Interest) Rules, and legal practice continuity. In each instance, the enquirers were provided with practical guidance on how they could navigate their professional obligations through the adoption of appropriate safeguards.

The Committee will continue to guide and support the profession in these matters.



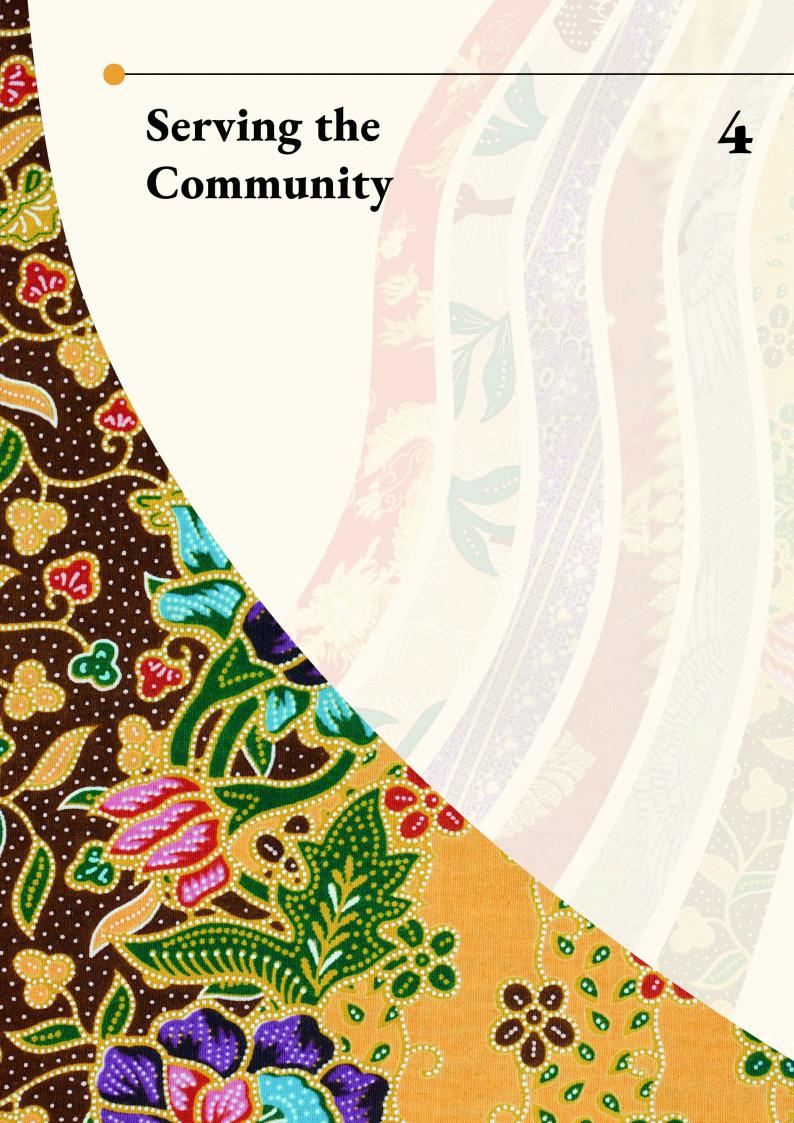
Members of the Solicitors' Accounts Rules Committee

Committee Members

Darius Tay Kang-Rui - Chairperson
Tham Lijing - Co-Vice-Chairperson
Chitra Balakrishnan - Co-Vice-Chairperson
Thaddaeus Tan Yong Zhong - Council Representative
Cheah Saing Chong
Liew Wey-Ren Colin
Nicholas Poon Guokun
Oh Kim Heoh Mimi
Pryke Gary Allen

Secretariat Representative

Alvin Chen





Compensation Fund

Steven Lam Kuet Keng, Chairperson

The Council administers the Compensation Fund (the "Fund") that provides grants to reduce or mitigate loss suffered by any person in consequence of dishonesty of a lawyer in connection with his/her practice in Singapore or any trust in Singapore of which the lawyer is a trustee. Such grants may also be made to compensate for loss as a result of the dishonesty of an employee of a law practice in the course of his/her employment. The Fund is administered under the terms of section 75 of the Legal Profession Act and the Legal Profession (Compensation Fund) Rules.

Every practising member of the Law Society contributes an annual sum of \$100 per year to the Fund when he/she renews his/her full-time Practicing Certificate. Those applying for Practising Certificate after 1 October contribute a sum of \$50 to the Fund.

In relation to 2 applications received in 2023, both applications were considered by the Committee and rejected by the Council of the Law Society (the "Council"), on the basis that there is no documentary proof or that there was dishonesty established on the part of the lawyer(s) concerned.

In relation to an application received in 2024 seeking Council's reconsideration, the same was rejected by the Council as the application does not involve dishonesty of the solicitor concerned.

For the 4 applications received last year:

- One (1) application did not contain sufficient information to be referred to the Committee for consideration.
- One (1) claimant had provided further information on the application, which was considered by the Committee, who recommended that the application be rejected as it did not involve dishonesty of the solicitor(s) concerned. The application has been considered by Council, and was rejected.
- Two (2) applications were considered by the Committee, who recommended that the applications be rejected as the applications did not involve dishonesty of the solicitor(s) concerned. Both applications have been considered by Council, and were rejected.

For the period under review (1 September 2024 to 31 August 2025), the Society received one (1) fresh application from a claimant whose application for a grant from the Compensation Fund was previously rejected. However, the application did not contain adequate information to be

referred to the Committee for consideration.

Secretariat has written to the 2 claimants, whose applications did not contain sufficient information, to provide the necessary information/documents. However, the Society has yet to receive a reply from the 2 claimants.

For the period under review, the Council has rejected 5 applications.

Committee Members

Steven Lam Kuet Keng - Chairperson
Aziz Tayabali Samiwalla - Vice-Chairperson
Phoon Wuei - Council Representative
Amanda Chen Yi-Tseng
Dr Qiu Yang
Lau Kah Hee
Ivan Lee Chin Seon
Loh Yu Chin, Deborah
Tan Jee Ming
Tan Kay Kheng

Secretariat Representative

Gokul Haridas



Professional Indemnity

Ong Lee Woei, Chairperson

1. Introduction

The Professional Indemnity ("Pl") Committee of the Law Society of Singapore is pleased to present its annual report for the period from 1 September 2024 to 31 August 2025. This report outlines the activities, achievements, challenges faced, and future plans of the committee in fulfilling its mandate to oversee the professional indemnity insurance scheme for legal practitioners in Singapore.

As previously mentioned in my Annual Report of 2024, a closed tender was called to 6 insurance brokers to conduct a review of the appointment of the insurance broker responsible for the placement and administration of the Compulsory Professional Scheme (the "Scheme") commencing on 1 April 2025. Marsh (Singapore) Pte Ltd ("Marsh") in mid-December 2023 was eventually appointed as the Scheme Brokers for a term of 2 years from 1 April 2025 to 31 March 2026. After due consideration, Council decided to renew Marsh's term as broker for another year which expires on 31 March 2027.

There was no increase in the standard premium already brought tangible benefits to members when Marsh successfully negotiated a 7% reduction previously. No Claims Discount off the standard premium table from the expiring premium 2023/2025. This was maintained on the back of a difficult and challenging insurance market especially when the 99-1 conveyancing claims were made against practitioners. The insurers will continue to contribute 2% of the primary premium to the Education Fund for the 2025/2026 renewal.

The Scheme insurers for the year 2025/2026 policy year and their participation and credit ratings remain the same as the preceding year which are as follows:

Renew	al	Updates

Policy Structure	Participation	Financial Strength
Fronting Insurer / Direct Insurer	100% (retain 58% line)	A.M. Best : A (Excellent)
Reinsurer	13%	Standard & Poor's: A+ (Stable) A.M. Best : A (Excellent)
Reinsurer	10% (Increased from 6%)	Standard & Poor's: A+ (Stable) A.M. Best : A (Excellent)
Reinsurer	19% (decreased from 23%)	Standard & Poor's: A
	Fronting Insurer / Direct Insurer Reinsurer	Fronting Insurer / 100% (retain 58% line) Reinsurer 13% Reinsurer 10% (Increased from 6%) Reinsurer 19%

2. Data Storage

As of the date of this report, the Committee and the Secretariat are still in the process of completing the

transfer and consolidation of existing and historical data files from the previous brokers. This ongoing handover remains resource-intensive and is being handled with care to ensure minimal disruption to the administration of the Scheme and the claims handling. Steps are also being taken for Law Society to take possession and safeguard the historical claims data for data analytics processing and further tender exercises.

3. Committee Membership

In line with bringing more diverse expertise and ensuring more robust discussions and effective decision-making, the Committee in addition to vice-chair who is a specialist in the insurance sector now includes many "firsts":

- a foreign-registered lawyer admitted under section 36E of the Legal Profession Act;
- two (2) senior female conveyancing lawyers with deep expertise in transactional risk;
- · a senior shipping and maritime law specialist; and
- a senior lawyer who practises complex cross border arbitrations and cryptocurrency disputes.

These members bring valuable insights from other highly specialised practice areas and significantly enhance the depth, diversity and strength of the Committee's deliberations. This Committee would like to extend a note of appreciation to Ms Lina Chua for her contributions in assisting us in the deliberations on the 99-1 conveyancing issues.

4. Key Activities and Achievements (Non-exhaustive)

(a) Policy Review and Recommendations

- Conducted regular reviews of the PI policy framework to ensure alignment with rapidly evolving legal and regulatory landscapes.
- Made recommendations for enhancements to coverage and policy terms, reflecting feedback from stakeholders and industry best practices.
- Updated agreement for extension of Marsh's extension as broker.
- Set up a protocol to manage and address situations involving real or perceived conflicts of interest situations which may potentially arise regarding impartiality and in line with the objective of maintaining the integrity of our processes.

(b) Claims Management

- Monitored and managed claims reported under the PI scheme, providing timely adjudication and support to affected practitioners.
- Implemented measures to streamline claims processing and improve efficiency in handling disputes.

(c) Stakeholder Engagement

- Marsh had in conjunction with other committees arranged seminars, workshops, and webinars in conjunction other stakeholders to educate members on PI coverage, risk management, and emerging legal issues, using more data analytics, which are set out below.
- Enhanced communication channels to foster greater engagement with law firms, insurers, and regulatory authorities.
- As part of risk management initiatives, this Committee has partnered with Marsh to deliver presentations providing a comprehensive overview of PI for members throughout the year. These sessions include speaking engagements at the Legal Practice Management Course, ADR Conference, Legal Secretarial Skills Programme, Day of Conveyancing Highlights, and the PIPD Seminar.
- Marsh's presentations cover the key aspects of the PI, including the scope of coverage, the types of claims that are covered and excluded, and the critical importance of timely notification of claims given the "Claims Made" basis of the PI. In addition, Marsh has been asked to present case studies and common claims scenarios to illustrate potential pitfalls in different areas of legal practice and the consequences of late notification of claims.
- Overall, these sessions listed below serve to help members better understand how to mitigate risks associated with their legal practice and ensure they are adequately protected:
- Legal Profession Symposium conducted on 7 October 2024;
- Legal Practice Management Course 2025 conducted on 18 February 2025;
 - i) ADR Conference 2025 conducted on 23 May 2025;
 - ii) Certificate in Legal Secretarial Skills 2025 conducted on 2 July 2025;
 - iii) Day of Conveyancing Highlights 2025 conducted on 10 July 2025; and
 - iv) The PIPD 2025 Seminar conducted on 24 July 2025

(d) Financial Oversight

- Maintained prudent financial oversight of the PI fund, ensuring adequate reserves to meet potential liabilities.
- Reviewed actuarial assessments and financial projections to support sustainable premium pricing.

(e) Policyholder Support

- Offered guidance and support to policyholders on risk mitigation strategies and compliance with PI requirements.
- Facilitated access to resources and information to assist members in understanding their coverage and obligations.

5. Challenges Faced

During the reporting period, this Committee encountered several challenges:

- 99-1 Schemes Conveyancing Claims: The Committee
 is closely monitoring and managing emerging legal
 risks, particularly the rise in 99-1 negligence claims.
 These claims, often involving disproportionate
 liability risks for minority stakeholders in
 conveyancing matters, pose unique legal and
 insurance challenges and took a substantial portion
 of Committee's work and time. The claims are
 gradually maturing as more and more claims are made
 against the Master Policy. The Committee continues
 to adopt a measured and vigilant approach in
 addressing and mitigating these risks, in consultation
 with stakeholders, regulatory authorities, and
 insurers.
- Increasing Claims Frequency: Addressed a rise in claims frequency due to the above.
- Recurring Complex Legal Issues: General economic uncertainties due to the evolving nature of our profession and the challenges posed by cyber security and the advent of use of more euphemistically termed "artificial intelligence".
- Market Dynamics: Responded to fluctuations in the insurance market affecting premium rates and coverage availability.

6. Future Directions

Looking ahead, the PI Committee aims to:

- Enhance risk management: Develop tailored risk management tools and resources for legal practitioners.
- Promote professional development for PI members: Expand educational offerings to support continuous professional development in risk management and ethics, best practices in procurement, especially in tendering, and secondment opportunities with

insurance brokers, insurers and reinsurers to build Committee members' expertise.

- Advance stakeholder collaboration: Strengthen partnerships with insurers, regulators, and legal associations to uphold the integrity of the PI scheme.
- Innovate and adapt: Embrace technological advancements to improve claims processing efficiency and service delivery.

7. Acknowledgements

We would like to extend our heartfelt gratitude to all Committee members present and past for their dedication and hard work. Special thanks to our Secretariat for their unwavering support and to all members of the Law Society for their trust and co-operation.

8. Conclusion

In conclusion, the PI Committee remains committed to upholding the highest standards of professional indemnity insurance for legal practitioners in Singapore. We extend our appreciation to our members, stakeholders, and the Law Society of Singapore for their ongoing support and collaboration. We look forward to continuing our work in safeguarding the interests of our members and maintaining the trust of the legal community.

Committee Members

Ong Lee Woei - Chairperson
Tang Jin Sheng - Vice-Chairperson
Lim Seng Siew - Council Representative
Mohamed Ibrahim s/o Mohamed Yakub
Chua Lei Kwan Lina Mary
Yee Weng Wai Bernard
Carren Thung Qiaolin
Thng Huilin Melissa
Voon Meng Lye Jacintha

Secretariat Representative

Gokul Haridas





Acknowledgements

The Law Society is grateful for the support of the following law practices and organisations whose partners, directors, associates, legal officers and legal counsel have contributed their time and effort to carry out the work of the Law Society:

- 1forAll Law LLC
- A C Shone & Co
- · A. Rohim Noor Lila LLP
- Abdul Rahman Law Corporation
- · Accenture Pte Ltd
- Achievers LLC
- Adel Law LLC
- Adroit Law LLC
- Adsan Law LLC
- ADTlaw LLC
- · Advent Law Corporation
- · Advocatus Law LLP
- · Al Tamimi & Company
- · Allen & Gledhill LLP
- Allen Overy Shearman Sterling LLP
- Altitude Legal LLP
- · Amica Law LLC
- · Andy Yeo Chambers LLC
- Apex Law LLC
- · Arbiters Inc Law Corporation
- Archilex Law Corporation
- Argan Law LLC
- ArrowGates LLC
- Ascentsia Law Corporation
- · Ashvin Law Corporation
- · Asia Practice LLC
- · Aurora Law LLC
- · Aziz Tayabali & Associates

- Baker & McKenzie.Wong & Leow
- · Bank of America
- · Bayfront Law LLC
- BC Lim & Lau LLC
- · Bethel Chambers LLC
- Bih Li & Lee LLP
- Bird & Bird ATMD LLP
- Blackoak LLC
- Bonnie Kwok LLC
- Bonsai Law Corporation
- BR Law Corporation
- · Braddell Brothers LLP
- · Breakpoint LLC
- BTPLaw LLC
- · Bytedance Pte Ltd
- CSLee
- Cairnhill Law LLC
- Calvin Liang LLC
- Central Chambers Law Corporation
- Chancery Law Corporation
- · Chelliah & Kiang LLC
- · Chia Wong Chambers LLC
- · Chong Chia & Lim LLC
- CHP Law LLC
- · Chris Chong & CT Ho LLP
- · Christopher Chuah Law Chambers LLC
- Chua & Partners LLP
- · Circular Law Chambers LLP
- Citibank
- City Law LLC
- CIVIC Legal LLC
- Clasis LLC

- · Clasis Singapore Pte. Ltd.
- · Clifford Chance Pte Ltd
- Clifford Law LLP
- CLSA
- Clyde & Co Clasis Singapore Pte Ltd
- CMS Cameron McKenna Nabarro Olswang (Singapore) LLP
- CNPLaw LLP
- · Continental Law LLP
- · Covenant Chambers LLC
- · Crescent Law Chambers LLC
- · David Chong Law Corporation
- · David Llewelyn & Co LLC
- David Nayar and Associates
- · Davinder Singh Chambers LLC
- · DBS Bank Ltd
- DCMO Law Practice LLC
- De Souza Lim & Goh LLP
- Deansgate Barakah Law Corporation
- Deepak Raja & Associates
- Dennis Chiu Cheong LLC
- · Dentons Rodyk & Davidson LLP
- · Derrick Soh Law Corporation
- Dharma Law LLC
- · Donaldson & Burkinshaw LLP
- Drew & Napier LLC
- Eden Law Corporation
- Edmond Pereira Law Corporation
- Eldan Law LLP
- · Ella Cheong LLC
- Emerald Law LLC
- Engelin Teh Practice LLC
- Entra Law LLC
- Equinix Asia Pacific Pte Ltd
- Esteem Law LLC
- Ethos Law Corporation
- · Eugene Thuraisingam LLP
- · Fabian & Khoo
- Farallon Law Corporation
- Flint & Battery LLC

- FND Legal
- Foo & Ouek LLC
- FortelawllC
- Fortis Law Corporation
- Forward Legal LLC
- Foxwood LLC
- · Francis Khoo & Lim
- FSLaw LLC
- Fullerton Law Chambers LLC
- · Gabriel Law Corporation
- · Gateway Law Corporation
- · Gavan Law Practice LLC
- George Hwang LLC
- · Ghows LLC
- · Gibson, Dunn & Crutcher LLP
- · Gloria James-Civetta & Co
- GT Law LLC
- Gurdip & Gill
- · Habitat for Humanity International Inc
- Han & Lu Law Chambers LLP
- · Harney Westwood & Riegels Singapore LLP
- · Harry Elias Partnership LLP
- HCL Technologies Limited
- Helmsman LLC
- · Herbert Smith Freehills LLP
- Hill Dickinson LLP
- · Hin Tat Augustine & Partners
- · Hoh Law Corporation
- Holborn Law LLC
- HP PPS Asia Pacific Pte. Ltd.
- hslegal LLP
- HThree City Australia
- I.N.C. Law LLC
- I.R.B. Law LLP
- · Icon Law LLC
- · Incisive Law LLC
- Insights Law LLC
- Intel
- IPTO

- Jacque Law LLC
- · Jenny Lai & Co
- JFN Chambers LLC
- Joo Toon LLC
- Joseph Liow Chambers
- Joyce A. Tan & Partners LLC
- JusJuris Law LLC
- JWS Asia Law Corporation
- · K Prasad & Co
- K&L Gates Straits Law LLC
- · Karuppan Chettiar & Partners
- · Kelvin Chia Partnership
- Kevin SY Lee
- Keystone Law Corporation
- · Kith & Kin Law Corporation
- Kyndryl
- · Lamb Weston International Private Limited
- · Latham & Watkins LLP
- LawCraft LLC
- · Lawrence Chua Practice LLC
- · Leagle Sense LLC
- · Lee & Lee
- · Lee Shergill LLP
- · Legal Aid Bureau
- Legal Clinic LLC
- Legal Matrix LLC
- Legal Solutions LLC
- · Legis Point LLC
- · Lexcompass LLC
- Lim Soo Peng & Co LLC
- Linklaters Singapore Pte Ltd
- LOD Consulting (Singapore) Pte Ltd
- LVM Law Chambers LLC
- Magellan Law LLP
- Mahahar Chambers LLC
- Mallal & Namazie
- · Matthew Chiong Partnership
- Mayer Brown PK Wong & Nair Pte Ltd
- Mega Gas Enterprise

- Meritus Law LLC
- · Michael Hwang Chambers LLC
- · Michael Por Law Corporation
- Millennium Law LLC
- · Ministry of Defence
- · Mirchandani & Partners
- Mishcon De Reya LLP (Singapore Branch)
- · MOI Law Corporation
- · Moriah Law LLC
- · MSC Law Corporation
- NS Kang
- N8 Law LLC
- · Nakoorsha Law Corporation
- · National University of Singapore
- Nicholas & Tan Partnership LLP
- Nishimura & Asahi (Singapore) LLP
- Norton Rose Fulbright (Asia) LLP
- · NUS Law Faculty
- · OC Queen Street LLC
- · OCBC Bank Singapore
- · Omni Law LLC
- · Oon & Bazul LLP
- OTP Law Corporation
- Paul Tan Law LLC
- PDLegal LLC
- Pertinent Law LLP
- Peter & Kim
- Peter Low Chambers LLC
- Pinsent Masons MPillay LLP
- · Pinsent Masons MPillay LLP
- PKWA Law Practice LLC
- · Pro Bono SG
- · Prolegis LLC
- Providence Law Asia LLC
- PRP Law LLC
- PY Legal LLC
- · Quahe Woo & Palmer LLC
- Rajah & Tann Singapore LLP
- Rajan Chettiar LLC

- · Rajen Law Practice
- · Ramdas & Wong
- · Ramesh Tiwary
- · Ravindran Associates LLP
- RCL Chambers Law Corporation
- Resource Law LLC
- Rev Law LLC
- RHTLaw Asia LLP
- Robinson LLC
- · Sabara Law LLC
- · Sarah-Mae Thomas LLC
- · Sea Ltd
- Securus Legal LLC
- · Selvam LLC
- · Sembcorp Industries Ltd
- · Setia Law LLC
- · Shobna Chandran LLC
- · Shook Lin & Bok LLP
- Sidley Austin LLP
- · Silvester Legal LLC
- · Sim Mong Teck & Partners
- · Simmons & Simmons JWS Pte. Ltd.
- · Singapore Management University
- · Singapore University of Social Sciences
- Solitaire LLP
- Solomon LLC
- Sreenivasan Chambers LLC
- STABILITY
- Star Alliance (SG) Pte. Ltd.
- · Stephenson Harwood LLP
- Sterling Law Corporation
- TAG International Tennis Academy
- Tan Kok Quan Partnership
- Tan Rajah & Cheah
- Taxise Asia LLC
- · Templars Law LLC
- · Terra Law LLC
- Tham Lijing LLC
- That.Legal LLC

- Titanium Law Chambers LLC
- · Tito Isaac & Co LLP
- TSMP Law Corporation
- · United Overseas Bank Limited
- · Venture Law LLC
- Victory Law Chambers LLC
- Vita Law LLC
- · Watson Farley & Williams LLP
- · Wee Swee Teow LLP
- · Western Digital
- · Weston International Pte Ltd
- · WhiteFern LLC
- · Willy Tay's Chambers
- · Winchester Law LLC
- Withers KhattarWong LLP
- WNLEX LLC
- · Wong & Leow LLC
- · Wong Alliance LLP
- · WongPartnership LLP
- · Wotton + Kearney Pte Ltd
- Yeo & Associates LLC
- Yeo Perumal Mohideen Law Corporation
- Yuen Law LLC

The Law Society would also like to thank the following for their support of the work of the Society:Supreme Court of Singapore

- State Courts of Singapore
- Syariah Court
- Family Justice Courts
- Attorney-General's Chambers
- Singapore Academy of Law
- Singapore Institute of Legal Education
- Ministry of Law
- Ministry of Culture, Community and Youth
- · Ministry of Social and Family Development
- · Ministry of Home Affairs
- Other Government Ministries and Statutory Boards





BOLDER, KINDER, STRONGER: ADVANCING JUSTICE TOGETHER

JUSTICE FOR ALL

ANNUAL REPORT FY2024/25





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Corporate Information

Pro Bono SG (PBSG) is a Singaporeregistered charity with an Institution of a Public Character (IPC) status which aids the needy and vulnerable so that all may have access to justice in Singapore. We enable access to justice for the needy and vulnerable through legal awareness, guidance and representation.

Once a department within The Law Society of Singapore (LSS), we incorporated as a company limited by guarantee in 2017 with LSS as our sole member. Formerly known as Law Society Pro Bono Services, we renamed as Pro Bono SG in 2022 to reflect the commitment of all in Singapore to embrace our mission of doing good in the community.

UEN Number: **201700430E**

Date of Charity Registration: 31 March 2017

IPC Period: 1 April 2025 - 31 March 2028

NCSS Full Member: Since 1 April 2017

Auditor: Baker Tilly TFW LLP

Bankers: Oversea-Chinese Banking Corporation

Limited and Bank of East Asia

Headquarters: 1 Havelock Square, #B1-18,

State Courts, Singapore 059724

North East Branch: Community Law Centre @ Tian

De Temple, 109 Hougang Ave 5,

Singapore 538817

North West Branch: Community Law Centre @ Realm of

Tranquility, 547 Woodlands Drive 16,

#01-177, Singapore 730547

Migrant Workers' Migrant Workers' Centre,

579 Serangoon Road, Singapore 218193

Transnational Family South Central Community

Care Centre @ SCC: Family Service Centre, 5 Delta Ave,

#01-09 Block 5, Singapore 160005

Phone: 6536 0650

Email: help@probono.sg

Website: www.probono.sg



Law Centre @ MWC:

For more information, please refer to

https://www.probono.sg/contact-us/



About Us

Our Vision

Justice For All

Our Mission

Enabling access to justice for the vulnerable and disadvantaged through legal awareness, advice and advocacy.

Our Objectives

We work to:

- 1. develop and ensure a just and efficient system for the provision of pro bono legal services in Singapore;
- **2.** coordinate the provision of civil, criminal and community pro bono legal services with various agencies;
- **3.** recruit, train and manage volunteers from the legal fraternity and beyond for the provision of pro bono services;
- **4.** identify areas of need in the community for pro bono legal services; and
- **5.** protect and assist the public on matters of the law relevant to their lives, particularly through programmes to develop public legal literacy.

Strategic Planning and Impact Evaluation

The Board periodically reviews and approves the vision and mission to ensure Pro Bono SG stays relevant to its changing environment and needs. The Board also sets aside time to review and update the organisation's strategic roadmap to achieve the organisation's charitable purposes.

Pro Bono SG started an impact evaluation division within its CEO's Office, as well as an Impact Evaluation Working Group, to develop a comprehensive impact measurement framework, monitor and better articulate the outcomes and impact of Pro Bono SG's services.

Pro Bono SG documents its plan for building capacity and capability, including in its work plans and budget, which are monitored by the Board throughout the year. This includes areas such as training for the Board, Management and staff; digital transformation; and collaborating with other organisations to enhance capabilities through shared expertise and resources.



Chairman's Message

As Singapore celebrates her 60th year of independence, it is timely to reflect not just on our nation's journey, but on the role of pro bono in shaping the society we aspire to be. The words of our national pledge – "to build a democratic society based on justice and equality" – remind us that access to justice is a cornerstone of our shared future. Pro Bono SG exists to make this a lived reality, by ensuring that legal assistance is never a privilege of the few, but accessible to all.

The words of our national pledge – "to build a democratic society based on justice and equality" – remind us that access to justice is a cornerstone of our shared future.



Pro bono work has always been part of the DNA of our profession. It is about ensuring that the values symbolised in our flag – justice, equality, integrity, and progress – are made real in the lives of those around us. It is through service to the vulnerable and disadvantaged that the legal community most clearly demonstrates its purpose: to uphold justice with compassion. Over the years, this commitment has been institutionalised and



strengthened through the work of Pro Bono SG. Today, our three pillars – awareness, guidance, and representation – form the backbone of a national pro bono infrastructure.

This past year, I was reminded again and again of the profound impact that legal assistance can have. In FY2024/25, 16,242 individuals and community organisations were supported

across our programmes. Behind each number lies a story – a worker securing fair wages, a family resolving a dispute, a non-profit gaining clarity to serve their beneficiaries, or an accused person receiving a fair defence. Each is a reminder that pro bono work does not merely solve legal problems; it improves lives in lasting ways, and strengthens trust in our justice system.

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None of this would be possible without the generosity of donors, the dedication of volunteers, and the support of our partners – a reminder that access to justice is a collective responsibility.

77

As we look to SG60, our task is not only to celebrate these contributions but also to ask ourselves how we can do more. Our nation's challenges are evolving – from the needs of Singapore's ageing population and migrant workers far from their families, to the growing demands on charities and non-profits who support vulnerable communities. Each of these calls for us to reimagine how pro bono work can remain responsive, innovative, and close to the ground.

Pro Bono SG is committed to bringing pro bono services closer to the communities that need them most. Alongside our Community Law Centres, which embed legal support within familiar, accessible spaces, we also established the **Transnational** Family Care Centre (TFCC) to stand alongside lower-income transnational families who often struggle to access conventional legal or social aid, while the Migrant Workers' Law Centre provides dedicated assistance to some of the most vulnerable in society. At the same time, we continue to raise awareness on emerging legal needs. This year,

legal talks covered topics such as Lasting Powers of Attorney, helping Singapore's ageing population plan for the future, and the Access to Justice Symposium highlighted the challenges faced by people with invisible disabilities, ensuring their needs are recognised across the legal system. Looking ahead, Pro Bono SG aims to strengthen the wider ecosystem, equipping charities, social enterprises and ground-up groups with the tools they need to serve their communities effectively.

This year also marks a milestone for our community: the 40th anniversary of the **Criminal Legal Aid Scheme (CLAS)**.
Thousands of lawyers have carried this scheme forward over the decades, embodying the principle that no one should face criminal proceedings alone simply because they cannot afford counsel. This legacy of service continues to inspire us to be bolder in reimagining how pro bono can meet the evolving needs of society.

None of this would be possible without the generosity of donors, the dedication of volunteers, and the support of our partners – α

reminder that access to justice is a collective responsibility. As the demand for our services grows, your continued support will be more crucial than ever.

In this SG60 year, I urge each of us – lawyers, partners, friends – to see pro bono not as charity, but as nation-building. It is about ensuring that the promise of justice and equality rings true for every individual, regardless of circumstance. It is about strengthening the social compact that binds us together as one people.

To all who have journeyed with Pro Bono SG, thank you for advancing justice together with us. As we mark SG60 and prepare to celebrate the 40th anniversary of the **CLAS**, let us continue to be bold in our vision, kind in our actions, and strong in our resolve – building a Singapore where justice is not only promised, but delivered.

Hi

Dinesh Dhillon Chairman

CEO's Message

Dear Friends and Supporters,

This year, guided by the theme Bolder, Kinder, Stronger: Advancing Justice Together, we reaffirm our commitment to building a Singapore where justice is not an abstract promise but a lived reality. As our nation approaches SG60, the work of strengthening our social compact has never been more important – and Pro Bono SG is determined to play our part.

In FY2024/25, our collective efforts reached 16,242 individuals and community organisations across all programmes under our three pillars – awareness, guidance and representation – demonstrating the tangible impact of our work. These achievements reflect the dedication of our volunteers, the generosity of our donors, and the trust of our partners in advancing access to justice for all.

Looking ahead, we will deepen our presence in communities, ensuring that access to justice remain close to those who need them most. Our Community Law Centres at Tian De Temple and Realm of Tranquility have shown the power of embedding socio-legal support within familiar community spaces. We will continue to grow this model, bringing services into the heartlands where residents feel comfortable seeking help.

In addition, we launched the Transnational Family Care Centre (TFCC) in partnership with South Central Community Family Service Centre – Singapore's first dedicated initiative for lower-income transnational families, who often fall outside formal legal and social



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In the coming year, we will deepen our efforts to empower charities, social enterprises and ground-up groups with the legal tools they need to operate effectively.

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aid schemes. By co-locating lawyers alongside social workers and family coaches, TFCC provides holistic support for families navigating issues such as divorce, custody, family violence, and immigration. In the same spirit, we launched the Migrant Workers' Law Centre (MWLC), a dedicated space to serve some of the most vulnerable members of our society. Leveraging Migrant Workers' Centre's deep engagement with the migrant worker community and our legal expertise, MWLC aims to create a more robust support ecosystem.

Our work also extends to strengthening the ecosystem that sustains access to justice. In the coming year, we will deepen our efforts to empower charities, social enterprises and ground-up groups with the legal tools they need to operate effectively. By equipping the non-profit sector with strong foundations, we are ensuring that their positive impact on society can grow sustainably.

We also recognise that the well-being of our legal community is integral to sustaining this mission. To this end, we rolled out the **Wellness Buddies Programme**, a peer-support initiative for lawyers. By fostering a culture of care within the profession, we hope to build resilience among our volunteers and partners, enabling them to serve the community with compassion and strength.

At the same time, 2025 marks a significant milestone for us: the 40th anniversary of the **Criminal Legal Aid Scheme (CLAS)**. We will

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As part of SG60, we are calling on you to activate your networks and contribute towards our legal programmes for the vulnerable and disadvantaged.



celebrate this occasion not only by reflecting on the achievements of thousands of lawyers who have carried this cause forward, but also by envisioning the future of criminal justice support in Singapore. A commemorative coffee table book will capture these stories, and the celebrations will reaffirm our enduring commitment to ensuring that accused persons in need are never left without representation.

We have been able to continue running essential services only because of the strong support of our community. Donations, which currently cover about 40% of our operating cost, remain a vital lifeline. As the demand for our services grows, this need will only increase. Your generous support will remain crucial in the year ahead, ensuring that we can meet the rising needs of the communities we serve.

That is why, as part of SG60, we are calling on you to activate your networks and contribute towards our legal programmes for the

vulnerable and disadvantaged. You can even create your own fundraising campaign to rally support. Together, we can channel resources towards building a Singapore where justice and equality are everyday realities.

Visit our campaign page at:



https://tinyurl.com/t3c2exfv

These initiatives are not ends in themselves. They are building blocks in a collective effort to shape a fairer, kinder, and stronger society. To each of you – volunteers, donors, partners – I extend my deepest thanks for your unwavering support.

As we step into SG60 and beyond, let us continue to be bold in our vision, kind in our actions, and strong in our resolve – advancing justice together, for all who call Singapore home, even if temporarily.

Tanguy Lim

Year's Milestones

15 July 2024

Launch of the Transnational Family Care Centre (TFCC)

Pro Bono SG, in partnership with the South Central Community Family Service Centre (SCC), launched the **Transnational Family Care Centre (TFCC)** to provide integrated social and legal assistance to families who are often not eligible for existing national schemes. It is the first social service initiative in Singapore dedicated solely to supporting vulnerable, lower-income transnational families in Singapore (families with at least one Singaporean or PR member). With funding support from the Diana Koh Fund through the Asia Community Foundation, Pro Bono SG has deployed full-time community lawyers to co-locate

at SCC, working alongside social workers and family coaches to provide integrated support. Common case types include divorce, maintenance, child-related matters, adoption, guardianship, mental capacity, family violence, and immigration matters.





18 July 2024

People's Association Community Spirit Merit Award _



Pro Bono SG was honoured with the Community Spirit Merit Award at the People's Association Community Spirit Awards – a milestone that recognises our commitment to making legal advice accessible and raising legal awareness in the community. Through our Community Legal Clinics@ CDCs and Community Centres/ Residents' Committees, as well as our partnership in Law Awareness

Weeks@CDCs, we have been able to empower residents with practical legal guidance and knowledge. This achievement, made possible through the invaluable support of the People's Association, the five Community Development Councils (CDCs), our volunteers, and community partners, affirms the collective spirit of collaboration and inspires us to continue advancing access to justice for all.

28 July 2024

The Migrant Justice League _



Now in its second year, **The Migrant Justice League**,
supported by The Majurity Trust
is a friendship-building cricket
tournament that engages the
migrant worker community
through the universal language of
sport. The initiative helps bridge
cultural and language gaps while
raising awareness of legal support

available to migrant workers. This year, 183 teams signed up, reaching over 2,000 migrant workers to raise awareness of Pro Bono SG's services. The event also helped improve the delivery of pro bono services by deepening lawyers' understanding of the migrant community's unique legal and social challenges.

21 September 2024

Law Awareness Weeks@CDC 2024 _

LAW@CDC, now in its tenth edition, is a nationwide initiative jointly led by the five Community Development Councils (CDCs) and Pro Bono SG, with support from a network of partners. The annual programme promotes legal awareness by educating residents on key community legal issues. This year's focus Law and the Environment - Building Sustainable Communities for the Future highlighted the CDCs' commitment to foster learning and build sustainable communities. By exploring environmental issues

through a legal lens, LAW@CDC 2024 fostered a sense of collective environmental responsibility, empowering individuals to build a more just and sustainable future together.



14 November 2024

Charity Transparency Award



Pro Bono SG received the Charity Transparency Award for the third consecutive year. This award by the Charity Council recognises our commitment to upholding the highest standards of transparency and accountability in all that we do. We share this honour with our Board, staff, partners, and donors, whose unwavering support and collaboration enable us to drive our mission forward and continue expanding access to justice for those who need it most.

15 December 2024

Signing of Memorandum of Understanding (MOU) with NTUC's Migrant Workers' Centre (MWC) ____

Pro Bono SG and NTUC's Migrant Workers' Centre signed an MOU to formalise the setup of a Migrant Workers' Law Centre, slated for launch in 2025. The centre will be staffed by a full-time Community Lawyer and Programme Coordinator based at the MWC. This collaboration aims to strengthen legal support and access to justice for Singapore's migrant worker community.



Year's Milestones

January 2025

Pro Bono Weeks 2025 _



Our inaugural Pro Bono Weeks celebrated the collective contributions to pro bono work – including legal professionals, law students and other skilled volunteers. Pro Bono Weeks featured a Fireside Chat with Pro Bono Ambassadors, the

Singapore Pro Bono Roundtable, and the launch of key resources: the Singapore In-House Legal Counsel Pro Bono Guide 2025, Governance Toolkit for Singapore Charities, and Employment Law Handbook for Charities. It concluded with Just Jalan 2025, a fundraising walkathon. This inaugural initiative stands as a testament to our community's enduring commitment to service, and aims to inspire future generations of lawyers to carry forward the pro bono spirit.





https://tinyurl.com/456tj5zb

8 February 2025

Just Jalan 2025

Over \$1.7 million was raised through **Just Jalan 2025** and other fundraising events – **Pro Bono Weeks** and the **Pro Bono Awards** – surpassing last year's fundraising efforts. **Just Jalan**, a community walkathon designed to rally support for access to justice, was held at OCBC Square at Singapore Sports Hub, featuring a hybrid format: a 5km walk, 8km run, and virtual walk option. This year's event brought together over 1,000 participants, including legal professionals,

students, volunteers, and members of the public. Donations came from law firms, individual donors, and peer-to-peer fundraising on the **Just Jalan** website. Proceeds go to Pro Bono SG's general fund which supports our programmes and operations, including Criminal Legal Aid Scheme (CLAS), Family Justice Support Scheme (FJSS) and Community Legal Clinic (CLC) – which provide vulnerable individuals with free legal advice, representation, and support.

Watch the highlights here:



https://tinyurl.com/4cb247k7



26 March 2025

Access to Justice (A2J) Symposium ___

The first-ever **Access to Justice** (A2J) Symposium focused on addressing legal challenges faced by persons with invisible disabilities. The symposium convened stakeholders across the judiciary, enforcement, legal, medical, and social service sectors, as well as the wider community, to explore how persons with invisible disabilities can be better supported at each stage of the justice system. The A2J Symposium aimed to develop practical solutions, share best practices, and foster crosssector innovation to improve access to justice for individuals with invisible disabilities.



28 March 2025

Pro Bono SG Awards 2025

The second edition of the Pro Bono SG Awards held at Fairmont Singapore, recognised individuals and organisations who have made exceptional contributions to advancing access to justice in Singapore. Graced by Guest of Honour Mr Edwin Tong SC, Minister for Culture, Community and Youth and Second Minister for Law, the event brought together Pro Bono SG's supporters, including top donors, volunteers, and partners. The Awards celebrated the tangible impact that legal services can

make to unserved and underserved communities, while reinforcing a strong culture of volunteerism in the legal sector and beyond.



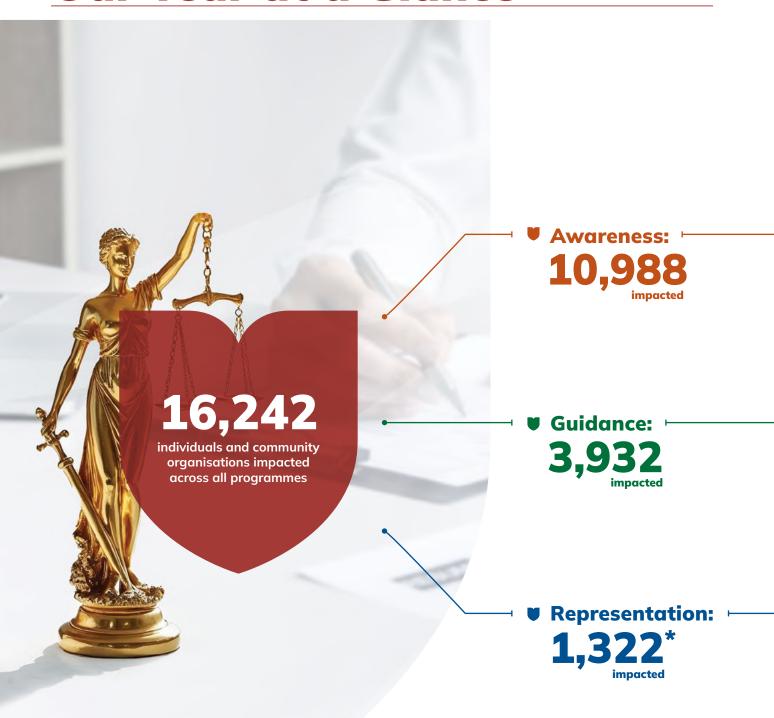


View other milestones at

https://www.probono.sg/press-room



Our Year at a Glance

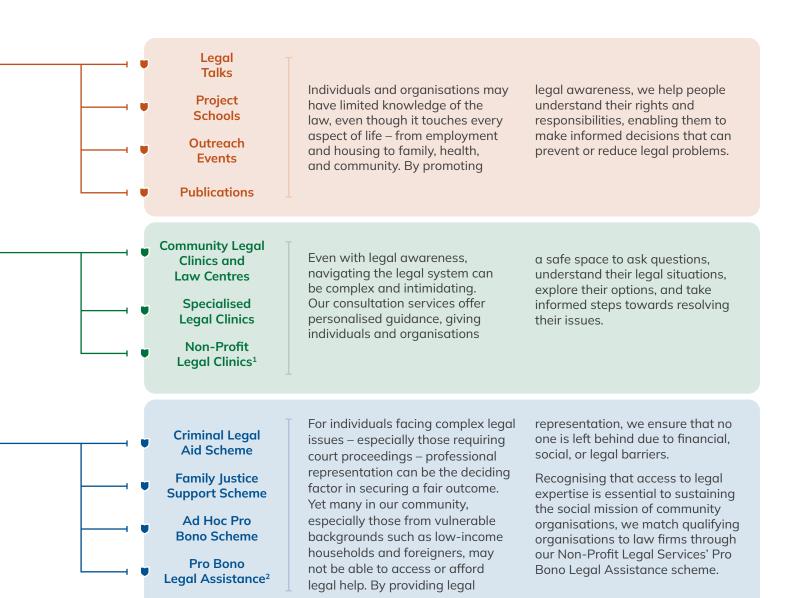


^{*} All applicants received basic legal advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

How We Help

Since 2007, Pro Bono SG has been dedicated to promoting access to justice for Singapore's vulnerable individuals and communities. In 2024, we deepened this commitment by bringing legal support into the heart of communities – meeting people where they are. Legal help is most effective when it is approachable, visible, and embedded in everyday life, and we remain committed to making the law less intimidating and more relevant to those we serve.

Our work is anchored in three key pillars: Awareness, Guidance, and Representation. Together, they form a continuum of support that empowers individuals and community organisations at every stage of their legal journey.



In the pages that follow, we showcase how these pillars came to life during the year through collaboration, innovation, and an expanding presence across Singapore's community spaces.

¹ Formerly known as Community Organisation Clinic

² Formerly known as Project Law Help

Awareness

Pro Bono SG empowers individuals and non-profit organisations with essential legal knowledge through various legal awareness initiatives. In FY2024/25, we reached 10,988 individuals through 74 legal literacy and awareness events – including talks, webinars, community events and online platforms, and many more through our publications made freely available online.

These efforts were delivered in physical, virtual, and hybrid formats to ensure accessibility and convenience for a wide audience. We also tailored topics to meet the needs of diverse groups, including migrant workers, arts practitioners, youths, and other specialised communities, helping them better understand legal rights and responsibilities relevant to their lives and work.

A key highlight this year was the inaugural Access to Justice (A2J) Symposium, which brought together stakeholders across legal, medical, social, and enforcement sectors to discuss legal barriers faced by persons with invisible disabilities.

Statistics

Total: **10,988**



Legal Talks
1,340
attendees



Avocates for the Arts Talks 197 attendees



Project Schools
949
attendees



LawWorks
Legal Primers
673
attendees



Migrant Workers Outreach Event 1,340 attendees



Law Awareness Weeks@CDC 2024

2,641 attendees



Non-Profit Organisation Talks

3,437 attendees (Formerly Community Organisation Talks)



Symposium
411
attendees

Legal Talks



There is strength in numbers – and this year, we harnessed the power of our partners' networks to bring legal literacy to more corners of the community. By collaborating with social service agencies, grassroots groups, and community organisations, we conducted legal talks tailored for staff, members, residents, and beneficiaries from a wide range of backgrounds.

These sessions, delivered by our volunteer lawyers in both

physical and virtual formats, were designed to be accessible, relevant, and audience-specific. Topics were grounded in real-life concerns – from neighbour disputes and advance legal planning to protection against family violence – and crafted to meet the needs of each group.

A standout initiative this year was a sector-wide webinar co-organised with the Ministry of Social and Family Development's

Office of the Director-General of Social Welfare. The session, A Guide to Legal Help Programmes, offered social workers a comprehensive, practical overview of existing legal schemes and referral processes. The session drew praise for being clear, actionable, and jargon-free - prompting calls for similar sessions to be incorporated into core social work training. This growing demand affirms a key belief we hold at Pro Bono SG: that legal literacy is a shared responsibility. And through the commitment of our partners and volunteers, we are making that knowledge more accessible, one conversation at a time.



18 legal talks were held.

Advocates for the Arts Talks

Building on the momentum of our Advocates for the Arts (AfA) publication launched in 2018, Pro Bono SG continued our mission to equip the creative community with essential legal knowledge. In close partnership with institutions like the Nanyang Academy of Fine Arts, LASALLE College of the Arts, and the Esplanade, we brought tailored legal talks to students, educators, and freelance practitioners across the arts sector.

In FY2024/25, we conducted three focused sessions, reaching close to

200 participants – from emerging artists to independent musicians. These talks tackled practical legal concerns in the creative space, such as intellectual property rights, managing contracts, and navigating freelance work.

Led by experienced lawyers with insight into the nuances of arts law, each session sparked thoughtful conversations and strengthened legal confidence among attendees.

Looking ahead, we will be engaging the arts community

through focus group discussions and workshops to co-create a refreshed edition of the *Advocates* for the *Arts* guide. Watch this space for the new edition – crafted by and for the creative sector.



197 participants attended four talks.

Awareness

Project Schools



Since 2012, **Project Schools** has played a vital role in cultivating civic awareness among students by equipping them with practical legal knowledge and encouraging responsible decision-making.

In FY2024/25, we delivered four in-person **Project Schools** sessions,

reaching nearly 1,000 students and educators. These sessions tackled pressing and often sensitive topics, such as sexual conduct and consent – particularly relevant in the context of today's digital and social environments. Through open, age-appropriate dialogue, students were empowered to

better understand their rights, responsibilities, and the broader legal landscape they live in.

One of the year's key highlights was welcoming students from Nanyang Girls' High School and Methodist Girls' School on learning journeys that offered a rare, behind-the-scenes look at Singapore's justice system. These immersive experiences helped ground classroom learning in real-world relevance and sparked thoughtful reflection on the law's role in everyday life.



LawWorks Legal Primers _

LawWorks, a long-standing collaboration between Pro Bono SG and NTUC, continues to provide working individuals with accessible, relevant legal knowledge. Described by NTUC Assistant Secretary-General Patrick Tay as a "three-piece meal", LawWorks comprises legal primers, the pocket series booklets covering various aspects of labour law, and legal clinics - together forming a comprehensive resource for workers navigating legal complexities in their personal and professional lives.

In FY2024/25, four legal primer webinars were conducted, drawing 673 participants. These sessions focused on emerging

and evergreen employment topics, including Flexible Working Arrangements, Restraint of Trade clauses, Intellectual Property Rights for Creatives, and legal considerations around the use of Generative Artificial Intelligence (GenAI). The content was designed to be timely, practical, and tailored to real-world workplace concerns.



We also launched a new *Pocket Series* guide on interpreting vehicle leasing agreements, with a dedicated legal talk organised for private hire drivers – a growing group facing industry-specific legal challenges.



https://bit.ly/2324LawWorks

Migrant Workers' Group _

In 2024, Pro Bono SG launched the Migrant Workers' Group (MWG) to foster deeper collaboration among NGOs and civil society organisations supporting migrant and domestic workers. With 20 member organisations and growing, MWG is becoming a key convenor in this space.

At its inaugural session in February 2025, 50 participants gathered to kickstart a twoyear journey of engagement. Highlights included plans for Focus Group Discussions with migrant workers, the upcoming Migrant Workers' Law Centre



@ MWC, and a compelling presentation by The Majurity Trust on systemic challenges. MWG will host four thematic convenings each year, covering topics from financial literacy to critical illness support – building a stronger, more responsive support ecosystem.



20 organisations joined the Migrant Workers' Group.

The Migrant Justice League



The second edition of **The Migrant Justice League**, a six-week cricket tournament, brought together over 2,000 migrant workers across 183 teams, celebrating friendship,

resilience, and justice. Supported by The Majurity Trust's Scaffold Fund, the tournament culminated in a lively finale at Ceylon Sports Club, with a S\$4,000 grand prize. More than a sporting event, the League encouraged migrant workers to access legal help and empowered them to support others in crisis. Lawyers also took to the field alongside workers, deepening mutual understanding and solidarity. These initiatives reflect Pro Bono SG's mission to break down barriers to justice – by meeting migrant communities where they are and working alongside them to protect their rights.



Over

2,000
migrant workers
participated in the
Migrant Justice
League.

Awareness

Law Awareness Weeks@CDC (LAW@CDC) ___



Since 2015, Law Awareness
Weeks@CDC (LAW@CDC) has
remained a cornerstone initiative
in advancing legal literacy across
Singapore. Organised by
Pro Bono SG in partnership with
the five CDCs and supported
by the People's Association, the
campaign has grown to include
legal and social sector partners
such as the law schools, SCCA
Pro Bono Chapter, and Singapore
Association of Social Workers.

LAW@CDC 2024, themed Law and the Environment – Building Sustainable Communities for

the Future, was launched at ITE College West on 21 September 2024 by Minister Edwin Tong, SC, alongside the five CDC Mayors and Pro Bono SG CEO, Mr Tanguy Lim.

This year's programme featured 13 curated webinars under two thematic series – *Green Justice*, which addressed topics like biodiversity, pollution laws, and waste management; and *Evergreen*, covering community-focused topics such as scam prevention, family violence, divorce,

2,641
participants
reached via
LAW@CDC.

and advance legal planning. Held virtually from 16 September to 7 November 2024, these webinars aimed to build both legal knowledge and civic resilience. Recordings remain accessible on our YouTube channel to benefit the wider public.

The campaign also included 22 in-person talks across community spaces. In total, LAW@CDC 2024 reached over 2,600 participants across its hybrid format.





https://tinyurl.com/3chjzrky

Non-Profit Organisation Talks

Over the past financial year, Pro Bono SG deepened our role as a legal education partner to the social sector through strategic collaborations with agencies such as the Charity Council, Commissioner of Charities, Ministry of Social and Family Development (MSF), and the National Volunteer & Philanthropy Centre (NVPC).

Together, we curated seven targeted webinars addressing timely legal and governance topics. Highlights included sessions on Incorporation Considerations for Organisations, Employment Law for Charities, Al and Pro Bono, and Strengthening Charities Against Money Laundering. A widely attended session – A Guide to Legal Help Programmes – also equipped the social service sector with practical referral tools.

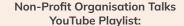
These webinars attracted strong interest, reaching 3,437 attendees from 986 organisations. Many more have accessed the recordings via our social media platforms. Encouragingly, several sessions spurred tangible follow-up action, including increased applications to the Commissioner of Charities and our Non-Profit Legal Services.

Beyond centrally organised sessions, Pro Bono SG also supported beneficiary-specific legal talks on essential topics



such as Wills, Lasting Power of Attorney (LPA), Deputyship, and The Human Organ Transplant Act (HOTA). Partners included Montfort Care, MINDS, Sheng Hong Welfare Services, and the Cerebral Palsy Alliance, among others.

These efforts reflect our ongoing commitment to empowering the social sector with the legal knowledge needed to better serve their communities.





https://tinyurl.com/4du5bz4x

LawGoWhere _

FY2024/25 marked the first full year of operations for LawGoWhere, a new digital initiative by Pro Bono SG in collaboration with the Ministry of Law. Officially launched on 22 March 2024, the platform recorded nearly 80,000 views.

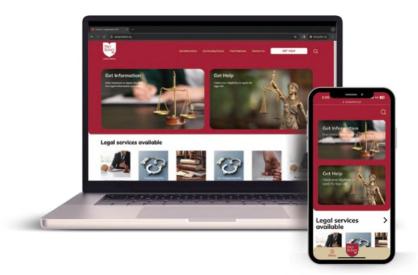
Designed as a first-stop, userfriendly web app, **LawGoWhere.sg** offers basic legal information and connects individuals to the right support services – helping them navigate common legal issues such as employment disputes, family conflicts, and more. It aims to empower users by making legal information more accessible, and improving access to support for those who need it most.



Check it out and help spread the word:



https://www.lawgowhere.sg/



List of Events



18 Legal Talks



4 LawWorks Legal Primers



7 Non-Profit Organisation



Advocates for the Arts Talks



1 Migrant Workers Outreach Event



1 Symposium



4 Project Schools Talks



35 Law Awareness Weeks@CDC 2024

Awareness

Legal Talks

Date	Торіс	Organisation
06 April 2024	Will Writing [Mandarin]	Bedok South Community Centre
27 April 2024	LPA, Deputyship, Wills and Trust [Mandarin]	MINDS
27 April 2024	LPA, ACP and Wills [Tamil]	Plan Today Roadshow (OPG, My Legacy, AIC)
28 April 2024	LPA, ACP and Wills [Malay]	Plan Today Roadshow (OPG, My Legacy, AIC)
22 June 2024	LPA, ACP and Wills [Tamil]	Plan Today Roadshow (OPG, My Legacy, AIC)
23 June 2024	LPA, ACP and Wills [Malay]	Plan Today Roadshow (OPG, My Legacy, AIC)
29 June 2024	LPA & Wills [Mandarin]	Senja-Cashew Community Centre
29 June 2024	LPA & Wills	Senja-Cashew Community Centre
10 July 2024	Employment Contracts and Disputes	PPIS
12 July 2024	Setting Up Home Based Businesses	Her Rise Above
17 July 2024	Workplace Harassment and Discrimination	PPIS
20 July 2024	LPA	Jalan Kayu Zone 1 Residents' Network
25 July 2024	The Legal Process of Divorce	Daughters of Tomorrow
17 August 2024	LPA, Deputyship, Wills and Trust	MINDS
03 September 2024	Planning for Golden Years	Moral Active Aging Centre @ Kaki Bukit
06 September 2024	Violence on Women	SINDA
08 March 2025	LPA, Deputyship, Wills and Trust	MINDS
14 March 2025	Wills, Probate, LPA and, Advanced Medical Directive	Tzu Chi Humanistic Youth Centre

Advocates for the Arts Talks

Date	Торіс	Organisation
31 August 2024	BayBeats Budding Bands Workshop	Esplanade
20 February 2025	Contracts	LASALLE College of the Arts
07 March 2025	Contracts and Dispute Management	LASALLE College of the Arts

Project Schools Talks

Date	Topic	Organisation
21 October 2024	Legal Pro Bono Sharing and Aspiration	Anchor Green Primary School
21 October 2024	Cyber Offences	Fuhua Secondary School
14 March 2025	Learning Journey	Nanyang Girls High
27 March 2025	Learning Journey	Methodist Girls School

LawWorks Legal Primers

Date	Торіс
05 July 2024	Breaking Chains or Breaking Rules: Flex Work and Restraint of Trade Clauses
02 September 2024	Understanding Fair Practices For Vehicle Leasing Agreement and Launch of the Guide on Interpreting Vehicle Leasing Agreement
05 September 2024	Intellectual Property Rights Contracting for Creatives
05 November 2024	Unlocking Gen Al: Legal Risks, Rights, and Responsibilities

Law Awareness Weeks@CDC 2024 Webinars

Date	Topic
16 September 2024	Your Backyard Sanctuary: Legal Protections for Singapore's Biodiversity
18 September 2024	Furry Friends, Fair Treatment: Understanding Animal Welfare Laws
23 September 2024	Dealing with or Encountering Family Violence?
30 September 2024	Be CyberSafe!
02 October 2024	Combatting Pollution: Towards a Greener and Better Singapore
07 October 2024	Help! I am a Victim of Online Harassment!
09 October 2024	Conflicts with Neighbours – Can This be Resolved?
16 October 2024	Protect Yourself – How to Spot and Avoid Scams
21 October 2024	Advance Legal Planning on Wills and End-of-Life Matters (Civil)
23 October 2024	Advance Legal Planning on Wills and End-of-Life Matters (Syariah)
28 October 2024	Divorce under Civil Law
29 October 2024	Divorce under Syariah Law
07 November 2024	Navigating the Employment Landscape

Awareness

Law Awareness Weeks@CDC 2024 Legal Talks

Date	Торіс	Organisation
26 September 2024	Advance Legal Planning	Thong Kheng Welfare Services Society
03 October 2024	LPA	Jalan Kayu Zone 1 Residents' Network
05 October 2024	LPA	Jalan Kayu Zone 1 Residents' Network
08 October 2024	Community Disputes [Bilingual]	SASCO @ West Coast Active Aging Centre
14 October 2024	Employment Matters [Bilingual]	SASCO @ West Coast Active Aging Centre
24 October 2024	Advance Legal Planning	NTUC Health Active Aging Centre (Mount Faber)
25 October 2024	Divorce & You (Syariah)	Kampong Chai Chee CO
26 October 2024	Advance Legal Planning	Sembawang West Zone B
26 October 2024	Advance Legal Planning	Sembawang West Zone E
02 November 2024	Employment Matters	Sembawang West Zone B
02 November 2024	Advance Legal Planning	Brickland CO
05 November 2024	Advance Legal Planning [Mandarin]	Sembawang Central Zone B Residents' Network
08 November 2024	Community Disputes (Mediation) [Mandarin]	NTUC Health Active Ageing Centre (Lengkok Bahru)
09 November 2024	Advance Legal Planning [Mandarin]	Chong Pang Zone 1 Residents' Network
09 November 2024	Advance Legal Planning	Marine Parade Community Club
09 November 2024	Advance Legal Planning	Braddell Heights Zone D Residents' Network
09 November 2024	Divorce & You [Malay]	Geylang Serai Malay Activity Executive Committee
16 November 2024	Community Disputes (Mediation) [Mandarin]	Marine Parade Community Club
16 November 2024	Community Disputes (Mediation) [Mandarin]	Sembawang West Zone E
20 November 2024	Advance Legal Planning [Bilingual]	Eunos Village Residents' Network
22 November 2024	Advance Legal Planning [Mandarin]	Marine Parade Community Club
30 November 2024	Employment Matters	Sembawang West Zone E

Legal Awareness Talks for Non-Profit Organisations

Date	Торіс	Organisation
04 April 2024	Hybrid: In Conversation with Commissioner of Charities and Charity Council 2024	Office of Commissioner of Charities and Charity Council
27 April 2024	Legal Talk: Considerations for Incorporating as a Registered Organisation	Temasek Foundation OSCAR Socials
30 May 2024 Webinar: Charities Lean Forward - 全面解析慈善机构董事的法律责任和职责 (Legal Liabilities C Board Members)		Office of Commissioner of Charities
27 June 2024 Pro Bono Roundtable: Navigating the Unchartered Waters of Artificial Intelligence and Pro Bono		Pro Bono Roundtable Consortium
17 July 2024	Webinar: A Guide to Legal Help Programmes	Office of the Public Guardian
19 September 2024	Webinar: Charities Lean Forward - Navigating Employment Law and HR Practices for Charities	Office of Commissioner of Charities
15 January 2025	Webinar: Charities Lean Forward: Strengthening Charities Against Money Laundering and Terrorist Financing – Next Steps	Office of Commissioner of Charities

Symposium

Date	Торіс	Organisation
26 March 2025	Access to Justice (A2J) Symposium	Office of Commissioner of Charities and Charity Council



Legal clinics remain a cornerstone of Pro Bono SG's mission to make justice accessible, especially for the underserved.

In FY2024/25, 3,932 individuals and community organisations received support through our growing network of legal clinics. These include long-standing Community Legal Clinics with the Community Development Councils, and targeted efforts like the Migrant Worker Legal

Clinic @ Angullia Mosque, Youth Community and Legal Clinic, and the Support Centre for Women Victims of Violence – each meeting people where they are, both in location and need.

We strengthened our heartland presence via two Community Law Centres and launched the **Transnational Family Care Centre** (TFCC) to serve lower-income, vulnerable transnational families.

Our partnership with the People's Association also grew, now extending to 28 Community Centres.

Beyond individuals, our Non-Profit **Legal Clinic** supported non-profits and grassroots groups with legal guidance, amplifying access to justice across communities. Whether in-person, online, or through partnerships, our clinics continue to be a trusted, accessible front door to legal support.

Statistics

Total: **3,932 Community Law** Non-Profit Community **Legal Clinics** Centres Legal Clinic 1,749 **1.752** individuals individuals organisations (Formerly Community Organisation Clinic) Advocates for the 2 Arts Legal Clinic LawWorks Specialised Legal Clinic Legal Clinics Migrant Worker Legal Clinic 412 Non-Resident individuals Legal Clinic Youth Community and Legal Clinic Support Centre for Women Victims of Violence

Community Legal Clinics

Pro Bono SG's Community Legal Clinics offer free consultations for individuals who cannot afford legal services and are facing personal legal issues in Singapore. Managed by a dedicated team of clinic managers, these clinics serve as the first port of call – with volunteer lawyers providing basic legal guidance and helping applicants navigate their next steps.

Run in partnership with the five Community Development Councils (CDCs), the core **Community Legal Clinics** served 1,749 individuals in FY2024/25. Clinics were offered

Top Five Case Types

- Divorce / PPO / Maintenance / Custody
- 2 Employment & Workplace Issues
- 3 General Service & Hire Agreements (Consumer service disputes)
- 4 Estate (Probate & Wills)
- 5 Mental Capacity / Guardianship / Deputyship / Adoption

in hybrid mode, with both virtual and in-person sessions available to meet applicants' preferences and access needs.

Physical clinics operate on weekday evenings at CDC offices in Central Singapore, North West, South East, and South West, while the clinic at North East is currently offering virtual consultations via Zoom. Feedback has been overwhelmingly positive – with many applicants sharing that the guidance was helpful and that they would take action based on the advice received.





1,749 individuals served at Community Legal Clinics.

Grateful to the time and service rendered by the team. This is such a needed service for those who cannot afford legal consult and are emotionally troubled with issues. This service can truly alleviate and support those in need.

77

Clinics Anchor Firms

Accenture Legal Group
Allen & Gledhill LLP
Baker & McKenzie.Wong & Leow LLC
Clasis LLC
Clifford Chance
CNP Law LLP
Dentons Rodyk & Davidson LLP
Drew & Napier LLC

Harry Elias Partnership LLP
K&L Gates Straits Law LLC
Lexton Law Corporation
Mishcon de Reya LLP
Morgan Lewis Stamford LLC
Morrison & Foerster (Singapore) LLP
Pinsent Masons MPillay LLP
Quahe Woo & Palmer LLC

Rajah & Tann Singapore LLP Shook Lin & Bok LLP Stephenson Harwood (Singapore) Alliance / Virtus Law LLP Tan Kok Quan Partnership Tan Rajah & Cheah TSMP Law Corporation WongPartnership LLP

Community Law Centres _

Pro Bono SG's **Community Law Centres** continue to serve as
vital access points for individuals
who face barriers to legal help –
whether due to mobility issues,
caregiving duties, or digital
exclusion.

Located in the heartlands – at Tian De Temple (Hougang) and Realm of Tranquility (Woodlands) – the centres work closely with Family Service Centres, Social Service Offices, and other frontline agencies to ensure legal assistance is embedded within the broader social support ecosystem.

In FY2024/25, our community lawyers supported 1,752

individuals, offering legal guidance, representation, and even home visits for clients unable to travel. They also provided crucial advice to community professionals managing complex social cases – exemplifying our holistic and compassionate approach to justice.



1,752 individuals supported at Community Law Centres.

Top Case Types

- 1 Divorce / Annulment
- 2 Maintenance / Custody, Care & Control / Division of Matrimonial Assets
- 3 Estate (Probate & Wills)
- 4 Criminal Matters
- 5 Employment Agreements & Workplace Issues
- 6 Property & Mortgages

i. Community Law Centre @ Tian De Temple and Community Law Centre @ Realm of Tranquility

Located in Hougang and Woodlands, Pro Bono SG's two **Community Law Centres** bring legal help closer to those facing mobility, digital, or social barriers. These centres embed legal assistance within trusted community spaces – offering



holistic support through close collaboration with social workers, donors, and volunteers.

The first centre opened in January 2023 at Tian De Temple, Singapore's first legal aid hub within a heartland setting. Housed in a container office, it has since built strong partnerships with nearby family service centres to address complex legal and social issues.

In January 2024, a second centre launched at Realm of Tranquility with support from the NCSS-Majurity Trust 4ST Fund and key donors. It builds on a wider community ecosystem, including daily TCM clinics, food distributions, and eldercare programmes.

The centres serve as a scalable model for accessible, community-based legal care across Singapore.



ii. Transnational Family Care Centre

In partnership with South Central Community Family Service Centre (SCC), Pro Bono SG launched the Transnational Family Care Centre (TFCC) on 15 July 2024. It is the first social service initiative in Singapore dedicated to supporting lower-income transnational families (families with at least one

Singaporean or PR member) who often fall outside national legal and social aid schemes.

Graced by Minister Indranee Rajah, the launch event showcased **TFCC's** unique approach to integrated care, combining legal, social, and community support.

With funding from the
Diana Koh Fund through the
Asia Community Foundation,
Pro Bono SG has deployed full-time
community lawyers to co-locate
at SCC, working alongside social
workers and family coaches under
The Inclusive Fund (TIF) to help
families navigate issues such as

divorce, custody, family violence, quardianship, and immigration.

Through legal outreach, multidisciplinary collaboration, and ecosystem-building, **TFCC** aims to empower families, strengthen frontline capabilities, and close critical justice gaps for one of the country's most vulnerable yet overlooked groups.



Non-Profit Legal Clinic

The Non-Profit Legal Clinic (NPLC) is a free, one-time session designed to help all nonprofits, including charities, social enterprises, and ground-up initiatives, get clarity on legal issues they face. Conducted by volunteer lawyers over Zoom during office hours, the clinic offers accessible legal guidance to help non-profits make betterinformed decisions. NPLC serves as a trusted first step in navigating legal concerns – referrals to other legal services may follow if more help is needed. In FY2024/25, the NPLC supported 19 organisations.

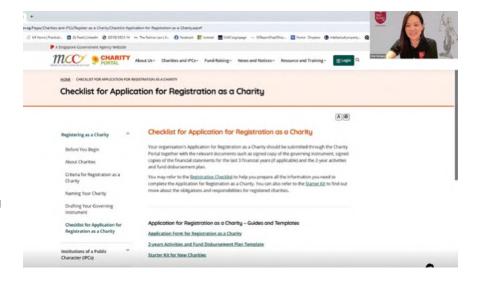
Top Five Case Types

1 Entity Legal Structure and Corporate Governance

44

- 2 Contracts and Agreements
- 3 Employment
- 4 Intellectual Property
- 5 Privacy, Confidentiality and Liability





The allocated volunteer lawyer is well-versed in intellectual property law and clarified my queries and explanations clearly and easily. She took the time to clarify the questions raised in order to avoid misunderstandings of the meaning, and she gave clear and simple explanations. I want to thank her for attending the video call despite feeling unwell, and I wish her a speedy recovery.

Pro Bono SG staff was really efficient throughout the entire process, from the moment I first connected with him to the actual conversation. He successfully hosted and facilitated the meeting. Kudos to him for ensuring that the questions presented were noted before the meeting.



Specialised Legal Clinics

To better serve Singapore's diverse and vulnerable communities, Pro Bono SG delivers a suite of specialised legal clinics tailored to meet the unique needs of specific groups. These clinics –

designed in response to trends observed over years of casework and insights from our partner agencies – provide focused legal support where it's needed most. Whether run independently by Pro Bono SG or in collaboration with trusted partners, each clinic addresses critical gaps in access to justice and ensures that help is not only available, but meaningfully relevant to those we serve.

i. Advocates for the Arts Legal Clinic



In support of Singapore's vibrant creative sector, Pro Bono SG continues to champion the Advocates for the Arts (AfA)

Legal Clinic – an initiative dedicated to addressing the distinct legal challenges faced by artists, creatives, and

Top Case Types

- 1 Contracts and Agreements
- 2 Privacy, Confidentiality and Liability

cultural practitioners. Through this specialised clinic, eligible applicants are matched with experienced volunteer lawyers who provide tailored legal guidance. This year, the AfA Legal Clinic supported two applicants, offering advice on matters ranging from privacy and confidentiality to liability and contract disputes – underscoring our commitment to empowering the arts community with accessible, expert legal support.

ii. LawWorks Legal Clinic

LawWorks, our long-standing partnership with NTUC, continues to serve as a trusted legal touchpoint for working individuals.

Held monthly and tailored primarily to employment-related concerns – while also addressing a range of community legal issues – this specialised clinic provided vital legal guidance to 64 NTUC members in FY2024/25. By offering accessible and practical



individuals received vital legal guidance from LawWorks.

support, **LawWorks** empowers workers to better understand their rights and options.

Top Four Case Types

- 1 Workplace Issues
- 2 Estate / Probate / Wills
- 3 Divorce / Custody
- 4 Landlord / Tenant

iii. Migrant Worker Legal Clinic



Running since 8 May 2022, the Migrant Worker Legal Clinic offers a safe and trusted space for free legal guidance tailored to the needs of migrant workers in Singapore. Held on Sundays at Angullia Mosque in Little India – a culturally familiar location – the clinic features multilingual interpreters, simplified registration, and flexible consultation options, both in-person and online.

Designed for accessibility and care, the clinic also provides pathways to follow-up support, including legal representation and casework assistance. In FY2024/25, it supported 121 migrant workers, with nearly 70% attending in person – underscoring the importance of culturally sensitive, community-based legal aid.

Top Five Case Types

- 1 Salary Claims
- 2 Criminal Cases
- 3 Injury Claims
- 4 Scams; Wrongful Dismissal
- 5 Employment Agent



121 migrant workers supported.

iv. Non-Resident Legal Clinic

Pro Bono SG launched Singapore's first dedicated legal clinic for foreigners who are not part of a local household or the migrant worker community – a group that often lacks access to legal support.

Operating virtually on the second and fourth Friday of each month since September 2022, the Non-Resident Legal Clinic provides a safe, accessible platform for vulnerable non-residents to seek free legal guidance on a wide range of personal legal issues. In FY2024/25, the clinic supported 96 individuals, reaffirming our commitment to ensuring access to justice for all who live and work in Singapore, even if only temporarily.



96
individuals
supported
by NonResident
Legal Clinic.

Top Five Case Types

- 1 Employment & Workplace Issues
- 2 Divorce / PPO / Maintenance / Custody
- 3 Landlord / Tenant
- 4 Intentional Harassment (Assault, POHA)
- 5 Criminal Charges; General Service & Hire Agreements (Consumer service disputes)

v. Support Centre for Women Victims of Violence (for members of the French community in Singapore)

A unique cross-border initiative, the Support Centre is a collaboration between Barreau de Paris Solidarité and the Law Society of Singapore, administered by Pro Bono SG. It offers a safe and confidential space for Frenchspeaking expatriate women in Singapore affected by violence.

At the centre, women receive initial legal advice on French law from a Barreau de Paris Solidarité lawyer, supported by Singapore-qualified volunteer lawyers who guide them through local legal processes. Beyond legal support, the centre connects clients to counselling, emergency housing, and other vital

services through a trusted partner network.

In FY2024/25, the centre supported four individuals – each case a testament to the life-changing value of timely, coordinated help in times of crisis.

vi. Youth and Community Legal Clinic

Tailored for individuals aged 35 and under, the Youth Community and Legal Clinic adopts a peer-to-peer model – matching young applicants with volunteer lawyers closer in age. This thoughtful approach builds trust and relatability, helping youth feel seen and supported as they navigate personal legal challenges.

With lawyers attuned to the realities of youth experiences, the clinic offers guidance that is both empathetic and actionable. In

FY2024/25, it supported 125 youth applicants, equipping them with the clarity and confidence to move forward.



125 youth applicants received legal guidance.

Top Five Case Types

- 1 Employment & Workplace Issues
- 2 Divorce / PPO / Maintenance / Custody
- 3 General Service & Hire Agreements (Consumer service disputes)
- 4 Personal Loan (between individuals)
- 5 Criminal Charges

Network Clinics

Adding to the list of **Community Legal Clinics** and specialised legal clinics, and in alignment with our mission to bring access to justice closer to vulnerable and marginalised individuals,

Pro Bono SG extends support and resources to any legal clinic or organisation that chooses to join the network through the signing of a Memorandum of Understanding (MOU). Being a network clinic

under the Pro Bono SG umbrella offers several benefits, including professional indemnity insurance for volunteer lawyers, assistance with volunteer recruitment, training for staff and volunteers, and access to resources.

i. Network Clinics in Collaboration with People's Association

There are currently about 22 Community Clubs that are part of the network clinics family under the MOU signed between Pro Bono SG and the People's Association. Through these, legal help is delivered to neighbourhoods island-wide. Pro Bono SG supports these network clinics through capability-building webinars and publications, volunteer call-outs, and operational infrastructure assistance.



ii. Non-PA Network Clinics

We also have six Network Clinics that are in collaboration with other esteemed partners, such as SHECARES@SCWO, Catholic Lawyers Guild (Singapore), Eurasian Association, Persatuan Pemudi Islam Singapura (PPIS) Legal Consultancy, Singapore Sindhi Association and Singapore Management University.

At Pro Bono SG, we believe in justice for all – especially the most vulnerable. Our core legal representation initiatives make this vision real through three flagship schemes: the Ad Hoc Pro Bono Scheme (AHPBS), Criminal Legal Aid Scheme (CLAS), and Family Justice Support Scheme (FJSS). Applicants undergo means and merits assessments to ensure support reaches those who need it most.

We also continue to strengthen the non-profit sector through Pro Bono Legal Assistance (PBLA) which connects qualifying non-profits with volunteer law firms offering pro bono corporate legal support, empowering them to focus on their missions with legal peace of mind.

Our Criminal Legal Clinic offers help to individuals who face charges

and do not qualify for legal aid but are unable to afford representation. These one-on-one sessions provide essential support, helping individuals better understand their legal rights and options.

In FY2024/25, we supported 1,322 individuals and community organisations, bringing us closer to a more just and inclusive society.

Statistics

Total: **1,322**



Ad Hoc Pro Bono Scheme

referrals received

referrals granted aid and assigned



Criminal Legal Aid Scheme

applications received

applications granted aid and assigned (total)

referrals from Public Defender's Office (PDO)

2# applications granted aid and assigned (total)

*Not all referrals from the PDO will be assigned. Some referrals are conditioned upon co-payment. Those that do not make co-payment will be deemed rejected.



Criminal Legal Clinic individuals



Family Justice Support Scheme

313 applications received

applications assigned under the Pro Bono track

applications referred to lawyers under the Modest Means track



Pro Bono Legal Assistance

organisations (Formerly Project Law Help)

^{*} All applicants received basic legal aid advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG.

[#]Not all referrals from the PDO will be assigned. Some referrals are conditioned upon co-payment. Those that do not make co-payment will be deemed rejected.

Ad Hoc Pro Bono Scheme _

The Ad Hoc Pro Bono Scheme (AHPBS) provides free legal representation for individuals with urgent and exceptional legal needs who do not qualify for existing legal aid schemes. These are often individuals facing serious legal challenges but whose circumstances fall outside conventional eligibility.

Referrals come through trusted partners – including the Courts, social service agencies, government bodies, other legal aid schemes, and private lawyers – and are assessed for means and merits before being matched with a volunteer lawyer.

In a legal system that can feel overwhelming, **AHPBS** provides timely support to those most in need – reinforcing our belief that no one should be left to face a serious legal challenge alone. In FY2024/25, **AHPBS** received 107 referrals, with 42 cases assigned to volunteer lawyers.



107
referrals
received for
AHPBS.

Top Three Case Types

- 1 Civil
- 2 Criminal
- 3 Family

Criminal Legal Aid Scheme (CLAS) _

Since its beginnings as a grassroots initiative in 1985, the Criminal Legal Aid Scheme (CLAS) has been a cornerstone in advancing access to justice in Singapore's criminal justice landscape. At its heart is a simple principle: to ensure that accused individuals do not navigate the criminal justice system alone due to financial constraints.

CLAS supports accused persons in Singapore in two key ways:

- 1. By providing direct assistance to those who do not qualify under the national legal aid schemes (e.g. foreign accused persons), are unable to afford a lawyer, and are facing charges in a Singapore court for non-capital offences under statutes covered by CLAS.
- 2. Co-delivering legal aid alongside the Public Defender's Office (PDO) to eligible Singaporeans

and Permanent Residents who qualify under the national legal aid scheme. Approximately 40% of the total number of cases processed by the PDO is referred to **CLAS** for assignment to its volunteers and in-house lawyers.

In FY2024/25, CLAS received 401 direct applications, providing full legal representation to 140 individuals, while offering crucial legal guidance and referrals to others. CLAS also received 429 referrals from PDO, representing 392 individuals under this collaboration.

This year also saw the continued rollout of the **Criminal Legal Clinic** by the **CLAS Fellowship** – a key initiative for applicants who narrowly miss the PDO's means test and are otherwise left without legal support. The clinic offers them basic guidance and, where appropriate, pathways to further pro bono representation.



401 applications received for **CLAS**.



429 referrals received from **PDO**.

In FY2024/25, the clinic supported 59 individuals, expanding the safety net for underserved accused persons.

CLAS MOU Partners

Abbots Chambers LLC
Allen & Gledhill LLP
Damodara Ong LLC
Dentons Rodyk & Davidson LLP
Drew & Napier LLC
Eldan Law LLP
Forte Law LLC

Gloria James-Civetta & Co Harry Elias Partnership LLP Kalidass Law Corporation Kennedys Legal Solutions Pte Ltd K&L Gates Straits Law LLC Oon & Bazul LLP PDLegal LLC Peter Low Chambers LLC Shook Lin & Bok LLP Tembusu Law LLC Tito Isaac & Co LLP TSMP Law Corporation WongPartnership LLP

Family Justice Support Scheme

The Family Justice Support Scheme (FJSS) bridges critical gaps in access to family law support.

FJSS targets two key underserved groups in matrimonial matters:

1. Litigants who narrowly miss the Legal Aid Bureau (LAB)'s means test and yet cannot afford standard legal fees. Through the Modest Means Track, these individuals are matched with volunteer family lawyers who offer their expertise at reduced fees, easing the financial burden without compromising quality legal support.

2. Foreign spouses with
Singaporean children who meet
the means threshold but are
ineligible for national legal aid
due to their residency status.
Under the Pro Bono Track,
such eligible applicants receive
full legal representation free of
charge, ensuring no family is left
without access to justice.

Over the course of FY2024/25, FJSS handled 313 applications, providing full legal representation to 29 applicants via the **Pro Bono Track** and connecting 39 clients with panel lawyers offering affordable legal services under the **Modest Means Track**. This impactful programme exemplifies Pro Bono SG's commitment to delivering tailored, equitable family justice support for all in need.



313 applications received for FJSS.

Pro Bono Legal Assistance _

Pro Bono Legal Assistance (PBLA) is a matching service for non-profit organisations – including charities, social enterprises, and other community groups – that require support with complex, non-litigious legal matters. These may include reviewing contracts, establishing governance structures, navigating regulatory requirements, or addressing other corporate or commercial issues.

Eligible organisations that meet the means test criteria are matched with a volunteer law firm, which formally takes them on as a pro bono client, providing high-quality legal support at no cost. The goal of **PBLA** is to journey with non-profits as they do good – meeting them at every point of legal need so they can operate with clarity and confidence.

In FY2024/25, **PBLA** supported 13 organisations, helping them build capacity, manage legal risks, and grow their impact.



organisations supported by Pro Bono Legal Assistance.

Our Lawyers



Sadhana Rai Chief Representation Officer



Pramnath Vijayakumar
Deputy Director and
Head of Legal Operations



Foong Ke Hui Community Law Advocate



Goh Qian Hui Community Law Advocate



Kevin HoCriminal Legal Aid Scheme Advocate



Yip Jian Yang Criminal Legal Aid Scheme Advocate



Nur Shukrina Community Lawyer, Migrant Workers' Initiative



Benedict Koh Criminal Legal Aid Scheme Fellow



Siddartha Bodi Criminal Legal Aid Scheme Fellow



Sujesh Anandan Criminal Legal Aid Scheme Fellow



Poh Wen Jing Community Law Fellow



Sherah Tan Community Law Fellow

Pro Bono SG's unwavering mission to advance access to justice is powered not only by our vast network of volunteer lawyers, but also by the passion and expertise of our dedicated in-house community legal team. This dynamic group – comprising both vibrant junior Fellows and experienced Community Law Advocates – works tirelessly to deliver vital pro bono legal services across multiple fronts.

From providing essential guidance at our Community Law Centres and Criminal Legal Clinic, to representing vulnerable individuals under our CLAS, FJSS, and AHPBS schemes, our community lawyers bring both heart and skill to every case they handle.

Led by the Chief Representation Officer and Deputy Director of our Representation Department – both practising community lawyers themselves – the team embodies commitment and compassion, championing justice for all, regardless of background or means.

At Pro Bono SG, we are proud to support and empower these exceptional legal professionals as they continue to transform lives and strengthen our community through meaningful access to justice.

Find out more about our lawyers:

https://www.probono.sg/ our-community-lawyers/



Statistics



964

new volunteers were recruited in FY2024/25



7

lawyers took on at least one case and provided pro bono legal representation under the Family Justice Support Scheme



14

lawyers and six law firms volunteered for Non-Profit Legal Clinics and Pro Bono Legal Assistance



377

lawyers volunteered at legal clinics



195

volunteers mobilised for legal awareness outreach



154

volunteer lawyers took on at least one case under the Criminal Legal Aid Scheme and/ or cases referred to CLAS by the Public Defender's Office (PDO)



76

volunteers helped out at Migrant Worker Legal Clinic



456

students volunteered across all schemes



34

volunteer lawyers engaged at 581 sessions of the On-Site Legal Clinic (OSLAS) at the State Courts



11

volunteer lawyers engaged at 81 sessions of the **On-Site Legal Clinic (OSLAS)** at Supreme Court



18

volunteer lawyers engaged at 53 consultations for SHECares network clinics



1,751

volunteers attended 17 webinars

Skills-based volunteers play a pivotal role in advancing our access to justice services. FY2024/25 was an impactful year, marked by the commitment of volunteers who generously contributed their time, talent, and treasure. With the strong support of 20 CLAS MOU firms, 23 law firms anchoring our Community Legal Clinics, 615 active volunteer lawyers, 456 interns and law students – mostly from National University of Singapore (NUS), Singapore

Management University (SMU), and Singapore University of Social Sciences (SUSS) – and 271 other non-legally trained volunteers, our work was made possible and impactful.

Over the course of the year, 964 new volunteers joined our network, bringing fresh perspectives and energy to our mission.

Our Volunteer Engagement team adopts a **Volunteer Management Framework** that sets out clear guidelines for effective volunteer management, covering recruitment and placement, retention, supervision and review, and capability-building. New volunteers undergo onboarding briefings and commit to our Volunteer Code of Conduct, which emphasises confidentiality and compliance with the Personal Data Protection Act 2012. To further equip our volunteers, we organise continuous training sessions that enhance their capacity to serve while prioritising the privacy and well-being of our service users.

Volunteer Survey _

In October 2024, Pro Bono SG conducted a **Volunteer Survey** which revealed encouraging insights. Among respondents,

73% had been active in the past year. The top motivations for volunteering cited were that Pro Bono SG's mission of advancing access to justice resonated with them, as well as opportunities to apply and develop their skills.

Survey Results





84% would continue to volunteer with Pro Bono SG.



82% strongly agreed or agreed that their contributions were meaningful.



60% felt a sense of belonging within the Pro Bono SG community.



85% would recommend volunteering with Pro Bono SG to friends and family.

Recruitment

As our organisational needs evolved, so too did our recruitment approach, becoming more targeted and intentional. In FY2024/25, we recruited 964 new volunteers, eager to contribute their diverse perspectives and skill sets to advancing access to justice. Most shared that they first learned about our work through the Law Society

of Singapore, their law firms, or social media.

A key highlight was the Mass Call event at the Supreme Court on 19 and 20 August 2024, where we engaged newly called lawyers on the importance of giving back through our initiatives, and how their legal skills can directly support individuals in need.



Engaging Our Volunteers _

Throughout the year, we maintained open and transparent dialogue with our volunteers through regular communications, social media updates, and active

feedback channels. A range of initiatives – including volunteer appreciation events, the Pro Bono SG Awards, training and networking sessions, and targeted

meetings – helped foster a strong sense of community, strengthening relationships and sustaining a committed and engaged volunteer base.

i. Community Impact Week with Morgan Lewis Stamford

During Morgan Lewis Stamford's Community Impact Week on 26 June 2024, we had the opportunity to present to 30 practitioners about our work and the growing impact of our expansion into the heartlands with the opening of Community Law Centre branches in Hougang and Woodlands. We also shared new volunteering opportunities available to support our mission. We are grateful to Morgan Lewis Stamford for consistently supporting our work across a range of pro bono initiatives that benefit not only individuals but also community organisations.





ii. Pro Bono Roundtables

Over the course of the year, Pro Bono Roundtables were hosted as platforms for information exchange and networking on pro bono opportunities, with participation from foreign-qualified lawyers and in-house counsel. These sessions were hosted by Hogan Lovells Lee & Lee on 26 August 2024, and Bloomberg on 7 November 2024 for a special joint Roundtable with PlLnet Hong Kong, conducted in a hybrid format. The Roundtables continue to spark ideas and foster collaborations through the sharing of experiences, case studies, and themed discussions.



iii. Chat with a Volunteer Lawyer sessions

One of the most valued aspects of interning with us, as reflected in feedback, has been the chance to sit in with lawyers and observe how they guide applicants through their legal matters. To expand this exposure, we launched fortnightly Chat with a Volunteer Lawyer sessions on 26 April 2024, giving interns the opportunity to engage directly with practitioners, ask questions about legal practice, and learn from their pro bono journeys. The response from students has been excellent - these sessions not only help future lawyers gain practical insights they may not encounter elsewhere, but also allow our volunteer lawyers to connect with and mentor the next generation. Over the year, 23 volunteer lawyers met with 178 interns through these sessions.









iv. Summer Internship and Insight Week programmes

We were delighted to host A&O Shearman's student interns at our Community Law Centre in Hougang on 5 July 2024 as part of their Summer Internship, and again on 18 July 2024 at Realm of Tranquility in Woodlands during their **Insight Week** programme. These visits offered the interns a unique opportunity to immerse themselves in the pro bono space. Following a tour of the grounds to understand the needs on the ground, 17 interns learned what community law looks like in practice and how it bridges gaps for some of the most socially excluded members of society. Through role play sessions on Criminal, Family, and End-of-Life issues, the students experienced firsthand what it means to be a community lawyer and the



challenges faced by our pro bono applicants. By sharing the importance of pro bono, we hope to plant seeds in the next generation – encouraging them to become probono champions in their own right.

Partnerships for Volunteerism

Collaborations are central to Pro Bono SG's mission of advancing access to justice. In FY2024/25, we deepened partnerships with law firms, social service agencies, family service centres, and SG Cares Volunteer Centres in Ang Mo Kio, Punggol, Sengkang, and Hougang, enabling us to mobilise volunteers and extend our reach to vulnerable communities.

We also worked closely with PEGUAM, who mentored and trained our Fellows on Syariah law matters, strengthening our volunteers' knowledge and skills to better support Muslim service users. Through these partnerships, Pro Bono SG can effectively harness collective expertise, engage and empower skills-based volunteers, and deliver meaningful impact where it is needed most – reinforcing our role as a catalyst for accessible justice for all.



PEGUAM would like to thank Pro Bono SG for the opportunities to collaborate, and for being open to our proposals. We hope that the contributions of our members and volunteers have been meaningful and

helpful thus far, and we look forward to a long and mutually beneficial partnership

Imran Rahim, PBM, Chairman of PEGUAM



Volunteer Training and Capability Building

Equipping volunteers with skills and knowledge to navigate complex legal issues with empathy remains a priority at Pro Bono SG. In FY2024/25, 1,751 volunteers attended 18 tailored training sessions covering court processes, legal advocacy, and client engagement. Highlights included:

 Volunteer Capacity Building (16 May 2024): Understanding the Protection from Harassment Court addressed one of the most common issues at our Community Legal Clinics.

- Managing and Engaging Clients with Trauma (18 October 2024): Practical insights on supporting vulnerable clients sensitively and effectively.
- Annual CLAS Training (2 September – 7 November 2024):

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16 sessions covering topics such as Ethical Obligations of Criminal Defence Counsel, Digital Forensics, Al and Technology, and Supporting Vulnerable Accused Persons with Psychiatric, Psychological, or Intellectual Challenges.

These efforts ensure our volunteers are well-equipped to deliver high-quality, client-centred legal support.



Approach pro bono work with an open mind and a willingness to learn. It offers a deeper understanding of people

from different walks of life and fresh perspectives on society. This will help you apply legal knowledge in a way that has a meaningful impact. The ability to bridge legal expertise with real-world social issues is an invaluable lesson for any lawyer.

Muslim Albakri, Volunteer for Criminal Legal Aid Scheme



A few CLAS cases I took involved young offenders from dysfunctional families. Navigating with them through the

criminal justice system was not always smooth-sailing, but it's heartwarming when I witness them rebuilding their confidence, chart their own paths and lead a crimefree life after serving time. No matter how big or small your contributions are, every bit counts. Your efforts will touch lives.

Bozy Lu, Outreach Volunteer

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Celebrating Our Volunteers

In FY2024/25, Pro Bono SG organised and co-hosted a series of events to recognise the invaluable contributions of our volunteers, law firms, and partners. These gatherings celebrated achievements, showcased exemplary work, and expressed our gratitude to those who support our mission of advancing access to justice.

Law Awareness Weeks@CDC Launch (21 September 2024):

Top Community Legal Clinics volunteers, Anchor Law Firms, and 62 speakers and moderators across 22 legal talks and 13 expert-led webinars were acknowledged with certificates of appreciation presented by the Mayors.

LawWorks Volunteer Appreciation Dinner (1 November 2024):

Volunteer lawyers supporting the LawWorks partnership with NTUC – through monthly legal clinics and quarterly legal primers reaching 643 participants – were honoured for their dedication and impact.

Volunteer Appreciation Event (18 October 2024):

Over 100 volunteers came together to network, connect, and celebrate

their shared commitment to pro bono service through an evening of food, fun, and games.

Pro Bono Awards (28 March 2025):

This annual event recognised the top volunteers of 2024, highlighting the collective effort of volunteers, law firms, partners, and donors in delivering meaningful legal support to Singapore's most vulnerable – a true testament to the strong spirit of pro bono collaboration.





Pro Bono Weeks

The inaugural **Pro Bono Weeks** campaign, held from 13 January to 8 February 2025, marked a significant milestone in Singapore's pro bono landscape, coinciding with SG60. The initiative brought

together the legal community – including local and foreign law firms, in-house counsel associations, and institutes of higher learning – to advance access to justice, drive fundraising, launch key resources,



and foster meaningful sector-wide engagement.

Aligned with Singapore's commitment to a fair and just society, the campaign empowered volunteers, shared best practices, and strengthened support for underserved communities. In reflecting on SG60, Pro Bono Weeks embodied the nation's spirit of resilience, unity, and social responsibility, reinforcing the values of fairness and justice while raising awareness and resources to further Pro Bono SG's mission of making justice more accessible in a more inclusive society.



Fireside Chat with Pro Bono Ambassadors on 13 January 2025

The Pro Bono Weeks campaign kicked off on 13 January 2025 with a Fireside Chat at Singapore Management University, coinciding with the Opening of the Legal Year. The session featured distinguished Pro Bono Ambassadors Mr Abraham Vergis SC, Mr Josephus Tan, Ms Peggy Sarah Yee, and Ms Viviene Sandhu, who shared their experiences and insights on the importance of pro bono work. Approximately 60 law undergraduates and aspiring lawyers attended, gaining valuable guidance and inspiration from these champions of access to justice, and learning how their skills and contributions can make a meaningful difference in the community.

Pro Bono Roundtable on 20 January 2025

On 20 January 2025, a **Pro Bono Roundtable** was hosted at A&O Shearman, bringing together around 25 participants, including lawyers, law undergraduates, and social impact professionals. Attendees shared their motivations, experiences, and best practices in delivering pro bono projects, highlighting the diversity and impact of initiatives that advance access to justice across the community.

Launch of The Governance Toolkit and Employment Law Handbook for Singapore Charities

Pro Bono SG launched two resources to help Singapore charities strengthen governance and employment practices:

- 1. The Governance Toolkit for Singapore Charities – Created with insights from expert contributors, this comprehensive resource helps charities meet their corporate governance responsibilities with practical templates, policies, and guidelines.
- 2. The Employment Law
 Handbook for Singapore
 Charities Developed with the
 generous support of Latham
 & Watkins LLP, this guide
 simplifies employment law and
 includes ready-to-use templates.



Just Jalan Walk for Justice Fundraiser on 8 February 2025

Culminating Pro Bono Weeks, the annual **Just Jalan Walk** for Justice took place on 8 February 2025, featuring both virtual and in-person components, bringing together volunteers, partners, supporters and the general public to raise funds for access to justice initiatives.



Launch of the In-House Counsel Pro Bono Guide on 22 January 2025

The revised In-House Counsel Pro Bono Guide was unveiled on 22 January 2025 at the DLA Piper offices, in collaboration with DLA Piper and the Singapore Corporate Counsel Association (SCCA). The launch attracted close to 45 in-house counsels, who explored the pro bono projects undertaken by award-winning teams from Accenture and Bloomberg, and gained practical insights on integrating pro bono work within corporate legal practice.

Download free resources:



https://www.lawgowhere.sg/ get-information/

Volunteer Recognition

Top Volunteers _____

S/N	Name	Scheme	
1	Alwyn Tan	Community Legal Clinics (CLC)	
2	Ashvin Hariharan	Criminal Legal Aid Scheme (CLAS)	
3	Asoka Markandu	Criminal Legal Aid Scheme (CLAS)	
4	Aw Chee Yao	Community Organisation Clinics	
5	Ben Chester Cheong	Outreach (CLC Committee)	
6	Chooi Jing Yen	Criminal Legal Aid Scheme (CLAS)	
7	Daniel Ow	Community Legal Clinics	
8	Dhaniyah Binte Hishammudin	Community Legal Clinics, CLC Committee	
9	Dinesh Dhillon	Ad Hoc Pro Bono Scheme (AHPBS)	
10	Glenn Sim	Community Legal Clinics	
11	Ian Choi	Community Legal Clinics	
12	Joan Lim-Casanova	Community Legal Clinics, CLC Committee	
13	Lai Ying Ying Jenny	FJSS	
14	Lim Lei Theng	Criminal Legal Aid Scheme (CLAS)	
15	Bozy Lu	Outreach (PLH Committee, Law Awareness)	
16	Lyn Boxall	Outreach (PLH Committee, Law Awareness, Publications)	
17	Melvin Loh	Community Legal Clinics Committee, Law Awareness	
18	Muslim Albakri	Criminal Legal Aid Scheme (CLAS)	
19	Nila Ibrahim Beazer	Community Legal Clinics	
20	Nicole Carmen Tan Yi	Outreach (PLH Committee, Publications)	
21	Nur Hijazi Jaffar	Community Legal Clinics	
22	Richard Siaw	Community Law Centre	
23	Stephanie Kwara	Community Legal Clinics	
24	Tan Sean Odelia	Community Legal Clinics	
25	Tran Le Luu Phuong	CLC Committee, Interpreter	

Special Recognition _____

S/N	Name/ Organisation	S/N	Name/ Organisation
1	Goh Hwang Joo	3	Mok Bee Eng
2	Matthew Chow	4	PEGUAM

S/N	Name/ Organisation	
5	Siddhartha Bodi	
6	Sreeraam Ravenderan	

Volunteer Recognition

Pro Bono Ambassador 2024/2025



Viviene Sandhu has been an inspiring force at Pro Bono SG since 2019, making remarkable contributions across Law Awareness, the Ad Hoc Pro Bono Scheme, the Family Justice Support Scheme, and the Migrant Worker Legal Clinics. Her advocacy has amplified public awareness through media engagements on CNA938 and during Law Awareness Weeks@CDC.

Law Awareness Weeks@CDC, while her work directly impacts lives – most notably securing justice and compensation for domestic worker Yuni Dewi Lestari, a survivor of abuse from her employer.

Her influence extends beyond individual cases. Viviene mentors emerging community lawyers and leads volunteer training, including the highly acclaimed May 2024 session on *Understanding the Protection from Harassment Court* alongside District Judges, which equipped over 1,000 volunteer lawyers with practical skills to support those in need. Through her guidance, she strengthens Pro Bono SG's volunteer capacity and cultivates the next generation of pro bono champions.

Viviene's dedication has been recognised with the State Court's Outstanding Volunteer of the Year Award (2018), and she continues to serve as a Primary Justice lawyer at the Primary Justice Project run by the Community Justice Centre, and through her work with the

Legal Aid Bureau. Her unwavering commitment embodies the essence of pro bono service – uplifting the vulnerable, advancing access to justice, and inspiring others to contribute their expertise for the greater good.





Supporters and Partners

Top Supporters _

We sincerely thank all our donors for their generous support and invaluable contributions throughout the year. Your generosity allows Pro Bono SG to continue providing essential legal services, and reach communities that rely on our assistance.

In addition, we acknowledge with gratitude the supporters

who contributed \$5,000 or more during the financial year, whose commitment has helped strengthen our capacity to serve those in need.

Diamond Supporter

\$250,000 and above Migrant Workers' Centre

Platinum Supporters

\$100,000 & above

Diana Koh Fund

Ong Jit Seng

Singapore Teochew Foundation The Majurity Trust Scaffold Fund

Gold Supporters

\$50,000 and above

A&O Shearman

Addleshaw Goddard LLP

Davinder Singh Chambers LLC

Eugene Thuraisingam LLP

Linklaters

Mehigan LLP

Rajah & Tann Foundation

Setia Law

TSMP Law Corporation

Silver Supporters

\$25,000 and above

Allen & Gledhill LLP

Clifford Chance & Cavenagh Law

Lok Vi Ming, SC

Milona Xia

OUE

Providence Law Asia LLC

Tan Kok Quan Partnership

Thio Shen Yi, SC

Crystal Supporters

\$15,000 and above

Ace Connexion

Darren Cerasi

Dentons Rodyk & Davidson LLP

Drew & Napier LLC

Freshfields

Gibson, Dunn & Crutcher LLP

Helmsman LLC

K&L Gates Straits Law LLC

Khelvin Xu

Perennial Holdings

Quinn Emanuel Urguhart & Sullivan, LLP

Tan Chin Tuan Foundation

WongPartnership LLP

Bronze Supporters

\$5,000 and above

ABR Holdings

Accelerator Biotech Consulting Pte Ltd

Allen Tan

Andre Yeap, SC

Ang Hsueh Ling Celeste

Anthony Law Corporation

Ashvin Law Corporation

Aslant Legal

BlackOak LLC

Blossom Hing, SC

BR Metals

Celeste Ang

Certis

Chia Kim Huat

CMIA Capital Partners

Covenant Chambers LLC

Danny Quah

Dinesh Dhillon

Dr Chris Tan of Angsana Molecular & Diagnostics Pte Ltd

EVIA Real Estate

EVIA Redi Estat

Fergus Evans

Gary Lee

Genesis Law Corporation

Global Schools Foundation

Harney Westwood & Riegels

Singapore LLP

Harry Elias Partnership LLP

Hogan Lovells Lee & Lee

Hong Leong Foundation

Hoon Shu Mei

Jean Chay

Jennifer Chia Kenneth Lim

Keppel Care Foundation

Kishore Moorjani

KPMG in Singapore

Lee Eng Beng, SC

Leong Kah Wah

Luo Ling Ling LLC

Madhav S Aney and Pallavi G Aney

Maples Group

Melanie & Tony Chew

Melvin Loh

Microsoft

Mishcon de Reya LLP

Morrison & Foerster LLP

Nanyang Hakka Federation

Ng Jern-Fei, KC

Paul Seah

Prakash s/o Raja Segaran

RCL Chambers Law Corporation

Rebecca Chew

Reed Smith LLP

RSM Singapore

Samwoh Corporation

Schellenberg Wittmer

Secretariat International

SG Courts

Sidley Austin LLP

Sim Bock Eng

Simmons & Simmons JWS

Singapore Kwantung Hwee Kuan

Singapore Pools (Private) Limited

Siraj Omar LLC

Sreenivasan Chambers LLC

Stefanie Yuen Thio

Stephenson Harwood LLP

Stuart Isaacs, KC

The Singapore Hainan Hwee Kuan

Three Crowns LLP

Toby Landau, KC ValueMax

Viviene Sandhu

Withers KhattarWong LLP

Yanyi Kang

YKVN Law

Young Fe Richard Junior

Media Partner

APRW

Our Year Ahead

In FY25/26. Pro Bono SG will continue to expand and deepen our programmes to bring legal support closer to the communities that need it most. The Migrant Workers' Law Centre @ MWC. opening in 2025 at the Migrant Workers' Centre's Serangoon office, represents a major step forward in our mission to make legal services more accessible. Staffed with a full-time Community Lawyer and Programme Coordinator, and supported by Pro Bono SG's volunteer lawyers, the centre will provide onsite legal assistance to migrant workers, helping them understand their rights and navigate the justice system.

Alongside this, we will deepen efforts to support charities, social enterprises, and ground-up initiatives with access to legal guidance. By enabling these organisations to manage legal matters efficiently, we ensure they can stay focused on their mission and continue to make a meaningful social impact.

As we commemorate 40 years of the Criminal Legal Aid Scheme (CLAS), we will celebrate its achievements and identify initiatives to further support accused persons in need, reaffirming our commitment to access to justice. As part of this milestone, we will produce a commemorative coffee table book capturing the stories. achievements, and people who have shaped the scheme over the past four decades. This publication will highlight the contributions of volunteers, lawyers, and staff, and celebrate the remarkable journey and impact of CLAS.

Central to all these initiatives is our volunteer community. In FY25/26, we will continue to enhance skills-

based volunteering programmes and engage volunteers more deeply, recognising their contributions and providing meaningful opportunities to participate. Through this, we aim to sustain volunteer satisfaction. amplify their impact across the charity sector, and nurture the next generation of pro bono advocates. Complementing these efforts, the Wellness Buddies **Programme** will offer peer support to volunteer lawyers, promoting well-being and resilience across our community.

We will also expand our law awareness and community engagement initiatives, focusing on specialised topics such as issues faced by an ageing population. These sessions will raise awareness of Pro Bono SG's legal clinics while providing attendees opportunities to consult volunteer lawyers on Wills, Lasting Power of Attorney, Advance Care Planning, and CPF nominations.

Expenditure in FY25/26 will be directed towards these

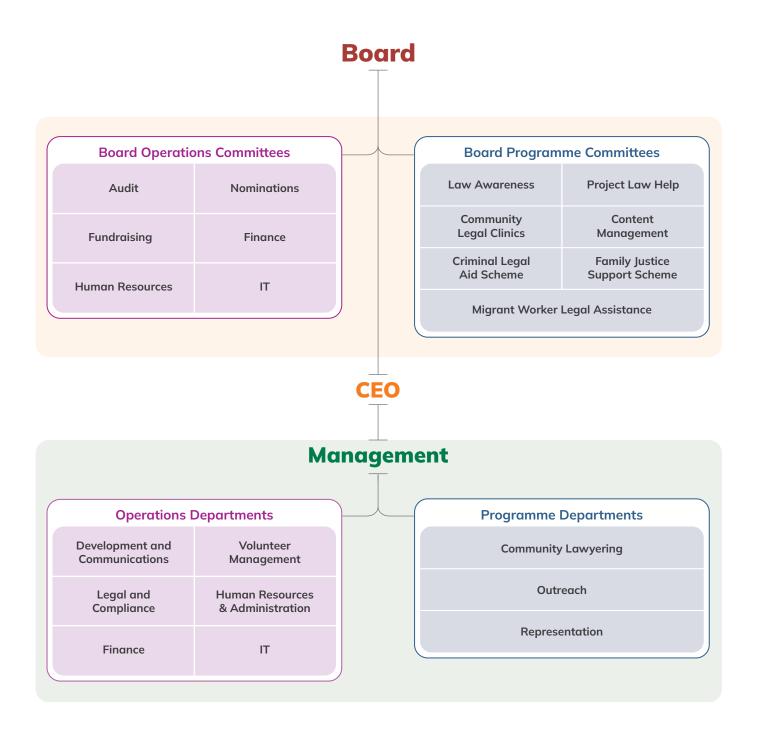
initiatives as well as our existing programmes. These investments reflect our commitment to making legal support more accessible, while maintaining prudent financial stewardship.

To ensure these programmes are sustainable, Pro Bono SG will strengthen fundraising efforts, including our signature events, Just Jalan and the Pro Bono SG Awards 2026, while keeping expenditure within the fundraising efficiency ratio. These efforts will provide the resources needed to maintain and grow our impact, bringing accessible justice to more individuals and communities.

Together, these initiatives will strengthen Pro Bono SG's impact, deepen our engagement with communities and volunteers, and reinforce our mission to make justice accessible to all. As we move into FY25/26, we remain committed to innovation, collaboration, and empowerment – ensuring that every programme, volunteer, and partner contributes to meaningful impact in the lives of those who need it most.



Organisation Chart



Board of Directors



Dinesh Dhillon Chairman (4 January 2017) Past: Treasurer, 4 January 2017 to 23 February 2021 Lawyer



Vivienne Lim Hui Bian, PBM Deputy Chairwoman (12 September 2023) Lawyer LSS Council Member (2024)



Daniel Koh Choon Guan Treasurer (12 September 2023) Lawyer LSS Council Member



Arfat Selvam Director (4 January 2017 to 3 January 2025) Lawyer



Derek Kang Yu Hsien Director(4 January 2017)
Lawyer



Gregory Vijayendran, SC Director (4 January 2017) Past: Chairman, 4 January 2017 to 3 January 2025 Lawyer



Kelvin Wong Weng Wah Director (4 January 2017) Past: Deputy Chairman, 4 January 2017 to 3 January 2025 Lawyer



Low Wei Ling Director (11 July 2022) CEO of Singapore Financial Institution



Nicholas Narayanan Director (3 April 2024) Lawyer LSS Council Member



Paul Seah Zhen Wei Director (1 February 2019 to 31 January 2025) Past: Treasurer, 24 February 2021 to 31 January 2025 Director of PwC Singapore



Sim Guan Seng
Director
(1 September 2022)
Managing Director of an audit services
company



Steven Lam Kuet Keng Director (12 September 2023 to 19 June 2025) Lawyer LSS Council Member (2024)



Thio Shen Yi, SC Director (4 January 2017) Lawyer

Executive Management



Left to Right:

Sadhana Rai

Chief Representation Officer

Claudine Tan

Assistant Director of Volunteer Engagement

Hazel Koh

Director and Head of Human Resources and Administration

Cai Chengying

Deputy Chief Executive Officer

Soo Bei Han

Deputy Director and Head of Supporter Engagement and Communications

Alice Tan

Assistant Director of Community Law Centre Operations

Tanguy Lim

Chief Executive Officer

Ang Eek

Director and Head of Finance

Not in picture:

Pramnath Vijayakumar

Deputy Director and Head of Legal Operations

Board Operations Committees

Audit Committee

Chairperson

Arfat Selvam (until 3 January 2025) Sim Guan Seng

Members

Paul Seah (until 31 January 2025) Daniel Koh Nicholas Narayanan

Finance Committee

Chairperson

Paul Seah (until 31 January 2025) Daniel Koh

Members

Low Wei Ling (until 10 July 2024) Cyril Chua Usha Chandradas

Fundraising Committee

Chairperson

Thio Shen Yi, SC

Members

Dinesh Dhillon (until 3 January 2025)
Eugene Thuraisingam
Felicia Tan
Gautam Narasimhan
Hoon Shu Mei
Lionel Leo
Rebecca Chew

HR Committee

Gregory Vijayendran, SC (until 17 February 2025) Dinesh Dhillon Kelvin Wong Vivienne Lim Hui Bian

IT Committee

Paul Seah (until 31 January 2025) Kelvin Wong Low Wei Ling

Nominations Committee

Arfat Selvam (until 3 January 2025) Gregory Vijayendran, SC (until 17 February 2025) Kelvin Wong (until 17 February 2025) Dinesh Dhillon Nicholas Narayanan Sim Guan Seng Vivienne Lim Hui Bian

Programme Committees

Criminal Legal Aid Scheme Committee

Chairpersons

Derek Kang Yu Hsien Nathan Shashidran**

Members

Aaron Lee Teck Chye
Andrew Chua Ruiming
Ashvin Hariharan**
Asoka s/o Markandu*
Cheong Jun Ming Mervyn*
Chia Ru Yun Megan Joan*
Chin Li Wen Tania**
Chong Yi Mei
Chooi Jing Yen
Darrell Low Kim Boon
Harjeet Kaur Dhaliwal
Jerrie Tan Qiu Lin**
Joan Peiyun Lim-Casanova*
Johannes Hadi**

Lai Yan Ting Lau Wen Iin

Loh Guo Wei, Melvin Muntaz Binte Zainuddin*

Muslim Albakri Rajan Sanjiv Kumar Siraj Shaik Aziz

Tang Shangwei (Zheng Shangwei)**

V Santosh*

Wong Wan Kee Stephania

Community Legal Clinics Committee

Chairperson

Hany Soh Hui Bin

Vice-Chairpersons

Joan Peiyun Lim-Casanova

Members

Amira Nabila Budiyano Ben Chester Cheong Derek Kang Dhaniyah Binte Hishammudin Gerald Yee Mun Howe Kok Yee Keong Leonard Loh Weijie Loh Gui Wei Melvin

Loh Gui Wei Melvin
Peggy Yee
Tran Le Luu Phuong
Choy Wing Kin Montague*
Kyle Yew Chang Mao*
Ong Mori*
Quek Gou Jin*
Steven John Lam Kuet Keng*
William Ong Boon Hwee*

Samyata Ravindran*

Law Awareness Committee

Chairperson

Richard Siaw Yin Yeow

Vice-Chairpersons

Kamalarajan Malaiyandi Chettiar Lee Wei Han Shaun**

Members

Wun Rizwi*

Alwyn Tan Jun Wei* Anil Murkoth Changaroth* Cheong Tian Ci Torsten* Dharmambal Shanti Jayaram* Elaine Jia Ni Ho Fong Wei Li* Giouw Rong Zhen Jolie Halijah Binte Mohamad Kala Anandarajah* Lee Wei Han Shaun* Loo Yinglin Bestlyn Lu Zhao Bo Yu (Bozy) Lyn Boxall* Muhammad Aadil Bin Dafir* Sarita Misir Sharmaine Chan Sze Min*

Legend:

^{* 1} April 2024 to 31 December 2024

^{** 1} January 2025 to 31 March 2025

Programme Committees

Project Law Help Committee

Chairperson

Tan Ming Kirk Richard

Vice-Chairpersons

Usha Chandradas Nicole Carmen Tan Yi

Members

Boxall Lynette Maureen

Sarita Misir

Whalen-Bridge Helena Mildred

Marini Martin Vincent

Leong Shi Min, Nicole

Lim Sui Yin Jeffrey

Loo Yinglin, Bestlyn

Anita Binte Ahamad

Huang Junjie

Lu Zhao Bo Yu

Peh Aik Hin

Yang Wei Jian, Daryl

Family Justice Support Scheme Committee

Chairperson

Kanyakumari D/O Veerasamy

Members

Amolat Singh*

Anuradha D/O Krishanchand Sharma

Aye Cheng Shone

Charlena Chua Hanqing*

Dharmambal Shanti Jayaram

Dilys H Chua**

Lim Pei Ling June

Lai Ying Ling Jenny

Lim Ying Ying*

Loo Yinglin Bestlyn

Maheswari Rani D/O Krishna**

Marcus Chia Hao Jun**

Michelle Elizabeth Woodworth**

Nancy Thio Ling Lie*

Ng Jeanny

Rebecca Vathanasin

Sandhu Viviene Kaur**

Shawn Teo Kai Jie

Si Hoe Tat Chorng

Tan Sean Odelia**

Tan Si Ying, Gloria

Content Management Committee

Chairperson

Usha Chandradas

Vice-Chairpersons

Hannah Lim Jue Yi*

Boxall Lynette Maureen**

Nicole Carmen Tan Yi**

Members

Boxall Lynette Maureen*

Chiam Zhi Wen, Nick

Mohammed Reza s/o Mohammed Riaz

Monisha Cheong Rui Ying**

Nandhu*

Navin Kumar*

Nicole Carmen Tan Yi*

Ting Chi-Yen*

Whalen-Bridge Helena Mildred*

Zabrina bte Abdul Hamid

Migrant Worker Legal Assistance Committee

Chairpersons

Gregory Vijayendran, S.C

Dinesh Dhillon

Members

Adnoon Noor

Felicia Ong

Foo Yuet Min

Grace Tan

Melvin Chan

Muhammed Ismail Noordin

Nakul Dewan, K.C

Raj Singh Shergill

Muntaz Zainuddin

Stephanie Chan

Legend:

^{* 1} April 2024 to 31 December 2024

^{** 1} January 2025 to 31 March 2025

A. Board and Management

Governing Instruments, Roles and Responsibilities

Pro Bono SG ("PBSG") is governed by a Board of Directors (the "Board"). The Board and Management are collectively responsible for achieving the charity's charitable purposes. The roles and responsibilities of the Board and Management, which are set out in PBSG's Constitution and Board Administration Guidelines, are clear and distinct.

The Constitution governs, amongst other matters, the following issues:

- 1. PBSG's objects;
- 2. The Board's composition;
- The appointment, vacation and removal process of Board members;
- 4. The powers and duties of the Board; and
- 5. The tenure of its office bearers.

The Board Administration Guidelines (the "Guidelines") state that the Board provides leadership to enable PBSG to carry out its objects as set out in the Constitution. The Guidelines aim to orient and guide Board members in their functions by providing the reference information necessary to carry out their governance role on the PBSG Board. The Guidelines set out a schedule of matters reserved for Board decision, and also state that Board shall not interfere with the management and day-to-day operations of PBSG, which it delegates to the CEO.

Training and Performance Review

Under the Guidelines, incoming Board members are required to attend an induction and orientation programme. The Board's roles and responsibilities also include attending appropriate training to develop their competencies and/or keep abreast of relevant new laws and regulatory requirements, where required. The Nominations Committee is also responsible for reviewing training and professional development programmes for the Board.

The Guidelines also require the Board to conduct regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter.

Training, development and performance review of Management are governed by PBSG's HR policies.

Board Committees

PBSG has six (6) Board Operations Committees: Audit, Finance, Fundraising, Human Resource, Nominations, IT.

PBSG also sets up working groups from time to time, based on the organisation's needs. PBSG currently has an Impact Evaluation Working Group and an ESG Working Group.

Please refer to https://www. probono.sg/governance for more information, including the Terms of Reference of these committees and working groups.

Board Composition

PBSG's Constitution provides that the majority of the Board shall as

far as practicable be lawyers with a practicing certificate issued under Section 25 of the Legal Profession Act 1966 in force. The Constitution also provides that the number of Board Directors shall be not less than ten (10) and not more than sixteen (16). The Board endeavours to ensure there is an appropriate mix of core competencies and collective expertise to discharge its responsibilities.

In assessing the appointment of new Board members, the Board is guided by the outcome of Board evaluation and the considerations set out in the Guidelines which include skillsets and experience useful and related to PBSG's services and operations, ideal traits and characteristics, the need for Board diversity and appropriate Board size.

Under the Constitution and Guidelines, Board members are expected to exercise independent judgment and act in the best interests of PBSG.

Leadership Renewal and Term Limits

Board members are appointed for a term of two (2) years and may submit themselves for renomination and re-appointment at the expiration of the term. To ensure succession planning and steady renewal in the spirit of sustainability of PBSG, the Board has a term limit of ten (10) years. No Board member shall serve as:

- Chairman for a continuous period of more than ten (10) years at any one time
- Treasurer for a continuous period of more than four (4) years at any one time

 Chairperson of a Committee for a continuous period of more than five (5) years at any one time

Reappointment of the same person to the above positions can only be considered after a lapse of at least two (2) years.

There are no Board members who have served on the Board for more than ten (10) consecutive years.

The Nominations Committee oversees the re-nomination and re-appointment process and are guided by various considerations set out in the Guidelines, including PBSG's strategic plan, the skillsets, qualifications and experiences useful and related to our services and operations and the outcome of the Board's evaluation of its performance and effectiveness.

Suitable Qualifications and Effective Performance

The Nominations Committee conducts pre-appointment background checks and competency assessments on behalf of the Board by meeting potential candidates, ensuring that they satisfy the requirements under PBSG's Constitution, they are fit to serve on the charity and have appropriate qualifications and skillsets, before putting forward endorsed candidates for Board approval.

The Board is guided by the Constitution and Guidelines in the discharge of its duties. Management provides the Board with complete and timely information, but does not vote or participate in the Board's decision-making.

No Board member is a staff of PBSG.

Background checks are conducted on all staff, including Management, prior to employment. PBSG's HR policies also require that all staff have suitable qualifications and experience.

PBSG is a learning organisation committed to helping employees grow in their careers. In addition to making learning opportunities available including sending staff for training and courses, PBSG has a fair and objective performance management process linked to measurable and clearly defined targets with regular performance appraisals, supervision and feedback systems.

B. Acting Responsibly, Fairly and with Integrity

Conflict of Interest

PBSG has in place protocols and procedures to manage and avoid conflict of interest. Upon appointment, the CEO, Board members, employees and committee members sign a declaration form confirming that they have read and understood the conflict of interest policy of PBSG and that they will make full disclosure of the interests, relationships and holdings that could potentially result in a conflict of interest. They also confirm that they will notify the Board immediately when a conflict

of interest situation arises. In addition, the CEO, Board members, employees and committee members sign a disclosure of interests statement each year. The conflict of interest policy also requires, where there is potential conflict of interest, that the person with conflict of interest be excluded from the discussion and decisionmaking process and that PBSG ascertains that the transaction is in its best interest and, if financial, is made on arm's length basis with comparative quotes/bids submitted and documented.

Remuneration

Board members do not receive remuneration and staff are not involved in setting their own remuneration.

Code of Conduct

PBSG administers a Code of Conduct that reflects the charity's values and ethics. It is applicable to all Board members, employees and volunteers, which require them to act lawfully, honestly, ethically and in the best interests of PBSG when performing their duties.

Environmental, Social and Governance (ESG)

PBSG takes into consideration ESG factors in our activities, including by keeping our activities environmentally friendly and sustainable, maintaining good relationship with our stakeholders and maintaining high governance standards.

Existing practices, initiatives and awards

Environmental

- Taking reference from the Singapore Green Plan 2030, we make green practices such as reduce, reuse, and recycle (3Rs) part of daily operations and use energy efficiently
- Tenant of State Courts, an environmentally sustainable building awarded the BCA Green Mark Platinum award in 2018 for its innovative green features

- Co-locating with existing organisations nationwide, expanding our reach without the need for new premises or additional resource use – including at Tian De Temple, Realm of Tranquillity, South Central Community FSC, Migrant Workers' Centre, The Foundry
- Bringing our services closer to communities through the above co-located branch offices, reducing the need for beneficiaries to travel, helping to lower their carbon footprint
- Digitalisation of information through electronic file management and digitalisation of access to justice services and processes, reducing use of paper
- Building organisational awareness around topics such as food wastage and the conservation of water and energy
- Conscious purchasing by supporting vendors that make positive impact on society or the environment, such as social enterprises

Social

- Taking a person-centric approach
 - Placing individual needs of our beneficiaries at the heart of our work, ensuring that services are tailored, accessible, and delivered with empathy and dignity

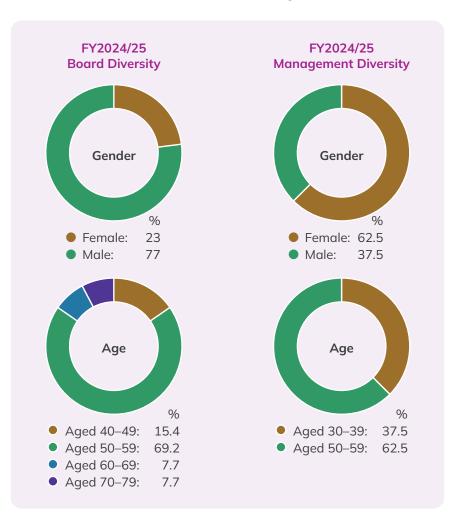
- Holistic, multidisciplinary support: Working hand in hand with community partners, including social service agencies, healthcare providers, and grassroots organisations, to provide multidisciplinary support for beneficiaries facing legal challenges, ensuring that legal assistance is not offered in isolation but alongside other forms of help they may need, such as financial support, mental health support or social services
- delivery: Improving access to support by bringing our services closer to beneficiaries through our co-located branch offices within existing community spaces including other charities, reducing the burden of travel on our beneficiaries, particularly those with mobility, financial, or caregiving constraints
- Complementing national legal aid schemes to plug access to justice gaps for the needy and vulnerable
- Ensuring our work remains focused, responsive and accountable to target beneficiaries through a dedicated impact evaluation function and working group and building a robust framework
- Mobilising skills-based volunteerism in the legal profession in collaboration with SG Cares office
- Stewarding relationships with key stakeholders
 - Regular supporter engagement and appreciation platforms
 - Regular feedback loops with key partners and access to justice providers

- Transparency in disclosure of information to key stakeholders on communication platforms, such as Annual Report, website and social media
- Raising awareness of the law, including on environmental laws and regulations through initiatives such as:
 - · Law Awareness Weeks@ CDC 2024: Law and the Environment – Building Sustainable Communities for the Future, a collaboration with the five Community Development Councils, the law faculties at National University of Singapore, Singapore Management University and Singapore University of Social Sciences, the Singapore Association of Social Workers as well as the Singapore Corporate Counsel Association Pro Bono Chapter, supported by the People's Association. The 2024 series is designed to educate the public on laws protecting nature and the environment, and foster appreciation and respect for these legal frameworks while empowering individuals to contribute to a more sustainable future
 - Green Justice for Sustainable Communities eco-law tours at Woodlands Botanical Garden supported by the SG Eco Fund, which offer participants a guided walk through the garden, learning about environmental law and conservation efforts
- Employee welfare
 - Flexible working arrangements, including working from home and family care leave

- Healthcare benefits, complimentary counselling services and health and wellbeing workshops
- Professional development and training opportunities

- Shared Services partner of the Commissioner of Charities strengthening the charity sector through legal guidance and training on charities and corporate governance
- Recipient of Charity
 Transparency Awards 2022,
 2023 and 2024, affirming our commitment to public accountability through

- timely disclosures on board governance, ethical leadership, robust internal controls and financial stewardship
- Recipient of Special Commendation Award 2023 for exemplary practices in Risk Management
- Full compliance with the Code of Governance for Charities and Institutions of Public Character and all relevant legislation and regulations
- Initial steps to identify and include ESG-related risks in annual risk assessment exercise, especially those related to the environment
- Diversity on Board and Management



Expert Guidance and Research Support

As part of our preliminary efforts toward strengthening our ESG approach, we have sought strategic guidance from experienced professionals in the field as well as the Princeton University Non-Profit Consulting team, whose insights have enhanced our understanding of ESG strategy development and reporting practices, helping to inform the direction of our efforts as we work towards embedding sustainability more deeply into our operations and initiatives.

Next steps

To support our commitment to sustainability and responsible governance, PBSG established an ESG Working Group to guide the integration of ESG principles across the organisation, shape PBSG's ESG strategy, identify key priorities and risks, promote sustainable practices, and provide guidance on the communication and reporting of ESG performance.

PBSG has also begun working towards relevant sustainability certifications. This includes a structured assessment of our current office practices, focused on identifying areas of improvement and establishing sustainability goals and policies. These efforts aim to foster greater environmental awareness and behavioural change across the organisation.

C. Management of the Charity and Planning for the Future

Policies

PBSG implements and regularly reviews key policies and procedures to ensure that they continue to support the charity's objectives, including on the following areas:

- Anti-Money Laundering and Countering the Financing of Terrorism are covered under PBSG's Gifts Policy, which sets out a checklist to identify potential suspicious activities which may indicate money laundering / financing of terrorists, to ensure due diligence when checking the sources of incoming funds;
- Board strategies, functions and responsibilities are covered under PBSG's Constitution and Board Administration Guidelines;
- Employment practices are covered under PBSG's human resource policies and SOPs, including areas such as credential verifications, remuneration, promotions, benefits, training and development, reimbursement of expenses, performance appraisal, disciplinary action and cessation of employment;
- Volunteer management is covered under PBSG's Volunteer Management Policy,

- which includes information on maintenance of records, conflict of interest, confidentiality, personal data protection; volunteer recruitment and selection processes; volunteer orientation, training and development; supervision and evaluation; and volunteer support and recognition;
- Financial matters are covered under PBSG's financial policies (see more details in the next section);
- IT matters such as data privacy, security, networks;
- Investment is covered under PBSG's financial policies;
- Service and quality standards SOPs:
- Fundraising according to best practices and in compliance with the relevant laws and regulations. PBSG does not engage third party fundraisers;
- Accountability to donors is covered under PBSG's Gifts Policy, which guides enquiries on gifts to PBSG and the administration of gifts; identifies circumstances under which the donor should seek independent advice; and ensures compliance

with other relevant regulatory and compliance issues, including personal data protection and honouring requests for donor anonymity; as well as financial SOPs to ensure donations are properly accounted for and promptly deposited; and

 A dedicated Data Protection Policy.

Financial Management and Internal Controls

The Board approves the annual budget for the charity's plans and regularly reviews and monitors its income and expenditures. PBSG ensures that its operations and programmes are directed towards achieving its objectives through the preparation of annual work plans and budgets and regularly updating on the progress and outcome of programmes to the Board.

PBSG is committed to using our resources prudently, ensuring cost-effectiveness and accountability in all our operations. We have put in place financial controls, processes, and policies on areas such as receipts, procurement and payments, which specify the authority limits and controls; reserves; the transfer of funds

policies; and the control of fixed and intangible assets, which account for and safeguard the value of its assets by getting adequate insurance.

Our financial statements are audited and published annually by an external audit firm. As a registered charity accorded an Institute of Public Character (IPC) status, we abide by the provisions of the Charities Act and the requisite requirements.

To achieve the long-term financial sustainability of PBSG, the reserves policy aims to achieve unrestricted reserves to sustain its entire (unrestricted and restricted) operations for one year, in the event of a decline in donations.

PBSG has restricted funds to support its activities from a diverse range of sources. PBSG uses its restricted funds efficiently in accordance with programme and operational needs within the allocated grant period.

PBSG does not provide any donations, loans or financial assistance, which are not part of the core charitable programmes.

Risk Management

We are proud to have been awarded the Special Commendation Award for Risk Management in 2023.

PBSG's Board Administration Guidelines stipulate that the Board should conduct formal risk management exercises to identify and document key risks faced by PBSG and the related mitigating measures, and that key risks should be regularly monitored and reviewed. Accordingly, PBSG maintains a risk register in the format set out in the Enterprise Risk Management Toolkit for Charities and IPCs, jointly produced by the Charity Council, KPMG and National University of Singapore Business School. The risk register is updated periodically and as and when acute risks arise. The Audit Committee has oversight of the risk register, which is presented to the Board at least once a year.

In addition, under the Board Administration Guidelines, the Audit Committee's responsibilities include analysing and providing oversight on risk management for key organisational processes, ensuring robust risk mitigation strategies.

PBSG also has a Data Protection Policy in place.

D. Accountability and Transparency

We comply fully with the Code of Governance for Charities and Institutions of Public Character and relevant legislation and regulations. We are committed to upholding the highest standards of transparency and accountability and believe that adopting the best governance practices will increase our effectiveness and instil public confidence in what we do.

Governance

We are proud to have been awarded the Charity Transparency Award in 2022, 2023 and 2024 for adopting good disclosure practices.

Please refer to the Charity Portal for our Governance Evaluation Checklist and our official website for our past Annual Reports and Financial Statements.

Board Meetings

The Board meets at least once every four (4) months with a auorum of three (3) Board members or one-third of the number of Board members. whichever is higher, based on the Constitution. Clear reporting structures are implemented such that the Board, Management and staff can access all relevant information, advice, and resources to conduct their roles effectively. Executive management is invited to attend board meetings to present updates and provide recommendations, ex-officio, but do not vote or participate in Board decision-making. PBSG keeps adequate records of relevant discussions, dissenting views and decisions in the minutes of Board meetings and circulates the same to the Board as soon as practicable.

Board meetings in the Financial Year ending 31 March 2025:

Board member	Attendance at Board meetings
Arfat Selvam	4/4
Daniel Koh Choon Guan	5/5
Derek Kang Yu Hsien	4/5
Dinesh Dhillon	5/5
Gregory Vijayendran, SC	5/5
Kelvin Wong Weng Wah	5/5
Thio Shen Yi, SC	1/5
Low Wei Ling	5/5
Paul Seah Zhen Wei	3/4
Sim Guan Seng	4/5
Steven Lam Kuet Keng	4/5
Nicholas Narayanan	5/5
Vivienne Lim Hui Bian	4/5

Staff

PBSG discloses the annual remuneration of 3 highest paid staff for transparency:

Salary Bands (in bands of SGD100,000)	Number of Staff
SGD200,000 - SGD29	99,999 2
SGD300,000 – SGD39	99,999 1

PBSG does not have paid staff who are close members of the family of the Executive Head or Board members.

Whistleblowing Policy

PBSG has in place a Whistleblowing Policy that aims to deter wrongdoing and provide proper avenues for employees, volunteers, donors, service users and other stakeholders to raise concerns about suspected improprieties in good faith to the Audit Committee. The report form is available on the official website and may be downloaded from https://bit.ly/3SfePjh. The form may be submitted via email to the Audit Committee at Whistleblow@ probono.sg or sealed and marked "Private and Confidential" and delivered to PBSG's office located at 1 Havelock Square #B1-18 State Courts Singapore 059724, attention to the Chairperson of the **Audit Committee**

Public Image

To ensure that PBSG maintains an image consistent with its objectives and builds positive relationships with the media and public, PBSG has a dedicated Supporter Engagement and Communications Team and a Communications Policy which sets out policies on the release of information to media and on social media, the designation of spokespersons and the use of PBSG's name and logos.

PBSG is committed to constructively engaging its stakeholders and the public, including through supporter engagement, feedback channels and participating in focus groups and committees.

Treasurer's Report

At Pro Bono SG ("PBSG"), we are committed to prudent financial management, ensuring cost-effectiveness and strong corporate governance. Our financial controls and procedures uphold transparency and safeguard the integrity of our financial reporting. Audited financial statements are published annually for public review.

In FY2024/25, PBSG recorded a net deficit of \$146,907 resulting in a reduction of reserves to \$3,731,165. Despite the deficit, we continue to maintain strong financial discipline, ensuring that we have sufficient reserves and cash flow to sustain operations and long-term commitments.

PBSG's total income for the year was \$6,675,672 sourced from:

• Grants: \$3,575,502 (53%)

Donations: \$2,913,194 (44%)

• Other Income: \$186,976 (3%)

During the year, most of our donations has arisen from two flagship fundraising events:

- Just Jalan 2025 (held on 8 February 2025)
- Pro Bono Awards Night (held on 28 March 2025)

These events support PBSG's operations and programmes through contributions to the General Fund.

The total cost of fundraising was \$245,301, resulting in a fundraising efficiency ratio of 8%.



We are deeply grateful to our donors, grant givers, partners and stakeholders. Your continued generosity enables us to pursue our mission: enable access to justice for the vulnerable and disadvantaged.

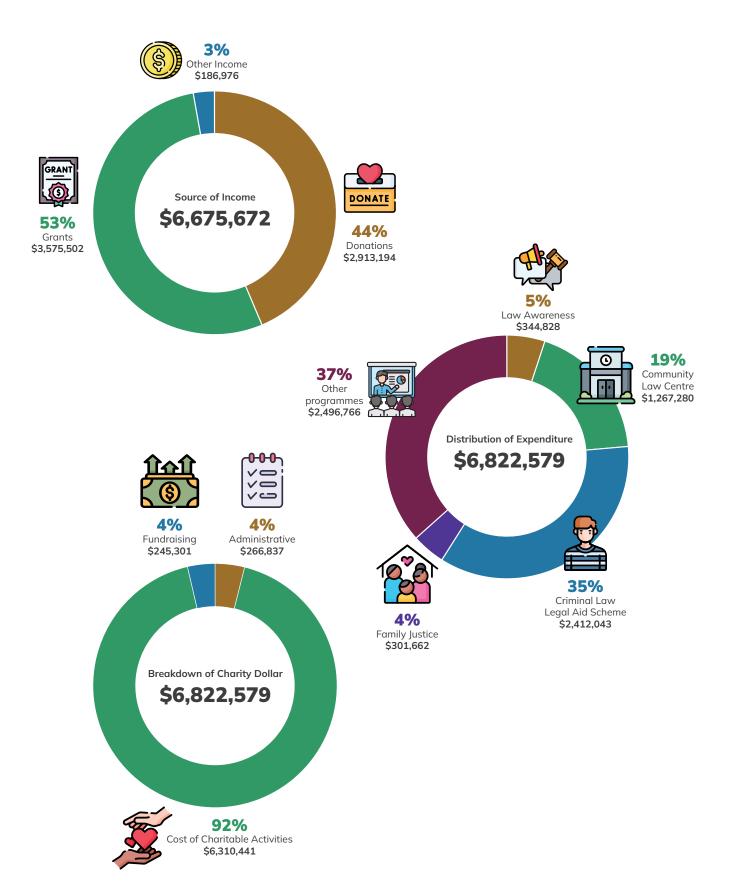
The accompanying charts illustrate:

- Sources of income
- Distribution of expenditure
- Breakdown of charitable dollar

PBSG remains steadfast in our commitment to financial sustainability and accountability, ensuring that every dollar entrusted to us is used to deliver meaningful and lasting impact.

Daniel Koh Treasurer

Treasurer's Report



HELP THE LEAST, THE LAST, AND THE LOST IN LAW.

DONATE NOW



We appreciate donations of any amount!

*For tax deduction, please indicate your NRIC/UEN in the reference section.

For accurate processing, please also send an email to finance@probono.sg providing your full name, NRIC/UEN, and transaction particulars.





Headquarters:

1 Havelock Square, #B1-18, State Courts, Singapore 059724

North East Branch:

Community Law Centre @ Tian De Temple, 109 Hougang Ave 5, Singapore 538817

North West Branch:

Community Law Centre @ Realm of Tranquility, 547 Woodlands Drive 16, #01-177, Singapore 730547

Migrant Workers' Law Centre @ MWC:

Migrant Workers' Centre, 579 Serangoon Road, Singapore 218193

Transnational Family Care Centre @ SCC:

South Central Community, Family Service Centre, 5 Delta Ave, #01-09 Block 5, Singapore 160005

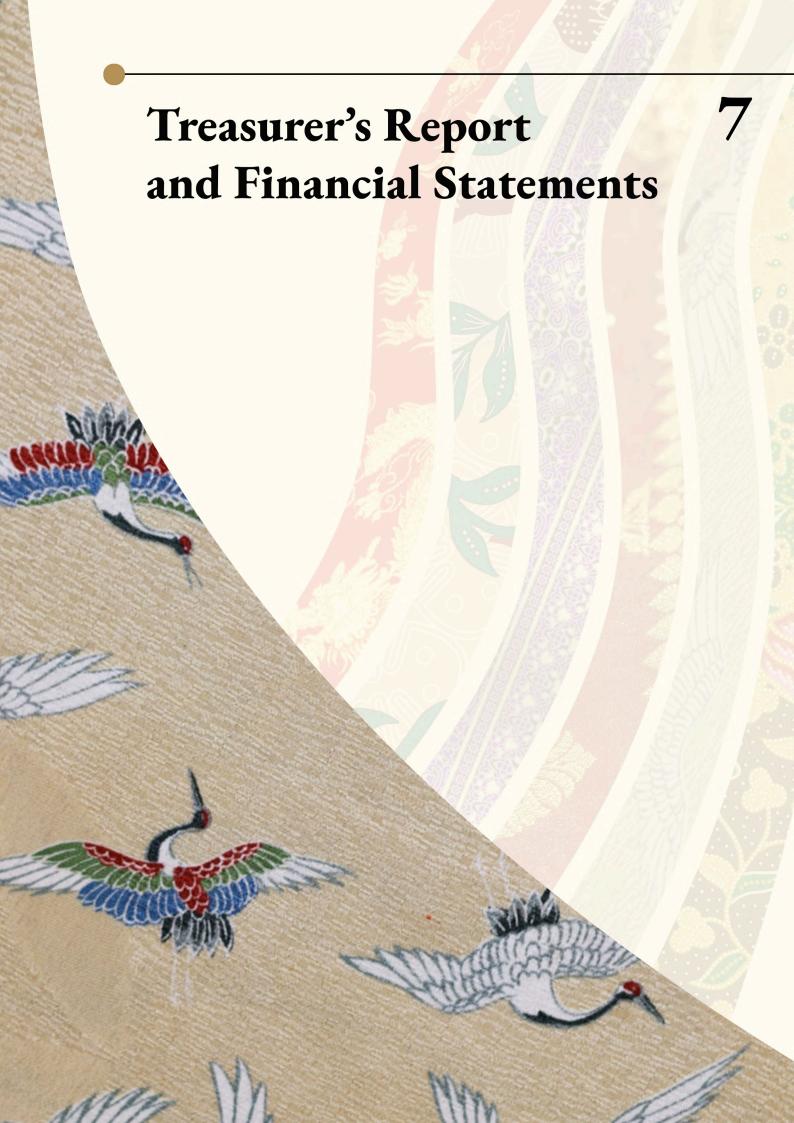














Treasurer's Report

Introduction

The Law Society of Singapore ("LSS") maintained a **strong financial position** for the year ended **31 March 2025** ("FY25"), supported by disciplined cost control and prudent capital allocation amid persistent inflation.

The Finance Committee ("FC") — President Lisa Sam, Vice-President Samuel Chacko, Treasurer Michael S Chia, Kuah Boon Theng SC, Gary Pryke, Daniel Koh, Paul Tan, Christine Low, and Benjamin Foo — provided close oversight throughout the year. The C-suite (CFO Chan Sok Fung, CLO Alvin Chen) worked with the FC and ExCo to uphold governance, sustain liquidity, and deliver solid outcomes.

The FC monitored performance monthly against the approved budget. Payment approvals and unbudgeted expenditures were subject to C-suite, ExCo and/or Council oversight, reinforcing internal controls.

Financial Position

Net assets rose to **\$46.38m** (FY24: \$43.66m), an increase of **\$2.72m**, on the back of steady performance and reduced liabilities/accruals. **Total assets** were **\$59.64m** and **total liabilities \$13.26m**.

Reflecting the higher-rate environment, LSS placed most idle cash in **fixed deposits of \$34.85m**, representing about **65%** of **\$53.95m** current assets. A further **\$5.80m** of current assets was invested in other financial assets.

Current liabilities were \$12.40m, giving a current ratio of ~4.35x, underscoring ample liquidity to meet near-term obligations.

Operating Results

LSS achieved a **net surplus of \$2.40m** (FY24: \$2.33m).

- **Operating income** increased **9% to \$12.28m** (FY24: \$11.22m), mainly from higher membership fees and stronger self-financing programme surpluses.
- Self-financing projects generated a \$1.34m surplus (FY24: \$1.12m), driven by cost discipline, higher enrolments, and expanded offerings.
- Government grants rose to \$0.53m (FY24: \$0.23m), primarily for Lawyers Go Global events.

Rental income from the investment property remained stable at \$51,500 per month (≈\$618,000 per annum). We recorded a \$38,000 surplus from operating activities with \$959,000 income and \$921,000 expenditure. The increase

in operating income reflected higher advertisement revenue and penalties for non-voting.

Other income grew to **\$1.74m** (FY24: \$1.59m), largely interest from fixed deposits.

Expenditure remained tightly managed within the approved framework. **Total expenditures** were **\$9.54m** (FY24: \$8.36m), reflecting inflationary pressures.

- Administrative expenses increased \$55,000 to \$1.36m (FY24: \$1.31m).
- Manpower costs were \$6.29m (FY24: \$5.56m).

We recognised LSS's **50% share of IPAS results: \$49,000**. A **tax provision of \$400,000** was made for FY25.

These factors resulted in the overall surplus of \$2.40m.

Pro Bono Singapore ("PBSG")

PBSG recorded a deficit of \$147,000 in FY25 (FY24: surplus of \$118,000).

During FY25, PBSG reviewed its accounting treatment of software development costs and determined that certain expenses previously capitalised as intangible assets did not meet recognition criteria.

As a result, PBSG restated comparative figures, increasing expenditure by \$87,000 (FY23) and \$122,000 (FY24), to reflect a more accurate application of recognition principles.

Correspondingly, our Group surplus were reduced by \$87,000 (FY23) and \$122,000 (FY24).

Future Outlook

We will continue to **strengthen liquidity and operational risk management**. Prudent cash deployment and robust controls will safeguard stability while enabling selective investments — especially in **technology**, **programme quality**, **and member services** — to support sustainable growth.

Conclusion

Council, together with the C-suite and Secretariat, will maintain close financial oversight and steward resources efficiently in the interests of LSS and its members.

Michael S Chia Treasurer

THE LAW SOCIETY OF SINGAPORE AND ITS SUBSIDIARY [UEN. T17GB0002A]

[Established under The Legal Profession Act 1966]

FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

劉 進 發 會 計 師 事 務 所 新加坡特許會計師 LAU CHIN HUAT & CO

Chartered Accountants of Singapore

THE LAW SOCIETY OF SINGAPORE AND ITS SUBSIDIARY

[UEN. T17GB0002A]
[Established under The Legal Profession Act 1966]

FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

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STATEMENT BY THE COUNCIL

On behalf of the Council of The Law Society of Singapore (the "Society"), we, Lisa Sam Hui Min and Chia Soo Michael, being the President and Treasurer respectively, do hereby state that in our opinion and to the best of our knowledge, the consolidated financial statements of the Society and its subsidiary (the "Group") and financial statements of the Society set out on pages 6 to 61 are properly drawn up in accordance with the the Legal Profession Act 1966 (the "Legal Profession Act"), Companies Act 1967 (the "Companies Act"), Charities Act 1994 (the "Charities Act") and Financial Reporting Standards in Singapore ("FRSs") so as to present fairly, in all material respects, the financial position of the Group and the Society as at 31 March 2025 and of the financial performance, changes in funds and fair value reserve, and cash flows of the Group for the financial year ended on that date.

The Council, comprising the following as at the date of reporting, authorised the issues of these financial statements on

President	Lisa Sam Hui Min
Vice President	Samuel Chacko
Vice President	Teh Guek Ngor Engelin, SC
Treasurer	Chia Soo Michael
Member	Lim Seng Siew
Member	Tan Cheng Han, SC
Member	Liow Wang Wu Joseph
Member	Koh Choon Guan Daniel
Member	Dinesh Singh Dhillon
Member	Hing Shan Shan Blossom, SC
Member	Nicholas Narayanan
Member	Chan Tai-Hui Jason, SC
Member	Khelvin Xu Cunhan
Member	Choo Zheng Xi
Member	Low Ying Li, Christine
Member	Foo Guo Zheng Benjamin
Member	Darryl Chew Zijie
Member	Thaddaeus Aaron Tan Yong Zhong
Member	Phoon Wuei
Member	Muhamad Ashraf S/O Syed Ansarai
Member	Mori Ong

For and on behalf of the Council,

Lisa Sam Hui Min President

Chia Soo Michael Treasurer

Singapore,

18 SEP 2025

Seul C. Olia.

劉進發會計師事務所

新加坡特許會計師 LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of The Law Society of Singapore (the "Society") and its subsidiary (the "Group"), which comprise the statement of financial position of the Group and the Society as at 31 March 2025, and the consolidated statement of comprehensive income, consolidated statement of changes in funds and fair value reserve and consolidated statement of cash flows for the financial year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion, the accompanying financial statements of the Group and the financial statement of the Society are properly drawn up in accordance with the provisions of the Legal Profession Act 1966 (the "Legal Profession Act"), Companies Act 1967 (the "Companies Act"), Charities Act 1994 (the "Charities Act") and Financial Reporting Standards in Singapore ("FRSs") so as to present fairly, in all material respects, the financial position of the Group and the Society as at 31 March 2025 and the financial performance, changes in funds and cash flows of the Group for the financial year ended on that date.

Basis for Opinion

We conducted our audit in accordance with Singapore Standards on Auditing ("SSAs"). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Group in accordance with the Accounting and Corporate Regulatory Authority ("ACRA") Code of Professional Conduct and Ethics for Public Accountants and Accounting Entities ("ACRA Code") together with the ethical requirements that are relevant to our audit of the financial statements in Singapore, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the ACRA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

The Council is responsible for the other information. The other information comprises the Statement by Council as set out on page 2 and the information included in the Annual Report but does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

劉進發會計師事務所

新加坡特許會計師 LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

Responsibilities of the Council for the Financial Statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with the Legal Profession Act, the Companies Act, the Charities Act and FRSs, and for such internal control as the Council determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Council is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Council either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

The Council's responsibilities include overseeing the Group's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with SSAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with SSAs, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due
 to fraud or error, design and perform audit procedures responsive to those risks, and obtain
 audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of
 not detecting a material misstatement resulting from fraud is higher than for one resulting from
 error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the
 override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

劉進發會計師事務所

新加坡特許會計師 LAU CHIN HUAT & CO

Chartered Accountants of Singapore

Independent auditor's report

To Members of the Law Society of Singapore

Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Council.
- Conclude on the appropriateness of Council's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

In our opinion, the accounting and other records required by the Act to be kept by the Society have been properly kept in accordance with the provisions of the Legal Profession Act and the Companies Act.

for la us

LAU CHIN HUAT & CO Public Accountants and Chartered Accountants Singapore

18 SEP 2025

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

		Group		Society		
		FY 2025	FY 2024	FY 2025	FY 2024	
·	Note	S\$	S\$	S\$	S\$	
		·	(Restated)		,	
Income						
Subscriptions and Compensation Fund dues		7,102,261	6,942,291	7,102,261	6,942,291	
Surplus from self-financing projects	23.2	1,335,138	1,119,894	1,335,138	1,119,894	
Contributions		2,913,194	2,502,567	-	-	
Government grants	5, 23.3	4,100,988	3,019,818	525,486	227,746	
Rental income		618,000	607,500	618,000	607,500	
Income from operating activities	4	958,316	735,428	958,861	737,390	
Other income	6	1,930,058	1,785,549	1,743,082	1,587,472	
		18,957,955	16,713,047	12,282,828	11,222,293	
Less: Expenditure						
Expenditure for operating activities		1,935,537	959,958	920,664	324,297	
Administrative expenses		1,888,519	2,020,049	1,360,184	1,305,345	
Personnel costs		11,563,852	9,575,552	6,293,786	5,563,106	
Donations/Grants/Subscriptions to Singapore						
Institute of Legal Education		686,519	664,871	686,519	664,871	
Disciplinary proceedings costs		252,754	458,214	252,754	458,214	
Interest on lease liabilities		30,188	57,581	21,428	47,337	
		16,357,369	13,736,225	9,535,335	8,363,170	
Surplus from operations		2,600,586	2,976,822	2,747,493	2,859,123	
Share of results of associate (net of tax)		48,627	59,763	48,627	59,763	
Surplus before tax		2,649,213	3,036,585	2,796,120	2,918,886	
Tax expense	7.1	(400,000	(592,473)	(400,000)	(592,473)	
Net surplus for the financial year		2,249,213	2,444,112	2,396,120	2,326,413	
Other comprehensive gain/(loss) for the						
financial year, net of tax						
Items that will not be reclassified subsequently						
to profit or loss:						
Financial assets at fair value through other						
comprehensive income						
- Fair value gain/(loss) – equity and debts		227 702	(42.270)	277 702	(42.270)	
instruments Total comprehensive income for the		327,783	(43,370)	327,783	(43,370)	
financial year		2,576,996	2,400,742	2,723,903	2,283,043	
•		, , , , , , , , , , , , , , , , , , , ,		.,		

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 MARCH 2025

		Group			Society		
		31 March 25	31 March 24	1 April 23	31 March 25	31 March 24	
	Note	S\$	S\$	S\$	S\$	S \$	
			(Restated)	(Restated)			
ASSETS							
Current assets							
Fixed deposits, bank and cash balances	8	43,500,740	46,176,488	41,323,805	41,004,351	42,721,883	
Financial assets, at FVTPL	9	2,384,960	2,178,972	2,044,120	2,384,960	2,178,972	
Financial assets, at FVOCI	10	3,412,206	3,579,726	4,616,523	3,412,206	3,579,726	
Inventories	11	46,048	40,672	35,954	46,048	40,672	
Trade and other receivables	12	9,737,020	6,033,165	5,111,756	7,101,647	4,779,114	
Contract assets	4	-	-	240,741		-	
		59,080,974	58,009,023	53,372,899	53,949,212	53,300,367	
Non-current assets							
Property, plant and equipment	14	2,148,279	1,325,269	1,826,297	1,620,452	1,062,997	
Investment property	15	3,629,083	3,784,615	3,940,147	3,629,083	3,784,615	
Investment in subsidiary	16	-	-	-	-	-	
Investment in associate	17	245,360	196,733	136,970	245,360	196,733	
Intangible assets	18	247,113	99,303	137,678	192,327	9,337	
Deferred capital expenditure	19	73,573	63,920	63,920	-	-	
		6,343,408	5,469,840	6,105,012	5,687,222	5,053,682	
Total assets		65,424,382	63,478,863	59,477,911	59,636,434	58,354,049	
LIABILITIES							
Current liabilities							
Contract liabilities	4	5,925,467	3,389,622	3,910,694	5,925,467	3,389,622	
Trade and other payables	20	2,652,375	1,905,759	2,042,019	1,481,097	959,800	
Monies held in trust	21	3,672,964	8,649,003	6,621,645	3,672,964	8,649,003	
Deferred grants	13	523,731	221,919	10,373	53,091	56,273	
Lease liabilities	22	748,085	707,142	579,232	606,624	597,783	
Income tax liabilities	7.2	662,807	800,020	373,000	662,807	800,020	
		14,185,429	15,673,465	13,536,963	12,402,050	14,452,501	
Non-current liabilities							
Deferred grants	13	50,000	50,000	50,000	50,000	50,000	
Other payable	20	154,500	154,500	150,000	154,500	154,500	
Lease liabilities	22	922,504	65,945	606,737	649,100	40,167	
		1,127,004	270,445	806,737	853,600	244,667	
Total liabilities		15,312,433	15,943,910	14,343,700	13,255,650	14,697,168	
NET ASSETS		50,111,949	47,534,953	45,134,211	46,380,784	43,656,881	
Represented by:							
Accumulated funds:							
Unrestricted fund	23	25,631,201	23,975,312	21,890,275	25,631,201	23,975,312	
Restricted fund	24	23,650,715	23,064,162	21,670,493	19,919,550	19,186,090	
Fair value reserve		830,033	495,479	1,573,443	830,033	495,479	
TOTAL FUNDS		50,111,949	47,534,953	45,134,211	46,380,784	43,656,881	
					10,000,704	-5/030/661	

CONSOLIDATED STATEMENT OF CHANGES IN FUNDS AND FAIR VALUE RESERVE FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

Group	Unrestricted Fund	Restricted Fund	Total Accumulated Fund	Fair Value Reserve	Total
B-l 1 4 2022	On estricted Fano	Reserreted Fund	Tana	Tull Value Reserve	Total
Balance at 1 April 2023					
-as previously reported	21,890,275	21,757,388	43,647,663	1,573,443	45,221,106
•				•	
-prior year restatements	-	(86,895)	(86,895)	-	(86,895)
Balance at 1 April 2023, as restated	21,890,275	21,670,493	43,560,768	1,573,443	45,134,211
Surplus for the financial year					
-as previously reported	1,491,443	1,075,260	2,566,703	•	2,566,703
-prior year restatements	-	(122,591)	(122,591)	-	(122,591)
Other comprehensive income for the financial year					
-fair value reserve	-	-	-	(43,370)	(43,370)
-transfer upon disposal of financial assets, at FVOCI	593,594	441,000	1,034,594	(1,034,594)	-
Total comprehensive income for the financial year	2,085,037	1,393,669	3,478,706	(1,077,964)	2,400,742
Balance at 31 March 2024, as restated	23,975,312	23,064,162	47,039,474	495,479	47,534,953
Balance at 1 April 2024	23,975,312	23,064,162	47,039,474	495,479	47,534,953
Surplus for the financial year	1,658,711	590,502	2,249,213	-	2,249,213
Other comprehensive income for the financial year					
-fair value reserve	-	-	-	327,783	327,783
-transfer upon disposal of financial assets, at FVOCI	(2,822)	(3,949)	(6,771)	6,771	-
Total comprehensive income for the financial year	1,655,889	586,553	2,242,442	334,554	2,576,996
Balance at 31 March 2025	25,631,201	23,650,715	49,281,916	830,033	50,111,949

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025			
	Note	FY 2025 S\$	FY 2024 S\$ (Restated)
Cash flows from operating activities Surplus before tax		2,649,213	3,036,585
Adjustments for: - Amortisation of intangible assets - Depreciation of property, plant and equipment - Depreciation of investment property - Fair value gain on financial assets, at FVTPL - Interest income - Interest on lease liabilities - Investment income - Gain on discharge of lease - Loss on disposal of property, plant and equipment - Contribution from insurance agent - Share of results of associate (net of tax)	18 14 15	50,285 897,274 155,532 (115,435) (1,298,783) 30,188 (221,991) (4,845) 3,071 (33,741) 48,627	38,375 818,965 155,532 (26,875) (1,101,683) 57,581 (261,075) (913) - (126,435) (59,763)
Operating cash flows before working capital changes Changes in working capital - Fixed deposits and bank balances held in trust - Inventories - Trade and other receivables - Deferred grants received - Contract assets - Contract liabilities - Trade and other payables and monies held in trust Cash generated from operations Income tax paid Net cash generated from operating activities	7.2	2,062,141 438,491 (5,376) (3,049,720) 301,812 - 2,535,845 746,616 3,029,809 (537,213) 2,492,596	2,530,294 2,522,924
Cash flows from investing activities Purchase of property, plant and equipment Purchase of intangible assets Deferred capital expenditure Interest received Investment income received Net cash generated from investing activities	14 18	(85,915) (198,095) (9,653) 644,648 221,991 572,976	(117,235) - - 171,560 261,075 315,400

Cash flows from financing activities			
Interest on lease liabilities		(30,188)	(57,581)
Repayments of lease liabilities		(735,093)	(615,178)
Net cash used in financing activities		(765,281)	(672,759)
Net increase in cash and cash equivalents		2,300,291	4,336,364
Cash and cash equivalents at the beginning of			
financial year		37,527,485	33,191,121
Cash and cash equivalents at the end of			
financial year	8	39,827,776	37,527,485

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 31 MARCH 2025

These notes form an integral part of and should be read in conjunction with the accompanying financial statements.

1. General information

The Society was established in 1967 and took on the name of The Law Society of Singapore in 1970. The Society is managed by a body of persons called the Council of the Society which consists of 15 elected members, as well as 3 members nominated to serve by the Minister for Law. The Council may also nominate 3 further members to serve, if it so decides in the course of the year. Elections to the Council are held every year and all lawyers who hold practising certificates vote at the elections. The members of the Council elect from amongst themselves a President, two Vice Presidents and the Treasurer of the Society. The purposes of the Society and the powers of the Council are described in the Legal Profession Act 1966.

The Society's principal place of activities is located at 28 Maxwell Road, #01-03 Maxwell Chambers Suites, Singapore 069120.

The principal activities of the subsidiary are set out in Note 16 to the financial statements.

2. Material accounting policies information

2.1 Basis of preparation

The financial statements have been prepared in accordance with Financial Reporting Standards in Singapore ("FRSs") and the disclosure requirements of the Legal Profession Act 1966 and Charities Act 1994. The financial statements have been prepared under the historical cost convention except as disclosed in the accounting policies below.

The individual financial statements of each entity in the Group are measured using the currency of the primary economic environment in which the entity operates (its functional currency). The consolidated financial statements of the Group and the statement of financial position of the Society are presented in Singapore Dollar (S\$), which is the functional currency of the Society and the presentation currency for the consolidated financial statements.

The preparation of these financial statements in conformity with FRSs requires management to exercise its judgement in the process of applying the Group's accounting policies. It also requires the use of certain critical accounting estimates and assumptions. The areas involving a higher degree of judgement or complexity, or areas where estimates and assumptions are significant to the financial statements are disclosed in Note 3.

2.1.1 New standards, amendments & interpretations effective from 1 April 2024

The standards, amendments to standards, and interpretations, issued by Accounting Standards Council Singapore ("ASC") that will apply for the first time by the Group are not expected to impact the Group as they are either not relevant or not material to the Group's business activities or require accounting which is consistent with the Group's accounting policies.

2.1 Basis of preparation (Cont'd)

2.1.2 New standards, amendments & interpretations issued but not effective

There are a number of standards, amendments to standards and interpretations, which have been issued by the ASC that are effective in future accounting periods and the Group has not decided to early adopt. The Group does not expect any of these standards upon adoption to have a material impact to the Group.

2.2 Basis of consolidation

2.2.1 Subsidiaries

Subsidiaries are entities controlled by the Group. The Group controls an entity when the Group is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

The consolidated financial statements comprise the financial statements of the Society and its subsidiary as at the statements of financial position date. The financial statements of the subsidiary are prepared for the same reporting date as the parent entity. Consistent accounting policies are applied for like transactions and events in similar circumstances.

Intragroup balances and transactions, including income, expenditure and dividends, are eliminated in full. Profits and losses resulting from intragroup transactions that are recognised in assets, such as inventory and property, plant and equipment, are eliminated in full.

Subsidiaries are consolidated from the date of acquisition, being the date on which the Group obtains control, and continue to be consolidated until the date that such control ceases.

Business combinations are accounted for using the acquisition method. The consideration transferred for the acquisition comprises the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Group. The consideration transferred also includes the fair value of any contingent consideration arrangement and the fair value of any pre-existing equity interest in the subsidiary. Acquisition-related costs are recognised as expenditure as incurred. Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are measured initially at their fair values at the acquisition date.

When a change in the Society's ownership interest in a subsidiary results in a loss of control over the subsidiary, the assets and liabilities of the subsidiary including any goodwill, non-controlling interest and other components of equity related to the subsidiary are derecognised. Amounts recognised in other comprehensive income in respect of that entity are also reclassified to profit or loss or transferred directly to accumulated fund if required by a specific FRS.

2.2 Basis of consolidation (Cont'd)

2.2.2 Associate

Associate is an entity in which the Group has significant influence, but not control, over their financial and operating policies. The Group's investment in associate is accounted for using the equity method of accounting, less impairment losses, if any. The consolidated financial statements include the Group's share of the profit or loss of the associate from the date that significant influence commences until the date that significant influence ceases. When the Group's share of losses exceeds its interest in the associate, the carrying amount of that interest (including any long-term investments) is reduced to zero and the recognition of further losses is discontinued except to the extent that the Group has an obligation or has made payments on behalf of the associate.

Accounting for subsidiaries and associate by the Society

In the Society's separate financial statements, investments in subsidiary and associate are stated at cost less impairment losses. On disposal of the investment, the difference between disposal proceeds and the carrying amounts of the investments are recognised in profit or loss.

2.3 Revenue recognition

Revenue is measured based on the consideration to which the Group expects to be entitled in exchange for transferring promised goods or services to a customer, excluding amounts collected on behalf of third parties.

Revenue is recognised when the Group satisfies a performance obligation by transferring a promised good and service to the customer, which is when the customer obtains control of the good or service. A performance obligation may be satisfied at a point in time or over time. The amount of income recognised is the amount allocated to the satisfied performance obligation.

Revenue is recognised as follows:

2.3.1 Subscription from members and contributions

Subscription from members and contributions are recognised over the subscription period.

2.3.2 Co-Payment collection

Co-Payment collection is recognised when service is rendered for CLAS/PDO cases.

2.3.3 Fund-raising event, conference fees, training programme fees and income from self-financing project

Fund-raising event, conference fees, training programme fees and income from self-financing project are recognised when the event is held.

2.3 Revenue recognition (Cont'd)

Revenue is recognised as follows: (cont'd)

2.3.4 Interest income

Interest income is recognised on a time proportion basis using the effective interest method.

2.3.5 Rental income

Rental income is recognised on a straight-line basis over the lease term.

2.3.6 Donations

Donations are recognised when received in cash or the right to receive payment is established.

2.3.7 Dividend income

Dividend income is recognised when the right to receive payment is established.

2.3.8 Sale of goods

Sale of goods is recognised when goods are delivered and in respect of cash sales, when goods are taken and paid for over the counter.

2.3.9 Fair value gain in equity investments at FVTPL

Fair value gain in equity investments at FVTPL is the increase in the value of investments, which is recognised as profit on the Society's financial statements when the investments' market value rises.

2.3.10 Gain on discharge of lease

The gain on discharge of lease is the gain arising from payment term difference between the old lease and new lease and this gain is recognised in the Society's financial statements as part of its profits.

2.4 Government grants

Government grants are recognised at their fair value where there is a reasonable assurance that the grant will be received and all attaching conditions will be complied with. Where the grant relates to an asset, the fair value is recognised in deferred grant on the statement of financial position and amortised to statement of comprehensive income over the expected useful life of the relevant asset by equal annual instalments.

When the grant related to expenditure item, it is recognised in statement of comprehensive income over the period necessary to match them on a systematic basis to the expenditure that it is intended to compensate.

2.5 Employee benefits

2.5.1 Defined contribution plans

As required by law, the Group makes contributions to the state pension scheme, the Central Provident Fund ("CPF") Scheme which is a defined contribution pension scheme. Contributions to CPF are recognised as expenditure in the period in which the related service is performed.

2.5.2 Employee leave entitlement

Employee entitlements to annual leave are recognised when they accrue to employees. The estimated liability for leave is recognised for services rendered by employees up to the statements of financial position date.

2.6 Leases

The Group assesses at contract inception whether a contract is, or contains, a lease. That is, if the contract conveys the right to control the use of an identified asset for a period of time in exchange for consideration.

The Group as a lessee

The Group applies a single recognition and measurement approach for all contracts that are, or contain, a lease, except for short-term leases (i.e. for leases that have a lease term of 12 months or less from the commencement date and do not contain a purchase option) and leases of low-value assets. For these exempted leases, the Group recognises the lease payments as an operating expense on a straight-line basis over the term of the lease unless another systematic basis is more representative of the time pattern in which economic benefits from the leased assets are consumed.

2. Material accounting policies information (Cont'd)

2.6 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.6.1 Right-of-use assets

The Group recognises right-of-use assets at the commencement date of the lease (i.e. the date the underlying asset is available for use). Right-of-use assets are measured at cost, less any accumulated depreciation and impairment losses, and adjusted for any remeasurement of lease liabilities. The cost of right-of-use assets includes the amount of lease liabilities recognised, initial direct costs incurred, and lease payments made at or before the commencement date less any lease incentives received. Right-of-use assets are depreciated on a straight-line basis over the shorter of the lease term and the estimated useful lives of the assets.

If ownership of the leased asset transfers to the Group at the end of the lease term or the cost reflects the exercise of a purchase option, depreciation is calculated using the estimated useful life of the asset. The right-of-use assets are also subject to impairment. The accounting policy for impairment is disclosed in Note 2.14. The Group's right-of-use assets are presented within property, plant and equipment as disclosed in Note 14.

2.6.2 Lease liabilities

At the commencement date of the lease, the Group recognises lease liabilities measured at the present value of lease payments to be made over the lease term. The lease payments include fixed payments (including in-substance fixed payments) less any lease incentives receivable, variable lease payments that depend on an index or a rate, and amounts expected to be paid under residual value guarantees. The lease payments also include the exercise price of a purchase option reasonably certain to be exercised by the Group and payments of penalties for terminating the lease, if the lease term reflects the Group exercising the option to terminate. Variable lease payments that do not depend on an index or a rate are recognised as expenses (unless they are incurred to produce inventories) in the period in which the event or condition that triggers the payment occurs.

In calculating the present value of lease payments, the Group uses its incremental borrowing rate at the lease commencement date because the interest rate implicit in the lease is not readily determinable. After the commencement date, the amount of lease liabilities is increased to reflect the accretion of interest and reduced for the lease payments made. In addition, the carrying amount of lease liabilities is remeasured if there is a modification, a change in the lease term, a change in the lease payments (e.g. changes to future payments resulting from a change in an index or rate used to determine such lease payments) or a change in the assessment of an option to purchase the underlying asset.

2. Material accounting policies information (Cont'd)

2.6 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.6.2 Lease liabilities (Cont'd)

For contract that contain both lease and non-lease components, the Group allocates the consideration to each lease component on the basis of the relative stand-alone price of the lease and non-lease component. The Group has elected to not separate lease and non-lease component for property lease and account these as one single lease component.

The Group's lease liabilities are disclosed in Note 22.

2.6.3 Short-term leases and leases of low-value assets

The Group has elected to not recognise right-of-use assets and lease liabilities for short term leases that have lease term of 12 months or less and leases of low value leases, except for sublet arrangements. Lease payments relating to these leases are expensed to the statement of comprehensive income on a straight-line basis over the lease term.

2.6.4 Variable lease payments

Variable lease payments that are not based on an index or a rate are not included as part of the measurement and initial recognition of the lease liability. The Group shall recognise those lease payments in the statement of comprehensive income in the periods that triggered those lease payments.

The Group as a lessor

Leases for which the Group is a lessor are classified as finance or operating leases. Whenever the terms of the lease transfer substantially all the risks and rewards of ownership to the lessee, the contract is classified as a finance lease. All other leases are classified as operating leases.

When the Group is an intermediate lessor, it accounts for the head lease and the sub-lease as two separate contracts. The sub-lease is classified as a finance or operating lease by reference to the right-of-use asset arising from the head lease.

Rental income from operating leases is recognised on a straight-line basis over the term of the relevant lease. Initial direct cost incurred in negotiating and arranging an operating lease are added to the carrying amount of the leased asset and recognised on a straight-line basis over the lease term.

When a contract includes both lease and non-lease components, the Group applies FRS 115 Revenue from contracts with customers to allocate the consideration under the contract to each component.

2.7 Income taxes

Current income tax for current and prior periods is recognised at the amount expected to be paid to or recovered from the tax authorities, using the tax rates and tax laws that have been enacted or substantively enacted by the reporting date.

Deferred income tax is recognised for all temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements except when the deferred income tax arises from the initial recognition of an asset or liability that affects neither accounting nor taxable profit or loss at the time of the transaction.

A deferred income tax asset is recognised to the extent that it is probable that future taxable profit will be available against which the deductible temporary differences and tax losses can be utilised.

Deferred income tax is measured:

- (i) at the tax rates that are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled, based on tax rates and tax laws that have been enacted or substantively enacted by the reporting date; and
- (ii) based on the tax consequence that would follow from the manner in which the Group expects, at the reporting date, to recover or settle the carrying amounts of its assets and liabilities.

Current and deferred income taxes are recognised as income or expense in the statement of comprehensive income, except to the extent that the tax arises from a transaction which is recognised directly in reserve.

Pro Bono SG is a registered charity under the Charities Act since 31 March 2017. Consequently, the income of the Company is exempted from income tax under the provisions of Section 13 of the Income Tax Act 1947.

2.8 Financial assets

2.8.1 Classification and measurement

The Group classifies its financial assets in the measurement categories:

- Amortised cost;
- Fair value through other comprehensive income ("FVOCI"); and
- Fair value through profit or loss ("FVTPL").

The classification depends on the Group's business model for managing the financial asset as well as the contractual terms of the cash flow of the financial assets.

The Group reclassifies financial assets when and only when its business model for managing those assets changes.

At initial recognition

At initial recognition, the Group measures a financial asset at its fair value plus, in the case of a financial asset not at fair value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial assets. Transaction costs of financial assets carried at fair value through profit or loss are expensed in statement of comprehensive income.

2.8 Financial assets (Cont'd)

2.8.1 Classification and measurement (Cont'd)

At subsequent measurement

(i) Debt instruments

Debt instruments include trade and other receivables (excluding prepayments), fixed deposits and bank and cash balances and investment in debt securities on the statement of financial position. The financial assets, depending on the Group's business model for managing the asset and cash flow characteristics of the asset:

- Amortised cost: Debt instruments that are held for collection of contractual
 cash flows where those cash flows represent solely payments of principal
 and interest are measured at amortised cost. A gain or loss on a debt
 instrument that is subsequently measured at amortised cost is recognised in
 statement of comprehensive income when the asset is derecognised or
 impaired. Interest income from these financial assets is included in interest
 income using the effective interest rate method.
- FVOCI: Debt instruments that are held for collection of contractual cash flows where those cash flows and for sale, and where the assets' cash flows represent solely payments of principal and interest, are classified as FVOCI. Movements in fair values are recognised in Other Comprehensive Income (OCI) and accumulated in fair value reserve, except for the recognition of impairment gains and losses, interest income and foreign exchange gains and losses, which are recognised in profit or loss. When the financial asset is derecognised, the cumulative gain or loss previously recognised in OCI is reclassified from reserves to profit or loss and presented in "Other income". Interest income from these financial assets is recognised using the effective interest rate method and presented in "Interest income".
- FVTPL: Debt instruments that are held for trading as well as those that do
 not meet the criteria for classification as amortised cost or FVOCI are
 classified as FVTPL. Movement in fair values and interest income is
 recognised in statement of comprehensive income in the period in which it
 arises and presented in "Other income".

(ii) Equity investments

The Group subsequently measures all its equity investments at their fair values. Equity investments are classified as FVTPL with movements in their fair values recognised in statement of comprehensive income in the period in which the changes arise and presented in "Other income", except for those equity securities which are not held for trading. The Group has elected to recognise changes in fair value of equity securities not held for trading in other comprehensive income as these are strategic investments and the Group considers this to be more relevant. Movements in fair values of investments classified as FVOCI are presented as 'fair value gains/losses" in Other Comprehensive Income. Dividends from equity investments are recognised in statement of comprehensive income as "Other income".

2.8 Financial assets (Cont'd)

2.8.1 Classification and measurement (Cont'd)

At subsequent measurement (Cont'd)

(iii) Funds placed with fund managers

The Group classify a portfolio of financial assets that is managed and whose performance is evaluated on a fair value basis as financial assets at fair value through profit or loss. Such portfolio of financial assets is neither held to collect contractual cash flows nor held both to collect contractual cash flows and to sell financial assets. The collection of contractual cash flows is only incidental to achieving the Group's objective. The Group's primary focus on a portfolio of financial assets is on the fair value information and uses that information to assess the assets' performance and to make decisions.

2.8.2 Impairment

The Group recognises an allowance for expected credit losses ("ECLs") for financial assets carried at amortised cost and debt instruments at FVOCI. ECLs are based on the difference between the contractual cash flows due in accordance with the contract and all the cash flows that the Group expects to receive, discounted at an approximation of the original effective interest rate.

The impairment methodology applied depends on whether there has been a significant increase in credit risk. For credit exposures for which there has not been a significant increase in credit risk since initial recognition, ECLs are provided for credit losses that result from default events that are possible within the next 12-months (a 12-month ECL). For those credit exposures for which there have been a significant increase in credit risk since initial recognition, a loss allowance is required for credit losses expected over the remaining life of the exposure, irrespective of the timing of the default (a lifetime ECL).

For trade receivables and contract assets that do not have a significant financing component, the Group applies a simplified approach to recognise a loss allowance based on lifetime ECLs at each reporting date. The Group has established a provision matrix that is based on its historical credit loss experience, adjusted as appropriate for current conditions and forward-looking factors specific to the debtors and the economic environment.

If the Group has measured the loss allowance for a financial asset at an amount equal to lifetime ECL in the previous reporting period, but determines at the current reporting date that the conditions for lifetime ECL are no longer met, the Group measures the loss allowance at an amount equal to 12-month ECL at the current reporting date.

The Group recognises an impairment gain or loss in statement of comprehensive income for all financial assets with a corresponding adjustment to their carrying amount through a loss allowance account, except for investments in debt instruments that are measured at FVOCI, for which the loss allowance is recognised in other comprehensive income, and does not reduce the carrying amount of the financial asset in the statement of financial position.

2.8 Financial assets (Cont'd)

2.8.3 Recognition and derecognition

Regular way purchases and sales of financial assets are recognised on trade date - the date on which the Group commits to purchase or sell the asset.

Financial assets are derecognised when the rights to receive cash flows from the financial assets have expired or have been transferred and the Group has transferred substantially all risks and rewards of ownership.

On disposal of a debt instrument, the difference between the carrying amount and the sale proceeds is recognised in statement of comprehensive income. Any amount previously recognised in other comprehensive income relating to that asset is reclassified to statement of comprehensive income.

2.9 Fixed deposits, bank and cash balances

Fixed deposits, bank and cash balances comprise cash on hand, deposits with financial institutions which are subject to an insignificant risk of change in value and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of changes in value.

2.10 Property, plant and equipment

2.10.1 Measurement

Property, plant and equipment are initially recorded at cost. Subsequent to initial recognition, property, plant and equipment are stated at cost less accumulated depreciation and any accumulated impairment losses.

The cost of property, plant and equipment initially recognised includes its purchase price and any cost that is directly attributable to bringing the asset to the location and condition necessary for it to be capable of operating in the manner intended by management.

Dismantlement, removal or restoration costs are included as part of the cost of property, plant and equipment if the obligation for dismantlement, removal or restoration is incurred as a consequence of acquiring or using the asset.

2.10.2 Depreciation

Depreciation is calculated on a straight-line basis to write off the depreciable amounts of property, plant and equipment over their expected useful lives. The estimated useful lives are as follows:

<u>Years</u>
5
5
3 to 10
10
3 to 5
Over the remaining lease term

2.10 Property, plant and equipment (Cont'd)

2.10.2 Depreciation (Cont'd)

The residual values, estimated useful lives and depreciation method of property, plant and equipment are reviewed, and adjusted as appropriate, at each reporting date. The effects of any revision are recognised in statement of comprehensive income when the changes arise.

Fully depreciated assets are retained in the financial statements until they are no longer in use.

2.10.3 Subsequent expenditure

Subsequent expenditure relating to property, plant and equipment that have already been recognised is added to the carrying amount of the asset only when it is probable that future economic benefits associated with the item will flow to the Group and the cost of the item can be measured reliably. Other subsequent expenditure is recognised as "Repair and maintenance" expenses in the statement of comprehensive income during the financial year in which it is incurred.

2.10.4 Disposal

On disposal of a property, plant and equipment, the difference between the net disposal proceeds and its carrying amount is taken to statement of comprehensive income.

2.11 Intangible assets

Computer software development costs are capitalised on the basis of the costs incurred to acquire and bring to use the specific software. Direct expenditure, which enhances or extends the performance of computer software beyond its original specifications and which can be reliably measured, is recognised as a capital improvement and added to the original cost of the software. Costs associated with maintaining computer software are recognised as an expense as incurred.

Computer software development costs and acquired computer software licences are stated at cost less accumulated amortisation and accumulated impairment losses. These costs are amortised using the straight-line method over their estimated useful lives of 5 years.

The amortisation period and amortisation method of intangible assets are reviewed at least at each reporting date. The effects of any revision are recognised in statement of comprehensive income when the changes arise.

2.12 Investment property

Investment property comprises leasehold building of the Group and the Society, that is leased out to earn rental. Investment property is initially recorded at cost and subsequently carried at cost less accumulated depreciation and accumulated impairment losses. Depreciation is calculated using a straight-line method to allocate the depreciable amounts over the estimated useful life of 50 years.

On the disposal of an investment property, the difference between the disposal proceeds and the carrying amount is recognised in statement of comprehensive income.

2. Material accounting policies information (Cont'd)

2.13 Inventories

Inventories comprising publication, gifts and souvenirs held for resale are valued at the lower of cost and net realisable value with cost being determined on a first-in, first-out basis. Net realisable value is the estimated selling price in the ordinary course of business less selling expenses.

When necessary, allowance is provided for damaged, obsolete and slow moving items to adjust the carrying value of inventories to the lower of cost and net realisable value.

2.14 Impairment of non-financial assets

The carrying amounts of the Group's assets are reviewed at each reporting date to determine whether there is any indication of impairment. If any such indication exists, the asset's recoverable amount is estimated.

An impairment loss is recognised in profit or loss if the carrying amount of an asset or its cash-generating unit exceeds its recoverable amount. A cash-generating unit is the smallest identifiable group of assets that generates cash inflows that are largely independent from other assets or groups of assets.

The recoverable amount of an asset or cash-generating unit is the higher of its fair value less costs of disposal and its value in use. In assessing the value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset or cash-generating unit.

2.15 Financial liabilities

Financial liabilities are recognised when the Group becomes a party to the contractual agreements of the instrument and are classified according to the substance of the contractual arrangements entered into. All interest related charges are recognised in statement of comprehensive income. Financial liabilities include "Interfund - amount due to", "Trade and other payables", "Monies held in Trust" and "Lease liabilities" in the statement of financial position.

Financial liabilities which are due to be settled within 12 months after the reporting date are presented as current liabilities in the statement of financial position even though the original term was for a period longer than 12 months and an agreement to refinance, or to reschedule payments on a long-term basis is completed after the reporting date and before the financial statements are authorised for issue. Other financial liabilities due to be settled more than 12 months after the reporting date are presented as non-current liabilities in the statement of financial position.

Financial liabilities are derecognised when the obligations under the liability are discharged, cancelled or expired. When existing financial liabilities are replaced by another from the same lender on substantially different terms of an existing liability or are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in respective carrying amounts is recognised in statement of comprehensive income.

2.16 Provision

Provisions are recognised when the Group has a present obligation (legal or constructive) where, as a result of past events, and it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation. Where the Group expects a provision to be reimbursed, the reimbursement is recognised as a separate asset but only when the reimbursement is virtually certain.

2.17 Borrowing costs

All borrowing costs that are not directly attributable to the acquisition, construction or production of a qualifying asset are recognised in statement of comprehensive income in the period in which they are incurred.

2.18 Currency translation

2.18.1 Functional and presentation currency

Items included in the financial statements of each entity in the Group are measured using the currency of the primary economic environment in which the entity operates (the "functional currency"). The financial statements are presented in Singapore Dollar ("S\$"), which is the functional currency of the Group

2.18.2 Translation and balances

Transactions in a currency other than the functional currency ("foreign currency") are translated into the functional currency using the exchange rates at the dates of the transactions. Currency exchange differences resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies at the closing rates at the reporting date are recognised in the statement of comprehensive income.

Monetary items include primarily financial assets (other than equity investments), contract assets and financial liabilities. However, in the consolidated financial statements, currency translation differences arising from borrowings in foreign currencies and other currency instruments designated and qualifying as net investment hedges and net investment in foreign operations, are recognised in other comprehensive income and accumulated in the currency translation reserve.

When a foreign operation is disposed of or any loan forming part of the net investment of the foreign operation is repaid, a proportionate share of the accumulated currency translation differences is reclassified to profit or loss, as part of the gain or loss on disposal.

Foreign exchange gains and losses that relate to borrowings are presented in the statement of comprehensive income within 'finance costs'. All other foreign exchange gains and losses impacting profit or loss are presented in the statement of comprehensive income within 'other gains/losses'.

Non-monetary items measured at fair values in foreign currencies are translated using the exchange rates at the date when the fair values are determined. Currency translation differences on these items are included in the fair value reserve.

2.18 Currency translation (Cont'd)

2.18.3 Translation of Group entities' financial statements

The results and financial position of all the Group entities (none of which has currency of a hyperinflationary economy) that have functional currency different from the presentation currency are translated into the presentation currency as follows:

- assets and liabilities are translated at the closing exchange rates at the reporting date;
- (ii) income and expenses are translated at the average exchange rates (unless the average is not a reasonable approximation of the cumulative effect of the rates prevailing on the transaction date in which case income and expenses are translated using the exchange rates at the dates of the transactions); and
- (iii) all resulting currency translation differences are recognised in other comprehensive income and accumulated in the currency translation reserve. These currency translation differences are reclassified to profit or loss on disposal or partial disposal with loss of control of the foreign operation.

2.19 **Funds**

Fund balances restricted by outside sources are so indicated and are distinguished from unrestricted funds allocated to specific purposes, if any, by action of the Council. Externally restricted funds may only be utilised in accordance with the purposes for which they are established. The Council retains full control over the use of unrestricted funds for any of the Group's purposes.

Unless specifically indicated, fund balances are not represented by any specific assets or liabilities but are represented by all assets of the Group.

2.20 Contingencies

Contingent liabilities are not recognised in the financial statements. They are disclosed unless the possibility of an outflow of resources embodying economic benefits is remote. A contingent asset is not recognised in the financial statements but disclosed when an inflow of economic benefit is probable.

2.21 Events after the reporting period

Events after the reporting period that provide additional information about the Group's position at the reporting period (adjusting events) are reflected in the financial statements. Events after the reporting period that are not adjusting events are disclosed in the notes to the financial statements when material.

3. Critical accounting estimates, assumptions and judgements

Estimates, assumptions and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.1 Critical accounting estimates and assumptions

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

3.1.1 Useful lives of property, plant and equipment, investment property and intangible assets

The Group reviews the useful lives and residual values of property, plant and equipment, investment property and intangible assets at each reporting date in accordance with the accounting policies in Note 2. The estimation of the useful lives and residual values involves assumptions concerning the future and estimations of the assets common life expectancies and expected level of usage.

The net carrying amount of property, plant and equipment, investment property and intangible assets at 31 March 2025 and the annual depreciation/amortisation charges for the financial year ended 31 March 2025 are disclosed in Notes 14, Note 15 and Note 18, respectively. Changes in the level of usage and market uses could impact the useful lives and residual values of these assets and hence future depreciation/amortisation charges could be revised.

Based on Group's assessment, no change in the estimated useful lives of property, plant and equipment, investment property and intangible assets are required as of 31 March 2025 and 31 March 2024.

3.1.2 Provision for expected credit losses ("ECL") on trade receivables and contract assets

The Group uses a provision matrix to calculate ECL for trade receivables and contract assets. The provision rates are based on days past due for groupings of various customer segments that have similar loss patterns.

The provision matrix is initially based on the Group's historical observed default rates. The Group will calibrate the matrix to adjust historical credit loss experience with forward-looking information. At every reporting date, historical default rates are updated and changes in the forward-looking estimates are analysed.

The assessment of the correlation between historical observed default rates, forecast economic conditions and ECL is a significant estimate. The amount of ECL is sensitive to changes in circumstances and of forecast economic conditions.

The Group's historical credit loss experience and forecast of economic conditions may also not be representative of customer's actual default in the future. As at the reporting date, there is no ECL provided.

3.2 Critical judgements in applying the entity's accounting policies

The key critical judgement in applying the entity's accounting policies concerning the future at the reporting date, that has a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year, is discussed below.

3.2.1 Government grants

Government grants to meet operating expenses are recognised as income in statement of financial activities on the accrual basis in the year these operating expenses were incurred and there is reasonable assurance that the Group will comply with the conditions attached to it. For certain grants, the government agencies reserve the right to withdraw, withhold or reduce the amount of any funds approved but not yet disbursed or to call for the refund of all funds which have been disbursed to the Group if the conditions are not met.

3.2.2 Income taxes

Significant judgement is required in determining the capital allowances and deductibility of certain expenses during the estimation of the provision for income taxes. There are many transactions and calculations for which the ultimate tax determination is uncertain during the ordinary course of business. The Group recognises liabilities for anticipated tax issues based on estimates of whether additional taxes will be due. Where the final tax outcome of these matters is different from the amounts that were initially recorded, such differences will impact the income tax and deferred income tax provisions in the period in which such determination is made.

4. Revenue from contracts with customers

(a) Disaggregation of revenue from contracts with customers:

	Gro	eup
	FY 2025 S\$	FY 2024 S\$
Revenue from: Subscriptions and Compensation Fund dues Surplus from self-financing projects Income from operating activities	7,102,261 1,335,138 958,316 9,395,715	6,942,291 1,119,894 735,428 8,797,613
Timing of transfer of services - Over time	9,395,715	8,797,613
(b) Contract liabilities	Gro FY 2025 S\$	oup FY 2024 S\$
Contract liabilities	5,925,467	3,389,622
Contract liabilities represent subscription fees paid in Significant changes in the contract liabilities balances		
	FY 2025 S\$	FY 2024 S\$
Advances received during the year Amounts recognised as revenue during the year	5,925,467 3,389,622	3,389,622 3,910,694
Contract liabilities: General Fund	FY 2025 S\$ 5,420,767	FY 2024 S\$ 3,058,822
Compensation Fund	504,700 5,925,467	330,800 3,389,622

5.	Government grants		
	3	Grou	D
		FY 2025	FY 2024
		S\$	S\$
		·	•
	Ministry of Law	2,421,460	1,658,557
	MCCY	308,735	-
	NCSS	225,654	116,437
	Tote Board	778,984	926,043
	Singapore Business Federation	· -	12,420
	Enterprise Singapore	199,231	133,712
	Other grants	166,924	172,649
	J	4,100,988	3,019,818
6.	Other income		
		Grou	D
	•	FY 2025	FY 2024
		S\$	S\$

	Investment income	221,991	261,075
	Interest income	1,298,783	1,101,683
	CLAS Co-Payment Collection	58,680	66,106
	Other grants and subsidies	21,991	42,541
	Certificate of good standing	53,209	62,721
	Contribution from insurance agent	33,741	126,435
	Gain on discharge of lease	4,845	913
	Fair value gain on financial assets, at		
	FVTPL	115,435	26,875
	Sponsorship from others	17,369	2,000
	Training programme fees	71,355	48,979
	Miscellaneous income	32,659	46,221
		1,930,058	1,785,549
7.	Tax expense		
	·		
7.1	Income tax expense		
		Group	
		FY 2025	FY 2024
		S\$	S\$
	Current income tax		
	- Current year	400,000	370,000
	- Under provision in prior year		222,473
	Chies, provision in prior year	400,000	592,473
		400,000	J9Z,4/3

7. Tax expense (Cont'd)

7.1 Income tax expense (Cont'd)

The income tax expense on the results of the financial year varies from the amount of income tax determined by applying the Singapore statutory rate of income tax to surplus before tax due to the following factors:

	Gro	up
	FY 2025	FY 2024
•	S\$	S\$
		(Restated)
Surplus before tax	2,649,213	3,036,585
Tax at statutory tax rate of 17%	450,366	516,219
Expenses not deductible for tax		
purposes	59,264	52,802
Income not subject to tax	(125,087)	(188,615)
Capital allowance utilised	(1,949)	(9,237)
Tax exemption and rebates	(17,425)	(17,425)
Under provision in prior year	· ·	222,473
Others	34,831	16,256
	400,000	592,473

Pro Bono SG is a registered charity under the Charities Act since 31 March 2017. Consequently, the income of the Company is exempted from income tax under the provisions of Section 13 of the Income Tax Act 1947.

7.2 Current income tax liabilities

The movement in the account is as follows:

	Group		
	FY 2025	FY 2024	
	S\$	S\$	
Beginning of financial year	800,020	373,000	
Current income tax	400,000	370,000	
Under provision in prior period	-	222,473	
Income tax paid	(537,213)	(165,453)	
End of financial year	662,807	800,020	

8. Fixed deposits, bank and cash balances

Group FY 2025	Fixed deposits S\$	Bank and cash balances S\$	Cash in margin with brokers for trade S\$	Total S\$
General fund Compensation fund Education fund	17,035,966 16,981,289 831,254 34,848,509	2,143,931 53,265 92,950 2,290,146	50,369 - - 50,369	19,230,266 17,034,554 924,204 37,189,024
Other funds - Jus Curio fund - Library fund - Sports Meet fund - Welfare fund		50 10,000 110,657 21,656 142,363	- - - -	50 10,000 110,657 21,656 142,363
Monies held in trust (Note 21)		3,672,964	_	3,672,964
Sub Total	34,848,509	6,105,473	50,369	41,004,351
Pro Bono SG - PBSG	720,855	1,775,534		2,496,389
Total	35,569,364	7,881,007	50,369	43,500,740

8. Fixed deposits, bank and cash balances (Cont'd)

Group	Fixed	Bank and cash	Cash in margin with	
FY 2024	deposits S\$	balances S\$	brokers for trade S\$	Total S\$
General fund Compensation fund Education fund	12,868,530 16,065,264 820,000 29,753,794	3,830,911 53,264 34,353 3,918,528	194,614 - - 194,614	16,894,055 16,118,528 854,353 33,866,936
Other funds - Jus Curio fund - Library fund - Sports Meet fund - Welfare fund	29,733,794 - - - -	50 10,000 174,238 21,656 205,944	194,014 - - - -	50 10,000 174,238 21,656 205,944
Monies held in trust (Note 21)	-	8,649,003	-	8,649,003
Sub Total	29,753,794	12,773,475	194,614	42,721,883
Pro Bono SG - PBSG	895,778	2,558,827	_	3,454,605
Total	30,649,572	15,332,302	194,614	46,176,488

Fixed deposits at the reporting date have tenures ranging from 1 to 12 months (2024: 1 to 12 months) and have interest rates ranging from 2.61% to 3.92% (2024: 3.05% to 4.05%) per annum.

Fixed deposits are included as cash and cash equivalents as these can be readily converted into cash without incurring significant penalty.

For the purpose of preparing the consolidated statement of cash flows, cash and cash equivalents comprise the following at the reporting date:

	Group		
	FY 2025	FY 2024	
	S\$	S\$	
Fixed deposits, bank and cash balances	43,500,740	46,176,488	
Less: Monies held in trust (Note 21)	(3,672,964)	(8,649,003)	
	39,827,776	37,527,485	

At the reporting date, the carrying amounts of fixed deposits, bank and cash balances approximate their fair values.

9. Financial assets at fair value through profit or loss

	Group and Society			
	FY 2025	FY 2024		
5	S\$	S\$		
Financial assets measured at FVTPL	2 224 252	0.470.070		
Funds placed with fund managers	2,384,960	2,178,972		
Comprises:				
General Fund	1,192,480	1,089,486		
Compensation fund	1,192,480	1,089,486		
-	2,384,960	2,178,972		

The fund managers are given discretionary powers within certain guidelines to invest the funds. The funds are primarily placed in quoted equity securities and debt instruments.

The fair values of the quoted equity investments and debt instruments are determined based on quoted market prices at the reporting date. These instruments are included in Level 1 of the fair value hierarchy.

10. Financial assets at fair value through other comprehensive income

	Group and Society			
	FY 2025 S\$	FY 2024 S\$		
Current Financial assets measured at FVOCI	·	,		
Quoted debt instruments	1,375,746	1,829,598		
Equity investments designated at FVOCI				
Quoted equity investments	2,168,173	1,881,841		
Less: Impairment	(131,713)	(131,713) 1,750,128		
	2,036,460	1,/50,128		
Total	3,412,206	3,579,726		
Comprises:	4 504 545			
General Fund Compensation Fund	1,521,219 1,890,987	1,576,524 2,003,202		
and and and	3,412,206	3,579,726		

Debt instruments earn interests at fixed rates from 1.85% to 4.6% (2024: 1.85% to 4.6%) per annum and the maturity dates of certain securities are due within 1 year (2024: 1 year) from the reporting date.

Equity investments are not held for trading. Accordingly, management has elected to designate these investments at fair value through other comprehensive income. It is the Group's strategy to hold these investments for long-term purposes for dividend income.

The fair values of the quoted equity investments and debt instruments are determined based on quoted market prices at the reporting date. These instruments are included in Level 1 of the fair value hierarchy.

11. Inventories

Group and Society

FY 2025 S\$ FY 2024 S\$

Publications, gifts and souvenirs

46,048

40,672

The cost of inventories recognised as an expenditure and included in "Expenditure for operating activities" amounted to S\$5,376 (2024: S\$4,718).

12. Trade and other receivables

Group FY 2025	General fund S\$	Compensation fund S\$	Pro Bono Other SG funds S\$ S\$		Total S\$
Trade receivables - Third parties	5,364,776	580,370	-	-	5,945,146
Other receivables - Deferred expenses - Grant receivables - Interest receivables - Prepayments - Sundry deposits - Sundry receivables Total before inter-segment elimination	153,725 - 654,135 55,207 150,630 142,804 6,521,277	- - - - - - - - - - - - - - - - - - -	2,444,382 20,510 77,335 93,146	- - - - -	153,725 2,444,382 674,645 132,542 150,630 235,950 9,737,020
Inter-segment elimination Total after inter-segment elimination	6,521,277	580,370	2,635,373	-	9,737,020
FY 2024 (restated) Trade receivables - Related party - Third parties	545 3,130,906	- 330,700	-	- -	545 3,461,606
Other receivables - Grant receivables - Interest receivables - Prepayments - Sundry deposits - Sundry receivables Total before inter-segment elimination Inter-segment elimination	930,123 36,336 288,803 61,701 4,448,414	330,700	1,129,930 25,059 85,616 - 13,446 1,254,051	- - - -	1,129,930 955,182 121,952 288,803 75,147 6,033,165
Total after inter-segment elimination	4,448,414	330,700	1,254,051		6,033,165

Trade receivables are non-interest bearing and are generally on 14 days (2024: 14 days) terms. They are recognised at their original invoice amounts, which represent their fair values on initial recognition.

Other receivables are unsecured, non-interest bearing and are repayable on demand.

At the reporting date, the carrying amounts of trade and other receivables approximate their fair values.

13. Deferred grants

	Group		
	FY 2025 S\$	FY 2024 S\$	
Deferred grants <i>General fund</i>			
Balance at the beginning of the financial			
year	106,273	50,000	
 Advance rental income received 	51,500	51,500	
- Grant received for MinLaw	1,591	4,773	
- Deferred income recognised	(56,273)		
Balance at the end of the financial year	103,091	106,273	
Pro Bono SG			
Balance at the beginning of the financial			
year	165,646	10,373	
 Grant received from MinLaw 	823,189	597,500	
 Deferred grants recognised 	(518,195)	(442,227)	
Balance at the end of the financial year	470,640	165,646	
Total	573,731	271,919	
Grants for project to be completed:	523,731	221,919	
- Within 12 months - Current	50,000	50,000	
- More than 12 months - Non-current	573,731	271,919	
HOTE GIGHT IZ MONGIS HON CURTER		2/1,515	

Deferred grants are grants received from various statutory bodies for the implementation of the various projects undertaken by the Group. Such grants which have been received are not recognised in statement of comprehensive income as the projects have not been completed and the terms and conditions relating to the grants have not been met. Similarly, expenses incurred for such uncompleted projects are deferred and not recognised in statement of comprehensive income.

When the projects are completed and the terms and conditions have been satisfied, the deferred grants received and deferred expenditure will be recognised in statement of comprehensive income.

14. Property, plant and equipment

Group	Computer S\$	Office equipment S\$	Renovation S\$	Furniture and fittings S\$	Air- conditioners S\$	Right-of-use assets S\$	Total S\$
Cost							
Cost at 1 April 2023	193,831	100,583	951,021	6,495	25,000	1,974,412	3,251,342
Reclassification	-	-	· -	•		16,107	16,107
Additions	93,644	12,367	11,224	-	-	150,649	267,884
At 31 March 2024 and 1 April 2024	287,475	112,950	962,245	6,495	25,000	2,016,556	3,535,333
Additions	43,068	2,000	40,847	_	-	1,637,440	1,723,355
Discharge of lease	-	-	-	-	-	(2,016,556)	(2,016,556)
Write-off	(74,060)	_			-	-	(74,060)
At 31 March 2025	256,483	114,950	1,003,092	6,495	25,000	1,762,052	3,168,072
Accumulated depreciation							
At 1 April 2023	117,936	66,424	406,307	2,884	17,917	813,577	1,425,045
Reclassification		(10,506)	-	,00		(23,440)	(33,946)
Depreciation charge	44,881	21,955	129,339	722	5,000	617,068	818,965
At 31 March 2024 and 1 April 2024	162,817	77,873	535,646	3,606	22,917	1,407,205	2,210,064
Depreciation charge	49,566	11,991	126,174	722	2,083	706,738	897,274
Discharge of lease	-	,		-	-,	(2,016,556)	(2,016,556)
Write-off	(70,989)	-	-	_	_	-	(70,989)
At 31 March 2025	141,394	89,864	661,820	4,328	25,000	97,387	1,019,793
Net carrying amount							
At 31 March 2024	124,658	35,077	426,599	2,889	2,083	733,963	1,325,269
,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		25,0,7		27000	2,000	. 20,000	-,,
At 31 March 2025	115,089	25,086	341,272	2,167	-	1,664,665	2,148,279

14. Property, plant and equipment (Cont'd)

Group	Computer S\$	Office equipment S\$	Renovation S\$	Furniture and fittings S\$	Air- conditioners S\$	Right-of-use assets S\$	Total S\$
Comprises: FY 2024							
General fund	46,978	8,941	393,845	2,889	2,083	608,261	1,062,997
Pro Bono SG	77,680	26,136	32,754	· -	-	125,702	262,272
	124,658	35,077	426,599	2,889	2,083	733,963	1,325,269
FY 2025 General fund	34,350	5,589	325,523	2,167	-	1,252,823	1,620,452
Pro Bono SG	80,739	19,497	15,749			411,842	527,827
	115,089	25,086	341,272	2 <u>,167</u>		1,664,665	2,148,279

Assets acquired under leasing arrangements

Right-of-use assets acquired under leasing arrangements are premises and equipment under the category of "Right-of-use assets". Details of such leased assets are disclosed in Note 22.

The cash outflow on acquisition of property, plant and equipment amounted to S\$85,915 (2024: S\$114,728).

14.	Property, plant and equipment ((Cont'd)
_	. Lope ty, plant and equipment	Concas

	Group		
	FY 2025 S\$	FY 2024 S\$	
General Fund	710,414	625,019	
Pro Bono SG	<u>186,8</u> 60	193,946	
	897,274	818,965	

15. Investment property

	General Fund		
Group and Society	FY 2025	FY 2024	
	S\$	S\$	
Cost			
At beginning and end of financial year	<u>7,776,606</u>	7,776,606	
Accumulated depreciation			
At beginning of financial year	3,991,991	3,836,459	
Depreciation charge	<u> 155,532</u>	155,532	
At end of financial year	4,147,523	3,991,991	
Carrying amount	3,629,083	3,784,615	

The following amounts are recognised in the consolidated statement of comprehensive income:

come.	Group and Society	
	FY 2025 S\$	FY 2024 S\$
Rental income from investment property Direct operating expenses arising from investment property (including depreciation	618,000	607,500
charge)	219,332	215,532

	Fair value meas	urements at financial ye	ar end using
	Quoted prices in		Significant
Travanta and area and in a	active markets for identical	Significant other observable inputs	unobservable inputs
Investment properties: - Shophouse	assets (Level 1) S\$	(Level 2) S\$	(Level 3) S\$
As at 31 March 2025	-	-	24,200,000
As at 31 March 2024	-	28,500,000	-

15. Investment property (Cont'd)

As at 31 March 2025, the fair values of the investment property have been determined on the basis of internal valuation by the management. The valuation was arrived using managements' experience, knowledge of the market prices and recently transacted sales and purchase prices for similar property.

The fair value as at 31 March 2024 was valued by Jones Lang LaSalle Property Consultants Pte Ltd, a firm of independent professional valuers, on the basis of Market Value. The valuation is also based on direct comparison with recent transactions of comparable properties within the vicinity.

16. Investment in subsidiary **Group and Society** FY 2025 FY 2024 S\$ S\$ Unquoted equity shares, at cost Details of subsidiary are as follows: Effective interest held by the Name of subsidiary Country of Principal activities incorporation Group FY 2025 FY 2024 % % Pro Bono SG* (audited To identify Singapore 100 100 by Fiducia LLP) opportunities for pro bono legal services and oversee all pro bono legal services initiatives of Pro

*There is no cost of investment for the subsidiary as it is a company limited by guarantee. Under such structure, each member of the subsidiary agrees to contribute towards the subsidiary' debts and liabilities in the event of liquidation, up to \$10 per member. Pro Bono SG is an approved Institution of a Public Character.

Bono SG

During the financial year, the Society has the following significant transactions with its subsidiary on terms agreed between the parties:

	FY 2025 S\$	FY 2024 S\$
Sales	545	1,962

17.	Investment in associate	e		6	Co status
				Group and	<u>-</u>
				FY 2025	FY 2024
				S\$	S\$
	Investment in associate			245,360	196,733
	Details of associate are as	follows:			
	Name of associate	Country of	Principal	Effective into	erest held by
		incorporation	activities	the C	Sroup
				FY 2025 %	FY 2024 %
	Insolvency Practitioners Association of Singapore Limited* (audited by Baker Tilly TFW LLP)	Singapore	Professional body for insolvency practitioners	50	50
	* There is no cost of invest every member of the com the company in the event	pany undertake	s to contribute to	meet the debts	and liabilities of
	The summarised financia statements and reconciliate financial statements is as	tion to the carry			
	illianciai statements is as	TOTIOWS.		Group and	Society
				FY 2025	FY 2024
				S\$	S\$
	Revenue			595,786	625,464
	Profit after tax		_	97,252	119,528
	Non-current assets			404	2,048
	Current assets			654,559	589,255
	Current liabilities			(164,244)	(197,836)
	Net assets		_		
	וופו מספרוס		-	490,719	393,467
	Group's share of net asse proportion of ownership	interest,			
	representing net carryi	ng amount of		245,360	196,733
	mvesument		_	47JJUU	150,733

During the financial year, the Society has the following significant transactions with its associate on terms agreed between the parties:

	FY 2025 S\$	FY 2024 S\$
Sales	67,097	65,520
Net collection on behalf of the associate	163,975	237,005

18. Intangible assets

Group	Computer software development costs S\$	Computer software S\$	Total S\$
Cost At 1 April 2023	1,191,620	57,402	1,249,022
Restatement	(187,474)	57,402	(187,474)
At 1 April 2023, 31 March 2024	(==://././		
and 1 April 2024, as restated Additions	1,004,146 -	57,402 198,095	1,061,548 198,095
At 31 March 2025	1,004,146	255,497	1,259,643
Accumulated amortisation	060 407	EE 303	022 070
At 1 April 2023 Amortisation charge	868,487 36,515	55,383 1,860	923,870 38,375
At 31 March 2024 and 1 April		1,000	30,373
2024	905,002	57,243	962,245
Amortisation charge	43,992	6,293	50,285
At 31 March 2025	948,994	63,536	1,012,530
Net carrying amount At 31 March 2024, as restated	99,144	159	99,303
At 31 March 2025	55,152	191,961	247,113
Comprises: FY 2024 General fund	0.170	159	0 227
Pro Bono SG as restated	9,178 89,966	159	9,337 89,966
TO BOILD SO as restated	99,144	159	99,303
FY 2025			
General fund	366	191,961	192,327
Pro Bono SG	54,786	101.001	54,786
	55,152	191,961	247,113

The computer software development costs were mainly incurred for computerisation of Pro Bono SG Office's workflow management system and website.

Amortisation is charged as follows:

<u>-</u>	Group		
	FY 2025 S\$	FY 2024 S\$	
General Fund Pro Bono SG	15,105	14,090	
- Criminal Legal Aid Scheme ("CLAS")	35,180 50,285	24,285 38,375	

19. Deferred capital expenditure

This pertains to costs incurred by the subsidiary for the ongoing implementation of a Customer Relationship Management systems. As the development project is still in progress, no amortisation charge has been recognised.

20. Trade and other payables

Group FY 2025	General Fund S\$	Compensation fund S\$	Other funds S\$	Sub Total S\$	Pro Bono SG S\$	Grand Total S\$
Trade payables - Third parties	390,165	-	55	390,220	173,540	563,760
Other payables - Accrued operating expenses	194,534	-	-	194,534	997,738	1,192,272
- Tenant's deposit - Sundry payables	154,500 884,449	-	- 11,894	154,500 896,343	- -	154,500 896,343
Total	1,623,648		11,949	1,635,597	1,171,278	2,806,875
Comprises:						
CurrentNon-current	1,469,148 154,500	-	11,949	1,481,097 154,500	1,171,278 -	2,652,375 154,500
	1,623,648		11,949	1,635,597	1,171,278	2,806,875
Group FY 2024	General Fund S\$	Compensation fund S\$	Other funds S\$	Sub Total S\$	Pro Bono SG S\$	Grand Total S\$
Trade payables - Third parties	76,465	-	-	76,465	94,067	170,532
Other payables - Accrued operating						
expenses - Tenant's deposit	44,987 154,500	-	- -	44,987 154,500	851,892 -	896,879 154,500
- Sundry payables Total	837,792		556 556	838,348	- 045.050	838,348
TOTAL	1,113,744	<u> </u>	550	1,114,300	945,959	2,060,259
Comprises:	050 244		556	050.000	045 050	1 005 750
CurrentNon-current	959,244 154,500	<u> </u>	556 -	959,800 154,500	945,959 -	1,905,759 154,500
	1,113,744	-	556	1,114,300	945,959	2,060,259

Other payables are unsecured, non-interest bearing and are repayable on demand.

Deferred income consist of the Tech-celerate grant is from Enterprise Singapore and is to incentivise eligible Singapore law firms to use IT in and computerise their operations. The Society acts as an administrator/ trustee for Enterprise Singapore to administer the project and disburse the grants when the respective law firms meet the criteria set out by Enterprise Singapore.

At the reporting date, the carrying amounts of trade and other payables approximate their fair values.

21.	Monies held in trust	Group and S FY 2025 S\$	Society FY 2024 S\$
	Pursuant to section 74 of the Legal Profession Act ("Section 74 money") Unclaimed Money Fund	1,665,535 2,007,429 3,672,964	6,725,731 1,923,272 8,649,003
22.	Lease liabilities		
		Group and	Society
		FY 2025	FY 2024
		S\$	S\$
	Current	748,085	707,142
	Non-current	922,504 1,670,589	65,945 773,087
	General Fund	1,255,724	637,950
	Pro Bono SG	414,865 1,670,589	135,137 773,087
	Current:		
	General Fund	606,624	597,783
	Pro Bono SG	141,461	109,359
		748,085	707,142
	Non-current:		
	General Fund	649,100	40,167
	Pro Bono SG	273,404	25,778
		922,504	65,945

The carrying amount of right-of-use assets classified within property, plant and equipment in the statement of financial position are as follows:

Group	General Fund S\$	Pro Bono SG S\$	Total S\$
FY 2025	1,215,557	386,727	1,602,284
Lease of premises	37,266	25,115	62,381
Lease of equipment	1,252,823	411,842	1,664,665
FY 2024	555,023	92,624	647,647
Lease of premises	53,238	33,078	<u>86,316</u>
Lease of equipment	608,261	125,702	733,963

22. Lease liabilities (Cont'd)

The Group's leasing activities comprise the following:

- (i) The Group leases office premises and copier equipment from non-related parties. The leases have an average tenure of between two to five years (2024: three to five years).
 The Society's lease of an office premise expires in March 2027; and
- (ii) In addition, the Group leases certain office equipment with remaining contractual terms of less than one year. These leases are short-term. The Group has elected not to recognise right-of-use assets and lease liabilities for these leases.

The total amounts recognised in statement of comprehensive income are as follows:

	Group		
	FY 2025	FY 2024	
	S\$	S\$	
Depreciation of right-of-use assets	706,738	617,068	
Interest expense on lease liabilities	30,188	57,581	
Lease expense not capitalised in lease liabilities:			
 Operating lease expense - office 	18,889	14,945	
	755,815	689,594	

Total cash outflows:

During the financial year, the Group had total cash outflows for leases of S\$784,170 (2024: S\$687,704).

22. Lease liabilities (Cont'd)

Reconciliation of movements of lease liabilities to cash flows arising from financing activities:

		_		Non-cash	changes		
Group Liabilities	1 April 2024 S\$	Cash flows S\$	Accretion of interests S\$	Addition S\$	Discharge of lease S\$	Other S\$	31 March 2025 S\$
- Current	707,142	(765,281)	30.188	1,637,440	(4,845)	(856,559)	748,085
- Non-current	65,945	-	-	-	(1/0.15)	856,559	922,504
	773,087	(765,281)	30,188	1,637,440	(4,845)	-	1,670,589

			Non-cash changes				
Group	1 April 2023	Cash flows	Accretion of interests	Addition	Discharge of lease	Other	31 March 2024
Liabilities	S\$	S\$	S\$	S\$	S\$	S \$	S\$
- Current	579,232	(672,759)	57,581	211,783	(9,487)	540,792	707,142
 Non-current 	606,737	-	-	-		(540,792)	65,945
	1,185,969	(672 <u>,</u> 759)	57,581	211,783	(9,487)	-	773,087

23. General fund

Accumulated general fund is expendable at the direction of the Council in furtherance of the Group's objectives.

		Society		
			FY 2025	FY 2024
		Note	S\$	S\$
	Income	22.4	C 200 444	C DEE 544
	Subscriptions from members	23.1	6,399,411	6,255,541
	Surplus from self-financing projects	23.2	1,335,138	1,119,894
	Government grants	23.3	525,486	227,746
	Rental income		618,000	607,500
	Income from operating activities	23.4	822,764	632,026
	Other income	23.5	1,638,925	1,465,014
		,	11,339,724	10,307,721
	Less: Expenditure			
	Expenditure for operating activities	23.6	714,969	245,099
	Administrative expenses	23.7	1,360,184	1,304,941
	Personnel expenses	23.8	6,293,786	5,563,106
	Donations/Grants/Contributions to Singapore		.,,.	-,,
	Institute of Legal Education/Pro Bono SG/SBF			
	Foundation	23.9	686,519	664,871
	Disciplinary Proceedings costs	23.10	252,754	458,214
	Interest on lease liabilities		21,428	47,337
			9,329,640	8,283,568
			2,010,084	2,024,153
	Share of results of associate (net of tax)		48,627	59,763
	Surplus before tax		2,058,711	2,083,916
	Tax expense		(400,000)	(592,473)
	Surplus for the financial year		1,658,711	1,491,443
	Balance brought forward		23,975,312	21,890,275
	Transfer upon disposal of financial assets,			
	at FVOCI		(2,822)	593,594
	Balance carried forward		25,631,201	23,975,312
23.1	Analysis of subscriptions from members			
			Soci	ety
			FY 2025	FY 2024
			S\$	S\$
	Subscription from Non-Practitioners		29,325	41,629
	Subscription from Practitioners		6,370,086	6,213,912
			6,399,411	6,255,541

23.2	Analysis of	fsurplus	from se	lf-finan	cina	projects

Analysis of surplus from self-financing projects			
	Group and Society		
	FY 2025 FY 2024		
	S\$	S\$	
Continuing Professional Development			
Programmes/Advocacy			
Income	1,411,177	1,448,397	
Expenditure *	(287,209)	(542,129)	
Surplus	1,123,968	906,268	
Conference			
Income	389,441	301,341	
Expenditure *	(178,271)	(87,715)	
Surplus	211,170	213,626	
Total surplus	1,335,138	1,119,894	

^{*} Relates to direct expenditure only and does not include secretariat staff or admin overheads.

23.3 Analysis of government grants

	Society		
	FY 2025	FY 2024	
	S\$	S\$	
Ministry of Law			
- Grant for rental subsidy	75,594	79,269	
- Outreach grant	168,862	-	
Enterprise Singapore - Local Enterprise Association			
Development (RTB)	227,114	22,116	
Enterprise Singapore - Local Enterprise Association			
Development (LG)	43,209	111,596	
Enterprise Singapore – Lawyers go global	· -	754	
Others	10,707	14,011	
	525,486	227,746	

23.4 Analysis of income from operating activities

	Society		
	FY 2025	FY 2024	
	S\$	S\$	
Advertising - Online directory	91,998	83,105	
Advertising – Online Law Gazette	5,800	7,346	
Advertising – others	28,709	_	
Annual dinner receipt	71,900	_	
Classified advertising	74,819	79,398	
Gain on disposal of property, plant and equipment	200	_	
Lawyers Go Global	70,981	124,220	
Reimbursement for anti-money laundering			
inspections	268,589	-	
Regulatory cost received	26,459	180,169	
Penalty imposed	34,201	49,000	
Penalty for not voting	76,000	59,500	
Others	73,108	49,288	
	822,764	632,026	

23.5 Analysis of other income

	Soc	Society		
	FY 2025	FY 2024		
	S\$	S\$		
Interest income on fixed deposits	1,263,833	1,062,167		
Investment income	117,834	138,617		
Contribution from insurance agent	33,741	126,435		
Gain on discharge of lease	4,845	-		
Fair value gain on financial assets, at FVTPL	115,435	26,875		
Sponsorship	17,369	2,000		
Certificate of good standing	53,209	62,721		
Miscellaneous	32,659	46,199		
	1,638,925	1,465,014		

23.6 Analysis of expenditure for operating activities

	Society	
	FY 2025	FY 2024
	S\$	S\$
Audit fee for anti-money laundering inspections	268,589	-
Meetings, events and other Council expenses	129,321	94,031
Council budgets for special projects/expenditure	317,059	151,068
	714,969	245,099

23.7 Analysis of administrative expenses

	Society	
•	FY 2025	FY 2024
	S\$	S\$
Amortisation of intangible assets Auditor's remuneration	15,104	14,090
- External – Current year	43,745	40,200
Bank charges	3,071	3,045
Bad debts written off	-	4,605
Delivery charges	100	69
Depreciation of property, plant and equipment	710,414	625,019
Depreciation of investment property	155,532	155,532
Insurance	24,389	27,286
Miscellaneous	12,109	20,314
Newspapers, periodicals and binding services	2,160	2,364
Pantry supplies	17,776	8,821
Photocopier metered charges and paper costs	2,418	-
Postage and courier charges	2,475	4,788
Printing and stationery	17,162	39,498
Professional fees	31,279	41,015
Property tax	63,800	60,000
Repairs and maintenance	70,944	136,923
Storage charges	18,889	14,945
Subscription for online accounts	151,656	89,214
Taxation fee	1,800	4,400
Telephone, facsimile and email broadcast charges	15,361_	12,813_
	1,360,184	1,304,941

23.8 Analysis of personnel expense

	Society	
	FY 2025	FY 2024
	S\$	S\$
Central Provident Fund and Skills Development Levy	724,589	659,362
Temporary staff and employment agency fees	37,047	29,724
Salaries (including temporary staff), bonuses and		
related expenses	5,472,757	4,791,752
Earned leave entitlement	14,934	15,328
Staff welfare	17,573	34,733
Staff medical fees and group hospital insurance	21,821	18,821
Staff training fees	5,065	13,386
	6,293,786	5,563,106
Personnel expenses	6,293,786	5,563,106
Less: Allocation to Compensation Fund (Note 24.1)		
	6,293,786	5,563,106

23.9 Analysis of Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/ SBF Foundation

	Society	
	FY 2025 S\$	FY 2024 S\$
Book prizes Contributions to the Singapore Institute of Legal	2,100	2,100
Education	684,419	662,771
	686,519	664,871

23.10 Analysis of Disciplinary Proceeding costs

	Soci	Society	
	FY 2025	FY 2024	
	S\$	S\$	
Expenses *	252,754	458,214	

^{*} Relates to direct expenditure only and does not include any imputed cost for secretariat staff time, administrative overheads and volunteer lawyers' time.

24. Restricted funds

Restricted funds are funds subject to specific trusts, which may be declared by the donor(s) or with their authority or created through legal process, but still within wider objectives of the Group.

Restricted funds comprise of:

	Society	
	FY 2025	FY 2024
	S\$	S\$
Compensation fund	19,743,088	18,940,030
Jus curio fund	405,372	394,900
Sports meet fund	(304,014)	(223,944)
Welfare fund	22,263	22,263
Library fund	52,841	52,841
Total	19,919,550	19,186,090

24.1 Compensation fund

Compensation fund

A fund established to make grants for the purpose of relieving or mitigating loss for any person that has sustained loss in consequence of dishonesty on the part of any solicitor or any clerk or servant of a solicitor in connection with that solicitor's practice in Singapore.

24. Restricted funds (Cont'd)

24.1 Compensation fund (Cont'd)

	Society	
	FY 2025	FY 2024
	S\$	S\$
Income		
Contributions received	702,850	686,750
Investment income	104,157	122,458
	807,007	809,208
Surplus for the financial year	807,007	809,208
Balance at beginning of financial year	17,364,828	16,114,620
Transfer upon disposal of financial assets, at		
FVOCI	(3,949)	441,000
Balance at end of financial year	18,167,886	17,364,828

Compensation Fund - Library

A fund established for the purposes of purchasing or maintaining a library for the use of the members.

	Society	
	FY 2025 S\$	FY 2024 S\$
Balance at beginning and end of financial year	1,575,202	1,575,202
Total Compensation fund at end of financial year	19,743,088	18,940,030

24.2 Pro Bono SG

Pro Bono SG ("Pro Bono SG") is incorporated in Singapore on 4 January 2017 to take over the operations of Pro Bono, Learning and Support Services (the "Division"), a division of The Law Society of Singapore with charity status as a going concern. The Division was deregistered as a charity with effect from 23 May 2018. Pro Bono SG' registered office and principal place of activities is located at 1 Havelock Square, #B1-18 State Courts, Singapore 059724.

Pro Bono SG was registered as a charity under the Charities Act 1994 on 31 March 2017 and has been accorded an Institutions of a Public Character ("IPC") status for the period from 31 March 2019 to 31 March 2024. The status has been renewed subsequently for the period from 1 April 2024 to 31 March 2025.

The liabilities of the member is limited by guarantee whereby its member undertakes to contribute to the assets of the Company, in the event of the Company being wound up while it is a member, or within one (1) year after he ceases to be a member, for payment of debts and liabilities of the Company contracted before he ceases to be a member, and of the costs, charges and expenses of winding up, and for the adjustment of the rights of the contributories among themselves, such amount as may be required not exceeding S\$10 Singapore Dollars only.

Pro Bono SG' sole member is the Society. As such, the immediate and ultimate parent of the Pro Bono SG is the Society.

24. Restricted funds (Cont'd)

24.2 Pro Bono SG (Cont'd)

The purpose of the Company is to serve the community by facilitating access to justice for the needy and vulnerable so that all may have access to justice in Singapore.

The principal activities of the Company are to coordinate and administer all pro bono initiatives of the Law Society to implement its vision and initiatives to provide pro bono legal services in Singapore, including:

- Outreach programmes such as community legal clinic, migrant worker clinic and LawWorks legal clinic.
- Representation programmes such as Criminal Legal Aid Scheme ("CLAS"), Family Justice Support Scheme ("FJSS") and Ah Hoc Pro Bono Services.
- Community Law Centres ("CLC") programme where legal assistance are provided through our branch offices.
- Other initiatives such as Bar Memorial Scholarship Fund ("BMSF").

24.3 Jus Curio fund

A fund established to maintain the operation of Jus Curio Shop. Jus Curio Shop offers an eclectic range of stocks from corporate merchandise to various publications.

	Society	
	FY 2025	FY 2024
	S\$	S\$
Income		
Sale of gifts and souvenirs	16,314	15,977
	16,314	15,977
Less: Cost of sales		
Opening inventories	40,672	35,954
Purchases and related costs	11,218	11,815
Closing inventories (Note 11)	(46,048)	(40,672)
	5,842	7,097
Gross profit from sales	10,472	8,880
	10,472	8,880
Surplus for the financial year	10,472	8,880
Balance at beginning of financial year	394,900_	386,020
Balance at end of financial year	405,372	394,900

24. Restricted funds (Cont'd)

24.4 Sports Meet fund

A fund established to promote good relations and social intercourse among members and between members, professional bodies of the legal profession in other countries and other persons, by means of sporting events.

	Society	
·	FY 2025	FY 2024
	S\$	S\$
Income		
Receipt from Bench & Bar games	109,613	77,995
Receipt from other games	10,170	11,392
	119,783	89,387
Less: Expenditure Bank charges Bench & Bar games Other games	149,342 50,511 199,853	404 31,424 40,677 72,505
(Deficit)/surplus for the financial year Balance at beginning of financial year Balance at end of financial year	(80,070) (223,944) (304,014)	16,882 (240,826) (223,944)

24.5 Welfare fund

A fund established to afford pecuniary and other assistance to members or former members and to the wives, widows, children and other dependants, whether of members, former members or deceased members who are in need of any such assistance.

	Society	
	FY 2025	FY 2024
	S\$	S\$
Balance at beginning and end of financial		
year	22,263	22,263

24.6 Library fund

The fund was set up for the establishment of a library and the acquisition or rental of offices to house the library.

	Society		
	FY 2025	FY 2024	
	S\$	S\$	
Balance at beginning and end of financial			
year	52,841	52,841	
			_

171,358

1,893,758

102,891

1,236,657

25. Remuneration paid to key management personnel

- Post-employment benefits - contributions to CPF

The Society

	FY 2025 S\$	FY 2024 S\$
 Salaries and other short-term employee benefits Post-employment benefits – contributions to CPF 	1,030,125 100,952 1,131,077	1,678,975 166,743 1,845,718
No remuneration is paid to any member of the Council.		
Pro Bono SG		
	FY 2025 S\$	FY 2024 S\$
- Salaries and other short-term employee benefits	1,722,400	1,133,766

Remuneration bands for 3 highest paid Pro Bono SG staff who are also KMP

The 3 highest paid staff whose remuneration exceeded S\$100,000 in the period were as follows:

	FY 2025	FY 2024
Number of staff in bands:		
S\$100,000 to S\$199,999	-	1
S\$200,000 to S\$299,999	2	2
S\$300,000 to S\$399,999	1	-

No directors of Pro Bono SG have received remuneration for their services as board members and no directors are staff of the Pro Bono SG.

26. Financial instruments

The financial assets of the Group as at the end of financial year are as follows:

	Group	
	FY 2025	FY 2024
	S\$	S\$
Financial assets		
At amortised cost		
 Fixed deposits, bank and cash balances Trade and other receivables (excluding 	43,500,740	46,176,488
prepayments)	9,604,478	5,911,213
	53,105,218	52,087,701
Financial assets, at FVTPL	2,384,960	2,178,972
Financial assets, at FVOCI	3,412,206	3,579,726
,	58,902,384	57,846,399

26. Financial instruments (Cont'd)

The financial liabilities of the Group as at the end of financial year are as follows:

	Group	
	FY 2025 S\$	FY 2024 S\$
Financial liabilities		
At amortised cost		•
- Trade and other payables (excluding advance		
receipts)	2,806,875	2,060,259
- Lease liabilities	1,670,589	773,087
- Monies held in trust	3,672,964	8,649,003
	8,150,428	11,482,349

27. Financial risk management

The Group's activities do not expose it to any significant financial risks. Risk management is carried out under policies approved by the Council. The Council approves guidelines for overall risk management, as well as policies covering these specific areas.

27.1 Credit risk

Credit risk refers to the risk that the counterparty will default on its contractual obligations resulting in a loss to the Group.

i) Risk management

The Group has adopted the following policy to mitigate the credit risk.

For cash and cash equivalents, the Group mitigates its credit risks by transacting only with counterparties who are rated "A" and above independent rating agencies.

The Group has adopted a policy of only dealing with creditworthy counterparties and obtaining sufficient collateral where appropriate, as a means of mitigating the risk of financial loss from defaults. The Group performs ongoing credit evaluation of its counterparties' financial condition and generally do not require a collateral.

The maximum exposure to credit risk in the event that the counterparties fail to perform their obligation as at the end of the financial year in relation to each class of recognised financial assets is the carrying amount of those assets as stated in the statement of financial position.

ii) Impairment of financial assets

As at the reporting date, there are no amounts arising from expected credit losses for each class of financial assets.

The Group had applied the simplified approach by using the provision matrix to measure the lifetime expected credit losses for trade receivables.

To measure the expected credit losses, these receivables have been grouped based on shared credit risk characteristic and days past due. In calculating the expected credit loss rates, the Group considers historical loss rates for each category of customers, and adjust for forward-looking macroeconomic data.

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

ii) Impairment of financial assets (Cont'd)

Receivables are written off when there is no reasonable expectation of recovery, such as debtor failing to engage in a repayment plan with the Group. The Group categories a receivable for write off when a debtor fails to make contractual payment greater than 3 years past due based on historical collection trend. Where receivables have been written off, the Group continues to engage in enforcement activity to attempt to recover the receivables due. Where recoveries are made, these are recognised in profit and loss.

The Group has no significant concentration of credit risk. The Group has credit policies and procedures in place to minimise and mitigate its credit risk exposure.

Description of evaluation of financial assets	Basis for recognition and measurement of ECL
Counterparty has a low risk of default and does not have any past due amounts	12-month ECL
Contractual payments are more than 30 days past due or where there has been a significant increase in credit risk since initial recognition	Lifetime ECL - not credit-impaired
Contractual payments are more than 120 days past due or there is evidence of credit impairment	Lifetime ECL - credit-impaired
There is evidence indicating that the Group has no reasonable expectation of recovery of payments such as when the debtor has been placed under liquidation or has entered into bankruptcy proceedings	Write-off

As at 31 March 2025 and 2024, the carrying amount of Group's trade and other receivables were disclosed in Note 12.

The Group considered that there was evidence if any of the following indicators were present:

- There is significant difficulty of the debtor; or
- Breach of contract, such as default or past due event; or
- It is becoming probable that the debtor will enter bankruptcy or other financial reorganisation.

Receivables from third parties

The Group assessed the latest performance and financial position of the counterparties and concluded that there has been no significant increase in the credit risk since the initial recognition of the financial assets. Accordingly, the Group measured the impairment loss allowance using 12-month ECL and determined that the ECL is insignificant.

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

ii) Impairment of financial assets (Cont'd)

Financial assets at amortised cost

Financial assets at amortised cost include trade and other receivables and cash and cash equivalents. Credit risk exposure in relation to financial assets at amortised costs as at 31 March 2025 and 31 March 2024 is insignificant, and accordingly no credit loss allowance is recognised as at 31 March 2025 and 31 March 2024.

The Group has no financial assets that are either past due and/or impaired at 31 March 2025 and 31 March 2024.

27.2 Market price risk

Market risk is the risk that the fair value or future cash flows of the Group's financial instruments will fluctuate because of changes in market prices (other than interest or exchange rates). The Group is exposed to changes in equity price arising from its investment in quoted equity instruments. These equity instruments are quoted on SGX-ST in Singapore and are classified as available-for-sale financial assets.

As at 31 March 2025, the Group's financial assets at fair value through other comprehensive income amounted to \$\$3,412,206 (2024: \$\$3,579,726). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease equity by approximately \$\$341,000 (2024: \$\$357,000).

As at 31 March 2025, the Group's financial assets at fair value through profit or loss amounted to \$\$2,384,960 (2024: \$\$2,178,972). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease surplus by approximately \$\$238,000 (2024: \$\$217,000).

27.3 Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of the Group's financial instruments will fluctuate because of changes in market interest rates. The Group's exposure to interest rate risk arises primarily from their cash and cash equivalents and borrowings.

The Group does not expect any significant effect on the Group's profit or loss arising from the effects of reasonably possible changes to interest rates on interest bearing financial instruments at the end of the financial year.

Sensitivity analysis for interest rate risk

At the reporting date, the interest rate profile of the Group's interest-bearing financial instruments was as follows:

	Group		
	FY 2025	FY 2024	
	S\$	S\$	
Fixed rate instruments	·	,	
Financial assets			
Fixed deposits	35,569,364	30,649,572	
·			
Financial liabilities			
Lease liabilities	1,670,589	773,087	

27. Financial risk management (Cont'd)

27.3 Interest rate risk (Cont'd)

Sensitivity analysis for interest rate risk (Cont'd)

The sensitivity analysis is based on changes in the interest rates of variable rate financial instruments.

Sensitivity analysis for interest rate risk is not presented as the Group do not have significant exposure to market risk for changes in interest rate.

At the reporting date, the Group does not have variable rate interest-bearing financial instruments.

27.4 Liquidity risk

The Council exercises prudent liquidity and cash flow risk management policies and aims at maintaining an adequate level of liquidity and cash flow at all times.

The financial liabilities of the Group as presented in the reporting are due within twelve months from the reporting date and approximate the contractual undiscounted repayments obligations.

The table below summarises the maturity profile of the Group's financial assets and liabilities at the end of the reporting date based on the contractual undiscounted repayment obligations:

FY 2025	Within one year S\$	Later than one year but not later than five years S\$	Total S\$
Financial assets, at amortised cost Fixed deposits, bank and cash balances Trade and other receivables (excluding prepayments)	43,500,740 9,604,478	<u> </u>	43,500,740 9,604,478
Financial assets, at FVTPL Financial assets, at FVOCI	2,384,960 3,412,206 58,902,384		2,384,960 3,412,206 58,902,384
Financial liabilities, at amortised cost Trade and other payables (excluding advance receipts) Lease liabilities Monies held in trust	(2,652,375) (822,893) (3,672,964) (7,148,232)	(154,500) (956,757) (1,111,257)	(2,806,875) (1,779,650) (3,672,964) (8,259,489)
Net financial assets / (liabilities)	51,754,152	(1,111,257)	50,642,895

27. Financial risk management (Cont'd)

27.4 Liquidity risk (Cont'd)

		Later than one year	
	Within one	but not later than	
	year	five years	Total
	S\$	S\$	S\$
FY 2024			
Financial assets, at amortised cost			
Fixed deposits, bank and cash balances Trade and other receivables (excluding	46,176,488	-	46,176,488
prepayments)	5,911,213	=	5,911,213
	52,087,701	-	52,087,701
Financial assets, at FVTPL	2,178,972	-	2,178,972
Financial assets, at FVOCI	3,579,726		3,579,726
	57,846,399		57,846,399
Financial liabilities, at amortised cost			
Trade and other payables (excluding			
advance receipts)	(1,905,759)	(154,500)	(2,060,259)
Lease liabilities	(732,193)	(71,497)	(803,690)
Monies held in trust	(8,649,003)	(, =, , = , ,	(8,649,003)
	(11,286,955)	(225,997)	(11,512,952)
Net financial assets	46,559,444	225,997	46,333,447

28. Fair values

The Group classifies fair value measurement using a fair value hierarchy that reflects the significance of the inputs used in making the measurement.

The fair value hierarchy has the following levels:

- Level 1 quoted prices (unadjusted) in active markets for identical assets or liabilities.
- Level 2 inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (as prices) or indirectly (i.e. derived from prices).
- Level 3 inputs for the asset or liability that are not based on observable market data.

28.1 Fair value measurements of assets that are measured at fair value

The Group's financial assets at FVTPL and FVOCI are traded in an active market and are based on quoted market prices at the reporting date. These investments are included in the Level 1 hierarchy.

28. Fair values (Cont'd)

28.2 Fair value financial instruments by classes that are not carried at fair value and whose carrying amounts are reasonable approximation of fair value

The carrying amounts of the other financial assets and financial liabilities recorded in the financial statements approximate their respective fair values due to the relatively short-term maturity of these financial instruments or that they are floating rate instruments that are re-priced to market interest rates on or near the reporting period.

The fair value of the investment property for disclosure purposes is categorised within Level 2 and 3 (2024: Level 2) of the fair value hierarchy.

The fair value of the Group's investment property was determined based on internal valuation by the management. The valuation was arrived using managements' experience, knowledge of the market prices and recently transacted sales and purchase prices for similar property.

Based on the comparison method, comparison was made to recent sales transactions of comparable properties within the vicinity and elsewhere. Necessary adjustments have been made for differences in location, tenure, size, shape, design and layout, age and condition of building, dates of transactions and the prevailing market conditions amongst other factors affecting its value. Any significant changes to the adjustments made to market value for differences in location or condition would result in higher or lower fair value measurement.

29. Fund management

The Group's objectives when managing its funds are to safeguard and maintain adequate working capital to continue as a going concern and to develop its principal activities over the longer term.

The objectives, policies or processes of the Group during the financial year ended 31 March 2025 remain the same as those for the financial year ended 31 March 2024.

30. Restatements

During the current financial year, the Group reviewed its accounting treatment relating to the capitalisation of costs for software under development. It was determined that certain expenses previously capitalised as intangible assets did not meet the recognition criteria under FRS 38 *Intangible Assets*.

As a result, the Group had restated the comparative figures in the prior period's financial statements in accordance with FRS 8 *Accounting Policies, Changes in Accounting Estimates and Errors*. The restatement reflects a more accurate application of the relevant recognition principles.

30. Restatements (Cont'd)

The effects of the above matters on the comparative figures are as follows:

	As previously reported S\$	Adjustment S\$	As restated S\$
Group 1 April 2023 Consolidated statement of financial positions Non-current assets	-,	-1	
Intangible assets Deferred capital expenditure	325,152	(187,474) 63,920	137,678 63,920
Current assets Trade and other receivables	5,075,097	36,659	5,111,756
Accumulated funds	43,647,663	(86,895)	43,560,768
Group 31 March 2024 Consolidated statement of comprehensive income			
Administrative expenses Net surplus for the financial year	1,897,458 <u>2,566,703</u>	122,591 (122,591)	2,020,049 2,444,112
Consolidated statement of financial positions Non-current assets			
Intangible assets Deferred capital expenditure	408,821	(309,518) <u>63,920</u>	99,303 63,920
Current assets Trade and other receivables	5,997,053	36,112	6,033,165
Accumulated funds	47,248,960	(209,486)	47,039,474
Consolidated statement of cash flows Cash flows from operating activities			
Surplus before tax Trade and other receivables Net cash generated from operating	3,159,176 8,167	(122,591) 547	3,036,585 8,714
activities	4,852,799	(122,044)	4,730,755
Cash flows from investing activities			
Purchase of intangible assets Net cash generated from investing activities	(122,044) 156,324	122,044 122,044	278,368

31. Authorisation of financial statements

The financial statements of the Group for the financial year ended 31 March 2025 were authorised for issue by the Council of the Society on $18 \ SEP \ 2025$



Audit Committee Report

The role of the Audit Committee ("AC") is to function as an independent committee to assist the Council of the Law Society of Singapore ("Council") by overseeing areas such as the integrity of financial reporting, the effectiveness of its risk management framework and corporate governance. In this role, the AC will (i) in respect of each financial year, review the annual audited consolidated financial statements of the Law Society of Singapore ("LSS"), and report its findings and make recommendations to the Council for their consideration; and (ii) from time to time and as tasked by the Council, advise and review the internal controls framework of LSS and its internal and external audit processes. The AC may also be directed by the Council to conduct any special investigations (where required) concerning the financial position of LSS and its subsidiary, Pro Bono SG.

The Council appointed Robson Lee (Chairperson), Michael Hwang SC, Joy Tan, Jacqueline Loke and George Ong (Resource Consultant) to form the Audit Committee for 2025.

As part of its responsibility in overseeing the integrity of the financial reporting process, the AC monitors the relationship between LSS and the external auditor, addressing matters associated with their appointment, remuneration, performance and independence, and the progress of the annual audit process. The AC participates in the pre-audit and post-audit meeting between the LSS financial reporting team and the external auditor to apprise itself of any particular audit issues that may need to be addressed.

Looking ahead to 2026, the AC will continue working with the LSS Secretariat to implement the three-year internal audit programme. The AC believes that this internal audit programme which is currently on-going, will improve LSS's non-financial controls and governance arrangements, as well as help to strengthen its internal controls and to maintain a robust system of risk management.

On a final note, the AC acknowledges the financial reporting team's substantial work during FY25, especially on the external and internal audit. The AC conveys its gratitude and appreciation for their strong commitment and dedication.

