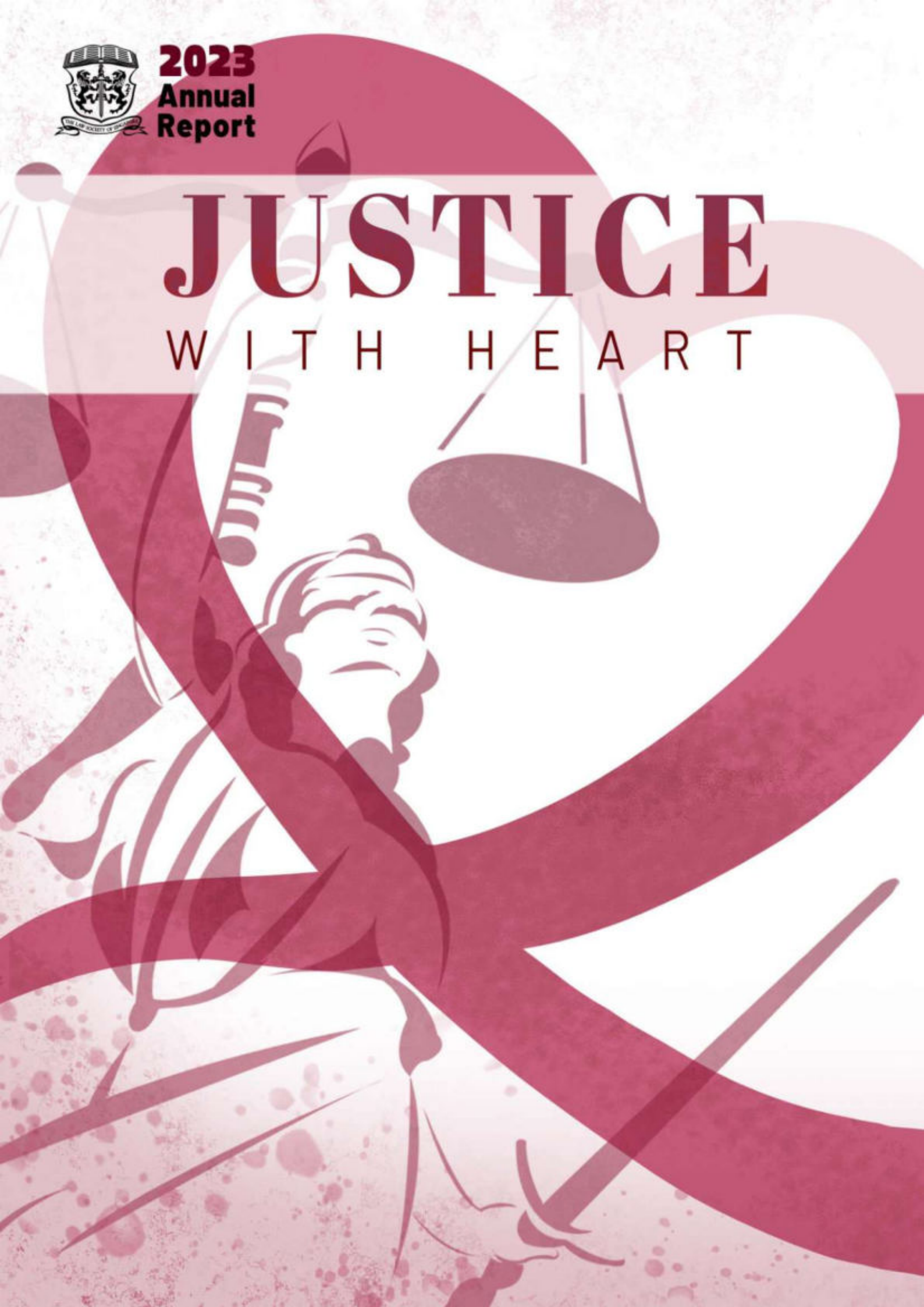




2023
Annual
Report

JUSTICE

W I T H H E A R T





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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OUR PEOPLE



THE COUNCIL



Chan Tai-Hui Jason, SC
President (from 21 July 2023)



Tan Gim Hai Adrian
President (until 8 July 2023)



Chia Boon Teck
Vice-President (from 28 July 2023)
Treasurer (until 28 July 2023)



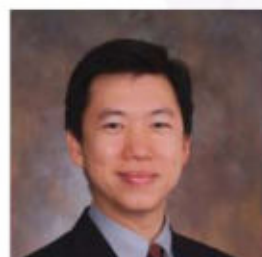
Lisa Sam Hui Min
Vice-President



Michael S Chia
Treasurer (from 31 July 2023)



Lim Seng Siew
(from 7 August 2023)



Chan Pengee Adrian



Koh Choon Guan Daniel



Chew Kei-Jin



Lim Hui Bian Vivienne



Lam Kuet Keng Steven John



Siraj Omar, SC



Nicholas Narayanan



Tan Beng Hwee Paul



Gregory Xu Weicheng



Low Ying Li, Christine



Sui Yi Siong



Foo Guo Zheng Benjamin



Tan Wei-Min, Sarah Ephesians



Andrew Chua Ruiming



Darryl Chew Zijie



Eva Teh Jing Hui

THE EXECUTIVE COMMITTEE



Chan Tai-Hui Jason, SC

President (from 21 July 2023)



Tan Gim Hai Adrian

President (until 8 July 2023)



Chia Boon Teck

Vice-President (from 28 July 2023)
Treasurer (until 28 July 2023)



Lisa Sam Hui Min

Vice-President



Michael S Chia

Treasurer (from 31 July 2023)



Low Ying Li, Christine



Sui Yi Siong



Foo Guo Zheng Benjamin

COUNCIL REPORT

Outgoing Council Members for 2022

The term of the following Council members ended on 31 December 2022:

- Gregory Vijayendran, SC
- M Rajaram
- Manimaran Arumugam TAMIL
- Ng Lip Chih
- Sunil Sudheesan
- Marshall Lim Yu Hui

Council Members for the Period 1 January 2023 to 31 December 2023

Senior Category (not less than 15 years' standing)

- Tan Gim Hai Adrian - President (until 8 July 2023)
- Chia Boon Teck - Vice-President (from 28 July 2023) / Treasurer (until 28 July 2023)
- Lisa Sam Hui Min - Vice-President
- Michael S Chia - Treasurer (from 31 July 2023)
- Lim Seng Siew (from 7 August 2023)
- Chan Pengee Adrian
- Koh Choon Guan Daniel
- Chew Kei-Jin
- Lim Hui Bian Vivienne
- Lam Kuet Keng Steven John
- Siraj Omar, SC
- Nicholas Narayanan

Middle Category (5 to 15 years' standing)

- Chan Tai-Hui Jason, SC - President (from 21 July 2023) / Vice-President (until 20 July 2023)
- Tan Beng Hwee Paul
- Gregory Xu Weicheng
- Low Ying Li, Christine
- Sui Yi Siong
- Foo Guo Zheng Benjamin

Junior Category (less than 5 years' standing)

- Tan Wei-Min, Sarah Ephesians
- Andrew Chua Ruiming
- Darryl Chew Zijie
- Eva Teh Jing Hui

The following members of Council for 2023 are Statutory Members appointed by the Minister of Law to serve on the Council:

- Lim Hui Bian Vivienne
- Siraj Omar, SC
- Nicholas Narayanan

The following members of Council for 2023 are Statutory Members appointed by Council to serve on the Council:

- Chan Pengee Adrian
- Chew Kei-Jin
- Sui Yi Siong
- Foo Guo Zheng Benjamin

Council Meetings

There were 4 ordinary meetings of the Council from September 2022 to December 2022. The attendance of members was as follows:

| Member | Present | Absent |
|----------------------------------------------------|---------|--------|
| Tan Gim Hai Adrian (President) | 4 | 0 |
| Lisa Sam Hui Min (Vice-President) | 4 | 0 |
| Chan Tai-Hui Jason, SC (Vice-President) | 3 | 1 |
| Tan Beng Hwee Paul (Treasurer) | 1 | 3 |
| Gregory Vijayendran, SC (Immediate Past President) | 4 | 0 |
| M Rajaram | 2 | 2 |
| Chan Pengee Adrian | 3 | 1 |
| Manimaran Arumugam TAMIL | 0 | 4 |
| Koh Choon Guan Daniel | 3 | 1 |
| Chia Boon Teck | 4 | 0 |
| Ng Lip Chih | 3 | 1 |
| Michael S Chia | 3 | 1 |
| Nicholas Narayanan | 4 | 0 |
| Sunil Sudheesan | 3 | 1 |
| Low Ying Li, Christine | 3 | 1 |
| Sui Yi Siong | 3 | 1 |
| Foo Guo Zheng Benjamin | 4 | 0 |
| Marshall Lim Yu Hui | 2 | 2 |
| Tan Wei-Min, Sarah Ephesians | 4 | 0 |
| Andrew Chua Ruiming | 3 | 1 |
| Darryl Chew Zijie | 3 | 1 |

There were 8 ordinary meetings and 1 special meeting from January 2023 to August 2023. The attendance of members was as follows:

| Member | Present | Absent |
|----------------------------------------------------|---------|--------|
| Tan Gim Hai Adrian (President) (until 8 July 2023) | 4 | 2 |
| Chan Tai-Hui Jason, SC (President) | 8 | 1 |
| Chia Boon Teck (Vice-President) | 9 | 0 |
| Lisa Sam Hui Min (Vice-President) | 9 | 0 |
| Michael S Chia (Treasurer) | 9 | 0 |
| Lim Seng Siew (from 7 August 2023) | 1 | 0 |
| Chan Pengee Adrian | 6 | 3 |
| Koh Choon Guan Daniel | 8 | 1 |
| Chew Kei-Jin | 7 | 2 |
| Lim Hui Bian Vivienne | 9 | 0 |
| Lam Kuet Keng Steven John | 9 | 0 |
| Siraj Omar, SC | 3 | 6 |
| Nicholas Narayanan | 8 | 1 |
| Tan Beng Hwee Paul | 6 | 3 |
| Gregory Xu Weicheng | 6 | 3 |
| Low Ying Li, Christine | 7 | 2 |
| Sui Yi Siong | 8 | 1 |
| Foo Guo Zheng Benjamin | 8 | 1 |
| Tan Wei-Min, Sarah Ephesians | 6 | 3 |
| Andrew Chua Ruiming | 7 | 2 |
| Darryl Chew Zijie | 9 | 0 |
| Eva Teh Jing Hui | 9 | 0 |

PRESIDENT'S MESSAGE

Dear Members,

Let me begin by expressing my deep thanks to the Council Members, Volunteers and Secretariat colleagues of the Society. Your commitments of time, talent and energy make it possible for the Society to carry out its crucial role as an Advocate for the Profession and an Advocate for the Community.

2023 has been an eventful year that has been marked with significant developments for the Society and our members. We bid farewell to our late President Adrian Tan who sadly passed away in July this year. Adrian was a true gentleman of the Bar. He combined integrity, compassion and intelligence with his special wit. The Society will be celebrating Adrian's life and his contributions to Singapore and the Bar at our Annual Dinner. The theme of this year's dinner is *"The Teenage Textbook"*, Adrian's beloved and uniquely Singaporean novel. We look forward to seeing you all at the Annual Dinner.

The Society's international engagement with overseas law societies and bar associations stands out as a prominent highlight of 2023. In an increasingly inter-connected world, these international engagements allowed the Society to create opportunities for our members to establish and deepen their overseas networks. These engagements also provided opportunities to continue to showcase the Singapore Lawyer brand around the world.

In February 2023, the Society organised an overseas mission to Seoul, South Korea as part of the *Lawyers Go Global* programme. Our members were able to meet with a range of law firms in Seoul, as well as industry entities such as the Korean and Seoul Bar Associations. The trip also gave our members the opportunity to attend at the Ministry of Justice and the Central District Courts in Seoul.

In August 2023, the Society organised another *Lawyers Go Global* mission to Hanoi, Vietnam. The highlight of this trip was the signing of the Memorandum of Understanding (MOU) between the Vietnam Bar Federation and the Society. This coincided with and marked the 50th anniversary of diplomatic relations between Vietnam and

Singapore. Our members met up with various law firms in Hanoi during this mission, and had the opportunity to visit the Ministry of Justice and the Vietnam International Arbitration Centre.

The Society's focus on international engagement made it possible for the Society to sign several important MOUs over the course of the year. In April 2023, the Society signed a MOU for the Singapore-Shanghai Lawyers Exchange and Secondment Programme, paving the way for reciprocal exchange programmes between lawyers in Singapore and Shanghai. This was in partnership with the Ministry of Law, the Shanghai Municipal Bureau of Justice and the Shanghai Bar Association.

In July 2023, the Society entered into MOUs with the Law Society of Hong Kong and the Hong Kong Bar Association. In September 2023, the Society signed an MOU with the Guangzhou Lawyers' Association. These MOUs serve as an important part of the Society's mission to create opportunities for our members, and to increase global awareness of the quality of the Singapore Lawyer brand.

The Society remains committed to ensuring that our members are fully attuned to the digital era. To paraphrase Professor Richard Susskind in *Online Courts and the Future of Justice*, the pace of technological change is accelerating and there is no apparent finish line. In this digital world, lawyers continue to bring great value. A lawyer's involvement in a matter lends "teeth" that no website or advanced technology can bring. The Society will enhance our focus on initiatives that will equip our members with skills, insights and thought leadership to harness the opportunities of the digital future. In this regard, the Society's IT Committee intends to launch the *Guide on the Adoption of Legaltech for Law Practices* before the end of this year. The Guide will help lawyers and law practices to be better informed when considering the adoption of technology and managing the risks in adopting technology.

Another important area of focus for the Society is its suite of alternative dispute resolution schemes – Law Society Arbitration Scheme (LSAS), Law Society Mediation

Scheme (**LSMS**) and Law Society Neutral Evaluation and Determination Scheme (**LSNEDS**). With Singapore's objective of establishing itself as a premier dispute resolution hub, the Society has taken steps to extend the LSAS, LSMS and LSNEDS to specific practice areas. For example, there is a dedicated LSMS and LSNEDS scheme for family law disputes. Also, in January 2023, the Society, in collaboration with the Financial Industry Disputes Resolution Centre, had launched the LSNEDS-FIDReC Scheme.

Singapore enterprises will soon be facing mandatory sustainability reporting and green-related requirements due to emerging sustainability standards and regulations. This presents opportunities for law firms to support these businesses in their sustainability efforts and compliance.

In partnership with the Institute of Singapore Chartered Accountants (**ISCA**), both organisations have proposed to launch a "Sustainability Apex Programme" (**SAP**) which will be supported by Enterprise Singapore. This initiative seeks to strengthen the sustainability advisory, reporting, and assurance capabilities of both lawyers and accountants, while fostering cross-sector learning networks and collaborations. SAP will offer a series of masterclasses, workshops, community building activities, and overseas mission trips to share experiences, discuss case studies and learn from the industry thought leaders in the region on potential solutions for sustainability issues.

As one of the key professional bodies in Singapore, the Society aims to enhance its members' competitiveness and to capitalize on growth opportunities, particularly in ESG-related services. To complement SAP, the Society has also formed, in May this year, an ESG Working Group made up of its members and industry ESG partners. The ESG Working Group will assist to develop, empower and reskill lawyers with all aspects of ESG including the three distinct aspects of Environmental, Social and Governance, its respective legal issues and trends, and advise Council so that the Society can develop strategies to address these trends. The Working Group will also be launching CPD courses on ESG related issues.

The Society has kept an unwavering focus on our members' welfare and well-being in 2023. Amongst other initiatives, we have commissioned a dedicated study to analyse the declining number of lawyers overall and the growing attrition of young lawyers. The study is in progress

and the Society will study the findings very carefully to assess how we can best help our members to build a successful and sustainable career in legal practice.

The Society recognises that our members operate in an increasingly intense legal landscape. In this regard, we started the year with the second edition of our *Practice Well Week* which focused on five core pillars of wellbeing: Emotional, Social, Intellectual, Occupational and Physical. It is important to remember that the Society's commitment is not only to excellence and innovation in legal practice. We are also committed to helping our members stay resilient and fulfilled in their practice of the law.

As the year draws to a close, I would like to record my gratitude to all of the Council Members, Volunteers and Secretariat staff for their hard work, dedication and commitment to Justice. I look forward to working together with all of you to forge a Society to be proud of.



Jason Chan, SC
President

THE SECRETARIAT



Shawn Toh

Chief Executive Officer



Alvin Chen

Chief Legal Officer
Department Head
Representation & Law Reform



Chen Siew Loon

Chief Financial Officer



Rejini Raman

Department Head
Compliance
Until December 2022



Roy'yani Binte Abdul Razak

Department Head
Compliance
From December 2022



K Gopalan

Department Co-Head
Regulatory
Until March 2023



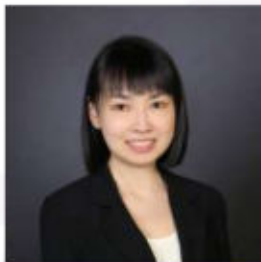
Anamika Bagchi

Department Head
Regulatory



Clifford Hang

Department Head
Administration



Amy Koh

Department Head
Continuing Professional Development
From March 2023



Goh Wan Cheng

Department Co-Head
Membership and External Relations



Sharmaine Lau

Department Head
Publications



Audrey Chew

Department Head
Continuing Professional Development
From September 2022 to January 2023



Joseph Tay

Department Head
IT Security & Infrastructure and Data
Protection



Lee Wei Yan

Department Co-Head
Membership and External Relations

CEO'S REPORT

The key activities and initiatives of the Law Society of Singapore (**Society**) during the period 1 September 2022 to 31 August 2023 (**the Reporting Period**) are outlined as follows.

1. Assisting and Supporting Members

The Society assists and support members through a wide variety of programmes, schemes and resources, which includes mentorship initiatives and professional ethics guidance.

As at 31 August 2023, the Society had 6,512 Practitioner Members, 88 Associate Members, 166 Non-Practitioner Members, and 14 Honorary Members. In addition, 569 lawyers were called to the Bar.

(a) Member Support Schemes

The Society offers a wide range of support schemes to its members, designed to help them with their professional and personal development. These schemes are well received by members, who find them to be both helpful and informative.

One of the most popular support schemes is the LawCare counselling service. LawCare provides confidential counselling to members who are facing personal or professional challenges. The service is provided by qualified counsellors, and members can get 50 per cent subsidy for up to three sessions of counselling.

In August 2023, the Society launched its new mentorship scheme, which is a comprehensive and remodelled mentoring programme that consolidates previous mentorship schemes such as Relational Mentorship, Mentoring Scheme for Small Firms, PracMentor, Career Path and Young Lawyers Law Mentors Scheme.

Under the Society's new Mentorship Scheme, mentees can find a volunteer mentor from a pool of lawyers beyond their immediate network at the workplace. The new scheme offers mentees a platform to discuss issues such as ethical conundrums, practice-area related issues, mental well-being and career development, comfortably with their assigned mentors with full confidentiality. It also provides an option for the mentee to engage in reverse mentoring of

technology skills and social media knowledge with the mentor subject to their mutual consent.

These support schemes are an important part of the Society's commitment to providing its members with the resources they need to succeed. Members have found the support schemes to be useful, especially the schemes that provide counselling and mentoring.

(b) Guidance on Professional Ethics

The Society's Secretariat continues to support the work of the Advisory Committee of the Professional Conduct Council (**Advisory Committee**) in rendering professional and ethical guidance to legal practitioners.

During the Reporting Period, the Society's Secretariat received and assisted with a high volume of queries from legal practitioners proactively seeking guidance on their obligations under the Legal Profession (Professional Conduct) Rules 2015 (**PCR**). Out of approximately 38 requests for guidance received, approximately 20 formal requests for guidance were identified as suitable and appropriate for referral to the Advisory Committee.

The queries reviewed by the Advisory Committee included topics such as confidentiality, conflict of interest, publicity, touting and referrals, contingency fees and the dispensation of free legal advice at free legal clinics.

Requests for guidance may be sent to the Advisory Committee Secretariat at ethics_enquiry@lawsoc.org.sg.

(c) Access to Ethics Resources

The Society has also enhanced its Ethics Resources webpage with links and references to a plethora of resources on professional ethics developed by the Society or published in the Law Gazette (<https://www.lawsociety.org.sg/for-lawyers/ethics-resources/>).

To improve our members' access to the Society's Practice Directions and Guidance Notes, the Society's Secretariat had also compiled all of the Society's current Practice Directions and Guidance Notes (as of 9 June 2023). A downloadable PDF of the compilation can be found on the Ethics & Professional Responsibility webpage on the

Society's website (<https://www.lawsociety.org.sg/for-lawyers/ethics-and-professional-responsibility/>).

(d) Updated Practice Direction on Online Digital Payments from Client Accounts

In the course of the previous year, the Society received feedback from members that they had encountered technical difficulties in complying with Practice Direction (PD) 3.3.11 (Online Digital Payments from Client Accounts). Following the receipt of feedback, the Society consulted and worked with multiple stakeholders to collate views on how PD 3.3.11 could be amended to make it easier for members to comply.

Following a comprehensive review, the Society published a revised PD 3.3.11 which clarified at which point of the transaction process biometric authentication is required for the purposes of carrying out online digital payments for money drawn from client accounts.

The revised PD 3.3.11 may be viewed in its entirety on the Society's Ethics & Professional Responsibility webpage (<https://www.lawsociety.org.sg/for-lawyers/ethics-and-professional-responsibility/>).

2. Improving the Standards of Learning of the Legal Profession

The Society's Continuing Professional Development (CPD) Committee is dedicated to deliver a diverse range of programmes to support the professional growth of our members.

As Covid-19 restrictions gradually eased, the Society has also adapted to our members' needs. Physical sessions were progressively introduced, including flagship events such as the CPD Week 2022, and the Litigation Conference Workshop 2023.

Webinars and eLearning continued to be offered as well, to provide convenience to members in their educational and professional development. Over 50 programmes were organised during the Reporting Period, drawing more than 8,000 participants.

The key highlights of the Society's CPD initiatives include the following:

(a) Business Capabilities Building

In our ongoing commitment to supporting law practices in maintaining their competitiveness, the Society actively collaborates with partners to introduce a range of

programmes aimed at enhancing the capabilities of our lawyers. These carefully curated initiatives, led by industry experts, focus on driving business transformation and unlocking new possibilities for law firms of the future.

The programmes offer valuable insights and key takeaways, including:

- Legal innovation to streamline operations, and maximizing efficiency within their law firms;
- Incorporating sustainability in legal operations and ethical considerations in legal practice;
- Digital marketing strategies to help lawyers effectively reach and engage with clients; and
- Influencing legal service buying decisions to position legal practice effectively.

(b) Practice Well

At the core of a lawyer's role is the effective application of legal practice to serve their clients. Recognising this, the Society's CPD department, together with the CPD Committee, strives to ensure that our members stay updated and aware of the latest changes, new rules, and potential pitfalls that practitioners should be mindful of.

In addition to our focus on professional development, the Society is also dedicated to nurturing the overall well-being of our members. We firmly believe that a healthy mind fosters greater productivity and adds meaning to an individual's work. Besides our continued efforts in organising the Society's Practice Well Week for the second consecutive year, the Society partners with reputable organisations such as Promises Healthcare and College of Law Australia to raise awareness about mental health within the legal profession.

By addressing both the professional and personal aspects of our members' lives, the Society seeks to empower them with the knowledge and skills needed to excel in their legal careers.

3. Contributions to Law Reform and Engagements on Practice Matters

(a) Feedback to Consultations

The Society provided constructive feedback on behalf of the legal profession to the Judiciary, the Ministry of Law, the Attorney-General's Chambers, and other government bodies and stakeholders. We have advanced the interests

of the profession through feedback given in response to public consultations and closed-door consultations. Some examples of feedback given during the Reporting Period include:

- 12 December 2022: Submission to the Monetary Authority of Singapore (MAS) on the *"Public Consultation on Roadmap to Terminate the SGD Cheque Truncation System: Eliminating Corporate Cheques by 2025"* where MAS proposed initiatives to eliminate centrally cleared cheques used by corporates by 2025, and to assist and encourage remaining users of centrally cleared cheques (including individuals) to switch to alternative payment methods if they are able to do so. **(Conveyancing Practice Committee, Information Technology Practice Committee, and Personal Injury and Property Damage Committee)**
- 30 December 2022: Submission to Ministry of Law and Intellectual Property Office of Singapore on the *"Public Consultation on Draft Regulations for Collective Management Organisations"* where views were sought on the draft subsidiary legislation on the regulation of collective management organisations. **(Intellectual Property Practice Committee)**
- 28 February 2023: Submission to the Intellectual Property Office of Singapore on the *"Public Consultation on Proposed Intangibles Disclosure Framework"* which aims to ensure that the proposed Intangible Disclosure Framework helps enterprises in identifying and communicating their intangibles to support business activities, in particular intangible asset commercialisation, transactions, and financing. **(Intellectual Property Practice Committee)**

(b) Dialogue Sessions with the Courts

The Society also regularly engaged in dialogue sessions with the Supreme Court, State Courts and Family Justice Courts. Issues relating to the Court Practice Chairpersons', Civil Practice, Family Law Practice, PIPD (Personal Injury and Property Damage), Probate Practice and Small Law Firms Committees were raised with the Courts on a regular basis. These channels of communication enabled us to address a wide range of issues with the Courts in a timely manner and ensured that our members' viewpoints were represented properly and persuasively.

(c) Meeting with the President of the Financial Action Task Force

The Society had the privilege of hosting Mr T. Raja Kumar,

President of the Financial Action Task Force (**FATF**) at its premises on 20 July 2023. The lunchtime discussion with Mr Raja was attended by members of Council, the Anti-Money Laundering (**AML**) Committee and representatives from the Malaysian Bar, the Institute of Singapore Chartered Accountants and the Monetary Authority of Singapore. The event afforded an excellent opportunity to interact and engage with Mr Raja on the latest developments on the AML front.

(d) Practitioners' Huddle and Engagement Sessions

Following the success of the virtual huddle sessions organised in the previous reporting period required by the safe reopening and safe management measures, four engagement sessions for members were held during this Reporting Period:

- Cyber-hygiene and phishing - virtual huddle on 8 November 2022;
- Developments in PIPD practice (including the proposed development of a PIPD Mediation Scheme and recent case updates) - in-person session on 26 April 2023;
- Sharing of experiences on the use of technology in the transition back to working from office/transition to hybrid working models/resumption of business travels - engagement session on 26 May 2023; and
- Busting myths about litigation, arbitration and other forms of dispute resolution - in-person session on 22 August 2023.

4. Promoting and Strengthening International Relations

Since the gradual resumption to normalcy, we have seen an increase in activities which further the Society's objective of maintaining good relations with professional bodies of the legal profession in other countries.

(a) POLA Conference 2022

The Society was honoured to be able to host the first in-person 32th President of Law Association (**POLA**) Conference 2022 in Singapore. Themed *"The Next Normal Law Firms"*, the POLA Conference focused on these topics namely; post pandemic issues faced by law firms, diversity and inclusion, issues affecting young lawyers, technology and mental wellness. Bar leaders gathered together on this occasion to provide insightful sharing on the topics and to catch up with one another after a long hiatus of physical

events. POLA Conference 2022 was concluded with a scenic dinner facing the iconic Singapore skyline and an unforgettable quiz hosted by our late President, Adrian Tan.

(b) Lawyers Go Global Missions

As travel restrictions were lifted, we organised our first Lawyers Go Global physical mission to Vietnam, Ho Chi Minh City from 17 to 19 August 2022. The second physical mission was to South Korea, Seoul from 22 to 24 February 2023.

A third Mission to Vietnam, Hanoi followed closely in the middle of August 2023. The key event of this mission was signing a Memorandum of Understanding (**MOU**) with the Vietnam Bar Federation in light of the 50th anniversary of Singapore and Vietnam diplomatic relations.

(c) Hosting Delegates from Overseas

In addition, the Society has also resumed hosting representatives from Overseas Bar Association and Law Societies in-person. More details on international relations activities can be found at page 64 of the annual report.

(d) Memorandums of Understanding

The Society is also proud to share that during the reporting period, we have signed four MOUs namely, Shanghai Bar Association and Shanghai Municipal Bureau of Justice with Singapore's Ministry of Law on Singapore-Shanghai Lawyers Exchange Programmes, Sabah Law Society, The Law Society of Hong Kong and Hong Kong Bar Association.

We will be embarking on an exciting programme with Shanghai Bar Association under the MOU where Shanghai lawyers and Singapore lawyers will have opportunities to participate in reciprocal exchange programme to build cross sharing of knowledge, connections and competencies.

(e) Virtual Exhibition

We continued to participate in virtual exhibitions such as the 19th China-ASEAN Expo (**CAEXPO**) from 16 to 19 September 2022. CAEXPO is an established regional platform for enhancing cooperation between China and ASEAN, promoting trade and investment as well as driving bilateral and multilateral collaborations. At the virtual exhibition, we displayed information on "The Singapore Lawyer" brand to promote awareness.

(f) Participation in International Events

| Date | Name of Event |
|-------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 September 2022 | [Virtual] Second Legal Symposium for China International Trade in Services <i>ExCo Member Daniel Koh attended on behalf of Council.</i> |
| 15 to 16 September 2022 | [Virtual] MTI SPO Software Transfer Programme <i>Chairperson of International Relations Committee, Gregory Vijayendran SC presented the role of the Society and its functions in Singapore legal services hub.</i> |
| 22 September 2022 | [Virtual] Young Commonwealth Lawyers Association ("YCLA") Virtual Conference 2022 <i>Late President, Adrian Tan spoke at a panel session titled: Mentoring, Professional Growth & Crafting a Specialization as a Young Lawyer.</i> |
| 7 October 2022 | [Virtual] FutureChina Global Forum <i>ExCo Member Chia Boon Teck and Daniel Koh attended on behalf of Council.</i> |
| 10 November 2022 | [Virtual] The Law Society of Hong Kong's 5th Belt and Road Conference <i>Late President, Adrian Tan presented on the topic "How do we protect the metaverse and digital space from online falsehood, defamation and misinformation in the metaverse and digital space?"</i> |
| 23 November 2022 | [In-person] LexTalk World Conference Singapore <i>Late President Adrian Tan delivered a keynote speech. The theme of the speech was on "How to Hire the Lawyer of the Future."</i> |

(g) Subscription Service for Overseas Lawyers

The Society has launched a subscription service for overseas lawyers practising in their home jurisdiction, overseas in-house counsels and people who are interested to know more about Singapore lawyers and Singapore law and to sign up for our CPD courses open for non-members. Individuals who sign up for this subscription service are known as "Affiliates" as they are not members of the Society. The reason for implementing this subscription service is because of the increasing engagements with overseas lawyers and their keen interest to join our CPD courses and also to learn about developments concerning Singapore law.

(h) Physical Mission to UK

The Court Practice Chairpersons' Committee (CPCC) will be organising a mission trip to the United Kingdom in November 2023. This trip was originally planned to take place in February 2020 but was postponed due to the Covid-19 pandemic. During this upcoming trip, the CPCC plans to visit the Law Society of England and Wales, the Bar Council, the UK Supreme Court, the Inns of Court and other government bodies to discuss and study various issues, including the regulation of alternative legal service providers, the state of technology adoption by legal stakeholders and advocacy training. The ideas and lessons gained from the trip would be reviewed for the benefit of the Singapore legal profession.

5. Boosting Technology Adoption

(a) Legal Technology Platform

In partnership with Ministry of Law, the Society will be embarking on a project to enhance the adoption of the Legal Technology Platform (LTP) and other legal technology tools by Singapore law practices. The LTP is a major initiative launched by the Ministry of Law in July 2022 to support Singapore law practices to kickstart their digitalization journey. It is a matter management and collaboration tool designed around legal workflows and integrated with public services commonly used by Singapore law practices.

(b) SmartLaw Recognition Scheme

The aim of the SmartLaw Recognition Scheme is to provide a marketing advantage for law firms which have adopted technology to improve their productivity and increase business capabilities. Such law firms which have adopted: (1) a practice management or accounting

software; (2) an online legal research system; and (3) an online presence (whether through a marketing portal or their own dedicated website), would be recognised by being allowed to display a specially designed "SmartLaw" logo on their websites and marketing collaterals. As at 31 August 2023, 92 law firms have been SmartLaw certified.

6. Enhancing Online Services and Communication Channels

The Society provides a suite of online services for members and law practices, such as directories. We also actively reach out to members via our various online communication channels.

(a) Professional Notices

Professional Notices is a complimentary service that allows law firms and lawyers to announce professional moves, such as the change of firms, change of designation, resignation and retirement. Designed to help with cross-referral work, a section for lawyers to indicate their practice areas has also been included.

(b) Directory of Lawyers Offering Commissioning and Notary Public Services

For a reasonable fee of \$100 a year, lawyers can advertise in the directory of commissioners for oaths and notaries public. Not only can lawyers have their names listed, the directory includes other pertinent information, such as languages spoken, and the date and time of availability (including video conferencing).

(c) Find a Lawyer Directory

Law firms may advertise in the Society's online directory in 18 practice areas for reasonable annual rates. The directory is consistently one of the top three most searched pages of the corporate website. We have many repeat advertisers, a testament that this advertising platform is an effective tool to reach out to clients.

This year we made further improvements to the Directory by adding search filters by office location and languages spoken by lawyers. We also added a Community Law section for lawyers to advertise. This Community Law section serves the dual purpose of allowing in particular small firm lawyers to advertise at a much lower rate of \$100 (a year) and also as a reference for Pro Bono SG beneficiaries who do not qualify for legal aid but require legal services.

(d) Careers Portal

The Careers Portal at www.lawsocietycareers.com.sg is a dedicated website developed by the Society to be the go-to one-stop resource for law firms/companies looking to hire lawyers and legal support staff, as well as for job seekers. Advertising rates for local law firms have remained very reasonable for several years.

(e) E-newsletters and E-communication

The Society communicates with members via our two weekly e-newsletters, *Jus News* and *Weekly Pulse*, bringing practice news and updates on events and initiatives. We brought members the latest developments in the law through the Society's monthly flagship magazine the *Law Gazette*, which also has its own website www.lawgazette.com.sg. A special hard copy edition of our Mass Call Magazine for newly admitted lawyers was published in August 2023.



Shawn Toh
Chief Executive Officer

TREASURER'S REPORT

A. Introduction

The financial year ended 31 March 2023 (**FY23**) was a year to reinvigorate the growth of the Law Society of Singapore (**LSS**).

As far as LSS is concerned, we achieved a higher net surplus of \$2.1m in FY23 compared to \$1.0m in FY22 as we increased our activities amidst the relaxation of Covid-19 pandemic measures, conducting proactive capital management and supported by tight operating expenditure controls.

Income from subscriptions at LSS remained stable at \$6.9m in FY23 like the previous corresponding period.

Surplus from self-financing projects rose from \$695,000 to \$1.2m with a higher number of CPD programmes and activities conducted.

During FY23, we formed a new C-suite management team (comprising CEO Shawn Toh, CLO Alvin Chen and CFO Chen Siew Loon) to revamp the Secretariat under the supervision of the Council's Executive Committee (**ExCo**).

To enhance internal controls, bank signatories authorised by Council were standardised across all financial institutions for improved oversight. Approved itemised budgets were strictly complied with while non-budgeted expenditure requests were scrutinised by ExCo or Council under a controlled finance protocol with the monthly financial performance monitored against budget under the close watch of our Finance Committee.

The current Finance Committee comprises Chia Boon Teck, Lisa Sam, Christine Low, Kuah Boon Theng SC, Michael Chia, Paul Tan, Benjamin Foo, Daniel Koh and Gary Pryke, who met monthly to review LSS financial performance and position.

This report covers the salient highlights of the financial performance of LSS in FY23.

B. Statement of Comprehensive Income

We earned a net surplus of \$2.1m in FY23 as a result of our proactive capital management.

Our total income reached \$10.9m in FY23, from \$10.1m in FY22.

The increase is largely attributable to a \$536,000 year-on-year increase in surplus from self-financing projects, a \$517,000 year-on-year boost in other income with more

fixed deposits attracting higher interest rates, offset by a \$396,000 drop in government grants / subsidies when support measures for Covid-19 pandemic ceased in FY23.

In FY23, 6,753 practising members applied for / renewed their practising certificates, versus 6,793 practising members in FY22.

Despite the marginal fall in the number of practising members, the subscription income rose as the number of middle and senior members in FY23 was higher, compared to FY22.

Furthermore, a higher number of CPD programmes, conferences and advocacy courses conducted in FY23 contributed to an increase in surplus from self-financing projects.

The significant increase in other income from \$1.0m in FY 22 to \$1.5m in FY 23 is attributable to our placement of more fixed deposits attracting higher interest rates; accounting adjustments of expired lease liabilities; and better performance of equity investments.

Government grants / subsidies fell year-on-year as there were no more Covid-19 pandemic related support schemes in FY23.

We collected \$600,000 of rental income from our investment property and achieved a \$65,000 surplus from operating activities.

Despite the challenges faced by the ongoing economic uncertainty and inflationary pressure, we monitored costs closely in tandem with income.

While our total income increased by about \$767,000 from \$10.1m in FY 22 to \$10.9m in FY23, our total expenditure fell by about \$347,000 from \$8.9m in FY22 to \$8.6m in FY23.

Our year-on-year administrative expenses were reduced by \$890,000 from \$2.2m in FY22 to \$1.3m in FY23, thanks to our termination of out-sourced Secretariat responsibilities, and reduced overheads from smaller premises.

Our manpower costs increased by about 10% (\$563,000) from \$5.4m in FY22 to \$6m in FY23, owing to an overall increase in salaries in the legal industry, employment replacements for resignations, termination of non-essential headcounts, and the strategical formation of our C-suite to revamp our Secretariat's management team.

Our contribution to SILE remained stable at about

\$670,000 for both FY22 and FY23 although an unadjusted accounting error from a \$200,000 over-provision carried forward from FY22 apparently reduced our contribution to SILE to \$469,000 for FY23.

Disciplinary proceedings costs increased from \$238,000 to \$445,000 due to a rise in the number of cases in FY23.

We have also accounted for the share of results of IPAS amounting to \$52,000 in FY23.

Although reflected as \$262,000, our income tax for FY23 was actually about \$373,000, owing to an over-provision of \$110,000 carried forward from FY22.

By reason of the above factors, we achieved a \$2.1m surplus in FY23.

C. Statement of Financial Position

We were in a strong and stable financial position as at 31 March 2023. We achieved total net assets of \$41.3m in FY23 compared to \$40.0m in FY22, an increase of \$1.3m in FY23. Our total assets is \$54.2m and total liabilities is \$12.9m.

Out of our current assets of \$48.6m, a significant amount of \$44.1m comprises liquid fixed deposits, cash in banks, and invested financial assets. In contrast, our current liabilities is \$12.1m.

Arising from the post-Covid 19 pandemic economic lethargy, we were careful to steer away from high-risk high-returns investment proposals, identified the various non-performing investments, and placed them in fixed deposits with high interest rates.

D. Conclusion

Council will continue to keep a close watch on our finances, and together with our C-suite and secretariat, strive to work efficiently to advance the interests of the Law Society and our members.



Chia Boon Teck
Treasurer
(FY23)



Michael S Chia
Treasurer
(Appointed 31 July 2023)

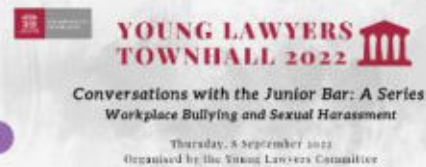
YEAR IN REVIEW

2022 SEPTEMBER

7, 15, 21 & 28 September

Arbitration 101 - An Introductory Course to Arbitration and its Fundamental Concepts

8 September



Conversations with the Junior Bar: Workplace Bullying and Sexual Harassment

13 - 14 September



Family Conference

20 September

Webinar - Conflict and Collaboration: Team Dynamics and Communication Styles

22 - 23 September



32nd POLA Conference

23 & 26 September



Webinar - Fundamentals of Negotiation

27 September

Seminar - Use of Legal Opinions and Pitfalls that Practitioners Should Watch

28 September



Dialogue with Newly Qualified Lawyers and Fresh Law Graduates

29 September

Webinar - Anti-Money Laundering and Terrorism Financing

2022 OCTOBER

11 October

How to Slay It at Work - A Forum by the Young Lawyers Committee

12 October

Annual General Meeting

13 October

 Continuing Professional Development

LIVE WEBINAR
ESG: LEVERAGING AND REGULATING THE FINANCIAL MARKETS TO DRIVE ESG GOALS IN SINGAPORE AND THE REGION

 13 October 2022, Thursday
12.30 pm - 2.00 pm



Webinar - Leveraging and Regulating the Financial Markets to Drive ESG Goals in Singapore and the Region

14 October

Webinar - Conditional Fee Agreements in Singapore: A Primer for Lawyers

18 - 19 October



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

26 October

Webinar - Leadership Development - Purpose, Autonomy and Excellence

25 October

COUNCIL ELECTION 2023

The Annual Council Election is Coming Soon!

Event dates and election will take place in form a pollbook available as of 10 October 2022 and will close for the election of members of Council. There are the key dates to take note of between now and 28 October 2022.

| 10 OCT 2022 | 17-21 OCT 2022 | 25 OCT 2022 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| NOMINATION DAY Candidates who wish to seek office in the 2023 Council of the Law Society of Singapore are to submit their nomination forms on Nomination Day. The full list of nominees will be published in the evening of the same day. | VOTER REGISTRATION WEEK Lay on to vote online, any day to register for online voting. | ELECTION DAY Lay on to vote online, any day to cast your vote. Alternatively, you may do so in person at the Law Society premises. Voting results will be published in the evening of the same day. |

FOR MORE INFORMATION, VISIT: www.lawsofsg.org.sg

Annual Election of Council

27 October

Webinar - Understanding, Preparing and Presenting Your Case

2022 NOVEMBER

3 November



Webinar - Care and Control, and Access Applications in a TJ Landscape

3 November



Deepavali Council Luncheon

7 - 11 November



CPD Week

16 November



Webinar - A Pleading by Any Other Name

21 November

Panel Discussion - Writing a Business Plan by the Women in Practice Committee

8 November

Practitioners' Virtual Huddle Session - Cyber Hygiene and Phishing

18 November



Annual Dinner: The Great Liberation

22 November

Civil Practice Committee - A Civil (Practice) Evening with the Second Minister for Law Edwin Tong

2023 JANUARY

7 January



Piala Pala Bowling Tournament

26 January



Lunar New Year Luncheon

2023 FEBRUARY

15 - 16 February

Webinar - Legal Practice Management Course (25th Run)

20 February

Visit by Shanghai Bar Association

22 - 24 February



Lawyers Go Global: Mission to South Korea

20 February



Visit by Vietnam Bar Federation

21 February



Webinar - Book-Keeping for Law Practices

28 February



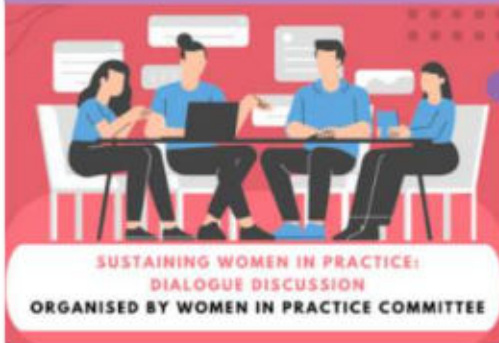
Cocktail Night by Women in Practice Committee

2023 MARCH

8 March

Webinar - Reinventing the Singapore IP Dispute Resolution Framework

8 March



Sustaining Women in Practice:
Dialogue Discussion by the Women in
Practice Committee

18 March



Annual Law Society Cross Country Run

21 March



Thank You Dinner for Volunteers

21 March



Seminar - Delay Analysis in
Construction

28 March



MinLaw Makan Conversations with
Minister K Shanmugan

22 March



LIVE WEBINAR

**AML/CFT INTERNAL
POLICIES PROCEDURES &
CONTROLS AND SANCTIONS
COMPLIANCE FOR LEGAL
PROFESSIONALS**

Wednesday, 22 March 2023
12.30 PM - 2.00 PM

CLIFF LIM
Director (Risk &
Compliance, SE-Asia),
Drew Jones

MARTIN LIM
CEO, Ingenique
Solutions Pte Ltd

S. SURESSH
Partner, Harry Elias
Partnership LLP

Webinar - AML/CFT Internal Policies
Procedures & Controls and Sanctions
Compliance for Legal Professionals

2023 APRIL

4 April

Webinar - An Introduction to Briefing
Expert Witnesses

19 April



Signing of Memorandum of Understanding between Law Society and Shanghai Bar Association on Singapore-Shanghai Lawyers Exchange Programmes

26 April

PIPD Huddle

14 April



Sustaining Women in Practice: Dialogue Discussion by Women in Practice Committee

25 - 26 April



Litigation Conference Workshop

2023 MAY

4 May

Webinar - A Sustainable Approach for Law Firm Growth

2 May



Hari Raya Members' Luncheon

4 May



Seminar - Content Marketing and LinkedIn for Lawyers: Insights and Best Practices by Women in Practice Committee

10 May

Continuing Professional Development

LIVE WEBINAR
NEW EQUATION FOR LAW FIRMS OF THE FUTURE

Wednesday, 10 May 2023
 4.00 PM - 5.30 PM



Webinar - New Equation for Law Firms of the Future

17 May

Webinar - Healthy Boundaries and Balancing Responsibilities to Personal and Professional Stakeholders

24 May

Webinar - Update on Probate Changes - What's New in the Rules, Practice Directions, Probate e-Services and What's Next

26 May

IT Committee Practitioners' Sharing Session on Technology and Legal Practice: Use of Technology in the Post-Covid Era

30 May

Webinar - Basic Written Advocacy Workshops (Module 1)


10 May

Law Society-Singapore Institute of Surveyors and Valuers Networking Session

24 May

Webinar - Changes in Probate Practice - Why Lawyers Need Not Fear the New eService

25 May



The Summons: A Young Lawyers' Social

26 May

Visit by Mr Ji Nuo, President of Shanghai Bar Association

31 May

Webinar - Digital Marketing Foundations for Law Firms

2023 JUNE

5 June

Webinar - Basic Written Advocacy Workshops (Module 2)

7 June

Webinar - Certificate in Legal Secretarial Skills (Module 1)

12 June

Visit by Mr Greg McIntyre SC, President-Elect of Law Council of Australia

14 June

Webinar - Certificate in Legal Secretarial Skills (Module 2)

21 June

Webinar - Certificate in Legal Secretarial Skills (Module 3)

26 June

Webinar - Basic Written Advocacy Workshops (Module 4)

6 June



Webinar - New Approaches to Building Your Legal Practice

8 June

Webinar - Stamp Duty Rules for Common Real Estate Transactions

13 June



MinLaw Makan Conversations with Minister Edwin Tong SC

19 June

Webinar - Basic Written Advocacy Workshops (Module 3)

23 June



Visit by Parliamentary Under Secretary of State for Ministry of Justice, United Kingdom

27 June



Real Estate Practitioners' Social

28 June

Webinar - Certificate in Legal Secretarial Skills (Module 4)

2023 JULY

5 July

Webinar - Certificate in Legal Secretarial Skills (Module 5)

12 July

Webinar - Basic Written Advocacy Workshops (Module 4)

13 July

Webinar - Day of Conveyancing Highlights - Day 1

17 July



Middle Category Forum

18 July



Webinar - Challenging Clients, Challenged Lawyers

19 July

Webinar - How to Attract and Retain the Best Legal Talent in a Law Firm

20 July



Pub Quiz - Volenti Non Fit Trivia

25 July

Webinar - Divorces, Deaths and Taxes -
Tax Considerations in Family and
Probate Matters

28 July



2nd Session – In Conversation with
MinLaw: Keeping Women in Practice

21 July

1st Session – In Conversation with
MinLaw: Keeping Women in Practice

26 July

Council Luncheon

2023 AUGUST

2 August

Webinar – Expert Evidence Update:
Current Issues in Cryptocurrency and
Cybersecurity Expert Evidence

11 August



Visit by Shandong Lawyers Delegation

15 - 19 August



Lawyers Go Global: Mission to Vietnam,
Hanoi

17 August



Webinar - Anti-money Laundering and
Terrorism Financing

22 August

Busting Arbitration Myths with N
Sreenivasan SC and Joan Lim-
Casanova

24 August

PIPD Seminar

16 August

Webinar - Day of Conveyancing
Highlights - Day Two

21 - 29 August

Webinar - Certificate in Paralegal Skills

24 August

Law Society-Pernod Ricard Whisky
Appreciation Event

30 August

The Singapore Convention on Trial: A
Live Enactment of an Application to Set
Aside a Mediated Settlement
Agreement under the Convention

STATISTICS

As at 31 August 2023

Profile of Practitioners

Number of Practitioners in Last Five Years

| | 2019 | 2020 | 2021 | 2022 | 2023 |
|----------------------|-------|-------|-------|-------|-------|
| No. of Practitioners | 5,920 | 5,955 | 6,333 | 6,273 | 6,512 |

Years in Practice Based on Date of Admission in 2023

| Year | < 5 years | 5 to 15 Years | > 15 Years |
|------|-----------|---------------|------------|
| 2023 | 2,295 | 1,720 | 2,497 |

Gender

| Year | Male | Female |
|------|-------|--------|
| 2023 | 3,677 | 2,835 |

Number of Advocates and Solicitors Admitted

569

Number of Associate Members

88

Number of Non-Practising Members

166

Number of Honorary Members

14

GROWING OUR PRACTICE



ADVOCACY

Goh Siong Pheck Francis, Chairperson

The Advocacy Committee consists of 15 members selected from the junior, middle, and senior ranks of the legal profession including three Senior Counsel. Its main objective is to offer and facilitate advocacy training to legal practitioners and practice trainees.

Part B Advocacy Workshops

With a pool of over 100 trainers, the Committee organises Advocacy Workshops for practice trainees who are enrolled in the Part B course organised by the Singapore Institute of Legal Education. The advocacy trainers are either practising lawyers, legal service officers or judicial officers who possess a minimum of five years of active advocacy experience.

The Advocacy Workshops continue to adopt a hybrid format, encompassing both virtual (via Zoom) and in-person sessions (at The State Courts of Singapore and/or Maxwell Chambers). For virtual sessions, the workshops cover topics such as applications for or the discharge of an injunction, summary judgment, and pleas in mitigation. The in-person sessions focus on witness handling aspects of trial – i.e. examination-in-chief and cross-examination techniques.

To ensure consistency and quality in advocacy teaching, the Committee also organised a Trainers' Refresher Course in June 2023.

Continuing Professional Development – Advocacy Training

Maintaining Local and International Training Standards and Enhancing Advocacy Skills

As part of the Committee's commitment to Continuing Professional Development (CPD), various training programmes were organised to enhance the oral and written advocacy skills of legal practitioners. The Basic Written Advocacy Workshops 2023 spanned five modules conducted over a period of five weeks, and each module saw a remarkable turnout of over 100 participants.

Additionally, the Committee is in the process of developing an online Advocacy Hub, to provide a comprehensive collection of advocacy-related videos, recordings, podcasts, and materials. The launch is targeted for the fourth quarter of 2023.



Chairperson of the Advocacy Committee, Francis Goh speaking during the Trainers' Refresher Course 2023

CPD – Advocacy Trainers

In 2023, senior trainers have been invited to teach at advocacy courses organised by esteemed institutions such as the General Council of the Bar of South Africa and the Hong Kong Advocacy Training Council. This recognition showcases the teaching expertise of our advocacy trainers and the recognition of our trainers' standing within the international legal community.

The Committee would like to express gratitude to all trainers, the Judiciary, and the Attorney-General's Chambers for their unwavering support of the advocacy programmes conducted by the Committee. Their continued support is highly valued and anticipated in the upcoming year.

Committee Members

Goh Siong Pheok Francis – Chairperson

Liow Wang Wu Joseph – Co-Vice-Chairperson

Darrell Low Kim Boon – Co-Vice-Chairperson

Koh Choon Guan Daniel – Council Representative

Chelva Retnam Rajah, SC

Gregory Vijayendran, SC

Khelvin Xu Cunhan

Kyle Gabriel Peters

Lim Mingguan

Narayanan Sreenivasan @ N Sreenivasan, SC

Navindraram Naidu

Paul Loy Chi Syann

Samuel Chacko

Senthil Dayalan

Vanathi Eliora Ray

Secretariat Representative

Audrey Chew (until January 2023)

Amy Koh (from March 2023)

ALTERNATIVE DISPUTE RESOLUTION

Asya Jamaludin, Chairperson



ADR Committee 2023

For the reporting period of 1 September 2022 to 31 August 2023, the Alternative Dispute Resolution Committee (**the ADR Committee**) engaged in the following key activities:

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

With a view towards promoting the Law Society Neutral Evaluation and Determination Scheme (**LSNEDS**), the ADR Committee facilitated the conception of the LSNEDS-FIDReC Scheme (**the Scheme**) in January 2023. Under the Scheme, FIDReC will refer cases to LSNEDS for neutral evaluation before adjudication. The 30 neutrals empanelled under the LSNEDS will have the opportunity to be appointed as neutral evaluators under the Scheme. As of 8 August 2023, the Scheme has received six cases for neutral evaluation.

2. Singapore International Arbitration Centre (SIAC) Visitors Programme 2023

In 2023, the SIAC organised an "SIAC Visitors Programme" which invited senior international arbitration practitioners to visit SIAC, Singapore and its arbitral institutions. The ADR Committee collaborated with the SIAC to jointly organise a seminar titled "Round the World of Arbitration in 150 Minutes" on 5 April 2023. The seminar consisted of three panel discussions, each covering the latest arbitration developments in Southeast Asia (Indonesia, the Philippines, Thailand, and Vietnam), Asia (China, India, Korea, and Japan) and America & Europe (Brazil, Peru, Spain, and the USA). Each panel was moderated and led by a member of the Law Society.

3. Survey to Members of the Bar

On 12 May 2023, the ADR Committee released a survey to members of the Bar to consolidate lawyers'/arbitrators' concerns and to identify a list of courses or assistance they would like or require in order to progress their careers in the practice of arbitration. The survey successfully ran from 12 May to 2 June 2023. A total of 103 members participated in the survey and provided valuable feedback.

4. Singapore Convention Week (SCW) 2023 Event – Live Moot Scenario on Article 5 of the Singapore Convention on Mediation

In conjunction with SCW 2023, the ADR Committee will be collaborating with Singapore Institute of Arbitrators and the Society of Mediation Professionals to organise a live moot scenario focusing on an application to set aside a mediated settlement agreement. Through this live enactment, the audience will gain a better understanding of the law and procedures related to a contested application for enforcement under the Singapore Convention on Mediation.

5. Arbitration 101 Course

As part of the ADR Committee's continued endeavours to promote ADR to members, the popular Arbitration 101 Course will once again be held in September 2023 over four weekly in-person sessions. The Course is aimed at in-house and private practice lawyers of all levels of seniority who would benefit from the foundational knowledge and practical tips required to participate effectively in an arbitration.

Committee Members

Asya Jamaludin - Chairperson

Andre Ravindran Saravanapavan Arul - Co-Vice-Chairperson

Chui Lijun - Co-Vice-Chairperson

Benjamin Foo Guo Zheng - Council Representative

Farrah Joelle Isaac

Henry Heng Gwee Nam

Joshua Chia Sheng Rong

Kang Yi-Jun

Khoo Boo Teck Randolph

Koh Boon Hao Samuel

Lai Ying Ling Jenny

Lee Shu Qing

Leo Zhi Wei

Lin Shumin

Margaret Joan Ling

Muk Chen Yeen Jonathan

Tan Wei Ming

Tay Jia Wei Kenneth

Tay Yi Ru, Derek

Thara Rubini Gopalan

Secretariat Representative

Alvin Chen

BUILDING AND CONSTRUCTION LAW

Ng Kim Beng, Chairperson



Members of the Building and Construction Law Committee in a Zoom meeting

The Building and Construction Law Committee (**the Committee**) was constituted as a Standing Committee in 2022.

The objectives of 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 2022 to 31 August 2023, the Committee was involved in the following key activities and projects:

1. Seminar on Delay Analysis in Construction

The Committee organised a seminar on 21 March 2023 that explored the basic concepts of critical path and delay analysis, and how delay analysis can support the submission of delay and disruption claims. A total of 88 participants attended the seminar.

2. Ongoing and Future Initiatives

Over the course of 2023, the Committee has been engaging with various industry stakeholders in Singapore such as the Building and Construction Authority, Singapore Institute of Architects and Sustainable Energy Association of Singapore, for outreach and potentially, to plan and organise events.

The Committee has also engaged with fellow Standing Committees to explore collaboration. Discussions are ongoing with the Alternative Dispute Resolution

Committee to plan and organise a joint seminar covering topics of relevance to both areas.

In addition, two members of the Committee attended the inaugural meeting of the Supreme Court Users' Committee for Building and Construction Matters as the Law Society's representatives. The forum is organised by the Supreme Court and chaired by the Honourable Justice Phillip Jeyaretnam, and is expected to hold periodic meetings for the sharing of feedback and input.

Outside Singapore, the Committee has begun preparations to engage with peer associations 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.

Following the success of the Committee's inaugural CPD seminar in March 2023, the Committee is planning to organise another CPD event by the end of the calendar year. The Committee is also intending to organise an event with a regional focus in Q1 of 2024.

On thought-leadership, the Committee has drawn up an initial list of topics on which articles will be written and contributed to the Law Gazette. There are plans to also conduct podcast interviews with prominent construction law practitioners, to be added to a resource library for members.

Committee Members

Ng Kim Beng - Chairperson

De Vaz Ian Marc Rosairo - Vice-Chairperson

Paul Tan Beng Hwee - Council Representative

Avinash Vinayak Pradhan

Chiam Yunxin

Choy Chee Yean

Er Hwee Lee Danna (Yu Huili)

Ho Chien Mien

Khushboo Hashu Shahdadpuri

Lynette Chew Mei Lin

Monisha Cheong

Shourav Lahiri

Sim Daryl Larry

Tan Kon Yeng Eugene

Tay Yi Ru Derek

Teo Wei Xian Kelvin (Zhang Weixian Kelvin)

Secretariat Representative

Alvin Chen

CIVIL PRACTICE

Edmund Jerome Kronenburg, Chairperson



Members of the Civil Practice Committee

The Civil Practice Committee (**Committee**) presents its report for the period 1 September 2022 to 31 August 2023. In addition to its regular ongoing work, which includes engagement with the Ministry of Law and the Court, the Committee's key activities and projects during the above period were as follows:

1. Litigation Conference Workshop 2023

The Litigation Conference Workshop was held in-person on 25 and 26 April 2023, with around 400 participants. The event provided participants with opportunities to engage in robust debate over the procedural changes brought about by the Rules of Court 2021 (**ROC 2021**). The speakers and moderators comprised Judges, Senior Counsel and other senior members of the Singapore Bar as well as King's Counsel.

The President of the Law Society, Adrian Tan, welcomed participants to the conference, and the Honourable the Chief Justice Sundaresh Menon, delivered the keynote address. The conference covered the following main topics:

- a. One Year of ROC 2021 – A Judicial Perspective;
- b. Courting the Future – Technology in the Singapore Judiciary
- c. ROC 2021 Implementation – A Judiciary and Bar Discussion
- d. Distilling the Art of Pleadings and the Single Application Pending Trial
- e. SICC Rules 2021 – A Quick Overview and Some Practical Encounters
- f. Meet the KC Session – The English Perspective on Modern Litigation

2. Mix and Mingle with Second Minister for Law

The Committee organised an informal Mix-and-Mingle with Second Minister for Law Edwin Tong on 22 November 2022 at Braddell Brothers' offices. More than 50 lawyers from a broad variety of seniorities and firm sizes attended, at the Second Minister's request.

3. Dialogues and Engagements with the Courts

A constructive dialogue session was held with the Supreme Court on 27 June 2023, discussing inter alia civil litigation trends in Singapore, Practice Direction timelines and page limits for cause papers. The Committee also shared a broad overview of the Committee's proposed Sustainable Legal Practice Initiative (see below).

4. Proposed Practice Direction/Guidance Note: Sustainable Legal Practice Initiative

The Committee drafted – for the consideration of Council, and if deemed fit, for the adoption by the Law Society – a set of Principles/Guidelines for member-practitioners to apply when they or their opposing counsels are taking hearing or trial dates and/or obtaining directions on the progress of their cases in Court. They have the following broad objectives, at all times respecting that the Courts hold the position of decision-maker in the administration of cases:

- a. to preserve the mental and social well-being of member-practitioners, and their corresponding ability to remain in legal practice sustainably, in the long-term, in particular re-emphasising the importance of work-life balance; and
- b. to promote more thoughtful forward-planning by member-practitioners in the conduct of their cases, in particular when taking directions (e.g. filing deadlines) and hearing/trial dates so as to achieve greater efficiency and predictability in the progress of cases, thereby minimising the need to seek extensions of time.

Committee Members

Edmund Jerome Kronenburg – Chairperson
Ang Hsueh Ling Celeste – Co-Vice-Chairperson
Dawn Tan Ly-Ru – Co-Vice-Chairperson
Chia Boon Teck – Council Representative
Jason Chan Tai-Hui, SC – Council Representative
Ang Kaili
Chan Hian Young
Chu Hua Yi
Eusuff Ali s/o N B M Mohamed Kassim
Jonathan Tang Yuan
Julian Martin Michael
Kyle Gabriel Peters
Lee Pei Hua Rachel
Mahesh Rai s/o Vedprakash Rai
Mohammed Reza s/o Mohammed Riaz
Nirmala Ravindran
Palmer Michael Anthony
Paul Loy Chi Syann
Soh Yu Xian Priscilla
Suang Wijaya
Tan Ei Leen
Tan Ruo Yu
Tan Wei Ming
Toh Wei Yi
Wang Shi Mei
Wong Hui Min
Yee Mun Howe Gerald
Yeoh Kar Hoe
Zhuo Jiaxiang

Secretariat Representative

Alvin Chen

CONTINUING PROFESSIONAL DEVELOPMENT

Malcolm Tan Ban Hoe, Chairperson

2022/23 Programmes

Over 50 programmes were organised from 1 September 2022 to 31 August 2023, attracting more than 8,000 participants.

As Covid-19 transitions into an endemic phase, the Law Society has begun a gradual return to physical sessions for various CPD activities. These activities include both seminars and flagship events such as the CPD Week 2022, held on 7 to 11 November 2022, and the Litigation Conference Workshop 2023, held on 25 & 26 April 2023.

While participants adjust to the easing of restrictions, webinars continue to be the primary mode of delivering for professional development. Additionally, an e-learning option is available for participants who wish to review or catch up on any missed on-demand training.

SILE has extended the Public CPD Points accreditation for webinars to 31 December 2023.

Programme Highlights

The CPD Committee is committed to support law practices in maintaining their competitiveness. Working alongside the other practice committees, CPD has rolled out programmes to keep our members informed of changes and new rules, the sharing of best practices and resources to navigate the ever-changing legal landscape.

The CPD Committee also places emphasis on the holistic well-being of our members. Aside from dedicating a week-long programme of practice wellness through readings, podcasts and videos, CPD partners with organisations like Promises Healthcare and College of Law Australia, to encourage and promote psychological wellness within the legal profession.

Through various CPD programmes, including the notable Annual CPD Day 2022 (branded as CPD Week in 2022), participants gain valuable insights on the importance of staying relevant on the up-to-date information, acquire tools and support to thrive both professionally and personally.

Some programme highlights include:

| Programme | Date |
|---------------------------------------------------------------------------------------------------------------------------|------------------------|
| Conflict and Collaboration: Team Dynamics and Communication Styles | 20 September 2022 |
| Care and Control, and Access Applications in a TJ Landscape – A Primer | 3 November 2022 |
| An Introduction to Briefing Expert Witnesses | 4 April 2023 |
| Litigation Conference Workshop 2023 | 25 & 26 April 2023 |
| Healthy Boundaries and Balancing Responsibilities to Personal and Professional Stakeholders | 17 May 2023 |
| Update on Probate Changes – What's New in the Rules, Practice Directions, the Probate e-Service and What's Coming Up Next | 24 May 2023 |
| Practical Course on Stamp Duty Rules on Common Real Estate Transactions | 8 June 2023 |
| Divorces, Deaths, and Taxes – Tax Considerations in Family and Probate Matters | 25 July 2023 |
| PIPD Seminar | 24 August 2023 |
| Family Conference 2023 | 13 & 14 September 2023 |

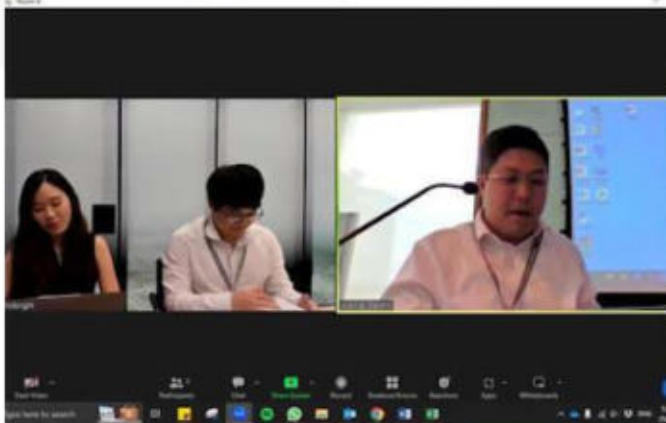
Moving Forward

The CPD Committee will continue to maintain our relationship with the practice committees of the Law Society, and the legal statutory bodies of Singapore, including SILE, the Judiciary, Attorney-General's Chambers and Singapore Academy of Law, to provide our members with up-to-date programmes.

The Committee will continue striving to deliver high quality and cost effective services to meet the demands of the mandatory CPD scheme. We also seek to encourage the development and diversity of every member's professional development journey.



Panel discussion during the seminar for CPD Week 2022 on 11 November 2022



Participants from different workshop venues interacting via Zoom, in preparation for a mock trial during Litigation Conference Workshop on 25 & 26 April 2023

Committee Members

Malcolm Tan Ban Hoe – Chairperson

Wong Li Ming Rachel – Vice-Chairperson

Gregory Xu Weicheng – Council Representative

Chan Chee Yin Andrew

Darryl Chew Zijie

Fatim Jumabhoy

Mary-Anne Shu-Hui Chua

Ngo Wei Shing

Os Agarwal

Pang Keep Ying, Joey (Peng Jirong)

Pooja Sinha

Song Ruoh Jin

Soo Gui Yong (Su Guiyong)

Tan Guan Ling, Charlotte

Tong Wei Min Raymond

Wong Hui Min

Yuen Kit Kuan

Zhuo Jiaxiang

Secretariat Representative

Audrey Chew (until January 2023)

Amy Koh (from March 2023)

CONVEYANCING PRACTICE

Chua Shang Chai (Cai Shangcai), Chairperson



Conveyancing Practice Committee 2023

The Conveyancing Practice Committee (**the Committee**) presents its report for the period 1 September 2022 to 31 August 2023 (**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 six senior conveyancing practitioners) continues to review the queries received and to provide timely response to the members.

2. Day of Conveyancing Highlights 2023 (Webinar)

As part of the Committee's annual flagship event, the Committee had organised the "Day of Conveyancing Highlights 2023" for the twelve consecutive year. The "Day of Conveyancing Highlights 2023" comprised two online half-day sessions on 13 July 2023 and 16 August 2023, and aimed to equip participants with practical knowledge on the latest developments in conveyancing practice. Speakers invited to present at the event range from representatives from government bodies to academics and other professionals relevant to conveyancing practice. This year, the "Day of Conveyancing Highlights 2023" saw speakers from the Singapore Land Authority, Inland Revenue Authority of Singapore and Lockton Companies (Singapore).

3. Practical Course on Stamp Duty Rules for Common Real Estate Transactions (Course)

The Committee jointly organised the Course with the Stamp Duty Branch of Inland Revenue Authority of Singapore (**IRAS**). The Course was conducted as a webinar on 8 June 2023 and attended by 327 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.

4. Dialogue Sessions and Consultations

On 12 May 2023 the Committee attended a dialogue session with the Singapore Land Authority and the Ministry of Law to discuss on the development of the Digital Conveyancing Portal, a fully integrated, secure, efficient and transparent end-to-end conveyancing process for developer sale transactions and resale transactions. Representatives from the Committee had also participated in a dialogue with the Inland Revenue Authority of Singapore to address practice concerns in relation to tax avoidance through "99-to-1" arrangements.

5. Real Estate Practitioners' Social

The Committee held its inaugural Real Estate Practitioners' Social on 27 June 2023 at The Spot, Marina One. The objective behind the Real Estate Practitioners' Social was to bring together conveyancing practitioners and facilitate network expansion with various other professionals whose work runs incidental to conveyancing matters in a casual setting. The Committee intends to continue building upon this year's success to work towards turning the Real Estate Practitioners' Social into an annual extravaganza.

Committee Members

Chua Shang Chai (Cai Shangcai) - Chairperson

Loh Kent Shin Timothy - Vice-chairperson

Vivienne Lim Hui Bian - 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

Loh Chiu Cheong Dennis

Nicholas Chua Hiu Chun

Selina Chin Bau Tze

Soh Su Ming, Berlin

Tan Ching Chern

Teh Yi En, Iain (Zheng Yi'En)

Vivian Kuok Ming Koong

Wendy Mei-Yoke Wong Nee Leong

Secretariat Representative

Alvin Chen

CORPORATE PRACTICE

Low Kah Keong, Chairperson



Members of the Corporate Practice Committee at a meeting at the Law Society Office

During the reporting period of 1 September 2022 to 31 August 2023, the Corporate Practice Committee's (the **Committee**) activities included the following:

1. Stakeholder Engagements

Accounting and Corporate Regulatory Authority

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.

Singapore Academy of Law

Following the success of Corporate Law Day 2019 and 2021, the Committee continues to engage with the Singapore Academy of Law and aims to organise the next Corporate Law Day in 2024.

2. Other Initiatives

Seminar on the Use of Legal Opinions and Pitfalls that Practitioners Should Watch

Following the Committee's update in its 2022 Annual Report, the Committee conducted an in-person seminar on "Use of Legal Opinions and Pitfalls that Practitioners Should Watch" on 27 September 2022 to share about the types of legal opinions commonly issued, the law behind the opinions, the rationale for assumptions and qualifications, and how to side-step potential pitfalls.

Recommendations by the Sustainability Reporting Advisory Committee (SRAC)

The Committee discussed the recommendations of the SRAC in its public consultation paper dated July 2023 which would introduce a mandatory sustainability reporting regime for listed Singapore companies and other large non-listed Singapore companies. The Committee supported LSS in preparing a detailed response to the recommendations and would plan a series of outreach sessions to practitioners on the opportunities that the sustainability reporting regime may engender for corporate practitioners.

Committee Members

Low Kah Keong - Chairperson

Farhana Sharmeen - Vice-Chairperson

Adrian Chan Pengee - Council Representative

Abdul Jabbar Bin Karam Din

Ang Chieh Leng Daselin

Chen Show Yen Shawn

Cheong Bing Cheng Ben Chester

Gaw Ying Charn Benjamin

Jeremiah Huang Wei Quan

Kao Kwok Weng Jonathan

Kwok Shuhui (Guo Shuhui)

Sarita Misir

Sing Faith Joy

Tan Cher Chuan Justin

Toh Leng

Toime Marius Elmar

William John Jamieson

Wong Li Ming Rachel

Yee Kwok Hon

Secretariat Representative

Alvin Chen

COURT PRACTICE CHAIRPERSONS

Lim Seng Siew, Co-Chairperson

Samuel Chacko, Co-Chairperson



Members of the Court Practice Chairpersons Committee

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 2022 to 31 August 2023 (**the Reporting Period**), the Committee was involved in the following key activities and projects:

1. 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 two dialogue sessions with the State Courts and the Family Justice Courts (on 27 October 2022 and 14 November 2022). Topics discussed included provision of photocopying service in the State Courts Bar Room.

The Committee also continued to receive feedback and concerns from the members of the Bar, which are then elevated to the Judiciary. The feedback and concerns are carefully evaluated by the Committee, and the matter that offers the greatest overall benefits to the Bar are raised for substantive discussions with the Judiciary. The elevation of feedback and concerns to the Judiciary aim to foster development or obtain feedback on the identified matters.

2. Future Initiatives

The Committee is presently engaged in the coordination of its annual mission trip, which had been temporarily put on hold as a consequence of the Covid-19 pandemic. These mission trips play a pivotal role in facilitating networking

opportunities and promoting the exchange of knowledge with international counterparts. The Committee will be heading to the United Kingdom in November 2023. This was originally planned to take place in February 2020 but was postponed due to the pandemic.

In addition to the above, the Committee would like to extend its sincere appreciation to the diverse governmental agencies and partner organisations for their unwavering support. With the advice of the 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.

Committee Members

Lim Seng Siew - Co-Chairperson

Samuel Chacko - Co-Chairperson

Michael S Chia - Council Representative

Francis Goh Siong Pheck (Chairperson of Advocacy Committee)

Syahrul Bahiah Binti Jamaludin (Chairperson of Alternative Dispute Resolution Committee)

Ng Kim Beng (Chairperson of Building and Construction Law Committee)

Edmund Jerome Kronenburg (Chairperson of Civil Practice Committee)

Chenthil Kumar Kumarasingam (Chairperson of Criminal Practice Committee)

Wong Kai Yun (Co-Chairperson of Family Law Practice Committee)

Kee Lay Lian (Chairperson of Family Law Practice Committee; Co-Chairperson of Probate Practice Committee)

Wong Li Ming Rachel (Co-Chairperson of Information Technology Committee)

Sadasivan, Dharma Yongwen (Co-Chairperson of Information Technology Committee)

Liew Yik Wee (Co-Chairperson of Mediation Committee)

See Chern Yang (Co-Chairperson of Mediation Committee)

Subir Singh Panoo (Co-Chairperson of Personal Injury/Property Damage Committee)

Anparasan s/o Kamachi (Co-Chairperson of Personal Injury/Property Damage Committee)

Goh Kok Yeow (Co-Chairperson of Probate Practice Committee)

Christine Low Ying Li (Chairperson of Small Law Firms Committee)

Darryl Chew Zijie (Chairperson of Young Lawyers Committee)

Secretariat Representative

Alvin Chen

CRIMINAL PRACTICE

Chenthil Kumar Kumarasingam, Chairperson

This report is for the period 1 September 2022 to 31 August 2023.

The Criminal Practice Committee (**the Committee**) remained deeply engaged in multiple projects and dialogue sessions with various stakeholders from the courts and government agencies. It has been yet another year of significant activity and meaningful interactions.

1. Meetings and Dialogues

The Committee held its kick-off meeting for 2023 on 9 February 2023 and addressed many pressing matters facing the Criminal Bar, including the guidelines to be published by the Sentencing Advisory Panel and the potential adoption of artificial intelligence as a tool in sentencing.

This is an overview of the meetings/dialogues attended by the Committee with external stakeholders:

16 September 2022: The Committee met a team of students from the Yale-NUS, NUS Computer Science and Engineering Faculties who have been working on augmented reality and virtual reality capabilities for the purpose of criminal defence. The prototypes presented capture data to recreate scenes, events or action, and present 3D imagery of crime scenes. The aim of the prototype is to assist the understanding of how events occurred.

27 September 2022: The Committee held a constructive dialogue with the State Courts bench. Amongst others, the Committee raised concerns of Prosecution filing Statement of Facts (**SOFs**) for plead guilty mentions (**PG Mentions**) a day or two prior to PG mentions and Prosecution's applications for adjournment without seeking the availability of Defence counsel. The State Courts encouraged members to write in by way of ICMS if they require more time to take the accused's instructions in respect of SOFs, and informed that it encourages the Prosecution to inform the Defence of any applications for adjournment and to seek the Defence's availability prior to making the ICMS application.

19 October 2022: At a meeting with the AGC, the Committee discussed issues and concerns relating to the Certificate of Substantive Assistance. The Committee further raised difficulties faced by practitioners on the ground.

1 December 2022: Chairperson attended a discussion with Minister for Law on impact of PDO and other developments on criminal practitioners in small law firms.

6 February 2023 and 12 May 2023: Prior to the implementation of the asynchronous hearing of pre-trial case conferences and criminal case disclosure conferences under Part 9 of the Criminal Procedure Code 2010, which came into effect from 22 May 2023, the Committee provided feedback and comments by way of in-person meetings with the State Courts.

26 July 2023: The Committee attended an engagement session with the Ministry of Law on the adoption of the Legal Technology Platform (**LTP**) and other legal technology tools for purposes of criminal practice. The Committee provided feedback on their encounters with LTPs, including the challenges and benefits experienced.

2. Papers Submitted

On 3 March 2023, the Committee submitted written feedback to the Sentencing Advisory Panel on draft guidelines on reduction in sentences for guilty pleas.

3. Events

7 November 2022: As part of the annual CPD Day, three members of the Committee (Cheryl Ng, Ray Louis and Muntaz Zainuddin) provided updates on criminal litigation practice.

1 December 2022: Committee Chairperson Chenthil Kumar Kumarasingam attended the official launch of the Public Defender's Office.

31 January 2023: Tripartite lunch hosted by the judiciary at the Supreme Court, attended by members of the judiciary, criminal bar, prosecution and representatives from the Public Defender's Office.

Committee Members

Chenthil Kumar Kumarasingam – Chairperson

Johannes Hadi – Co-Vice-Chairperson

Navin Thevar – Co-Vice-Chairperson

Sui Yi Siong – Council Representative

Aaron Lee Teck Chye

Adrienne Grace Milton

Andrew Chua Ruiming

Ashvin Hariharan

Chan Hian Young

Chandra Mohan s/o K Nair

Chia Ru Yun Megan Joan

Chia Soo Michael

Choong Madeline

Harjeet Kaur Dhaliwal

Josephine Iezu Costan

Lau Wen Jin

Malcolm Tan Ban Hoe

Muntaz Binte Zainuddin

Nakoorsa Bin Abdul Kadir

Paul Loy Chi Syann

Sanjiv Rajan

Siraj Shaik Aziz

Sunil Sudheesan

Suresh Damodara

Tan Hee Joek

Terence Tan Li-Chern

Tham Lijing

Secretariat Representative

Rejini Raman (until December 2022)

Roy'ani Razak (from December 2022)

CYBERSECURITY AND DATA PROTECTION

Lua Limian, Jeremy, Co-Chairperson

Pang Keep Ying, Joey, Co-Chairperson



Members of the Cybersecurity and Data Protection Committee

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 2022 to 31 August 2023, the Committee engaged in the following activities in the main:

- On 28 September 2022 and 21 April 2023, members of the Committee participated in fruitful and engaging roundtable discussions with the Personal Data Protection Commission (**the PDPC**). The Committee welcomes the free-flowing exchange of views with the PDPC and aims to have regular engagement sessions with the PDPC. To this end, the Committee hosted the PDPC at the Law Society's office premises on 21 April 2023 to discuss matters regarding counsel engagements for PDPC investigations.
- As part of PDP Week 2023's proceedings, the Committee organised a workshop titled "*Managing Cross Border Data Transfers*", which was well attended by about 180 participants on 18 July 2023. Seventeen members from the Committee and the Law Society provided participants with a brief overview of issues in cross border transfers and the recently published Joint Guide to ASEAN Model Contractual Clauses and EU Standard Contractual Clauses, and discussed practical scenarios that can arise in such transfers in a workshop setting.

- The Committee intends to organise a webinar on data innovation in Singapore and Southeast Asia in October 2023. The Committee aims to carry out a comparative analysis of the region's data protection laws that enable innovation for businesses through this webinar.

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.

Committee Members

Lua Limian, Jeremy - Co-Chairperson

Pang Keep Ying, Joey - Co-Chairperson

Amira Nabila Budiyo - Co-Vice-Chairperson

Aw Jansen - Co-Vice-Chairperson

Lim Sui Yin Jeffrey - Co-Vice-Chairperson

Toh Angyan Alex - Co-Vice-Chairperson

Eva Teh Jing Hui - Council Representative

Chen Shiyun, Su-Anne Anastasia

Chui Lijun

Kao Kwok Weng Jonathan

Khor Zhen Yan

Lam Zhen Guang

Lee Kher Sheng

Lee Ting, Lorenda

Leow Jiamin

Lim Kian Kim

Lim Seng Siew

Neo Xiao Yan Charmaine

Os Agarwal

Ow Shi Jack

Prashaanth Kumar Rajandran

Saw Sheng Cai, Leonard

Toh QingXiang

Tran Le Luu Phuong

Wan Wily

Secretariat Representative

Alvin Chen

EQUITY CAPITAL MARKETS LAW

Lock Yin Mei, Chairperson



The new Equity Capital Markets Law Committee in a Zoom meeting

The Equity Capital Markets (**ECM**) Law Committee (**the Committee**) was constituted as a new Standing Committee in 2023.

The objective of the Committee is 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 equity capital markets 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, and by promoting the Society's alternative dispute resolution schemes and other services complementary to the law and practice of equity capital markets.

The Committee ultimately aims to promote opportunities for members to provide legal services in equity capital markets within Singapore and elsewhere.

As the Committee was only incorporated in April 2023, efforts are being made to pave the necessary groundwork. The Committee looks forward to updating members on their progress during next year's annual report.

Committee Members

Lock Yin Mei – Chairperson

Eng Yaag Ngee Rachel – Co-Vice-Chairperson

Tan Tze Gay – Co-Vice-Chairperson

Benjamin Foo Guo Zheng – Council Representative

Kam Su Cheun Aurill

Ong Sze Shuen, Gail

Hsu Li Chuan (Xu Li Quan)

Marcus Chow Wen Kwan

Xie Xingbei Pearlyn

Tong Wei Min Raymond

Secretariat Representative

Alvin Chen

FAMILY LAW PRACTICE

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



Family Law Practice Committee in a Zoom Meeting

For the reporting period of 1 September 2022 to 31 August 2023, the Family Law Practice Committee (**the Committee**) held 10 Committee meetings and has been involved in the following activities:

1. Task Groups

In an inclusive approach, Committee members were assigned to task groups and worked on various projects. Some of the key tasks to review or to feedback are as follows:

- a. Experts in Companies/Business Valuations in Divorce Proceedings; and
- b. Review of the Law Society Family Mediation Scheme.

2. Member Engagement

The Committee updates the Family Bar through the Family Law Byte e-Newsletter on the latest developments related to Family Law.

3. Keeping Up! Series of Events

The Committee organised webinars in collaboration with other standing committees to keep the members of the Bar informed of the latest developments in their relevant practices:

- a. **24 May 2023:** "Update on Probate Changes – What's New in the Rules, Practice Directions, the E-service and What's Coming Up Next" – a webinar co-organised with the Probate Practice Committee

- b. **25 July 2023:** "Divorces, Deaths, and Taxes – Tax Considerations in Family and Probate Matters" – a webinar jointly organised with the Probate Practice Committee and the Tax and Trust Committee

- c. **13-14 September 2023:** Family Conference 2023 – "The New Family Justice Rules – Navigating the Way Forward" – a hybrid conference jointly organised with the Probate Practice Committee and the Muslim Law Practice Committee

4. Dialogue Meetings with the Family Justice Court (FJC)

The Committee continues to engage in regular dialogue meetings with the FJC to receive updates and provide feedback on matters pertaining to practice, procedure and access to justice. During the reporting period, the Committee participated in four dialogue meetings.

5. Dialogue Session with University Students

Hosted by the National University of Singapore (NUS), the Committee organised a dialogue session with family law students from the NUS, the Singapore Management University and the Singapore University of Social Sciences on 21 March 2023. Students addressed their queries regarding family practice and FLPC members shared their experiences and insights on being a family practitioner.

6. Family Conference

The Committee co-organised the Family Conference on 13 and 14 September 2023 along with the Probate Practice Committee and the Muslim Law Practice Committee. Titled "The New Family Justice Rules – Navigating the Way Forward", the Conference will have an in-depth analysis and discussion on the new Rules and explore how the rule changes would affect the way family lawyers run their cases, advise their clients, and prepare for court. For the first time, the Conference will also feature Masterclass sessions conducted by senior members of the Bar who will share invaluable know-how on oral and written advocacy in family practice.

Committee Members

Kee Lay Lian - Co-Chairperson

Wong Kai Yun - Co-Chairperson

Linda Joelle Ong - Co-Vice-Chairperson

Yeow Tin Tin Margaret - Co-Vice-Chairperson

Chia Boon Teck - Council Representative

Lisa Sam Hui Min - Council Representative

Ang Yu Wen Amelia

Carrie Gill Kaur

Chan Yu Xin

Cheong Zhihui Ivan

Chong Xin Yi

Dharmambal Shanti Jayaram

Halijah Binte Mohamed

Hany Soh Hui Bin

Hoon Shu Mei

Hu Huimin

Kannan Nadarajan

Kanyakumari d/o Veerasamy

Lim Yan Yao, Bill

Lim Ying Ying

Ong Xin Ying Samantha

Peggy Sarah Yee May Kuen

Poonam Mirchandani

Shawn Teo Kai Jie

Tan Hui Qing

Teh Guek Ngor Engelin, SC

Secretariat Representative

Alvin Chen

INFORMATION TECHNOLOGY

Sadasivan, Dharma Yongwen, Co-Chairperson

Wong Li Ming Rachel, Co-Chairperson



Members of the Information Technology Committee

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 2022 to 31 August 2023, the Committee engaged in the following activities:

- The Monetary Authority of Singapore (**MAS**) published a Consultation Paper on 2 November 2022 titled *"Roadmap to Terminate the SGD Cheque Truncation System – Eliminating Corporate Cheques by 2025"*. The Consultation Paper sought views on proposed initiatives to eliminate centrally cleared cheques used by corporates by 2025, and to assist and encourage remaining users of centrally cleared cheques that are able to switch to alternative payment methods. The Committee's views were provided to MAS accordingly.
- On 26 May 2023, the Committee hosted a practitioners' sharing session on technology and legal practice at the Law Society's office premises. The objective of the informal engagement was to provide a platform for members to share and discuss their experiences on, inter alia, the transition back to working from offices/transition to hybrid working models/resumption of business travels, and the type of support required to facilitate the transitions.

- The Committee acknowledges the prevailing challenges faced by members of the Bar and law practices in navigating the landscape of legal technology solutions and services. As such, over the course of the reporting period, the Committee has drafted a legal technology guide compiling information that would assist practitioners and law practices with their assessment and adoption of legal technology. The Committee has shared the draft with the Ministry of Law and the Infocomm Media Development Authority for their feedback and to de-conflict and harmonise guidance between them. The Committee aims to release the finalised guide by Q4 of 2023.

In addition to the above, the Committee maintains a resolute commitment to fostering engagement and collaboration with esteemed stakeholders, such as the Ministry of Law and the Infocomm Media Development Authority. The Committee is also proactively engaging entities active in the area of sustainability to seek guidance on sustainable e-waste practices in the legal industry. 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.

Committee Members

Sadasivan, Dharma Yongwen - Co-Chairperson

Wong Li Ming Rachel - Co-Chairperson

Zachary Ng Cher-Ping - Vice-Chairperson

Nicholas Narayanan - Council Representative

Cheng Su Yin Judy

Chew Lixian Ashley

Foo Yu Kang, Wilson

Gaw Ying Charn Benjamin

Kao Kwok Weng, Jonathan

Khor Zhen Yan

Kronenburg Edmund Jerome

Kylie Peh Ying Zhi

Lim Minguan

Lim Seng Siew

Lim Sui Yin Jeffrey

Ng Kwong Loong (Wu Guanglong)

Ow Shi Jack

Pang Keep Ying Joey

Prasad s/o Karunakarn

Smith Benjamin Yiwen

Sumyutha Sivamani

Secretariat Representative

Alvin Chen

INSOLVENCY PRACTICE

Sim Kwan Kiat, Chairperson



Insolvency Practice Committee 2023

For the reporting period of 1 September 2022 to 31 August 2023, the Insolvency Practice Committee (**the Committee**) sought to advance the practice area of insolvency law.

1. Singapore Insolvency Conference 2022

The Singapore Insolvency Conference (**Conference**), organised by the Insolvency Practitioners Association of Singapore (**IPAS**), was held in person from 5 to 6 October 2022. The Conference Organising Committee included members Sim Kwan Kiat, Darius Tay, Andrew Chan, Joel Chng, Emmanuel Chua, Sheila Ng, Lauren Tang, Jo Tay and Edward Tiong. Members Sim Kwan Kiat and Darius Tay, Co-Chairs of the Conference Organising Committee, delivered the closing remarks on Day 2 of the Conference. Members Manoj Pillay Sandrasegara, Emmanuel Chua, Andrew Chan, Joel Chng, Edward Tiong, Sheila Ng and Stephanie Yeo were speakers at the Conference.

The theme of the Conference, *"Opportunities amidst Uncertainty and Challenges"*, underpinned an appreciation of the challenges and issues faced by businesses today and in the near future but coupled with a quiet optimism of opportunities and prospects.

The Conference included:

- A panel discussion with industry leaders on the trends and issues and how they affected the insolvency and restructuring landscape in Singapore and beyond;

- Plenary sessions offering a cross-disciplinary and cross-jurisdictional platform to discuss issues beyond developments in law and practice that extended to emerging areas of virtual or crypto assets and businesses and alternative sources of funding;
- A session involving representatives from insolvency institutes or bodies from countries in South East Asia to help augment Singapore's role as a regional restructuring and insolvency hub; and
- A Judicial Colloquium involving judges from different jurisdictions.

2. Supreme Court's Online Advocacy Focus Group

Vice-Chairperson Debby Lim and Member Tham Wei Chern are the two representatives to provide feedback on topics such as the current challenges in online advocacy (virtual hearings), proposed improvements, and suggestions for training.

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 coffee meeting on 8 May 2023 to gather feedback and for members to catch up. It is proposed to have such meetings on a regular basis.

Committee Members

Sim Kwan Kiat – Chairperson

Debby Lim Hui Li – Vice-Chairperson

Foo Guo Zheng Benjamin – Council Representative

Alston Yeong

Andrew Chan Chee Yin

Balakrishnan Ashok Kumar

Chan Ming Onn David

Cheng Yu Ning Teri

Chng Zi Zhao Joel (Zhuang Zizhao)

Edward Tiong Yung Suh

Emmanuel Duncan Chua

Lauren Tang Hui Jing

Manoj Pillay Sandrasegara

Ng Hui Ping Sheila

Soh Yan Ru Samantha

Stephanie Yeo Xiu Wen

Sushil Sukumaran Nair

Tay Kang-Rui Darius (Zheng Kangrui)

Tay Yu Xi (Zheng Yuxi)

Tham Wei Chern

Yeo En Fei, Walter

Secretariat Representative

Alvin Chen

INTELLECTUAL PROPERTY PRACTICE

Foong Yew Cho Jonathan, Chairperson



Intellectual Property Committee members at the Law Society premises for a meeting

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 five sub-committees as follows:

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

For the period of 1 September 2022 to 31 August 2023 (**the Reporting Period**), the Committee engaged in the following activities:

1. Feedback and Consultations

The Committee has, through the course of the Reporting Period, actively participated in consultations to provide feedback on various initiatives. The Committee has provided feedback to the Intellectual Property Office of Singapore's (IPOS) on the following matters:

- Committee's Feedback on Restricting Representation on Matters before the IPOS Hearings and Mediation Department to Appropriately Qualified Agents (**HMD**) (26 October 2022).

The IPOS HMD wanted to better understand the nature and extent of the issue raised by the Committee to restrict representation on matters

before the HMD to appropriately qualified agents and evaluate the impact of different types of agent representation on case outcomes. Chairperson Jonathan Foong, along with members Mark Teng and M Ravindran met up with IPOS HMD officers to provide the collective view of the Committee.

- Public Consultation on the Draft Regulations for Collective Management Organisations (**CMO**)

The Committee submitted its feedback to the public consultation on the draft subsidiary legislation for the regulation of CMOs.

- Public Consultation on the Proposed Intangibles Disclosure Framework

The Intangibles Disclosure Industry Working Group formed by ACRA and IPOS launched a public consultation on a proposed Intangibles Disclosure Framework to help businesses disclose and communicate their intangible assets. The Committee responded with possible issues that may arise during the initial implementation of such framework and provided suggestions on the additions and/or amendments to the proposed categorisation of intangible assets.

- Workshop with IPOS on the Abstract and Specification Search (**PASS**)

Member Soh Kar Liang attended a workshop organised by IPOS on 16 November 2022 to look into improving their digital hub for patent searches, freedom to operate searches and other related matters.

2. Webinar on Reinventing the Singapore IP Dispute Resolution Framework

The Committee organised a webinar on 8 March 2023 to provide legal practitioners with an understanding of the purposes, processes, and legal issues arising out of the legislative changes made in the Intellectual Property (Dispute Resolution) Act 2019 that came into force on 1 April 2022.

3. Dialogue Meetings

In its efforts to contribute towards the development of the legal regime and practice of IP Law in Singapore, the Committee had a dialogue session with some IPOS Trade Marks Examiners on 23 March 2023. Several matters such as the efficacy and consistency of the online trade mark availability searches, and the approach to examining slogan marks, were raised in the dialogue.

While many of the Committee's proposed dialogue sessions with external stakeholders were put on hold due to Covid-19, the Committee remains committed to resuming regular dialogue sessions as soon as possible.

Committee Members

Foong Yew Cho Jonathan – Chairperson

Boo Yee Swan – Vice-Chairperson

Koh Choon Guan Daniel – Council Representative

Chan Wenqiang (Jon)

Ferzana Fareen Haq

George Bonaventure Hwang Chor Chee

Jevon Louis

Kang Poh Sing (Jason)

Lam Chung Nian

Leow Jiamin

Lew Yee Wen Elaine

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

See Siew Heok Jo-Ann

Soh Kar Liang

Soh Zeng Sheng (Dixon)

Tan Kee Leng

Tan Lin Yin Gladys

Teng Hin Weng, Mark

Wong Siew Hong

Secretariat Representative

Alvin Chen

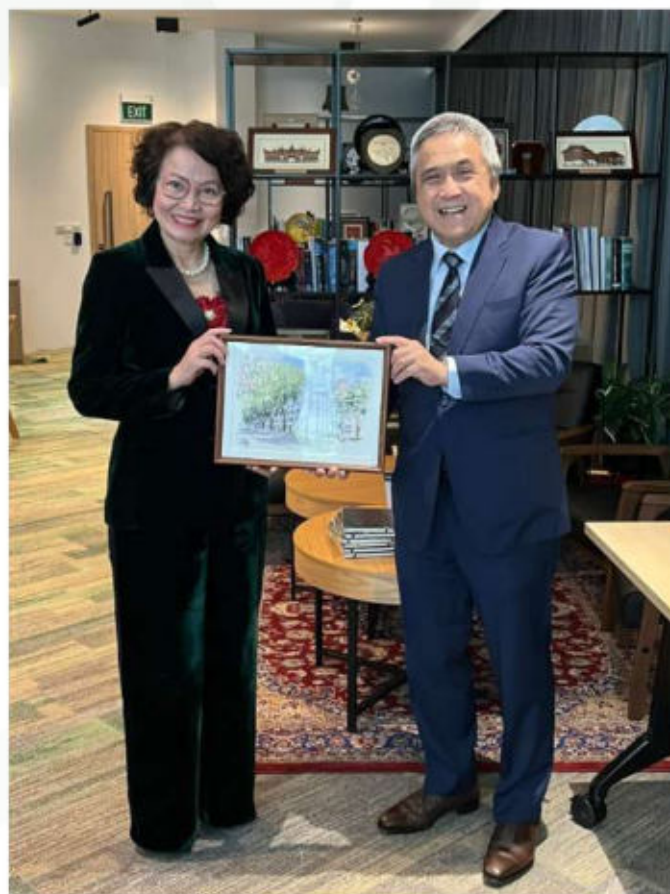
INTERNATIONAL RELATIONS

Gregory Vijayendran, SC, Chairperson

1. Visits from Overseas Bar Associations

During the period of 1 September 2022 to 31 August 2023, the Law Society hosted the following in-person visits at Law Society's office:

| | |
|------------------|------------------------------------------------------------------------------------------|
| 20 February 2023 | Meeting with Vietnam Bar Federation |
| 20 February 2023 | Meeting with Mr Huang Ningning, Head of Cooperation Department, Shanghai Bar Association |
| 26 May 2023 | Mr Ji Nuo, President of Shanghai Bar Association |
| 12 June 2023 | Mr Greg McIntyre SC, President-Elect of Law Council of Australia |
| 23 June 2023 | Parliamentary Under Secretary of State for Ministry of Justice, Minister Mike Freer |



Visit from Vietnam Bar Federation

2. Memorandum of Understanding (MOU)

To promote and strengthen the cooperation of the Law Society 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.

| | |
|------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 15 February 2023 | Sabah Law Society |
| 19 April 2023 | Shanghai Bar Association and Shanghai Municipal Bureau of Justice with Singapore's Ministry of Law on Singapore-Shanghai Lawyers Exchange Programmes |
| 14 July 2023 | The Law Society of Hong Kong |
| 15 July 2023 | Hong Kong Bar Association |
| 17 August 2023 | Vietnam Bar Federation |
| 28 August 2023 | Guangzhou Lawyers Association |

3. Relationships with Overseas Bar Associations/ Regional and Global Bar Associations

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

| | |
|----------------------|------------------------------------------------------------------|
| 16-19 September 2022 | 19th China-ASEAN Expo (online) |
| 22 September 2022 | Young Commonwealth Lawyers Association (YCLA) Virtual Conference |
| 7 October 2022 | Future China Global Forum 2022 (online) |
| 10 November 2022 | The Law Society of Hong Kong's 5th Belt and Road Conference |
| 10-13 July 2023 | International Malaysia Law Conference 2023 |
| 14-15 July 2023 | 33rd POLA Conference in Kuala Lumpur, Malaysia |

4. 32nd Presidents of Law Associations in Asia (POLA) Conference in Singapore



32nd Presidents of Law Associations in Asia

The Presidents of Law Associations in Asia (POLA), established in 1990, is a non-political organisation providing a forum for the leaders of bar associations from across the Asia-Pacific region to exchange ideas and information, collaborate on issues of mutual interest and promote friendships. The POLA Conference, hosted each year by a different member, is the principal forum where members and observers come together to discuss ideas and further their legal knowledge.

The Law Society had the privilege to host the in-person 32nd POLA Conference in Singapore. About 14 overseas Bar Associations attended the POLA Conference in-person and four Bar Associations participated via Zoom. Themed “The Next Normal Law Firms”, five main topics were featured over this two-day conference. The topics were Post Pandemic issues affecting law firms, Next leaders (diversity and inclusion), Next Generation (issues affecting young lawyers), Next tools (technology) and Next challenges (mental wellness). The speakers were made up of the attendees of POLA Conference and moderators were members of the POLA Organising Committee which included a number of IRC members. Discussions were incisive, insightful and engaging. The POLA Conference was concluded with a dinner with a scenic view of the Singapore skyline and a fun quiz hosted by our late President Adrian Tan.

5. 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 on selection of venue), 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 goglobal@lawsoc.org.sg for more information.

Since the easing of the travel restriction due to Covid-19 pandemic, the LG2 team has resumed the organising of physical missions.

Overseas missions organised in 2023 are set out below:

| | |
|--------------------------------------|---------------------------|
| 22 February 2023 to 24 February 2023 | Mission to Korea |
| 16 August 2023 to 18 August 2023 | Mission to Hanoi, Vietnam |

6. Opening of the Legal Year Singapore (OLYS)



Presidents’ Roundtable dialogue held during the Opening of Legal Year

The Committee also assisted Council to plan and coordinate the OLYS programme, including the Presidents’ Roundtable dialogue hosted by the Law Society.

7. Hosting Guests

The Committee chairperson and colleagues have taken the opportunity from time to time to host Bar leaders and foreign dignitaries to sustain invaluable key Bar leader relationships including President, Commonwealth Law Association and Managing Partner, Shanghai Veritas Law Corporation.

8. Focus

To ensure a sharper and more streamlined focus, different IRC members have a different geographical focus and have been engaged in those sub-geography initiatives on strengthening diplomatic ties and bilateral relationships.

Law Society of Singapore signs MOU on Exchange and Secondment Programmes



Signing of MOU with the Shanghai Bar Association

Committee Members

Gregory Vijayendran, SC - Chairperson

Anil Murkoth Changaroth - Vice-Chairperson

Tan Wei-Min, Sarah Ephesians - Council Representative

Divyesh Menon

Gloria James-Civetta

Ho Qi Rui, Daniel

Jeremiah Huang WeiQuan

Kimarie Cheang Xiao Pin

Kronenburg Edmund Jerome

Lakshanthi Kumari Fernando

Lee Pei Hua Rachel

Nguyen Vu Lan

Peggy Sarah Yee May Kuen

Phuah Kok Liang Marcus

Prasad s/o Karunakarn

Revell Stephen Michael

Simon Peter Dunbar

Sing Faith Joy

Sushil Sukumaran Nair

Tan Guan Ling Charlotte

Tan Tian Yi

Wan Wily

Wong Hui Min

Yee Mun Howe Gerald

Yeoh Jun Wei Derric

Secretariat Representative

Lee Wei Yan

MEDIATION

Liew Yik Wee, Co-Chairperson

See Chern Yang, Co-Chairperson



Mediation Committee 2023

The Mediation Committee (**the Committee**) is focused on the promotion of mediation as an expedient and efficient form of alternative dispute resolution as well as the provision of continuing professional development and guidance on mediation related topics. The Committee comprises four Sub-Committees: Activities, Law Society Mediation Scheme (**LSMS**), International Outreach, and Young Mediators.

For the reporting period of 1 September 2022 to 31 August 2023, the Committee engaged in the following key activities and initiatives:

1. Law Society Mediation Scheme (LSMS)

Since its launch in 2017, the LSMS has experienced strong growth in the number of cases it handles and successfully resolves. In 2022, the LSMS received a total of 64 cases (on par with the 63 cases received in 2021). In 2023, the LSMS has received 43 cases as of 24 July 2023. The overall settlement rate for LSMS mediations is close to 70%. The Committee is confident that the LSMS will be supported and adopted by members, and continue to grow within the legal community.

Over the course of the reporting period, the Committee has sought to raise the profile of the LSMS. For example, the Committee has taken concrete steps to have LSMS accredited as a Registered Service Provider (**RSP**) of the Singapore International Mediation Institute (**SIMI**) and is actively exploring possible collaborations to expand the scope of the LSMS to specialised types of disputes (such as in IP and consumer protection).

Additionally, the LSMS Sub-Committee has continued to study ways in which the LSMS' infrastructure could be further improved and intends to propose changes to fine-tune the LSMS procedures by the end of 2023.

2. Establishment of the Young Mediators Sub-Committee

The Committee endeavours to enhance the accessibility of mediation as a practice area for young lawyers who aspire to establish a presence in the mediation scene. In this regard, the Committee has set up the Young Mediators Sub-Committee in 2023. For a start, the Young Mediators Sub-Committee aims to gather feedback from young lawyers on the challenges they face in mediation practice and to establish a community for young lawyers to support and learn from each other.

3. Singapore Convention Week Event on 1 September 2023

As part of the Singapore Convention Week offerings, the Activities Sub-Committee and the newly formed Young Mediators Sub-Committee have organised an in person event titled *"A Fireside Chat with Leaders in Mediation: Navigating the Industry as Young Mediators and Mediation Counsel"*. This fireside chat specifically targets budding and aspiring mediators and mediation counsel, including law students and practice trainees. The event offers young practitioners the valuable opportunity to hear directly from renowned leaders in the mediation industry on how to build their mediation practice and navigate the mediation landscape.

4. Potential Collaborations with Regional Counterparts

In September 2022, members of the International Outreach Sub-Committee held preliminary discussions with representatives of the Philippines Institute of Arbitrators, the Hong Kong Law Society's Mediation Committee, and the Hong Kong Bar Association's Mediation Committee. During these introductory meetings, the Committee members exchanged valuable information regarding the mediation landscapes in Singapore and the Philippines/Hong Kong. The Committee remains committed to broadening their reach regionally and will continue to explore opportunities for collaboration with their counterparts within Asia.

Committee Members

Liew Yik Wee - Co-Chairperson

See Chern Yang - Co-Chairperson

Kevin Kwek Yiu Wing - Vice-Chairperson

Andrew Chua - Council Representative

Bhargavan Sujatha

Charmaine Yap Yun Ning

Chettiar Kamalarajan Malaiyandi

Lim Lei Theng

Loh Guo Wei, Melvin

Renuka d/o Karuppan Chettiar

Sandhu Vivienne Kaur

Toh Jasmine

Yeo En Fei, Walter

Yeow Tin Tin Margaret

Yong Shuk Lin Vanessa

Yuen Djia Chiang Jonathan

Secretariat Representative

Alvin Chen

MUSLIM LAW PRACTICE

Abdul Rahman Bin Mohd Hanipah, Chairperson



Members of the Muslim Law Practice Committee

For the reporting period of 1 September 2022 to 31 August 2023, the Muslim Law Practice Committee (**the Committee**) was active in the following initiatives.

1. Family Conference

The Committee co-organised the Family Conference on 13 and 14 September 2022, together with the Family Law Practice Committee and the Probate Practice Committee. Members Nur Liyana and Mohamed Fazal were members of the 2022 Organising Committee. This year's Family Conference is scheduled for 13 and 14 September 2023.

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. and Engagement with the Syariah Court

The Committee continues to engage in dialogues with the Syariah Court to share the concerns of practitioners. Some members of the Committee attended a Hari Raya celebration event by the Syariah Court on 19 May 2023.

Since the implementation of the SYC Portal on 30 November 2022, the Committee received feedback and wrote to the Syariah Court to inform them of the issues and difficulties lawyers encountered when using the e-services. Subsequently, the Syariah Court invited law firms to troubleshooting sessions in December 2022 and issued advisory notes. The Committee also disseminated a survey to gather feedback and views from members on the SYC Portal and wrote to the Syariah Court to request an information-sharing session with the Syariah Court users on commonly known issues.

4. 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.

5. Ahmad Ibrahim Prize in Islamic Law

The Ahmad Ibrahim Prize in Islamic Law, an initiative championed by the Committee to establish an academic prize at the National University of Singapore in the elective module of Islamic Law, presented the award to the first recipient of the book prize on 22 September 2022, since its establishment in 2020.

Committee Members

Abdul Rahman Bin Mohd Hanipah – Chairperson

Norhakim Bin Md Shah – Co-Vice-Chairperson

Nur Liyana Binte Mohamed Sinwan – Co-Vice-Chairperson

Gregory Xu Weicheng – Council Representative

Abdul Rohim Bin Sarip

Ahmad Nizam Bin Abbas

Aziz Tayabali Samiwalla

Ferzana Fareen Haq

Halijah Binte Mohamad

Kannan Nadarajan

Mohamed Fazal Bin Abdul Hamid

Mohammad Rizuan Bin Mohammad Yasin

Murgiana Haq

Nur Shukrina Binte Abdul Salam

Rashidah Kader Saheer

Renaro Daniel Ezra Bunyamin

Saburabi Nila Ibrahim

Syafiqah Ahmad Fuad

Secretariat Representative

Alvin Chen

PERSONAL INJURY / PROPERTY DAMAGE

Anparasan s/o Kamachi, Co-Chairperson

Subir Singh Panoo, Co-Chairperson



Members of the PIPD Committee at a meeting at the Law Society

The Personal Injury / Property Damage Committee (**the Committee**) presents its report for the period 1 September 2022 to 31 August 2023. Information regarding the Committee's key activities and projects for the reporting period are as follows:

1. PIPD Huddle Session

The Committee had organised its first in-person PIPD Huddle Session (**Huddle**) in three years since the Covid-19 pandemic. The Huddle was aimed to be an information exchange and feedback session for the PIPD Bar.

On 26 April 2023, members of the PIPD bar congregated at the State Courts' Bar Room and were given key updates and recent case developments affecting PIPD practice. Such updates included the introduction of a PIPD-focused mediation scheme and the Committee's involvement in the Courts' Personal Injury (Claims Assessment) Review (**PIRC**) Committees. Practitioners were reminded of the obligation of insurers to provide their own clients' General Insurance Association of Singapore (**GIA**) reports and engaged in a discussion on several recently reported cases that had great impact on the practice. Lastly, the Committee obtained feedback from attendees on their issues and challenges.

2. The PIPD Seminar 2023

The PIPD Seminar 2023 was conducted as a full-day in-person seminar on 24 August 2023 and covered a wide range of topics such as:

- a. Mediation advocacy;

- b. The trials and tribulations of the new Rules of Court 2021;
- c. Law & Technology – How to get savvy with practice; and
- d. Causation and a review of the latest cases relevant to the PIPD bar.

The speakers included several district judges and a former district judge, as well as senior PIPD practitioners, and aimed to equip members with skills in the light of a fast-changing legal landscape post-Covid-19.

3. The PIPD Mediation Scheme (Scheme)

The Committee's proposed Scheme was approved by Council on 23 March 2023 and the Committee has begun substantive development of the Scheme. The Scheme will fall under the Law Society's umbrella of alternative dispute resolution services.

The objective behind the Scheme is to provide members with a separate option for alternative dispute resolution without having to engage other third-party forums or deal with the long wait times in the Court Dispute Resolution Centre.

4. Court Dialogues and Stakeholder Engagements

The Committee participated in multiple engagements with the courts and various stakeholders to share feedback on practices that impacted the PIPD Bar. Such engagements included:

- a. The Supreme Court's PIRC Committees;
- b. The State Courts' Costs Sub-Committee;
- c. The Court Dispute Resolution Centre;
- d. The State Courts Civil Registry;
- e. The General Insurance Association of Singapore (**GIA**); and
- f. The Public Trustee's Office.

5. Key Initiatives

The Committee constantly seeks to improve the PIPD practice for the benefit of the Bar. The following are some of the key initiatives that the Committee, its Sub-Committees, or its representatives are presently involved in:

- a. Development of the PIPD Mediation Scheme;
- b. Feedback to the Ministry of Manpower on the Work Injury Compensation Act 2019; and
- c. Engagement with the Supreme Court on the issue of Actuarial Tables.

Committee Members

Anparasan s/o Kamachi - Co-Chairperson

Subir Singh Panoo - Co-Chairperson

Shabira Banu d/o Abdul Kalam Azad - Co-Vice-Chairperson

Yek Nai Hui - Co-Vice-Chairperson

Lisa Sam Hui Min - Council Representative

Abdul Salim Ahmed Ibrahim

Constance Paglar

Gurdeep Singh Sekhon

Kok Yee Keong

Lim Chui Ling Catherine

Linda Phua Mui Lu

Muhamad Ashraf s/o Syed Ansarai

Ng Kwong Loong (Wu Guanglong)

Raj Singh Shergill

Renuka d/o Karuppan Chettiar

Shine Veronica Koh Yu Qi

Teo Weng Kie

VM Vidhiya

Vinodhan Gunasekaran

Tay Boon Chong Willy

Vivienne Kaur Sandhu

Secretariat Representative

Alvin Chen

PROBATE PRACTICE

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



Probate Practice Committee 2023

For the reporting period of 1 September 2022 to 31 August 2023, 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 13 and 14 September 2022, together with the Family Law Practice Committee (**FLPC**) and the Muslim Law Practice Committee. Co-Chairperson Kee Lay Lian, Co-Vice-Chairperson Kanyakumari and member Lim Shu Fen were members of the 2022 Organising Committee. Held virtually over two days, the Conference explored the many procedural and substantive law changes that came into effect in the past year and the corresponding challenges faced by family lawyers in practice. This year's Family Conference is scheduled for 13 and 14 September 2023.

2. Webinars

- a. "Update on Probate Changes – What's New in the Rules, Practice Directions, the Probate E-Service and What's Coming Up Next" on 24 May 2023: Co-Chairperson Goh Kok Yeow and Co-Vice-Chairperson Kanyakumari, together with representatives of the Family Justice Courts (**FJC**) were the moderator and speakers of the webinar. The webinar addressed the significant changes made to the Family Justice Rules (**FJR**) and FJC Practice Directions (**PDs**) that came into force on 12 April 2023.
- b. "Divorces, Deaths, and Taxes – Tax Considerations in Family and Probate Matters" on 25 July 2023: Co-Chairpersons Goh Kok Yeow and Kee Lay Lian,

together with representatives of the FLPC and Tax and Trust Committee were the moderator and speakers of the webinar. The tutorial-style webinar addressed some common tax issues that arise as family and probate lawyers advise clients on settlements, orders sought upon divorce and the drafting of Wills or the administration of estates.

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

The Committee engaged the FJC through dialogue meetings on 31 March 2023 on matters relating to Rules and Practice Directions concerning the new FJR, FJC PDs, 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. Meeting with the Association of Banks, Singapore (ABS)

The Committee, together with representatives of the FJC and the Office of the Public Guardian, met with the ABS and representatives of the various banks on 14 April 2023 to discuss matters relating to the banks' procedures about probate and letters of administration and accounts related to MCA.

5. Law Society-ABS Standardised Template Documents

The Committee's discussion with the ABS resulted in the standardised template documents that lawyers could use from 31 January 2023 to request information on deceased customers' bank accounts to be provided prior to the grants of representation applications.

6. Articles in the Law Gazette

The Committee published a series of articles in the *Law Gazette* in relation to statutory wills and mutual wills:

- a. September 2022: "Doing the Right Thing – A Primer on Statutory Wills in Singapore" by member Tan Kah Wai
- b. November 2022: "Mutual Wills: Till Death Do Us Part?" by members Hoon Shu Mei and Tan Shen Kiat

Four more articles are scheduled for the September to December 2023 issues of the *Law Gazette*.

7. Family Justice at Heartlands

The Committee was involved in the Family Justice at Heartlands, an outreach project initiated by the FJC to create public awareness of the different legal and therapeutic support services through a series of roadshows. The pilot was launched in 2022 and there were two Zoom sessions and one in-person session in 2022. The Committee gave talks on probate, wills and mental capacity at those sessions. Co-Chairpersons Kee Lay Lian and Goh Kok Yeow and member Tan Shen Kiat presented on probate, mental capacity and deputyship, and wills, LPA and other testamentary dispositions at the first in-person event at One Punggol on 15 April 2023.

8. Law Society Mediation Scheme (LSMS) for Probate and MCA Matters

The Committee is currently working on expanding the LSMS to probate and MCA matters.

9. Advance Care Planning (ACP) Advocacy Workshop by the Agency for Integrated Care (AIC)

Committee members participated in the ACP Advocacy Workshops conducted by the AIC on 3 and 29 November 2022 to understand more about the ACP (the process and role of an ACP Advocate etc.).

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

Steven Lam Kuet Keng – Council Representative

Ahmad Nizam Abbas

David Nayar

Dharmambal Shanti Jayaram

Hoon Shu Mei

Hu Huimin

Jaryl Lim Zhi Wei

Lim Shu Fen

Lisa Yeo Poh Choo

Loh Weijie, Leonard

Low Seow Ling (Liu Xiaolin)

Margaret Yeow

Sim Bock Eng

Tan Kah Wai

Tan Shen Kiat

Wong Kai Yun

Yap Lan Hiang, Vicky

Secretariat Representative

Alvin Chen

PUBLIC AND INTERNATIONAL LAW

Tay Eu-Yen, Chairperson

This report is for the period 1 September 2022 to 31 August 2023.

During this period, the Committee engaged in the following key activities:

1. Singapore International Humanitarian Law (IHL) Roundtable

On 15 September 2022, two representatives from the Law Society of Singapore, Kenneth Lim Tao Chung and Amolat Singh, participated in the 1st Singapore International Humanitarian Law (IHL) Roundtable focusing on the theme “Technologies of Warfare and IHL”. The event was jointly organised by the Singapore Red Cross (SRC), International Committee of the Red Cross (ICRC) and the Centre for International Law (CIL) – NUS.

The topic was addressed by three experts in the field, Mr Benjamin Ang from S. Rajaratnam School of International Studies (RSIS), Mr Simon Chesterman from the National University of Singapore and Ms Danielle Yeow from the Centre for International Law (CIL).

2. Dialogue with Senior Minister and Coordinating Minister for National Security, Teo Chee Hean

The Committee organised a dialogue with Senior Minister and Coordinating Minister for National Security, Teo Chee Hean (SM Teo) titled “The Road Ahead for Singapore: Charting a Path through Troubled Waters”.

The dialogue acknowledged that as a small country, Singapore’s external environment has a huge impact on its survival. Looking ahead, there are deep structural shifts that are profoundly reshaping the global landscape. After

more than a year, the war in Ukraine is deadlocked with no good outcome in sight. The geostrategic competition between US and China has intensified, with both sides looking to reduce mutual dependencies. The rules-based global order that has governed international economic relations and shaped Singapore’s development as a nation is under serious threat.

The primary focus of the dialogue was to discuss how Singapore should respond in such a troubled environment, and how we can continue to advance Singapore’s long-term interests.

The dialogue was held in the evening of 18 July 2023, drawing a total of 152 professionals from the legal industry. Committee member Lim Zhuo Jun Jennifer moderated the event.



Dialogue with Senior SM Teo
Photo courtesy of Ministry of Communications and Information



Dialogue with Senior SM Teo
Photo courtesy of Ministry of Communications and Information



Dialogue with Senior SM Teo
Photo courtesy of Ministry of Communications and Information

Committee Members

Tay Eu-Yen - Chairperson

Yvonne Mak Hui-Lin - Vice-Chairperson

Siraj Omar SC - Council Representative

Charis Tan En Pin

Chenthil Kumar Kumarasingam

Cheong Jun Ming Mervyn

Chua Cheng Yew

Crystal Tan Shi Ying

Lee Soong Yan, Kevin (Li Chong'En)

Liew Min Yi, Glenna

Lim Zhuo Jun Jennifer

Mahesh Rai s/o Vedprakash Rai

Ng Shijie Hansel

Samyata Ravindran

Tham Wei Chern

Wee Howe Min

Wu Junneng

Secretariat Representative

Rejini Raman (until December 2022)

Roy'ani Razak (from December 2022)

PUBLICATIONS

Vincent Leow, Co-Chairperson
Debby Lim, Co-Chairperson



Members of the Publications Committee

The Publications Committee (**the Committee**) comprised the following Sub-Committees for this reporting period: (1) Mass call magazine (chaired by Kishan Pillay), (2) Annual report (chaired by Debby Lim), and (3) Legal writing seminar (chaired by Fong Wei Li) and 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. During the reporting period, the Committee produced a thematic issue on Tech Law in October 2022. The *Law Gazette* presently averages 29,000 page views per month.

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 2022, we awarded the prize for best feature to Heng Wang for the article “China Meets Digital Currency: E-CN and its Implications for Businesses” and the prize for best feature by a young lawyer to Ng Zhao Yang and Lek Haokai for the article “The Point of Compass: Guiding in the Right Direction”.

At the time of writing of this report, the Committee is undertaking nominations for the 2023 awards. 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. The Committee was pleased to once again print hard copies of the magazine for distribution to the over 400 newly called lawyers at the Mass Call held at the Supreme Court on 21 and 22 August 2023. Since Covid-19, with mass call being held online for the past three years, we were only able to put the digital copy of the magazine online but with physical events having resumed, the Committee was delighted to be able to print and distribute hard copies once again. For this year’s issue we commissioned a range of articles including:

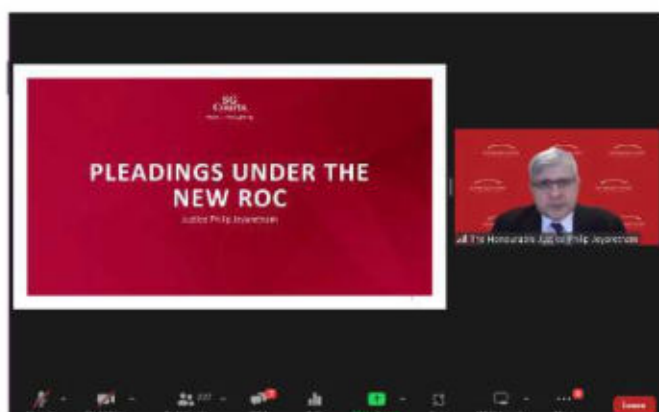
- a. The future of lawyering by KC Lye
- b. Climbing the private practice “ladder” by Raeza Ibrahim
- c. Rethinking mentoring by Debby Lim
- d. What it means to be an ethical lawyer by the Law Society secretariat
- e. Ethics resources by the Law Society secretariat
- f. Artificial intelligence: friend or foe by Cindy Seah
- g. Secrets of networking and business development success by Lara Quie
- h. Going in house by Tee Liang Shi
- i. Thinking about growth by Carol Yuen
- j. Interviews with lawyers on their experiences working overseas by Tee Liang Shi
- k. Member support schemes for young lawyers by the Law Society secretariat

The [online copy](#) of the mass call magazine garnered 14,000 views in the first three weeks of being published.

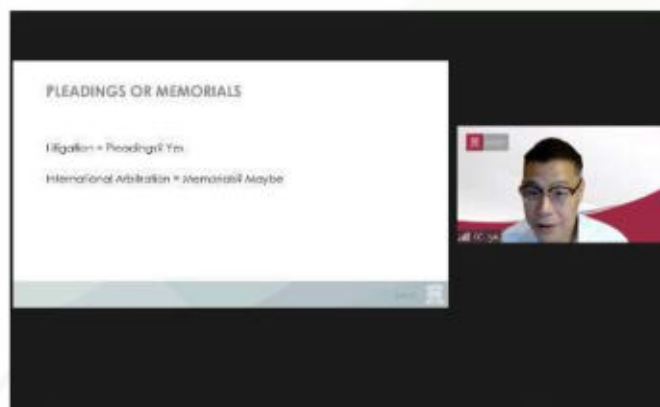
4. Legal Writing Seminar

The Committee conducted a webinar via Zoom titled “A Pleading by Any Other Name” on 16 November 2022 which covered pleadings and memorials as a medium of case presentation. The speakers were the Honourable Justice Philip Jeyaretnam of the Supreme Court and KC Lye. The webinar was well-received with a turnout of 220 participants.

At the time of writing, the Committee is in the midst of organising our 2023 seminar on the topic “Generative AI in Legal Drafting: What Lawyers Need to Know” and the speakers are Ian Chai and Professor David Tan. It is slated to be held on 16 November 2023.



Justice Philip Jeyaretnam speaking at the "A Pleading by Any Other Name" seminar organised by the Publications Committee



KC Lye speaking at the "A Pleading by Any Other Name" seminar

5. Online Directory of Law Practices and Lawyers

The online directory which carries paid advertising from law firms has consistently been among the top three most visited sections of the Society's website, offering advertising in 18 practice areas. In order to make the directory more user friendly, this year's edition was improved to include new features that enabled search by location and search by language/dialect.

In addition, at the request of the Law Society's subsidiary Pro Bono SG (PBSG), we 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 low 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 non-contentious matters.

7. Annual Report

This year's Annual Report carries the theme "Justice with Heart" and is depicted by Lady Justice and a heart adorning our front cover.

Our appreciation goes to our Vice-Chairs, advisors and members of the Committee for their hard work, and continued enthusiasm in serving on this Committee. We also wish to put on record our thanks to our Publications Department comprising Sharmaine Lau and Shirin Kamsir, as this Committee could not have done our work without their tireless support and effort.

Committee Members

Vincent Leow – Co-Chairperson

Debby Lim – Co-Chairperson

Fong Wei Li – Co-Vice-Chairperson

Kishan Pillay – Co-Vice-Chairperson

Adrian Tan Gim Hai – Council Representative (until 8 July 2023)

Cameron Ford – Advisor

Professor David Tan – Advisor

Amanda Goh Tsu-Yi

Associate Professor Chen Siyuan

Chew Lixian Ashley

Divyesh Menon

Elaine Chew

Eva Teh Jing Hui

Jaime Lye May-Yee

Kimarie Cheang Xiao Pin

Leo Zhi Wei

Lim Ming Yi

Marcus Yip Tai Meng

Suang Wijaya

Tan Shen Kiat

Tee Liang Shi

Teo Zhu-En Joel

Secretariat Representative

Sharmaine Lau

SMALL LAW FIRMS

Low Ying Li, Christine, Chairperson



Members of the Small Law Firms Committee

The Small Law Firms Committee (SLFC) presents its report for the period 1 September 2022 to 31 August 2023 (**Reporting Period**). Information regarding the Committee's key activities and projects during the Reporting Period are as follows:

1. Practitioners' Gatherings

a. Virtual Huddle Sessions

Prior to the easing of restrictions in the wake of the Covid-19 pandemic, the Committee continued to organise virtual huddle sessions to enable members to interact with fellow members and discuss the latest practice developments and issues that impact the profession generally and small law firm practitioners in particular.

With law practices in Singapore and globally increasingly being victims of cybersecurity attacks or cybercrime, there has been interest amongst practitioners on efforts to safeguard their practices against such attacks. As a starting point, the Committee organised a virtual huddle on "Cyber Hygiene and Phishing" on 8 November 2022, where guest speaker Lim Seng Siew of OTP Law Corporation identified common threats faced by law practices in Singapore, including data theft by hackers, and shared practical steps and protocols law practices may consider adopting to identify, pre-empt and deal with cyber threats and phishing attacks. Awareness was also raised of the obligations of practitioners and law practices under the Personal Data Protection Act and the increased financial penalties for breaches of the Act from 1 October 2022.

b. Luncheons at Bar Room

With the easing of restrictions in the wake of the Covid-19 pandemic, the Committee reinstated the in-person luncheons at the Bar Room for members to gather and

discuss developments in the profession. Arising from interest expressed by members on arbitration as an alternative to litigation, the Committee hosted an interactive session on 22 August 2023 with Sreenivasan, SC and Joan Lim-Casanova debating the differences between litigation, arbitration and other forms of alternative dispute resolution over a buffet lunch. Information on the schemes for alternative dispute resolution under the auspices of the Law Society were also made available to members to assist in their advice to clients.

For the upcoming luncheons, the Committee is exploring spotlighting other practical issues that members face in their practice, such as risk management and client management. The next luncheon is scheduled for 30 November 2023. The discussion at the next luncheon is expected to provide a refresher on avoiding common pitfalls in practice.

2. Networking Sessions with other Organisations

Building on the success of the in-person networking session with the Valuation & General Practice division of the Singapore Institute of Surveyors and Valuers (SISV) in 2022, a second session is scheduled to be held on 19 October 2023 to enable lawyers and valuers to exchange insights from their respective professions and to interact.

Members attending this second session with the SISV will be provided with an overview of Collective Sales and will be exposed to valuation methods for different types of properties. Members will have an opportunity to network with valuers and real estate professionals over tea.

Plans for future networking sessions with other professional associations and organisations are underway for 2024.

3. Practice Resource for Lawyers Setting Up New Firms

The Committee is developing a practice resource to assist members in the set-up phase of their practices, with a focus on costs-savings.

The practice resource aims to provide an overview of the following:

- a. Offerings in the market for virtual and/or co-sharing offices as well as information on the relevant regulatory requirements to be fulfilled; and

- b. Available government assistance schemes for staff recruitment and adoption of legal technology.

The Committee is also exploring to develop a basic precedents bank for members' reference.

4. Working Group for Review and Modification of Anti-Harassment Template Policy

In June 2020, the Law Society published a resource guide for members on workplace harassment in the legal profession, and subsequently, a template policy providing some general guidance on the basic structures and procedures for law firms to consider putting in place to address such matters (on an opt-in basis).

The Committee has formed a working group with the Young Lawyers Committee and the Women in Practice Committee to review the template policy for adoption by small firms. The working group will focus on adapting the template policy to ease interested firms into instituting policies and processes to address workplace bullying and sexual harassment if these arise, and to foster a safe and conducive workplace environment.

5. Sub-Committees

Members of the Committee are assigned to various Sub-Committees:

- a. to organise and execute virtual huddle sessions and luncheons for more interactions amongst members;
- b. to organise and execute events with external stakeholders for networking with other professional organisations;
- c. to develop practice resources for lawyers interested to set up their own practices; and
- d. to look into collaboration with the Australasian Legal Practice Management Association for capacity-building in terms of practice management.

6. Invitation to Discussion on the Legal Technology Platform

The Committee was represented at a discussion with the Senior Parliamentary Secretary for Law, Mdm Rahayu Mahzam on 7 October 2022 to learn about the Legal Technology Platform (LTP) developed by the Ministry of Law. This was an opportunity for members to learn how the LTP can deliver value to small and medium-sized law firms and to address their legal technology challenges.

Committee Members

Low Ying Li, Christine – Chairperson
Tang Jin Sheng – Co-Vice-Chairperson
Teng Hin Weng, Mark – Co-Vice-Chairperson
Eva Teh Jing Hui – Council Representative
Anil Murkoth Changaroath
Anuradha d/o Krishan Chand Sharma
Aye Cheng Shone
Bhargavan Sujatha
Chia Soo Michael
Darryl Chew Zijie
Edward Stanley Tay Wey Kok
Elizabeth Toh Guek Li
Judy Ang Pei Xia
Lee Jiaxin
Lee Shen Han
Lim Pei Ling June
Lisa Sam Hui Min
Neo Xiao Yan Charmaine
Ng Kwong Loong (Wu Guanglong)
Ong Xin Ying Samantha
Ong Yong Cheng Desmond
See Wern Hao
Tan Jun Hong
Tan Wei-Min Sarah Ephesians
Toh Ming Wai
Yeo Lai Hock, Nichol

Secretariat Representative

Alvin Chen

SOCIAL AND WELFARE

Hewage Ushan Saminda Premaratne, Chairperson

The Social and Welfare Committee (**the SWC**) organises social activities and fosters camaraderie among Law Society members as well as reviews and administers the welfare schemes of the Law Society.

Highlights of the SWC's work for the period 1 September 2022 to 31 August 2023 are as follows:

1. Annual Dinner 2022

The Law Society held its first in-person Annual Dinner on Friday, 18 November 2022 at Hotel Fort Canning after the Covid-19 pandemic. Themed "The Great Liberation", the evening was an unforgettable success with more than 400 guests, including Judges and Judicial Commissioners of the Supreme Court and other distinguished guests.

The Master of Ceremony was Kok Yee Keong of Harry Elias Partnership LLP. At the Dinner, four awards were presented - the C C Tan Award 2022, C C Tan Award 2021, Pro Bono Ambassador Award and the Sports Personality Award. The C C Tan Award for 2022 was conferred on Chew Kei-Jin, and the C C Tan Award for 2021 was presented to Lok Vi Ming, SC. The Pro Bono Ambassador Award was conferred on Richard Siaw, and the recipient for the Sports Personality Award was Lee Terk Yang.

A magician's stage show and live band entertained the guests through the night. There was also a mobile bar with a special cocktail menu by Asher BWS, as well as a photo booth at the reception area.



C C Tan Award recipient 2022, Chew Kei-Jin, delivering his acceptance speech



Members toasting during the Annual Dinner



Members mingling over a meal during the Pub Quiz

2. Pub Quiz 2023

2023's edition of the Pub Quiz "Volenti Non Fit Trivia" was held on 20 July 2023 at Three Blind Pigs. About 45 members of the legal fraternity attended this event, forming teams to challenge their intellect while sharing drinks and laughter through the evening. Winning teams went home with sponsored bottles of alcohol and vouchers.



Pub Quiz champions with their prize of the night



Members anticipating the next question during the quiz segment of the Hari Raya luncheon 2023

3. Organising Festive Luncheons 2022/23

Luncheons returned to an in-person format to celebrate various festive holidays such as Lunar New Year, Hari Raya and Deepavali. The luncheons were well attended by more than 100 members at each session, and attendees were able to enjoy sumptuous buffet spreads featuring traditional festive cuisine.



Members digging into the buffet at the Deepavali luncheon 2022



Tossing yu sheng together at the Chinese New Year luncheon 2023

Committee Members

Hewage Ushan Saminda Premaratne - Chairperson

Elizabeth Toh Guek Li - Co-Vice-Chairperson

Ho Wei Liang, Sherman - Co-Vice-Chairperson

Steven Lam Kuet Keng - Council Representative

Ang Wei Shuen

Celine Liow Wan-Ting

Chua Siu Hui Lynn

Emerick Tan Jian Jie

Foo Chuan Ri (Fu Chuanri)

Gladys Yeo Li Min

Johannes Hadi

Kimberly Ng Qi Yuet

Li Zhengliang, Gabriel

Mannar Rajkumar

Michael Lukamto

Ong E-Wei, Patrick

Ong Xin Ying Samantha

Siow Ying Yi

Tharanii Thiyagarajan

Thong Ying Xuan

Vinodhan Gunasekaran

Secretariat Representative

Lee Wei Yan

SPORTS

Tan Xu Teng, Chairperson

The Sports Committee aims to cultivate harmonious relations, encourage teamwork and inculcate sportsmanship accompanied with a strong camaraderie amongst members of the Bar and the legal fraternity, which includes the Judiciary, legal officers, academia as well as undergraduates, through social networking and interaction at various sporting activities.

Highlights of the events organised and participated by the Sports Committee for the period 1 September 2022 to 31 August 2023 are set out below.



Team from both the Bench and the Bar for the Annual Local Bench & Bar (Badminton) 2022



A match that displays a very strong camaraderie between the Bench and the Bar

1. Annual Local Bench & Bar (Badminton) 2022

The Annual Local Bench & Bar Badminton 2022 was held for the first time in three years since the Covid-19 pandemic, at Singapore Chinese Girls' School on 9 November 2022. The Games started with the veterans' match by Senior District Judge Ong Hian Sun and District Judge Julian Chin for the Bench and Liew Yik Wee and Roger Yek for the Bar. The Bar took home the Challenge Trophy, winning six of the

seven matches played with all the matches keenly contested.

After the official games were over, players went on to play in the customary mix-n-match knockout friendlies, and the knockout friendly tournament was won by Mok Zhirong and Lisa Sam.

2. Annual Piala Pala Bowling Tournament 2023



The 10 teams to compete in the Annual Piala Pala Bowling Tournament 2023



Champion of the Piala Pala Tournament : Team Positively Negative

After three years of hiatus due to the Covid-19 pandemic, the Annual Piala Pala Bowling Tournament 2023 finally made a monumental return at the Chinese Swimming Club on 7 January 2023 with an impressive number of 10 teams joining the competition, making it more challenging than ever to clinch the champion title. Team Positively Negative (Bertinus Teo, Nicole Lau, Ian Wong) fought really hard and won the tournament, while Team LegalWorks (Dorothy Tay, Calvin Thean, Kenneth Teoh) and Drew & Napier Team 1 (Javier Yeo, Meryl Koh, Amin Lyeit) came in first and second runners-up of the tournament respectively.

3. Law Fraternity Games 2023



Our legal fraternity representing the different sports for the Law Fraternity Games 2023

The wait for the youthful law students from National University of Singapore (NUS), Singapore Management University (SMU) and Singapore University of Social Sciences (SUSS) to gather with the centenarians of the Law Society of Singapore (LSS) was finally over. The Law Fraternity Games 2023 was held over a period of two days from 11 February to 12 February 2023 with 13 games played in total. LSS won all the 13 competitive games, emerging as the champion!



4. Law Society X-Country Run 2023

The Law Society X-Country Run 2023 was held on a Saturday morning on 18 March 2023 at Bedok Reservoir. This event was especially anticipated as it was the first in-person race post pandemic. We had the honour of having Justice Kwek Mean Luck as the Guest-of-Honour to flag off all four categories. The race ended with A&G Team 1 consisting runners from Allen & Gledhill and Team R&T with lawyers from Rajah & Tann LLP being declared joint winners.



Presenting Justice Kwek Mean Luck, our Guest-of-Honour, an engraved baton as token of appreciation



*Joint Champion of the Law Society X-Country Run 2023 :
A&G Team 1 & Team Rajah & Tann*

5. Bench & Bar Games 2023

This year's Bench & Bar Games 2023 will be held over the long weekend of 31 August 2023 to 2 September 2023 in Johor Bahru, hosted by the Malaysians.

Watch this space for the results next year!

Committee Members

Tan Xu Teng – Chairperson (Tennis Convenor)

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

Sarah Ephesians Tan Wei-Min – Council Representative

Amerjeet Singh (Darts Co-convenor)

Bala Chandran s/o A Kandiah (Veterans' Soccer Convenor)

Chan Lai Foong (Golf Co-convenor)

Chen Yixin Edith (Floorball Convenor)

Chua Yeow Hooi (Chess Convenor)

Chung Weijian Brandon Ian (Badminton Convenor)

Felix Lee Shih Yang (Basketball Co-convenor)

Goh Kah Kiat Elton (Pool Convenor)

Ho Wanyi (Ladies' Soccer Convenor)

Lee Koon Foong Adam Hariz

Lee Terk Yang (Premier Soccer Convenor)

Lim Siew Kuan (Golf Co-convenor)

Lim Yue Tow Joey (Volleyball Convenor)

Liow Wang Wu Joseph

Lye May-Yee Jaime (Netball Co-convenor)

Moiz Haider Sithawalla (Cricket Convenor)

Muhammad Imaduddin bin Abd K

Nakoorsha bin Abdul Kadir (Darts Co-convenor)

Ng Pei Tong (Table Tennis Convenor)

Nurul Nordin (Netball Co-convenor)

Ong Shu-Wen

Ramesh Selvaraj (Cross Country Convenor)

Ravin Periasamy

Yap Kim Wee Ivan (Squash Convenor)

Yeo Javier (Bowling Convenor)

Wong Foong Wee (Basketball Co-convenor)

Secretariat Representative

Lee Wei Yan

TAX AND TRUST

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



Members of the Tax and Trust Committee

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 2022 to 31 August 2023, the Committee engaged in the following activities:

1. Seminars/Webinars

The Committee, in collaboration with the Family Law Practice Committee and the Probate Committee, jointly organised the webinar "Divorces, Deaths, and Taxes – Tax Considerations in Family and Probate Matters" which took place on 25 July 2023.

The webinar attendees were presented with a specific set of queries and scenarios. Family and probate lawyers engaged with tax-specialist lawyers and addressed some of the common tax issues that arise as clients are advised on settlements or orders sought upon a divorce and on the drafting of wills or the administration of estates.

2. Initiatives with External Stakeholders

The Committee aims to collaborate with the Tax Academy of Singapore to hold a joint event in early 2024 that would include case updates on recent tax decisions.

3. Outreach Sessions

The Committee remains committed to conducting outreach sessions to law students. The purpose of the outreach sessions is to introduce tax and trust practice areas to law students and to inform them about the career paths in these areas of practice. The Committee is currently planning to organise an outreach session for law students in NUS, SMU, SUSS and UK universities in August 2023. The Committee also hopes to organise an outreach session for Singaporean law students studying in Australia sometime in early 2024.

In addition to the above activities, the Committee remains steadfastly committed to 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.

Committee Members

Leow Hock Meng, Edmund, SC – Co-Chairperson

Lim Yew Nghee (Eugene) – Co-Chairperson

Chew Kei-Jin – Council Representative

Andrew Wong Wei Kiat

Bu Puay Siang (Wu Peichan)

Deepak Raja

Goh Kok Yeow

Han Junwei

Jaclyn Nadine Toh Kar Hing (Du Jiaxin)

Lee Lai Yong Ivan Athanasios

Lee Soo Pin Victoria

Leon Kwong Wing

Loh Yu Chin, Deborah

Low Seow Ling (Liu Xiaolin)

Ong Ken Loon

Phuah Kok Liang Marcus

Sundareswara Sharma

Tan E-Fang (Chen Yifang)

Tan Shao Tong

Teo Zhu-en Joal

Tran Le Luu Phoung

Vikna Rajah s/o Thambirajah

Wong Kai Yun

Secretariat Representative

Alvin Chen

WOMEN IN PRACTICE

Rebecca Chew Ming Hsien, Chairperson

A Brief Introduction



WIP Committee members 2023

The Women in Practice Committee (**WIP**) is pleased to present its report for the period 1 September 2022 to 31 August 2023. A number of activities were organised during this period which focused on sustaining and empowering women in the legal profession. The aim is also to build up a community of women practitioners that have a platform to network and support each other.

Key Activities and Projects

1. Writing A Business Plan (21 November 2022)

On 21 November 2022, WIP organised a fireside chat titled "Writing a Business Plan" featuring Jean Woo, Managing Partner of Ashurst, and Shulin Lee of Aslant Legal, moderated by Michelle Yong of Stephenson Harwood LLP. The attendees included practitioners from junior, middle and senior categories. They presented different needs and emphasis.

Jean Woo emphasised the significance of mentorship, consistent hard work and prioritising personal well-being for a successful partnership process. Shulin Lee, who transitioned from legal practice to legal recruitment,

shared insights on being a business owner, embracing a non-linear career path, and the importance of self-belief. Michelle Yong contributed her thoughts on her partnership journey, fostering lively engagement from the audience. Overall, the session offered valuable guidance and inspiration.

2. Networking Events (28 February 2023)

WIP Committee kicked off 2023 with an informal cocktails and networking event on 28 February 2023. It was a meaningful time of meeting, networking and sharing of common experiences. The evening was well attended by lawyers from various areas of practice, ranging from five to 40 PQE. WIP Committee intends to hold more of such networking events.

3. Sustaining Women in Practice Dialogue Series

In line with its key theme for 2023 of sustaining women in practice, WIP Committee organised a series of dialogue sessions, named the "Sustaining Women in Practice"



Sustaining Women in Practice dialogue series
Small and mid-sized firms
(Special Guest: Senior Parliamentary Secretary Ms Rahayu Mahzam)



Cocktail night networking event



Sustaining Women in Practice dialogue series
Small and mid-sized firms

dialogue series, to provide a safe space for female legal practitioners to share experiences, challenges, and successes. Four targeted dialogue sessions were organised:

a. 8 March 2023 | Small and Mid-Sized Firms Dialogue

The first dialogue session, held on 8 March 2023 in celebration of International Women's Day, focused on the challenges faced by female lawyers working in small- and mid-sized law firms. The panel featured esteemed professionals, including Kuah Boon Theng, SC (Director, Legal Clinic LLC), Andrea Chee (Director, AEI Legal LLC), and Sharon Wong (Director, Millennium Law LLC), with Hany Soh (Director of MSC Law Corporation) as the moderator. The discussions proved highly fruitful, and we were honoured to have Mdm Rahayu Mahzam, Senior Parliamentary Secretary for the Ministry of Health and Ministry of Law, as our special guest. She graciously shared her personal experiences practising in her small firm, adding depth to the session.

b. 14 April 2023 | Big Firms Dialogue



Big firms event - Female lawyers working in big firms held at WongPartnership LLP

The session saw female lawyers in larger firms share their experiences and perspectives on issues specific to their work environment.

Lin Shumin (Vice-Chairperson of the WIP Committee) engaged three speakers - Marina Chin, SC (Joint Managing Partner, Tan Kok Quan Partnership), Rebecca Chew (Chairperson of the WIP Committee) and Audrey Chng (WIP Committee member) to share their personal experiences for the event.

The session addressed career progression within a

large firm, leadership opportunities, work-life balance, and unique challenges faced by female lawyers in larger firms.

c. 21 and 28 July 2023 | Lunch Dialogues with Ministry of Law

WIP Committee collaborated with the Ministry of Law to organise "*In Conversation with MinLaw: Keeping Women in Practice*", a series of intimate and informal lunch dialogues. Held on 21 and 28 July 2023, the dialogues saw the participation of 60 members engaging with the Minister in the Prime Minister's Office, Second Minister for Finance and Second Minister for National Development Ms Indranee Rajah and Senior Parliamentary Secretary for the Ministry of Health and Ministry of Law, Mdm Rahayu Mahzam. The sessions focused on addressing issues important to women lawyers, including having to choose between family and career, family-friendly workplaces, how policies like paternity leave can assist women and breaking into male-dominated legal practices. The ministers also shared their personal journeys in the legal profession, providing valuable insights and fostering a supportive network among the participants, encouraging the empowerment of women in the legal field.

Overall, the "*Sustaining Women in Practice*" dialogue series is a valuable platform for female lawyers who wish to connect with others, learn from their experiences, and develop skills and strategies to practice law in a sustainable manner.

4. International Women's Day with Singapore Corporate Counsel Association

WIP Committee played a significant role in jointly organising a successful International Women's Day event on 10 March 2023 with the Singapore Corporate Counsel Association. The event gathered around 50 women from the legal industry for a retreat at Sentosa. Despite busy schedules, participants engaged in a session where we learnt how to relax, share our personal and professional development, celebrating well-being and recognising women's impact and contributions in society.

Esteemed speakers including WIP Committee Chairperson Rebecca Chew, Vice-Chairperson Lin Shumin, and members Valerie Wu and Michelle Yong, shared inspiring personal stories of overcoming challenges as female lawyers during the retreat. The event featured Senior Parliamentary Secretary Mdm Rahayu Mahzam as guest of honour, who provided valuable insights into women's role in shaping a better future.

With additional contributions from distinguished speakers Stefanie Yuen Thio and Corinna Lim, the event was an

uplifting and inspiring experience, fostering relaxation, celebration, and connection among participants. It successfully brought women in the legal industry together to discuss the evolving role of women in law while providing a valuable opportunity for unwinding and rejuvenation.

5. Content Marketing and LinkedIn for Lawyers: Insights and Best Practices



Content marketing and LinkedIn for lawyers: Insights and best practices event

On 4 May 2023, WIP hosted a seminar aimed at helping lawyers leverage content marketing and LinkedIn to expand their networks, build their profile and as a result, secure briefs for themselves. The seminar featured three distinguished speakers: Danny Tan, Managing Director at Grayling Singapore; Laura Ashton, Managing Director at Xunama; and Lara Quie, Head of Business Development APAC at Twenty Essex. They shared their personal experiences and gave the audience important tips on the use of digital media to advantage. Moderated by Jasmine Toh, Senior Associate at Ghows LLC, the seminar served as a valuable resource for lawyers, providing best practices to create compelling content, connect with professionals, and establish thought leadership in their respective fields.

6. Mentoring Programme

The WIP Committee's Mentoring Programme featuring 13 lawyers as volunteer mentors, successfully mentored 80 mentees across eight mentoring groups. The programme allowed for flexible meeting times and discussion topics, empowering mentees to tailor their mentoring experience to their specific needs and fostering a sense of community through regular meetings. This initiative has been instrumental in providing guidance and support to the younger female lawyers, enabling them to navigate the challenges and opportunities in their legal careers.



Mentoring session: Vivienne Sandhu from Clifford Law LLP with mentees

7. Publication of Articles

Apart from organising events, WIP Committee made significant contributions through two articles that were published in the *Singapore Law Gazette*.

The first article, commemorating International Women's Day 2023, featured interviews conducted by WIP member, Tan Tian Yi, with the late Adrian Tan, 27th President of the Law Society, and Ng Wai King, Chairman and Managing Partner at WongPartnership LLP. The focus of the interviews was on their perspectives as senior male lawyers concerning inclusivity in the legal fraternity and how law firms can actively support and empower female legal practitioners.

This article highlights the importance of diversity, advocates for work-life balance, challenges stereotypes, and emphasises the need to create inclusive environments within the legal profession. Its objective is to dispel misconceptions related to female lawyers while providing practical ways to support and empower women in their legal careers.

The second article featured an interview with Elaine Low, a criminal lawyer who is also a new mother. Elaine shares her experience of balancing her legal practice while being a working mother in a male-dominated practice area. Additionally, she provides insights on how law firms can better support and accommodate young working mothers.

By addressing these critical issues, both articles are good avenues for facilitating a more inclusive and supportive legal community.

Committee Members

Rebecca Chew Ming Hsien – Chairperson

Lin Shumin – Vice-Chairperson

Christine Low Ying Li – Council Representative

Gregory Xu Weicheng – Council Representative

Angela Lim Loke San

Asiyah Binte Ahmad Arif

Bu Puay Siang (Wu Peichan) Valerie

Cathryn Neo Mei Qin

Chng Jiahui Audrey

Joanna Seetoh Wai Lin

Chin Cher Lin

Hany Soh Hui Bin

Shobna Chandran

Sunil Sudheesan

Tan Tian Yi

Toh Jasmine

Toh Jia Yi

Wong Qiao Ling Sharon

Yeo Zhi Xian, Rebecca

Yong Siow Hui, Michelle

Secretariat Representative

Goh Wan Cheng

YOUNG LAWYERS

Darryl Chew Zijie, Chairperson



Members of the Young Lawyers Committee 2023

The Young Lawyers Committee (YLC) organises programmes, activities and events for the benefit and welfare of the Bar with less than seven years of experience in practice. In doing so, the YLC endeavours to understand and to address the needs of concerns of these 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 related to junior practitioners, and seek new ways to foster and maintain relationships with the Junior Bar. Bearing these core goals in mind, the YLC sought to organise four marquee events in 2023 – “The Summons: A Young Lawyers’ Social”, “The Calling: A Young Lawyers’ Celebration”, “Young Lawyers Conference”, and “Young Lawyers in Conversation”.

For the Reporting Period of 1 September 2022 to 31 August 2023, the YLC held four 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.

The YLC initiated the Young Lawyers Law Mentors Scheme (**Scheme**) which began in August 2020. It is an informal peer-to-peer support scheme that pairs up young lawyers in the YLC with Law Graduates, Trainees and Newly Qualified Lawyers (**NQL**). The Scheme aims to give informal support to those who are looking for direction or guidance before embarking on the next step of their legal aspirations and career. Such a support system remains important, particularly during the post-pandemic era, which has been a time of grave uncertainty for many law graduates, trainees and NQLs. There have been four

successful pairings between September 2022 and August 2023.

The annual Mass Call hosted by the Supreme Court took place on 23 and 24 August 2022 in a hybrid format, in view of the substantial number of Covid-19 cases in Singapore during that period. To continue the tradition of welcoming the newest members to the legal profession, the YLC prepared a customised electronic direct mail (**EDM**) for the graduands, 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 *Singapore Law Gazette* Mass Call special edition eMagazine.



The 27th President of the Law Society, the late Mr Adrian Tan, giving his speech at Mass Call 2022

The YLC hosted a townhall on 8 September 2022 which was opened to members of the junior bar. Held at the office of TSMP Law Corporation, the topic of the townhall was “Workplace Bullying and Sexual Harassment”. Apart from raising awareness of the existence of such conduct within the Singapore legal fraternity, the townhall gave YLC the opportunity to gather feedback and suggestions on improvements that could be made to the existing processes for complaints and the support that could be given to victims of such circumstances. There is an ongoing conversation on this issue, which the YLC is collaborating with other committees of the Law Society to address.



Conversations with the Junior Bar – Townhall on workplace bullying and sexual harassment

On 28 September 2022, the YLC organised a mentoring event catered to young lawyers, trainees, law graduates and NQLs. More than 25 participants from local and overseas universities as well as NQLs had the chance to ask their mentors tough and candid questions on lawyering via this online session. This also gave our current and future members of the Bar the opportunity to interact informally with members of the YLC. The facilitation of breakout rooms allowed the attendees to share about the challenges faced in legal practice and ways to overcome them.

Focusing on the unique challenges that the Covid-19 pandemic has brought about to the practice of law, the YLC held an online forum for young lawyers on 11 October 2022, to offer participants different perspectives on coping with issues relating to mental health and personal well-being. Attended by 82 participants, the forum also furnished insights and practical tips on how young lawyers may market themselves and stand out from the crowd when they meet prospective employers.

This year, the YLC launched a new initiative, a collaboration with the Ministry of Law to co-organise a series of dinner dialogues titled “MinLaw Makan Conversations”. Organised specially for young lawyers, 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, to discuss feedback, ideas and suggestions. Two

dialogue sessions were successfully held in March and June 2023 respectively, with a group of 30 and 45 young lawyers in attendance for each session. The inaugural session was hosted by Minister for Home Affairs and Minister for Law, Mr K Shanmugam SC. The second session was hosted by Minister for Culture, Community and Youth and Second Minister for Law, Mr Edwin Tong SC, as well as Senior Parliamentary Secretary for Health and Law, Mdm Rahayu Mahzam. A third session is anticipated to be held in the second half of the year.

Following the awareness of the growing attrition rate of young lawyers and the declining number of newly admitted lawyers in recent years, the Law Society became desirous of commissioning a research study to investigate the reasons behind the decline. To understand the challenges and opportunities that the legal industry holds for lawyers in Singapore, the Law Society has partnered with an external research consultancy to investigate this issue; and the YLC was tasked to oversee this study on behalf of the Law Society. Through a combination of interviews and surveys, the YLC hopes that the findings would provide a



Attendees from the “You Have Been Served” dialogue



Speakers from the “How to Slay It at Work” online forum

basis to consider the need for future steps to make legal practice more sustainable and viable for lawyers in the long term. The YLC hopes that a preliminary set of results would be ready as soon as possible.

To continue strengthening the camaraderie within the legal fraternity, the YLC organised a networking and cohesion event on 25 May 2023 at Alter Ego, situated at the Esplanade Mall. Titled *"The Summons: A Young Lawyers' Social"*, it was an unforgettable evening of networking and entertainment over food and drinks as close to 100 young lawyers (and those young at heart) turned up for the event. It was heartening to see the lively participation from the audience as they tackled an exciting quiz segment and impressive boat race to end the night. Building on the success of this event, the YLC is in the midst of planning *"The Calling: A Young Lawyers' Celebration"*, i.e. the YLC's inaugural mass call party to celebrate and welcome the NQLs from Mass Call 2023 into the legal fraternity.

The YLC also engaged in ad-hoc projects with various committees and organisations, and is hopeful for more of such collaborations in the future to continue to provide a young lawyer perspective on issues. For example, the YLC assisted to provide feedback on the draft survey to the Bar that was prepared by the Alternative Dispute Resolution Committee, to consolidate lawyers' concerns and identify a list of courses or assistance they would like or require in order to progress their careers in the practice of



The Summons: A Young Lawyers' Social networking event

arbitration. YLC members were also involved in a focus group discussion organised by the Supreme Court of Singapore on 15 June 2023, as part of an ongoing effort to enhance online advocacy within the legal community. The discussion touched on a variety of topics, including the current challenges in online advocacy (virtual hearings), proposed improvements, and suggestions for training.

As part of the Committee's ongoing efforts to raise awareness on law as a career, members of the YLC participated in career talks at Beatty Secondary School, Marsiling Secondary School and Yishun Town Secondary School, as well as a mooting workshop at National Junior College, between the months of March and May 2023. 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 questions from the students.

The YLC also remained active in contributing regularly to the *Singapore Law Gazette*. This included the "Amicus Agony" column addressing the challenges faced by young



MinLaw Makan Conversations – Dialogue with young lawyers



YLC Members Leo Zhi Wei and Stephania Wong shared about the impact and fulfilment of being a lawyer at Beatty Secondary School's career talk programme 2023

practitioners in relation to the realities of legal practice, as well as contributing articles on topics related to and outside of legal practice.

With a mix of networking events, forums and dialogue sessions in the pipeline, the YLC is excited to embark on the second half of the year to execute these initiatives successfully, which include the Young Lawyers Conference in October 2023 and two brand new initiatives in Q4 of 2023, fireside chats with the Judiciary and Senior Counsel. Do check this space for updates next year!

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 continuing to plan more meaningful activities and events for the Junior Bar community!



YLC Members Ashvin Hariharan and Crystal Tan gave students at Marsiling Secondary School insight on the legal industry at their careers day programme 2023



YLC Members Jasmine Toh, Stephania Wong, Torsten Cheong and Ching Meng Hang with students from National Junior College



Chairperson Darryl Chew engaged students about his experience as a lawyer during Yishun Town Secondary School's talent development programme 2023

Committee Members

Darryl Chew Zijie – Chairperson

Charmaine Yap Yun Ning – Vice-Chairperson

Andrew Chua Ruiming – Council Representative

Ashvin Hariharan

Beverly Goh

Chiam Yunxin

Ching Meng Hang

Crystal Tan Shi Ying

Erwin Wan

Gladys Yeo Li Min

Jasmine Toh

Kenji Ong Shao Qiang

Leo Zhi Wei

Nico Lee Yin Hao

Sambhavi Rajangam

See Wern Hao

Stephania Wong

Torsten Cheong

Vinodhan Gunasekaran

Yuen Ai Zhen Carol

Secretariat Representative

Goh Wan Cheng

ENHANCING PROFESSIONAL STANDARDS



ADMISSIONS

Sanjiv Rajan, Chairperson

This report is in respect of the period 1 September 2022 to 31 August 2023.

Section 12 Legal Profession Act (LPA) – Admission of Advocates and Solicitors

A total of 569 applicants were admitted as Advocates and Solicitors of the Supreme Court of Singapore in the said reporting period compared to 584 applicants who were admitted during the last reporting period (1 September 2021 to 31 August 2022). Mass Call 2023 was held in person over three consecutive sessions on 21 August 2023 and 22 August 2023, where a total of 432 applicants were admitted. There were 465 applicants admitted in Mass Call 2022.

For the first time since the start of the Covid-19 pandemic, Mass Call was held fully in-person, with applicants and guests in physical attendance at the Supreme Court Auditorium. In the last reporting period, Mass Call 2022 took place in a hybrid fashion, with the applicants for admission appearing in-person at the Supreme Court and their guests attending via video-conference.

Court's Position on the Criteria of "Fit and Proper"

In the last reporting period (1 September 2021 to 31 August 2022), the Court ordered the 11 admission applicants who admitted to cheating in the 2020 Part B examinations to undertake to not bring a fresh admission application for a period ranging between nine months and five years and granted all applicants leave to withdraw their application.

In this reporting period, the Committee considered three more admission applications with declarations; two applications with declarations relating to plagiarism and one relating to shoplifting. In the aforementioned applications, the Committee deliberated and had no objections to two of the applications, while the Attorney-General's Chambers objected to two of the applications and requested to adjourn the hearings for all three applications. The final hearing before the Honourable Chief Justice Sundaresh Menon took place in March and April 2023 on an ad-hoc basis and grounds of decision were issued.

At the ad-hoc admission hearing in March 2023 where two admission applicants and stakeholders appeared before

the Honourable Chief Justice Sundaresh Menon, he sets out in his judgement the factors that the Court considers when an applicant makes a declaration in their admission affidavit and reiterates that the purpose of deferring an admission application is rehabilitative and not punitive. Both applicants were granted an order-in-terms and called to the Bar on 9 March 2023.

At the ad-hoc admission hearing in April 2023 where one admission applicant and stakeholders appeared before the Honourable Chief Justice Sundaresh Menon, he found that the applicant did not show sufficient remorse, rehabilitation, and lacked insights into the ethical implication of his actions despite the circumstances of the misconduct being relatively similar to one of the applicant's at the March 2023 ad-hoc admission hearing. Chief Justice did not grant an order-in-terms, allowed for the current application to be withdrawn and barred the applicant from bringing a fresh application for four months. The judgment also called for future applications for Part Call (under section 32(3) of the Legal Profession Act) to disclose any misconduct that may affect the applicant's suitability to practise in the supporting affidavit for Part Call.

Section 15(1) Legal Profession Act (LPA) – Ad-hoc Admission of King's Counsel or Equivalent

In the present reporting period, the Admissions Committee considered two ad-hoc admission applications made by two foreign practitioners who hold the King's Counsel title to be admitted for the purposes of appearing for a Court of Appeal case. The applications are pending before the Court.

Section 32(3) Legal Profession Act (LPA) – Application for Part Call

There were five applications for Part Call for the reporting period compared to 19 applications for Part Call during the last reporting period (1 September 2021 to 31 August 2022). All five applications were granted order-in-terms.

Section 78(1) Legal Profession Act (LPA) – Application for Employment of Certain Persons by Solicitor

In the present reporting period, the Admissions Committee considered three applications made by a

practitioner for consent of the High Court to employ support staff in view of suspension from practice or striking off the roll, as required under the provisions of section 78(1) of the LPA. One application is pending before the Court and two were withdrawn with leave of Court.

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

During this reporting period, there were five applications for abridgement of time, compared to three applications for abridgement of time during the last reporting period (1 September 2021 to 31 August 2022). Four applications were granted order-in-terms and one application was withdrawn.

Rule 25 of the Legal Profession (Admission) Rules 2011 – Other Applications

In the present reporting period, there were two applications for extension of time (originating summons) and one application for reinstatement of originating summons. No order was granted for the two applications for extension of time (originating summons). Justice Choo Han Teck allowed the one application for reinstatement of originating summons. Notably, in the grounds of decision for the application for reinstatement of originating summons in [2023] SGHC 133, Justice Choo stated that the correct procedure when dealing with an originating summons that was due to expire was for the applicant to apply for an extension of time for the originating summons while it remained valid.



Mass Call 2023
Photo: SG Courts

Committee Members

Sanjiv Rajan – Chairperson
Saw Seang Kuan Matthew – Vice-Chairperson
Darryl Chew Zijie – Council Representative
Brinden Anandakumar
Chan Hian Young
Cheong Zhihui Ivan
Christopher Daniel
Darrell Low Kim Boon
Davis Tan Yong Chuan
Fatim Jumabhoy
Gregory Xu Weicheng
Ho Pearl
Jasleen Kaur
Kawal Pal Singh s/o Amarjit Singh
Kenneth Lim Tao Chung
Kimberly Ng Qi Yuet
Naomi Zhiwen Ho
Quek Hui Kee Jasmine
Rajvant Kaur d/o Jagit Singh
Tay Kang-Rui Darius
Tham Wei Chern

Secretariat Representative

Rejini Raman (until December 2022)
Roy'yani Razak (from December 2022)

ANTI-MONEY LAUNDERING

S Suressh, Chairperson

Anti-Money Laundering (AML) Seminars and Training

Education and training is essential for lawyers to stay up to date on the latest developments and information in the AML space. The AML Committee is committed to providing high quality presentations and expert insight on current issues in the area of AML and Terrorism Financing.

In March 2023, Committee Chairperson, Suressh moderated the panel at a webinar jointly organised by the Law Society and Ingenique Solutions Pte Ltd. The webinar focused on the elements of internal policies, procedures and controls for law practices and included an update on the global sanction landscape.

The annual AML seminar was held via Zoom on 22 September 2022. Some of the topics presented by the speakers included *"Key Concepts and Requirements for Registered Filing Agents"*, *"Anti-Money Laundering Crypto Risk Management"* and *"Detection of Complex Money Laundering with Data Analytics Technology"*.

Chairperson, Suressh also conducted the AML component of the Legal Practice Management Course (LPMC). The LPMC is mandatory for all lawyers that intend to practise as partners, directors or sole proprietors of a Singapore law practice.

The AML Online E-Learning Programme has seen a high level of enrolment. The programme consists of several interactive modules designed to keep lawyers updated about the latest AML laws and regulations.

AML Inspections

The annual inspections of law practices for 2021 was carried out in August and September 2022. Two professional audit firms appointed by the Law Society conducted the inspections. Over the years, the inspection results show that law practices continue to display an awareness of the AML regulatory framework in Singapore and have taken the necessary measures to adhere to the regulations. Whenever shortfalls are identified, the firms are advised as to rectification steps and re-inspected as part of the follow up.

Lunchtime Discussion with Financial Action Task Force (FATF) President

Council and the AML Committee were privileged to host Mr Raja Kumar, the current FATF President to a lunch on 20 July 2023. The lunch was attended by members of Council, members of the AML Committee and guests from the Bar Council Malaysia, the Monetary Authority of Singapore, and the Institute of Singapore Chartered Accountants. The event provided a rare opportunity to engage Mr Raja on key issues and challenges facing the legal profession in AML compliance.

Consultations

In July 2023, the Ministry of Law sought the Law Society's views on whether the Accounting and Corporate Regulatory Authority's (ACRA) proposed amendments to the Companies Act relating to the collection, sharing and usage of data may impact on practices and processes of the legal profession. The AML Committee and several other Standing Committees provided input.

Outreach Efforts

Chairperson Suressh was invited by the Malaysian Bar to speak on *"Privilege, Secrecy, and Compliance"* under the Anti-Money Laundering, Anti-Terrorism Financing and Proceeds of Unlawful Activities Act 2001 at the International Malaysia Law Conference 2023 in July 2023.

Committee Vice-Chairperson and Council Representative Chia Boon Teck participated in the session on *"AML and Legal Privilege"* at the Presidents of Law Associations in Asia Summit in July 2023.

Committee member Grace Chong spoke at the Law Society's annual AML seminar in August 2022 and at the Alternative Investment Management Association's (AIMA) Singapore *"Seminar and Networking: Regulatory Update 2023"* in July 2023 on AML issues relating to virtual assets.

During the reporting period, the Committee disseminated important updates to its members through the Law Society's electronic news publication. Some of the

updates included changes to the countries that were placed on FATF's grey and black lists, and amendment to the Second Schedule of the Corruption, Drug Trafficking and Other Serious Crimes (Confiscation of Benefits) Act 1992 and updated lists of designated individuals and entities subject to targeted financial sanctions from the Monetary Authority of Singapore. Vice-Chairperson Chia Boon Teck also contributed an article on the amendments to sections 50, 51, 53 and 54 of the CDSA in the Singapore Law Gazette. The article summarised the amendments made by the CDSA Bill and reflects on their potential effects on future accused persons. The AML Committee also ensures that a current inventory of information and guidance is maintained on the Law Society's AML webpage with advisories, guidance and regulatory information uploaded as and when they become available.

As the AML landscape continues to evolve, the Committee will stay agile and refine its objectives and strategies to meet present and future challenges.

Committee Members

S Suresh - Chairperson

Chia Boon Teck - Vice-Chairperson/Council Representative

Akesh Abhilash

Bu Puay Siang (Wu Peichan) Valerie

Chan Ying Kuen Eric

Chong Siew Lin Grace (Zhang Xiuling)

Oh Shi Jie Jonathan

Revell Stephen Michael

Selina Chin Bau Tze

Sundareswara Sharma

Secretariat Representative

Rejini Raman (until December 2022)

Roy'ani Razak (from December 2022)

INQUIRIES INTO INADEQUATE PROFESSIONAL SERVICES

This report covers the period 1 September 2022 to 22 August 2023. During this period, the Law Society of Singapore (**the Society**) received 67 complaints of Inadequate Professional Services (**IPS**) under section 75B of the Legal Profession Act (**the Act**). There is an increase in the number of complaints from 49 complaints in the previous year.

In November 2022, the Society set out to update its information leaflets provided to Members of Public who wished to obtain more information about making complaints about their lawyers for the provision of IPS. The leaflets provide the most updated requirements that complainants must meet to enable the Society to process their complaints, including that all complaints must be in written form but may now be sent in by e-mail.

The renewal of the Investigative Tribunal Panel was completed in May 2022. This made it possible for the Society to convene three Investigative Tribunals (**ITs**) more efficiently. The Society also embarked on the renewal of its candidates on the Mediation Panel in December 2022, which was last renewed in 2013.

The Society received 67 IPS complaints between 1 September 2022 to 22 August 2023. The breakdown of the complaints is set out as follows:

- a. 2 complaints were resolved following direct resolution;
- b. 2 complaints were rejected as they did not fall within the ambit of a complaint under section 75B of the Act;
- c. 3 complaints were rejected as the complainants were not clients of the lawyers;
- d. 1 complaint was rejected as the lawyer had been adjudged bankrupt prior to the complaint being made;
- e. 3 complaints are awaiting the IPS Committee's response;
- f. 5 complaints are in preparation for referral to the IPS Committee;

g. 3 complaints are currently in midst of direct resolution;

h. 43 complaints are in the correspondence stage, i.e. pending revised letters of complaint, further information and/or documents, etc.;

i. 4 complaints were stayed as the complainants made a concurrent complaint under section 85(1) of the Act; and

j. 1 complaint was withdrawn.

Complaints Referred to an IT for Further Investigation and to Council from 1 September 2022 to 22 August 2023

Of the three complaints referred to Council, two were dismissed for the lack of a *prima facie* breach of the standard(s) of adequate professional services, whilst the remaining matter is ongoing and pending a report due from the IT in September 2023.

REPORT OF THE INQUIRY PANEL

This Report covers the period from 1 September 2022 to 31 August 2023.

Pursuant to section 84 of the Legal Profession Act 1966 (the Act), the Honourable the Chief Justice has appointed the following persons to be members of the Inquiry Panel for a term of two years.

ADVOCATES & SOLICITORS

The following are the appointees during the reporting period:

Mr Francis Xavier, SC – Chairman, Inquiry Panel

Mr Thio Shen Yi, SC – Deputy Chairman, Inquiry Panel

1. Mr Davinder Singh s/o Amar Singh, SC
2. Mr Edmund Leow Hock Meng, SC
3. Ms Engelin Teh Guek Ngor, SC
4. Mr Michael Khoo Kah Lip, SC
5. Mr N. Sreenivasan, SC
6. Mr Tan Tee Jim, SC
7. Mr Yeap Poh Leong Andre, SC
8. Mr Abdur Raheem Bin Mohd Iqbal
9. Mr Adam Muneer Yusoff Maniam
10. Mr Adrian Ee Hock Hoe
11. Mr Adrian Wong Soon Peng
12. Mr Ajaib Haridass
13. Mr Alfonso Ang Cheng Ann
14. Mr Alvin Cheng Sun Cheok
15. Mr Alvin Lim Jun Hao
16. Mr Amolat Singh
17. Mr Andrew Chan Chee Yin
18. Mr Andrew Yeo Khirn Hin
19. Ms Ang Hui Ming Vivian
20. Ms Ang Mei-Ling Valerie Freda
21. Mr Ang Wee Tiong
22. Mr Anil Murkoth Changaroth
23. Mr Anparasan s/o Kamachi
24. Mr Arvind Daas Naaidu
25. Ms Aw Wen Ni
26. Mr Baldev Singh Bhinder
27. Mr Bernard Chiu Hsu-Hwee
28. Mr Bernard Doray
29. Mr Bernie Neo Ho Guan
30. Mr Cai Zhenyang Daniel
31. Ms Catherine Lim Chui Ling
32. Mr Chai Ming Kheong Joseph
33. Mr Chan Cong Yen, Lionel (Chen Congren)
34. Mr Chan Hian Young
35. Mr Chan Hock Keng
36. Mr Chan Jin Han
37. Mr Chan Kah Keen Melvin
38. Mr Chan Wai Kit Darren Dominic
39. Mr Chan Wai Mun
40. Mr Chan Wei Meng
41. Mr Chan Zijian Boaz (Chen Zijian Boaz)
42. Mr Chandra Mohan K Nair
43. Mr Chandra Mohan Rethnam
44. Ms Chang Boon Ngee Laura
45. Ms Charmaine Chan-Richard

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| 46. | Mr Chen Nan Chung Burton | 76. | Mr Derek Kang Yu Hsien |
| 47. | Mr Cheong Chee Min | 77. | Mr Derek Tan Jet Wah |
| 48. | Ms Chew Gek Tee Sally | 78. | Mr Desmond Tan Yen Hau |
| 49. | Mr Chew Kiat Jinn | 79. | Mr Edmund Eng Zixuan |
| 50. | Ms Chew Ming Hsien Rebecca | 80. | Mr Edwin Lee Peng Khoon |
| 51. | Mr Chey Cheng Chwen Anthony | 81. | Mdm Elaine Beh Pur-Lin |
| 52. | Mr Chia Ho Choon | 82. | Ms Ellen Lee Geck Hoon |
| 53. | Mr Chia Jin Chong Daniel | 83. | Mr Eu Hai Meng |
| 54. | Mr Chia Peng Kiat Kenneth | 84. | Mr Eusuff Ali s/o N B M Mohamed Kassim |
| 55. | Ms Chia Ru Yun Megan Joan | 85. | Ms Fong Lee Cheng Jennifer |
| 56. | Mr Chia Voon Jiet | 86. | Mr Foo Maw Shen |
| 57. | Ms Chia Xin Ran Alina | 87. | Ms Fu Simin Charmaine |
| 58. | Ms Chiang Ju Hua Audrey | 88. | Ms Fong Shi-Ting Fay |
| 59. | Mr Chong Kuan Keong | 89. | Ms Foo Yuet Min |
| 60. | Mr Chong Yee Leong | 90. | Mr Gan Kian Koon Gerry |
| 61. | Mr Choo Chih Chien Benjamin | 91. | Mr Gaw Ying Charn Benjamin |
| 62. | Ms Choo Poh Hua Josephine | 92. | Mrs Gina Lee-Wan |
| 63. | Mr Chow Chao Wu Jansen | 93. | Mr Goh Keng Yeow Simon |
| 64. | Ms Christine Sekhon | 94. | Mr Goh Kok Leong |
| 65. | Mr Christopher Anand s/o Daniel | 95. | Mr Gong Chin Nam |
| 66. | Mr Christopher Chong Chi Chuin | 96. | Ms Grace Kwek Joo Lee |
| 67. | Mr Chu Hua Yi | 97. | Mr Henry Heng Gwee Nam |
| 68. | Mr Chua Leong Hin | 98. | Mr Herman Jeremiah |
| 69. | Ms Chui Lijun | 99. | Ms Ho Kim Foong |
| 70. | Ms Chung Ka Kay Katie | 100. | Mr Ho Ying Ming |
| 71. | Mr Cosmas Stephen Gomez | 101. | Mr Jason Chan Kwok Chuan |
| 72. | Mr Daniel Tay Yi Ming | 102. | Ms Jennifer Leong Pek Lin |
| 73. | Mr Darrell Low Kim Boon | 103. | Mr John Ng Lee Chye |
| 74. | Mr Daryl Ong Hock Chye | 104. | Mr Johnson Loo Teck Lee (Johnson Lu Deli) |
| 75. | Mr Dennis Chua Soon Chai | 105. | Mr Jonathan Lim Shi Cao |

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| 106. | Mr Jonathan Lim Tiek Beng | 136. | Mr Lim U Wei Ralph Howard |
| 107. | Mr Joseph Lee Sien Liang | 137. | Mr Lim Yee Ming |
| 108. | Ms Josephine Low Miew Yin | 138. | Ms Lin Weiqi Wendy |
| 109. | Mr K Muralitharany | 139. | Mr Ling Daw Hoang Philip |
| 110. | Mr Kang Kok Boon Favian (Jiang Guowen) | 140. | Ms Lisa Theng Siew Lian |
| 111. | Ms Kanyakumari d/o Veerasamy | 141. | Mr Loh Eu-Tse Derek |
| 112. | Mr Kek Meng Soon, Kelvin | 142. | Ms Loh Wai Mooi |
| 113. | Mr Khelvin Xu Cunhan | 143. | Mr Loke Siew Meng |
| 114. | Mr Khwaja Imran Hamid | 144. | Mr Low Gin Inn Leon |
| 115. | Mr Kim Seah Teck Kim | 145. | Mr Low Yew Shen |
| 116. | Mr Koh Boon Hai | 146. | Mr Mahtani Naresh Murlidhar |
| 117. | Ms Koh En Ying (Xu Enying) | 147. | Ms Maria Lam Sek Fah (Maria Tham) |
| 118. | Mr Kok Hei Mun Jonathan | 148. | Ms Marian Ho Wui Mee |
| 119. | Ms Koh Swee Yen | 149. | Mr Mark Cheng Wai Yuen |
| 120. | Ms Lalita Chelliah | 150. | Mr Mark Jerome Seah Wei Hsien |
| 121. | Mr Lam Chung Nian | 151. | Mr Melvin See Hsien Huei |
| 122. | Ms Lam Shiao Ning | 152. | Mr Michael Low Wan Kwong |
| 123. | Mr Lawrence Lee Mun Kong | 153. | Mr Mohamed Ibrahim s/o Mohamed Yakub |
| 124. | Mr Leck Kwang Hwee Andy | 154. | Mr Moiz Haider Sithawalla |
| 125. | Ms Lee Mong Jen | 155. | Mr N K Rajarh |
| 126. | Mdm Lee Su Yee | 156. | Mr Navin Joseph Lobo |
| 127. | Mr Lee Wei Alexander | 157. | Ms Nirmala Ravindran |
| 128. | Mr Lem Jit Min Andy | 158. | Mr Oh Eng Bin |
| 129. | Ms Leow Tze Hoon Christabel | 159. | Mr Ong Boon Hwee William |
| 130. | Mr Lim Chong Boon | 160. | Mr Ong Kian Wei Timothy |
| 131. | Mr Lim Choon How (Joshua) | 161. | Mr Ong Lee Woei |
| 132. | Ms Lim Hui Ying | 162. | Ms Ong Pei Ching |
| 133. | Mr Lim Soo Peng | 163. | Mr Ong Sing Huat (Nick) |
| 134. | Mr Lim Tat | 164. | Mr P Padman |
| 135. | Mr Lim Thian Siong | 165. | Mr Parwani Vijai Dharamdas |

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|------|------------------------------------------------------------------|------|--------------------------------|
| 166. | Mr Patrick Ang Peng Koon | 196. | Mdm Sheena Rohini Jacob |
| 167. | Mr Paul Wong Por Luk | 197. | Mr Sim Chong |
| 168. | Mr Peh Nam Chuan Adrian | 198. | Ms Soh Ean Leng Angeline |
| 169. | Mr Peter Chong Siong Siang | 199. | Mr Soh Kar Liang |
| 170. | Ms Phang Sui Choon (Michelle) | 200. | Mr Soh Leong Kiat Anthony |
| 171. | Mr Philip Fong Yeng Fatt | 201. | Mr Steven Seah Seow Kang |
| 172. | Mr Ponnampalam Sivakumar | 202. | Ms Subashini d/o Narayanasamy |
| 173. | Mr Pillai Pradeep G | 203. | Mr Sunit Chhabra |
| 174. | Ms Pua Lee Siang | 204. | Mr Suresh Divyanathan |
| 175. | Mr Quek Mong Hua | 205. | Mr Tan Chuan Bing Kendall |
| 176. | Mr Ragbir Singh s/o Ram Singh Bajwa | 206. | Mr Tan Hsuan Boon |
| 177. | Ms Rajan Menon Smitha | 207. | Mr Tan Jee Ming |
| 178. | Mr Rajesh Sreenivasan | 208. | Mr Tan Keok Heng George |
| 179. | Mr Ramasamy s/o Karuppan Chettiar | 209. | Mr Tan Kheng Ann Alvin |
| 180. | Mr Ramesh s/o Selvaraj | 210. | Mr Tan Lam Siong |
| 181. | Mr Ravendra Krishnasamy | 211. | Ms Tan Lay Keng |
| 182. | Mr Ravindran s/o Muthucumarasamy | 212. | Mr Tan Teck San Kelvin |
| 183. | Mr Raymond Chan | 213. | Mr Tan Wei Shyan |
| 184. | Mr Raymond Lam Kuo Wei | 214. | Mdm Teo Kwee Yee (Claudia) |
| 185. | Mr Renganathan Nandakumar | 215. | Mr Thomas Tan Boon Yong |
| 186. | Mr Richard Tan Kheng Swee | 216. | Mr Tong Beng Teck Roland |
| 187. | Mr Ricquier William John Munden | 217. | Ms Tsin Jenny |
| 188. | Mr Rodney Keong Kean Soon | 218. | Mr Vikna Rajah s/o Thambirajah |
| 189. | Ms Salehah Bte Johari | 219. | Mr Vincent Lim Bock Hui |
| 190. | Mr Salem Bin Mohamed Ibrahim | 220. | Mr Wong Hin Pkin Wendell |
| 191. | Mr Sarjit Singh s/o Bhagwan Singh | 221. | Mr Wong Kin Kit Winston |
| 192. | Ms See Siew Heok Jo-Ann | 222. | Ms Wong Lai Keen |
| 193. | Ms See Tow Soo Ling | 223. | Mdm Wong Su-Hsien Audrey |
| 194. | Mr Selva Kumara Naidu | 224. | Mr Woo Tchi Chu |
| 195. | Ms Selvam Arfat Nee Arfat Beebee Binte Noor Mohamed Abdul Latiff | 225. | Ms Woon Lai Keng (Julie) |

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|------|-----------------------------------------|------|----------------------------------------------|
| 226. | Mr Yang Yung Chong | 256. | Ms Janice Goh Chee Nee |
| 227. | Mr Yee Weng Wai Bernard | 257. | Mr Joseph Tay Weiwen |
| 228. | Mr Yeo Kim Hai Patrick | 258. | Mr Koh Li Qun, Kelvin (Xu Liqun) |
| 229. | Mdm Yeow Tin Tin Margaret | 259. | Mr Krishna Elan |
| 230. | Ms Yogarajah Yoga Sharmini | 260. | Ms Lee Ching Ling Yvonne |
| 231. | Mr Yong Boon On | 261. | Mr Lee Soong Yan, Kevin (Li Chong'En) |
| 232. | Mdm Zahara Binte Bakar | 262. | Ms Leong Choi Fun |
| 233. | Ms Anandarajah Kala | 263. | Mr Leong Li Shiong |
| 234. | Ms Ang Hsueh Ling Celeste | 264. | Ms Lian Shueh Min |
| 235. | Mr Bazul Ashhab Bin Abdul Kader | 265. | Mr Liaw Jin Poh |
| 236. | Mr Chan Yew Loong, Justin | 266. | Ms Lim Hui Li Debby |
| 237. | Mr Chenthil Kumar Kumarasingam | 267. | Ms Lim Wei Lee |
| 238. | Mr Chew Kei-Jin | 268. | Mdm Linda Joelle Ong |
| 239. | Mr Chia Shengyou, Edwin | 269. | Ms Looi Ming Ming |
| 240. | Ms Chong Yi Mei (Zhang Yimei) | 270. | Mr Low Jin Liang |
| 241. | Ms Choo Li Li | 271. | Ms Mak Wei Munn |
| 242. | Mr Choo Yu Jin Jonathan | 272. | Mr Malcolm Tan Ban Hoe |
| 243. | Mr Choo Zheng Xi | 273. | Mdm Michelle Elizabeth Woodworth |
| 244. | Mr Chua Han Yuan, Kenneth (Cai Hanyuan) | 274. | Mr Mohamed Fazal Bin Abd Hamid |
| 245. | Mr David Chee Chern Ern | 275. | Ms Nah Xiang Ling, Charlene |
| 246. | Mr Ee Eng Yew, Justin (Yu Yongyou) | 276. | Ms Ng Hui Min |
| 247. | Ms Ghram Gazalle Mok | 277. | Ms Ng Li-May Vanessa |
| 248. | Ms Goh Seow Hui | 278. | Ms Ngiam Hian Theng, Diana (Yan Xianting) |
| 249. | Mr Gokulamurali s/o Haridas | 279. | Mr Norhakim Bin Md Shah |
| 250. | Mr Han Guangyuan, Keith | 280. | Mr Palaniappan Sundararaj |
| 251. | Mr Hewage Ushan Saminda Premaratne | 281. | Mr Paras Manohar Lalwani |
| 252. | Mr Ho Seng Giap (He Chengye) | 282. | Mr Pardeep Singh Khosa |
| 253. | Ms Hoo Sheau Farn | 283. | Ms Poonaam Bai D/O Ramakrishnan Gnanasekaran |
| 254. | Mr Ivan Ng Khai Lee | 284. | Mr Prakaash s/o Paniar Silvam |
| 255. | Mr Jaikanth Shankar | 285. | Mr Probin Stephan Dass |

286. Mr Quah Wei Sheng, Danny
287. Mr Quek Jin Yi Mark (Guo Jinyi Mark)
288. Mr Ramesh Kumar S/O Ramasamy
289. Mr Raymond Wong (Wang Xukuan)
290. Mr Subir Singh Grewal
291. Mr Tan Jianwei Amos
292. Ms Tan Kai Ning Claire
293. Ms Tan Pei May
294. Ms Tan Spring
295. Mr Tan Thong Luck, Christopher
296. Ms Tan Wei Ser Venetia
297. Ms Tan Xuan Qi Dorothy
298. Mr Tan Zhi Ming (Chen Zhiming)
299. Mr Tay Peng Cheng
300. Mr Tay Yong Seng
301. Ms Teh Ee-Von
302. Ms Thio Puay Jin Jean
303. Mr Tnee Zixian, Keith (Zheng Zixian)
304. Mr Tong Wei Min Raymond
305. Ms Wong Hui Yi, Genevieve
306. Ms Wong Kai Yun
307. Mr Wong Liang Kok
308. Mr Wong Siew Hong
309. Mr Yap Tuck Kong Jimmy
310. Mr Yap Wai Ming
311. Mr Yeo Soo Mong Tony
312. Mr Yong Boon On
313. Mr Zhulkarnain Bin Abdul Rahim

REGULATED FOREIGN LAWYERS

The following appointees' term will expire on 13 September 2024:

1. Mr Andrew Jonathan Brereton
2. Dr Arnold Iur Gerscha
3. Mr David Harris Zemans
4. Mr David William Platt
5. Mr George Matthew Sheridan
6. Mr John Alexander Campbell Dick
7. Mr Joseph He Jun
8. Mr Kai-Niklas Anton Schneider
9. Ms Kana Manabe
10. Ms Kayane Helena Proudian
11. Mr Kent Napier Phillips
12. Mr Khai Minh Dang
13. Mr Ko Hanamizu
14. Mr Mark Errington
15. Mr Nicholas Michael Benedict G Hanna
16. Mr Philip James Badge
17. Mr Philip Winston Lee
18. Mr Rahul Guptan
19. Mr Rajiv Gupta
20. Mr Robert Thomas Palmer
21. Mr Saugata Mukherjee
22. Ms Stephanie Jane Keen
23. Mr Stephen Begley
24. Mr Takeshi Komatsu
25. Mr Wade Matthew Coriell

LAY PERSONS

The following appointees' term will expire on 13 September 2024:

1. Assoc Prof Alvin See Wei-Liang

2. Mr Andy Tan Chye Guan

3. Ms Annie Lee

4. Mr Ashvinkumar s/o Kantilal

5. Mrs Chew Kwee Tiang

6. Prof Chiew Sing Ping

7. Dr Chong Yeh Woei

8. Mr Chng Beng Guan

9. Mr Chua How Kiat

10. Mr Clarence Ting

11. Prof Courtney Wayne Benjamin

12. Prof Daniel William Puchniak

13. Mr Ding Hock Chai

14. Mr Frankie Chia Soo Hien

15. Dr Goh Chong Chia

16. Mr Goh Kia Hong

17. Mr Han Liang Siew, Louis

18. Assoc Prof Helena Whalen-Bridge

19. Prof Ho Yew Kee

20. Prof James Penner

21. Mr Jamshid Medora

22. Ms Joanne Lim

23. Mr John Lim Geok Peng

24. Ms Junie Foo

25. Mr K C Ting, John (Ting Kang Chung, John)

26. Ms Kuan Li Li

27. Mr Kwan Yew Huat

28. Mr Lai Hock Meng

29. Dr Lai Siang Hui

30. Assoc Prof Lan Luh Luh

31. Mr Lee Kut Cheung

32. Mr Lim Boon Cheng

33. Mr Lim Hon Chee Eric

34. Mr Lim Kim Cheong

35. Dr Lim Lan Yuan

36. Er. Lim Peng Hong

37. Mr Lim Thien Su Gerald

38. Mr Loi Hwee Yong

39. Dr Loke Chi Wei Peter

40. Dr Low Tchern Kuang Lambert

41. Mr Ooi Hoe Yang (Danny)

42. Mr Michael Wong C K

43. Mr Mirza Iskander Namazie

44. Dr Ng Chew Lip

45. Dr Ng Kheng Siang

46. Mrs Noor Quek

47. Er. Ong Ser Huan

48. Mr Ong Tze Boon

49. Mr Rohan Kamis

50. Dr Sandra Booysen

51. Mr Seah Choo Meng

52. Ms Sirikit Oh (Oh Yin Fong)

53. Assoc Prof Stephen Bull

54. Mr Tan How Chuan (Sam)

55. Mr Tan Kuang Hui

56. Mr Tan See Chee

57. Mr Tan Seng Chuan

58. Dr Tan Teng Hooi

59. Dr Tan Tiong Tee Clarence

60. Dr Tan Yuen Lan, Diana

61. Mdm Teo Meng Hua
62. Prof Thio Li-Ann
63. Mr Thomas Sit Kwok Wing
64. Mr Tjio Kay Loe
65. Er. Tong Chi Wai
66. Assoc Prof Umakanth Varottil
67. Mr Willie Cheng
68. Mr Willy Shee
69. Dr Wong Chiang Yin
70. Mr Xerxes Jamshid Medora
71. Dr Yeo Khee Quan
72. Ms Yim Kam May

LEGAL SERVICE OFFICERS AND JUDICIAL SERVICE OFFICERS

1. Ms Agnes Chan Huseh Mei
2. Mr Alan Loh Yong Kah
3. Ms Amanda Chong Wei-Zhen
4. Mr Andre Moses Tan Chang Ann
5. Ms Ang Ching Pin
6. Ms April Phang Suet Fern
7. Ms Asanthi Shiyara Mendis
8. Mr Benjamin Yim Geok Choon
9. Ms Beverly Wee Ying Ling
10. Mr Bhajanvir Singh
11. Mr Caleb Tan Tian-Le
12. Ms Carene Poh Kai Lin
13. Ms Charlene Tay Mei Woon
14. Ms Chee Ee Ling
15. Mr Chong Kah Wei
16. Ms Chua Ying-Hong
17. Ms Chung Yoon Joo
18. Ms Claire Poh Hui Jing
19. Ms Daphne Lim Ai Juan
20. Mr David Lim Jit Hee
21. Mr David Low Quan Ming
22. Mr Davyd Chong Wenquan
23. Ms Delicia Charmaine Tan
24. Ms Elena Yip Luyang
25. Mr Elgin Tay Wei Xiong
26. Ms Elizabeth Chua Ming Ying
27. Ms Elizabeth Lee Liang Mae
28. Ms Elsie Lee Yuejia
29. Mr Eugene Lee Yee Leng
30. Mr Eugene Sng Yi Zhi
31. Ms Eunice Chong Miao En
32. Ms Eunice Ng Huiya
33. Mr Fu Qijing
34. Ms Gay Hui Yi
35. Ms Germaine Boey Yi Ling
36. Mr Gilbert Low Teik Seang
37. Ms Goh Yi Ling
38. Ms Goh Yin Dee
39. Mr Gordon Oh Chun Wei
40. Mr Gregory Gan Wee Kiat
41. Mr Han Ming Kuang
42. Ms Haniza Bte Mohammad Reeza Abnass
43. Ms Hee Mee Lin
44. Mr Hon Yi
45. Mr Houston Tian Jin Johannus
46. Ms Hung Ning Shing
47. Ms Ilona Tan Lin Yen
48. Mr Imran Bin Abdul Hamid

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|-----|------------------------------|------|-------------------------------------|
| 49. | Ms Jaime Pang | 81. | Mr Lim Yew Jin |
| 50. | Ms Jaime Tey Su Fung | 82. | Mr Loke Shiu Meng |
| 51. | Ms Jasmine Chin-Sabado | 83. | Mr Louis Agnelo D'Souza |
| 52. | Mr Jason Chua Chuan Hwee | 84. | Mr Luke Tang |
| 53. | Mr Jason Tan Theng Kok | 85. | Ms Lynda Lee Gek Huang |
| 54. | Ms Jean Kua Zhizhen | 86. | Ms Magdalene Huang Xin'en |
| 55. | Mr Jeremy Yeo Shenglong | 87. | Mr Marcus Foo Guo Wen |
| 56. | Mr Jesudevan Viveganandam | 88. | Mr Marcus Song Ee Pin |
| 57. | Mr Jeyendran s/o Jeyapal | 89. | Ms Marie Christina Koh |
| 58. | Mr Joel Chen Zhi'en | 90. | Mr Mark Jayaratnam |
| 59. | Mr John Lu Zhuoren | 91. | Mr Mark Tay Swee Keng |
| 60. | Mr Jordon Li Mingjie | 92. | Ms Masayu Norashikin |
| 61. | Mr Joshua Lai Zhiyang | 93. | Ms Michelle Lu Wei Yi |
| 62. | Mrs Joyce Chao Suling | 94. | Mr Muhamad Imaduddien Bin Abd Karim |
| 63. | Ms Joyce Lee Ling Wei | 95. | Ms Natalie Yu-Lin Morris |
| 64. | Ms Joyce Low Wei Lin | 96. | Mr Ng Der Lim |
| 65. | Ms Karen Ang Aiping | 97. | Mr Nicholas Khoo Tian Lun |
| 66. | Ms Karin Lai Yiling | 98. | Mr Nicholas Wuan Kin Lek |
| 67. | Ms Kavita Uthrapathy | 99. | Mr Norman Yew Li Chuen |
| 68. | Mr Kelvin Kow Weijie | 100. | Ms Olivia Low Pei Sze |
| 69. | Mr Kenny Kung Yong Jin | 101. | Mr Ong Chin Heng |
| 70. | Mr Kevin Yong Ee Wen | 102. | Ms P Arul Selvamalar |
| 71. | Mr Kong Kuek Foo | 103. | Ms Parveen Kaur Nagpal |
| 72. | Ms Krystle Chiang Jing Ya | 104. | Mr Paul Lie Yi Fang |
| 73. | Mr Kumaresan s/o Gohulabalan | 105. | Ms Qiu Huixiang |
| 74. | Mr Lau Wing Yum | 106. | Mr Quek Jing Feng |
| 75. | Mr Lee Cheow Han | 107. | Mr Quilindo Michael Zhi Cheng |
| 76. | Ms Lee Ti-Ting | 108. | Ms Rachel Ng Bao Ling |
| 77. | Ms Lee Yean-Lin | 109. | Mr Ramesh Ethan |
| 78. | Mr Lee Zu Zhao | 110. | Mr Reynard Cheok Yu-Liang |
| 79. | Mr Leonard Goh Choon Hian | 111. | Ms Ruth Teng Xiaohui |
| 80. | Mr Lim Jian Yi | 112. | Ms Ruth Wong Shuyi |

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| 113. | Ms S Puspha | 145. | Mr Victor Lim See Wai |
| 114. | Ms Sabrina Choo Wen Shan | 146. | Mr Vikneswaran s/o Kumaran |
| 115. | Mr Samuel Chua Hwa Kuan | 147. | Mr Vincent Ong Kit Liang |
| 116. | Ms Sanjna Rai | 148. | Mrs Wendy Chang Mun Lin |
| 117. | Ms Sarah Lam Yan Xia | 149. | Ms Wileeza Bte A Gapar |
| 118. | Ms Sarah Ong Hui'en | 150. | Ms Wong Li Ru |
| 119. | Ms Sarah Shi Pei-Yi | 151. | Mr Yang Ziliang |
| 120. | Ms Sarala Kumari d/o Subramaniam | 152. | Ms Yau Pui Man |
| 121. | Mr Sellakumaran s/o Sellamuthoo | 153. | Ms Yvonne Poon Yirong |
| 122. | Mr Seow Zhixiang | 154. | Mr Zheng Shaokai |
| 123. | Ms Seraphina Fong Mian Yi | 155. | Mr Adam Nakhoda |
| 124. | Ms Serene Seet Lay Cheng | 156. | Ms Amy Tung Chew Ming |
| 125. | Ms Shahrinah Bte Abdol Salam | 157. | Ms Ang Feng Qian |
| 126. | Ms Sherlyn Neo Xiulin | 158. | Ms Brenda Chua Wei Ling |
| 127. | Mr Stanley Kok Pin Chin | 159. | Mrs Brenda Tan |
| 128. | Mr Tan Soo Tet | 160. | Mrs Carol Chan |
| 129. | Mr Tan Wee Hao | 161. | Ms Carolyn Woo Wai-Ling |
| 130. | Ms Tan Yanying | 162. | Ms Carrie Chan Su-Lin |
| 131. | Mr Tan Zhongshan | 163. | Ms Cassandra Felicia Cheong |
| 132. | Ms Teo Lu Jia | 164. | Pei Shan |
| 133. | Ms Teo Siqi | 165. | Ms Chee Min Ping |
| 134. | Mr Teo Yu Chou | 166. | Ms Chong Chin Chin |
| 135. | Mr Terence Chua Seng Leng | 167. | Mr Christopher Goh Eng Chiang |
| 136. | Mr Terence Tan Zhong Wei | 168. | Dr Colin Tan Boon Chwee |
| 137. | Ms Then Ling | 169. | Ms Constance Tay Woan Fen |
| 138. | Mr Thomas Mathew Koshy | 170. | Ms Cornie Ng Teng Teng |
| 139. | Mr Timotheus Koh Rong En | 171. | Ms Crystal Tan Yan Shi |
| 140. | Ms Toh Puay San | 172. | Mr Darryl Soh Wen Yan |
| 141. | Mr Toh Shin Hao | 173. | Mr David Lee Yeow Wee |
| 142. | Mr Tow Chew Chi | 174. | Mr Eddy Tham Tong Kong |
| 143. | Ms Valathammai d/o Muthupalaniappan | 175. | Mr Edgar Foo Mau Peng |
| 144. | Ms Vanessa Yeo Xue Ying | 176. | Ms Elaine Liew Ling Wei |

| | | | |
|------|-------------------------------|------|-----------------------------------|
| 177. | Mr Eugene Teo Weng Kuan | 207. | Mrs Michelle Claire Elias Solomon |
| 178. | Ms Geraldine Kang | 208. | Ms Miranda Yeo Eng Joo |
| 179. | Mr Goh Kiat Yi | 209. | Mr Ng Cheng Thiam |
| 180. | Mr James Elisha Lee Han Leong | 210. | Ms Nicole Loh Wern Sze |
| 181. | Ms Janet Wang Lan Jee | 211. | Ms Ong Chin Rhu |
| 182. | Ms Janice Chia Yong Yong | 212. | Ms Ong Luan Tze |
| 183. | Ms Janice Wong Shi Hui | 213. | Mr Ow Yong Tuck Leong |
| 184. | Mr Jay Lee Yuxian | 214. | Mr Paul Chan Wei Sern |
| 185. | Mr John Ng | 215. | Mr Peter Lo |
| 186. | Ms Josephine Kang Sin Wil | 216. | Mr Prem Raj s/o Prabakaran |
| 187. | Ms Kamalambigai Ponnampalam | 217. | Mr Ramu Miyapan |
| 188. | Ms Karen Tan Teck Ping | 218. | Mr Ronald Gwee Tiong Kee |
| 189. | Ms Karolyn Gin Hoey Kum Hoong | 219. | Ms Salina Bte Ishak |
| 190. | Ms Kathryn Thong Lijuan | 220. | Ms Sandra Looi Ai Lin |
| 191. | Ms Kelly Ho Yan-Qing | 221. | Ms Sarah Tan Yin Tze |
| 192. | Ms Kenneth Chin Jiayang | 222. | Mr Shaiffudin Bin Saruwan |
| 193. | Mr Kenneth Choo Wing Kong | 223. | Ms Sharmila Sripathy |
| 194. | Ms Kimberly Scully | 224. | Mr Shawn Ho Hsi Ming |
| 195. | Ms Kok Shu-en | 225. | Mr Sheik Mustafa Bin Abu Hassan |
| 196. | Mr Koo Zhi Xuan | 226. | Ms Shobha Gopalakrishnan Nair |
| 197. | Ms Lee Li Choon | 227. | Mr Soh Tze Bian |
| 198. | Ms Lim Choi Ming | 228. | Mr Tan Jen Tse |
| 199. | Ms Lim Sai Nei | 229. | Ms Tan Shin Yi |
| 200. | Mr Lim Tse Haw | 230. | Mr Teo Guan Kee |
| 201. | Mr Lim Wee Ming | 231. | Ms Wendy Yu Hui Sann |
| 202. | Ms Loh Hui-min | 232. | Mr Winston Man Kah-Soon |
| 203. | Ms Lorraine Ho Yi May | 233. | Ms Wong Choon Ning |
| 204. | Ms Lynette Yap Beng Lyn | 234. | Ms Wong Li Tein |
| 205. | Mr Marvin Bay Boon Teck | 235. | Ms Wong Peck |
| 206. | Ms May Lucia Mesenas | 236. | Mr Wong Sheng Kwai |

Active Review Committees from 1 September 2022 to 31 August 2023

A total of 77 Review Committees were appointed for each case referred during this review year. The Review Committee either directs dismissal of a complaint with reasons or refers the same to the Chairman of the Inquiry Panel for further investigations.

Out of a total of 77 cases, the results are as follows:

- 30 cases were dismissed;
- 32 cases were fully recommended for further investigation by an Inquiry Committee;
- 11 cases contained both a direction for dismissal for some complaints and a recommendation for further investigation for the rest by an Inquiry Committee;
- 0 complaints were withdrawn; and
- 4 cases are still pending as at 31 August 2023.

Active Inquiry Committees from 1 September 2022 to 31 August 2023

As at 1 September 2022, there were 20 cases pending from the previous review year. These Inquiry Committees have since completed their investigations and the results are as follows:

- 3 cases were dismissed;
- 6 cases were recommended for warnings, reprimand or imposition of penalties;
- 7 cases were referred for formal investigation by the Disciplinary Tribunal;
- 3 cases where the Inquiry Committees had recommended partial dismissals. As such, parts of these cases were either recommended for warnings, reprimand or imposition of penalties on the Respondents, or were referred to the Disciplinary Tribunal; and
- 1 case is still ongoing.

During the current review year, 44 Inquiry Committees were constituted to look into the complaints which have been referred by the relevant Review Committee during this review year. Twenty-three Inquiry Committees have completed their investigations and the results are as follows:

- 7 cases were dismissed;
- 5 cases were recommended for warnings, reprimand or imposition of penalties;
- 3 cases were referred for formal investigation by the Disciplinary Tribunal;
- 2 complaints were withdrawn;

- 5 cases where the Inquiry Committees had recommended partial dismissals. As such, parts of these cases were either recommended for warnings, reprimand or imposition of penalties on the Respondents, or were referred to the Disciplinary Tribunal; and
- 1 case recommended that one Respondent be reprimanded and another Respondent be referred for formal investigation by the Disciplinary Tribunal.

Extensions of time were granted in several cases because of the unavailability of either the Complainant or the Respondent and the difficulty in fixing hearing dates suitable to all parties. In some cases, extensions were granted due to the complexity of the cases. 21 cases are pending as at 31 August 2023.

Corrigendum

Our previous Annual Report 2019 had mistakenly reported that out of 105 Review Committee cases, 44 cases were dismissed completely and 52 cases were fully recommended for further investigation by an Inquiry Committee. This is an error and the accurate number of cases dismissed and fully recommended for further investigation by an Inquiry Committee as at 31 August 2019 are 45 and 51 respectively.

Finally, we would like to express our heartfelt gratitude to all members of the Inquiry Panel for their valuable time and commitment of time put into handling the cases assigned to them. It is the willingness of members to take on these duties diligently and responsibly that ensures the integrity of the practising profession and upholds its independence.

Dated this 31st day of August 2023.

Francis Xavier, SC
Chairman

SOLICITORS' ACCOUNTS RULES

Chew Kei-Jin, Chairperson

In the year under review, the Solicitors' Accounts Committee (**the Committee**) has received several queries for guidance on issues arising from the Legal Profession (Solicitors' Accounts) Rules (**SAR**) and for views on the interpretation of the SAR. This report highlights two of these queries for members' information.

First query: Query is in relation to the sole signatory of the clients' account not being able to execute the same

The Law Society of Singapore (**Law Society**) received a request for assistance from a friend of a sole proprietor (**SP**). The query was in relation to the SP's firm's clients' account. The SP was physically incapacitated due to a medical condition which required him to be on a tracheostomy. He was therefore unable to verbally communicate his wishes, and the weakness in all his limbs prevented him from writing. The SP later passed away.

The SP was, however, the main signatory to the firm's clients' account. Without the SP's signature, no withdrawals from the clients' account could be made. The query was in relation to how the SP's family may address the issue of changing the bank signatories or otherwise deal with the client accounts in the interim. The Council considered the possibility of a limited scope intervention into the firm's clients' account for the purpose of assisting to change the account's signatories only.

The SP had a sister who was an advocate and solicitor, and who was agreeable to be appointed as a signatory to the firm's clients' account. However, she was a partner of a different firm. The Committee took the view that it should be permissible for a solicitor to be a signatory of a clients' account of a law firm that he or she does not belong to.

Second query: Query received from Audit A Company

On 17 May 2023, we received a query from Audit A Company, an accounting firm, as follows:

"I have an enquiry on the authorised bank signatories for office accounts.

Could non-lawyers be one of the cheque signatories for office accounts? Does the requirements to have the practising lawyer be the authorised bank signatories only applicable for client account?"

We enquired with Audit A Company as to the purpose of their enquiry. Their response was as follows:

"The purpose of asking that is because we are currently working on the statutory audit for the law firm, we are trying to audit the internal control of the firm if there are any requirements or exceptions on the bank authorised signatories and whether they have met the requirements."

The Law Society informed Audit A Company that a solicitor cannot authorise a non-lawyer, who is an unauthorised person (as defined by the Legal Profession Act), to operate and be a signatory to any account, whether a clients' account or an office account, maintained by the law practice in which the solicitor practices.

Other Matters

A representative of the Committee was a panel speaker in the Law Society's annual mandatory book-keepers' course and the Legal Practice Management Course under the review period via Zoom.

Committee Members

Chew Kei-Jin - Chairperson

Paul Tan Beng Hwee - Council Representative

Balakrishnan Chitra

Benjamin Foo Guo Zheng

Cheah Saing Chong

Low Chai Chong

Nair Suresh Sukumaran

Oh Kim Heoh Mimi

Pryke Gary Allen

Tan Tse Chia Patrick

Tay Kang-Rui Darius

Tham Lijing

Vivienne Lim Hui Bian

Secretariat Representative

K Gopalan (until March 2023)

Anamika Bagchi (until June 2023)

Alvin Chen, Melanie Tien and Terence Lim
(from June 2023)

SERVING THE COMMUNITY



COMPENSATION FUND

Aziz Tayabali Samiwalla, 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 a sum of \$100 per year to the Fund when he/she renews his/her full-time practising certificate. Those applying for Practising Certificate after 1 October contribute a sum of \$50 to the Fund.

The Committee has considered the application received in year 2021 where the claimant had confirmed and requested for his claim to be referred to the Committee for consideration. After careful consideration, the Committee was of the view that there was no dishonesty disclosed and the matter did not come under the Compensation Fund Framework. Thus the application was duly dismissed.

For the period under review from 1 September 2022 to 31 August 2023, the Committee received a total of four fresh applications for grants from the Compensation Fund.

During the review period, the Committee has carefully considered two applications and determined that both applications should be dismissed. The first application was dismissed as no dishonesty was disclosed, whilst the second application revealed negligence but failed to establish any dishonesty disclosed.

A third claimant has yet to provide sufficient particulars for the claim to be processed, despite having submitted the forms for the intended claim.

The fourth claimant has yet to show conclusively that he has tried to pursue a claim for civil recovery of the loss before he turned to the Fund for a grant to help to mitigate/ reduce the loss suffered.

The Committee has written to the third and fourth claimant(s) to provide the respective information/ documents requested; however, we have yet to receive a reply from either claimant.

Committee Members

Aziz Tayabali Samiwalla - Chairperson

Tan Kay Kheng - Vice-Chairperson

Nicholas Jeyaraj s/o Narayanan - Council Representative

Amanda Chen

Chong Siong Siang Peter

Dr Qiu Yang

Lau Kah Hee

Lee Chin Seon

Loh Yu Chin Deborah

Sean Francois La'Brooy

Steven Lam Kuet Keng

Tan Jee Ming

Secretariat Representative

K Gopalan (until March 2023)

Anamika Bagchi

PROFESSIONAL INDEMNITY

Lok Vi Ming, SC, Chairperson

The Law Society's Compulsory Professional Indemnity Scheme (**the Scheme**) was renewed for a period of 12 months commencing from 1 April 2023.

The Professional Indemnity Committee (**PI Committee**) of the Law Society of Singapore has extended the appointment of Lockton Companies (Singapore) Pte Ltd as the Scheme Broker for another year, from 1 April 2023 to 31 March 2024 in recognition of their efforts to maintain competitive premium for the renewal. They have successfully negotiated renewal of the Scheme with a 2.5% reduction from the expiring premium for 2022/2023. A reduction of 1% was made despite unfavourable insurance market conditions marked by rising premiums. The insurers will continue to contribute 2% and an additional one-off of 0.5% (making it a total 2.5%) of the primary premium to the Education Fund for the 2023/2024 renewal. The extra 0.5% given last year was to cover any effect of the Covid-19 pandemic.

The Scheme insurers for the 2023/2024 policy year and their participation shares are as follows:

| | |
|------------------------------------------|--------------------|
| MS First Capital Insurance Ltd | Lead insurer – 58% |
| India International Insurance Pte Ltd | Co-insurer 23% |
| QBE Insurance (Singapore) Pte Ltd | Co-insurer 13% |
| MSIG Insurance (Singapore) Pte Ltd (new) | Co-insurer 6% |

Committee Members

Lok Vi Ming, SC – Chairperson

Adrian Chan Pengee – Council Representative

Alvin Ee Chin Liang

Eusuff Ali s/o NBM Mohamed Kassim

Goh Keng Yeow Simon

Lin Hui Yin Sharon

Manoj Belani

Mohamed Ibrahim s/o Mohamed Yakub

Ng Fang Yao

Ong Lee Woei

Pan Xingzheng Edric

Yap Chin Choo Juliana

Secretariat Representative

K Gopalan (until March 2023)

Anamika Bagchi

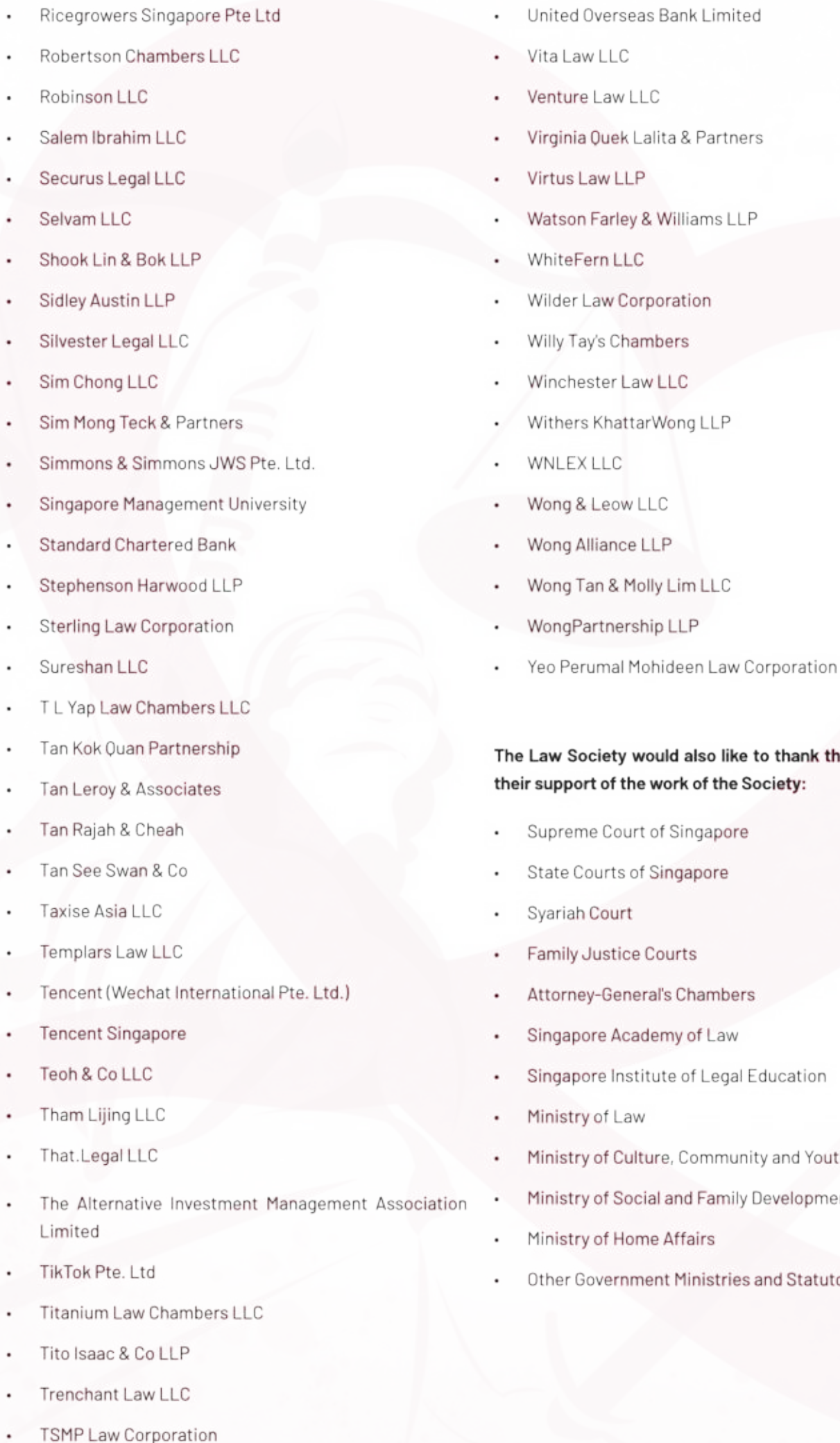
ACKNOWLEDGEMENTS

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:

- A C Shone & Co
- A. Rohim Noor Lila LLP
- Abdul Rahman Law Corporation
- Achievers LLC
- Adsan Law LLC
- ADTlaw LLC
- Advent Law Corporation
- Advocatus Law LLP
- Al Tamimi & Company
- Allen & Gledhill LLP
- Allen & Overy LLP
- Amazon Web Services (Singapore) Pte Ltd
- Amica Law LLC
- Arbiters Inc Law Corporation
- Arul Chew & Partners
- Ascendant Legal LLC
- Aurora Law LLC
- Axiom Global Solutions / Standard Chartered Bank
- Aziz Tayabali & Associates
- Baker & McKenzie.Wong & Leow
- Bayfront Law LLC
- BC Beazer Asia Pte.Ltd.
- BC Lim & Lau LLC
- Bethel Chambers LLC
- Bih Li & Lee LLP
- Bird & Bird ATMD LLP
- BlackOak LLC
- Bonsai Law Corporation
- Braddell Brothers LLP
- Breakpoint LLC
- C Paglar & Co
- C S Lee
- Cameron Ford International Arbitration
- Catherine Lim LLC
- Cavenagh Law LLP
- Cecil Law LLC
- ChangAroth Chambers LLC
- Changi Airport Group
- Chelliah & Kiang LLC
- Chia Wong Chambers LLC
- Chiu Cheong LLC
- CHP Law LLC
- Circular Law Chambers LLP
- Citibank N.A Singapore
- City Law LLC
- CIVIC Legal LLC
- Clayton Law LLC
- Clifford Chance Pte Ltd
- Clifford Law LLP
- Clyde & Co Clasis Singapore Pte Ltd
- CMS Cameron McKenna Nabarro Olswang (Singapore) LLP
- CMS Holborn Asia
- CNPLaw LLP
- Coleman Street Chambers LLC
- Collyer Law LLC
- Continental Law LLP
- Crescent Law Chambers LLC
- CTLC Law Corporation
- Damodara Ong LLC

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- David Lim & Partners LLP
 - David Llewelyn & Co LLC
 - David Nayar & Associates
 - Davinder Singh Chambers LLC
 - DBS Bank Ltd
 - De Souza Lim & Goh LLP
 - Deansgate Barakah Law Corporation
 - Deepak Raja & Associates
 - Deloitte
 - Dentons Rodyk & Davidson LLP
 - Dharma Law LLC
 - DMO Law Corporation
 - Donaldson & Burkinshaw LLP
 - Drew & Napier LLC
 - Duxton Hill Chambers
 - Eden Law Corporation
 - Eldan Law LLP
 - Ella Cheong LLC
 - Emerald Law LLC
 - Eng & Co LLC
 - Engelin Teh Practice LLC
 - Equinix Asia Pacific Pte Ltd
 - Ethos Law Corporation
 - Eugene Thuraisingam LLP
 - Exyte Asia-Pacific Holding Pte Ltd
 - Facebook Singapore Pte Ltd
 - Farallon Law Corporation
 - FC Legal Asia LLC
 - Flint & Battery LLP
 - Foo & Quek LLC
 - Forte Law LLC
 - Fortis Law Corporation
 - Forward Legal LLC
 - Frasers Property
 - Francis Khoo & Lim
 - Freshfields Bruckhaus Deringer Singapore Pte Ltd
 - FSLaw LLC
 - Fullerton Law Chambers LLC
 - Gabriel Law LLC
 - Gateway Law Corporation
 - Gavan Law Practice LLC
 - Genesis Law Corporation
 - George Hwang LLC
 - Ghows LLC
 - Gibson, Dunn & Crutcher LLP
 - Gloria James-Civetta & Co
 - Grace Chacko Law Practice
 - Halijah Mohamad & Co
 - Hanwa Singapore Private Limited
 - Harry Elias Partnership LLP
 - Herbert Smith Freehills LLP
 - Hin Tat Augustine & Partners
 - Hoh Law Corporation
 - Holborn Law LLC
 - HP Inc.
 - hslegal LLP
 - HThree Capital Pte Ltd
 - I.N.C. Law LLC
 - I.R.B Law LLP
 - Icon Law LLC
 - Insights Law LLC
 - Intel Corporation
 - Jenny Lai & Co
 - Joo Toon LLC
 - Joseph Liow Chambers
 - Joseph Tan Jude Benny LLP
 - Joyce A. Tan & Partners LLC
 - JS Law Chambers LLP
 - JurisAsia LLC
 - JusJuris Law LLC
 - Justicius Law Corporation
 - K L Tan & Associates

- 
- K Prasad & Co
 - K Ravi Law Corporation
 - K&L Gates Straits Law LLC
 - Kalco Law LLC
 - Kalidass Law Corporation
 - Karuppan Chettiar & Partners
 - Kennedys Legal Solution Pte Ltd
 - Kevin SY Lee
 - Kith & Kin Law Corporation
 - KSCGP Juris LLP
 - Kyndryl
 - Lahiri LLC
 - Latham & Watkins LLP
 - Law Connect LLC
 - LawCraft LLC
 - Lawrence Chua Practice LLC
 - Leagle Sense LLC
 - Lee & Lee
 - Lee Shergill LLP
 - Legal Clinic LLC
 - Legal Solutions LLC
 - Legis Point LLC
 - Lexcompass LLC
 - Linda Phua Law Practice
 - Linklaters Singapore Pte Ltd
 - Lisa Sam & Company
 - LOD Consulting(Singapore)Pte Ltd
 - LVM Law Chambers LLC
 - Mallal & Namazie
 - Marcus Phuah & Co
 - Mayer Brown(Singapore)Pte Limited
 - Meritus Law LLC
 - Michael Por Law Corporation
 - Millennium Law LLC
 - Mirchandani & Partners
 - MOI Law Corporation
 - Morgan Lewis Stamford LLC
 - Morrison & Foerster
 - MSC Law Corporation
 - MyRepublic Digital
 - Nakoorsha Law Corporation
 - National University of Singapore
 - Nicholas & Tan Partnership LLP
 - Nine Yards Chambers LLC
 - Nishimura & Asahi(Singapore)LLP
 - Norton Rose Fulbright(Asia)LLP
 - OCBC Bank Singapore
 - Omni Law LLC
 - Omnia Law Chambers
 - Oon & Bazul LLP
 - OTP Law Corporation
 - Pacific Star Development Limited
 - PDLegal LLC
 - Pertinent Law LLP
 - Peter & Kim
 - Peter Low Chambers LLC
 - Pinsent Masons MPillay LLP
 - PK Wong & Nair LLC
 - Premier Law LLC
 - Providence Law Asia LLC
 - PY Legal LLC
 - Quahe Woo & Palmer LLC
 - R S Solomon LLC
 - Rajah & Tann Singapore LLP
 - Rajan Chettiar LLC
 - Rajen Law Practice
 - Ramdas & Wong
 - Ravindran Associates LLP
 - Regency Legal LLP
 - Remy Choo Chambers LLC
 - Rev Law LLC
 - RHTLaw Asia LLP

- 
- Ricegrowers Singapore Pte Ltd
 - Robertson Chambers LLC
 - Robinson LLC
 - Salem Ibrahim LLC
 - Securus Legal LLC
 - Selvam LLC
 - Shook Lin & Bok LLP
 - Sidley Austin LLP
 - Silvester Legal LLC
 - Sim Chong LLC
 - Sim Mong Teck & Partners
 - Simmons & Simmons JWS Pte. Ltd.
 - Singapore Management University
 - Standard Chartered Bank
 - Stephenson Harwood LLP
 - Sterling Law Corporation
 - Sureshan LLC
 - T L Yap Law Chambers LLC
 - Tan Kok Quan Partnership
 - Tan Leroy & Associates
 - Tan Rajah & Cheah
 - Tan See Swan & Co
 - Taxise Asia LLC
 - Templars Law LLC
 - Tencent (Wechat International Pte. Ltd.)
 - Tencent Singapore
 - Teoh & Co LLC
 - Tham Lijing LLC
 - That.Legal LLC
 - The Alternative Investment Management Association Limited
 - TikTok Pte. Ltd
 - Titanium Law Chambers LLC
 - Tito Isaac & Co LLP
 - Trenchant Law LLC
 - TSMP Law Corporation
 - United Overseas Bank Limited
 - Vita Law LLC
 - Venture Law LLC
 - Virginia Quek Lalita & Partners
 - Virtus Law LLP
 - Watson Farley & Williams LLP
 - WhiteFern LLC
 - Wilder Law Corporation
 - Willy Tay's Chambers
 - Winchester Law LLC
 - Withers KhattarWong LLP
 - WNLEX LLC
 - Wong & Leow LLC
 - Wong Alliance LLP
 - Wong Tan & Molly Lim LLC
 - WongPartnership LLP
 - Yeo Perumal Mohideen Law Corporation

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



JUSTICE FOR ALL

ANNUAL REPORT

FY 2022-2023



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CORPORATE INFORMATION

Pro Bono SG (PBSG) is a Singapore-registered 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 to the needy and vulnerable through legal awareness, guidance and representation.

Once a department within The Law Society of Singapore (LLS), 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 No.: 201700430E

Date of Charity Registration: 31 March 2017

IPC Period: From 1 April 2022 to 31 March 2025

NCSS Full Member since 1 April 2017

Auditor: Fiducia 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: 109 Hougang Ave 5, Singapore 538817

Phone: 6536 0650 / 1800 776 2666 (1800 PRO BONO)

Email: help@probono.sg

Website: www.probono.sg

OUR VISION AND MISSION

We serve the community by facilitating access to justice for the needy and vulnerable so that all may have access to justice in Singapore.

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.

CHAIRMAN'S MESSAGE

For readers of last year's Annual Report, the Common Rose butterfly graced our cover. It was symbolic of how the legal profession emerged from our cocoon as a herald of transformation and renewal. This year, that same butterfly takes flight, unfurling its wings to embrace new horizons and leaving an indelible mark on our community's heart. In a symphony akin to growth and exploration, our charity has pirouetted through its most recent phase, reminiscent of the butterfly's tender metamorphosis.

In this last financial year, a significant change was that our identity underwent a metamorphosis, evolving in name and brand from Law Society Pro Bono Services to Pro Bono SG. This decision to rebrand was rooted in our longstanding commitment to embody a broader and more inclusive representation of our charity and its partnerships within the community. The inclusion of "SG" in our new name reflects Singapore's identity and a unifying thread connecting us as a community.

We extended a heartfelt welcome to Low Wei Ling and Sim Guan Seng, two luminaries with talents and skills beyond the legal realm, who kindly agreed to join our board of directors. Their presence on our Board is a resounding affirmation of our dedication

to cultivate diverse and inclusive leadership. This is vitally important considering the more complex and sophisticated issues we are seeing arise among Singaporean residents today.

A radiant star of achievement was the Family Justice Support Scheme officially launched in October 2022 after a two-year pilot period. Over the course of this year, we received 295 applications, resulting in (i) 23 applicants securing full legal representation under our Pro Bono Clearinghouse; and (ii) 47 applicants were referred to our Panel Lawyers, who agreed to offer their services at reduced rates (through the Modest Means Clearinghouse). For the remaining applicants, we directed them towards suitable avenues of assistance while offering them basic legal advice.

Another significant stride was the establishment of the Migrant Worker Legal Clinic @Angullia Mosque in May 2022. Within this safe refuge, migrant workers - our invisible community builders - find solace and support for their legal concerns. This clinic represents our ongoing, long-term commitment to addressing our migrant workers' legal needs.

In a move to bring legal assistance closer to vulnerable individuals, we were pleased to inaugurate

our first Community Law Centre in Hougang. Nestled within the embrace of Tian De Temple, this centre has fast become a harmonious convergence with various community partners. Between 1 February to 31 March 2023, the centre received 283 applicants and engaged over 400 social workers and 20 community partners. We envision a setting up of Community Law Centres thoughtfully, with organisation and industry across all five Community Development Council Districts.

In tandem with these feats, our commitment to legal awareness, guidance and representation remained steadfast through all our webinars, clinics and representation schemes. Our symbiotic partnerships with the CDCs, LawWorks, the Commissioner of Charities, and the Charity Council displayed a constellation of unwavering support. As the Common Rose butterfly soars, it beckons us closer to the earth's embrace, serving justice with an outstretched hand to the least, the last, and the lost in law.

As we embrace this transformative journey, the hearts of our Board members are filled with profound gratitude towards our committed volunteers, generous supporters, and unwavering staff. Your dedication forms the tapestry of the team's imaginative

vision. Just as the Common Rose butterfly shows us, we stand united with resilience and inner changes on the cusp of grander endeavours in our pursuit of justice for all.



Gregory Vijayendran, SC
Chairman

CEO'S MESSAGE

The vibrant Common Rose butterfly adorns the cover of our Annual Report again this year. A symbol that has come to represent not just Singapore's national identity through its red and white hues but also the transformative power our volunteers bring to the lives of those less privileged. This year, however, the butterfly serves a dual purpose, heralding both our own evolution and our rebranding from "Law Society Pro Bono Services" to Pro Bono SG. Much like the butterfly emerges from its chrysalis to explore new territories, we, too, have spread our wings into the community.

Our most notable stride forward was the establishment of our inaugural "Community Law Centre" in Hougang, hosted by the Tian De Temple. Officially opened on 31 January 2023, it marks the first in what we intend to be a network of such centres across Singapore. By extending our reach into neighbourhoods, we bring the promise of accessible legal aid to the doorsteps of those who need it most.

Just as a butterfly pollinates a myriad of flowers, contributing to the growth of fruits and seeds, our Community Law Centre initiative serves to "pollinate" communities with seeds of justice. We have initiated partnerships with community organisations and social service agencies, working closely with professionals in these sectors. The vision here is to foster an integrated model of legal care that combines the expertise of lawyers and social workers, tailored to meet the distinct needs of each individual and family we serve.

Our dedication to migrant workers remains steadfast. In a significant step forward, we partnered with the Angullia Mosque to inaugurate a pilot legal clinic on 8 May 2022. This initiative aims to offer in-person legal assistance to migrant workers, including domestic workers. Strategically situated in the bustling centre of Little India, this represents the first physical legal clinic established by Pro Bono SG for migrant workers since the COVID-19 pandemic. Offering legal advice in an array of languages like Bengali, Hindi, and Tamil, the clinic ensures accessibility and understanding.

Further bridging gaps with the migrant worker community, we organised a cricket tournament with the support of The Majurity Trust Scaffold Fund. This event drew interest from more than a hundred teams from the migrant worker community and succeeded in its dual mission: fostering community ties and heightening awareness of the available pro bono legal services.

October 2022 saw the official launch of our Family Justice Support Scheme, providing critical access to family justice support for the unserved and underserved, including foreign spouse members of Singapore households.

I am immensely grateful to our Board, my colleagues, our supporters, partners, and volunteers for maintaining and supporting our access to justice impact. It is through your sustained efforts that we continue to strive towards transforming lives and creating a more equitable society, one seed of justice at a time.



Lim Tanguy

Chief Executive Officer

HOW WE HELP



AWARENESS

For Individuals

We run legal awareness initiatives to reach out to the public and communities in need to increase their understanding of how the law applies to their daily lives and to raise awareness of available legal resources. These initiatives include free talks, webinars, publications, videos, outreach events and social media campaigns.

Collaborations such as LawWorks with NTUC and the annual Law Awareness Weeks@CDC with Community Development Councils and People's Association are hallmarks of the legal talk series. Other awareness initiatives include:

- Advocates for the Arts where we have a publication and host legal awareness talks for the creative industry.
- Project Schools where we partner volunteer lawyers and organisations to deliver legal awareness talks and curriculum to participating schools, for the purpose of providing legal knowledge to students and informing them of the consequences of juvenile delinquency.

For Community Organisations

We run free legal awareness talks for community organisations to update:

- their frontline staff / social service workers on laws to better support their beneficiaries; and
- their management staff / board members on laws concerning the operation / governance of their organisations.



JUSTICE FOR ALL

**Empower the least, the last and
the lost in law.**



www.probono.sg



[@probonosg](https://www.linkedin.com/company/probonosg)



[@probono_sg](https://www.youtube.com/channel/UCv33333333333333333333)

Headquarters: 1 Havelock Square, #B1-18, State Courts, Singapore 059724

North East Branch: 109 Hougang Ave 5, Community Law Centre @ Tian De Temple, Singapore 538817

HOW WE HELP

GUIDANCE

For Individuals

Through our Legal Clinics, people in need can obtain free basic legal guidance, subject to eligibility criteria. These clinics include:

- Community Legal Clinic
- Youth Community and Legal Clinic
- Migrant Worker Legal Clinic
- French Support Centre in collaboration with the French Embassy and Paris Bar Association.

We also have Network Clinics such as the LawWorks Legal Clinic in partnership with NTUC, and many others operated by other organisations which receive strong support from Pro Bono SG.

Clinic consultations are also available at our newly launched Community Law Centre hosted by Tian De Temple.

For Community Organisations

Recognising that community organisations often run on limited resources and may have difficulty affording legal advice, our Community Organisation Clinic offer free basic legal guidance on operational issues for community organisations in Singapore whose objectives meet community concerns or needs.

REPRESENTATION

For Individuals

Criminal Legal Aid Scheme provides legal representation for applicants who are unable to afford a lawyer and are facing charges in a Singapore court for certain offences. CLAS co-delivers criminal legal aid to Singaporean/Permanent Residents with the Public Defender's Office and continues to assist foreign applicants.

Ad Hoc Pro Bono Scheme is a referral scheme which offers legal representation for needy persons with exceptional circumstances who do not meet the criteria for existing legal aid schemes but nonetheless are in urgent need.

Family Justice Support Scheme offers legal representation to litigants facing family law issues. Litigants who marginally fail Legal Aid Bureau's (LAB) means test but are unable to afford lawyers at regular commercial rates are referred to panel lawyers who reduce their charges for pre-screened referrals. Foreign spouses with Singaporean children who satisfy LAB's means test, but do not qualify for aid due to their non-permanent resident status, are granted pro bono legal representation.

For Community Organisations

Project Law Help assists community organisations doing community work in Singapore by matching eligible organisations with volunteer law practices that provide pro bono non-litigation corporate legal assistance, such as transactional help and legal advice.

YEAR'S MILESTONES

APR 22

- 1 Apr – Webinar on Believe It or Not! How to Spot and Avoid Scams organised jointly with FIDReC
- 5 Apr – LawWorks Legal Primer on My First Job
- 6 Apr – Webinar on What Doesn't Kill You May Leave a Scar
- 13 Apr – Hybrid event with the Commissioner of Charities for In Conversation with Commissioner of Charities and Charity Council 2022
- 22 to 23 Apr – Run for Justice with Eugene Thuraisingam LLP

MAY 22

- 8 May – Launch of Migrant Worker Legal Clinic @ Angullia Mosque

NOV 22

- 22 Nov – Volunteer Capability Building Series (VolCapBSeries) Webinar on How to Engage and Manage Victims of Online Harms
- 25 Nov – In-Person Moot Court Workshop for Probation Officers of Ministry of Social and Family Development
- 29 Nov – Charities Lean Forward Webinar on Be CyberSafe! for Charities organised jointly with Ministry of Culture, Community and Youth Office of the Commissioner of Charities
- 30 Nov – LawWorks Legal Primer on Advance Estate and Care Planning

OCT 22

- 1 Oct – Advocates for the Arts collaboration with Esplanade BayBeats 2022
- 2 Oct – Launch of Law Awareness Weeks@CDC 2022
- 11 Oct – Leaders of Good Award by NVPC
- 19 Oct – Official launch of our Family Justice Support Scheme (FJSS)
- 21 Oct to 4 Nov – Webinar series on Pro Bono Community Lawyering organised jointly with Singapore Institute of Legal Education
- **26 Oct – Law Society Pro Bono Services was renamed Pro Bono SG**

DEC 22

- 18 Dec – International Migrants Day outreach event at JTC

JAN 23

- 11 Jan – MOU with SG Her Empowerment Limited (SHE) and Singapore Council of Women's Organisations (SCWO) to provide pro bono legal assistance at the SHECARES@SCWO centre, a one-stop resource providing holistic support to online harms victims
- 31 Jan – Launch of our first Community Law Centre
- 31 Jan – Launch of our new website





JUN 22

- 9 Jun – Webinar on Is Now the Right Time? A pre-divorce talk
- 21 Jun – Charities Lean Forward Webinar on Transitioning of Legal Entity – incorporating into a Company Limited by Guarantee organised jointly with Ministry of Culture, Community and Youth Office of the Commissioner of Charities

JUL 22

- 7 Jul to 19 Oct – Criminal Legal Aid Scheme Training Programme 2022
- 26 Jul – LawWorks Legal Primer on Workplace Safety

SEP 22

- 7 Sep – People's Association Community Spirit Award 2022
- 27 Sep to 27 Oct – Law Awareness Weeks@CDC 2022 Webinar and Legal Talks series

AUG 22

- 3 Aug – Hybrid event on Risk Management for Volunteer Managers organised jointly with SG Cares Office
- 11 Aug – Launch of our Instagram page @probonosg
- 15 Aug – Webinar on The Future of Tech for Charities organised jointly with Accenture and Allen & Gledhill LLP
- 17 Aug – Webinar on Legal Considerations for Collaborations organised jointly with Singapore University of Social Sciences Centre of Excellence for Social Good
- 25 Aug – Webinar on Procurement Matters for Charities organised jointly with Singapore Corporate Counsels Association
- 26 Aug – Highly anticipated 15th anniversary celebration and fundraiser, Just Duet

FEB 23

- 12 Feb to 12 Mar – Migrant Justice League
- 14 Feb – Community Law Centre Lunch with our Supporters
- 28 Feb – Volunteer Capability Building Series (VolCapBSeries) Webinar on Engaging and Managing Clients with Disabilities

MAR 23

- 2 Mar – Charities Lean Forward Webinar on Fundraising and Digital Protection organised jointly with Ministry of Culture, Community and Youth Office of the Commissioner of Charities
- 2 Mar – Learning Journey for MOE Teachers organised jointly with Central Narcotics Bureau
- 9 Mar – Learning Journey for Teachers of the Singapore Academy of Teachers
- 17 Mar – Launch of North East CDC Legal Clinic

OUR YEAR AT A GLANCE

Over **14,910** individuals
touched across all programmes



9,523 Individuals¹

2,661 Individuals from **961**
Community Organisations

2,079 Individuals²

14 Community Organisations



618 Individuals³

15 Community Organisations

¹ Numbers include the public and volunteers who benefited from our legal awareness talks and events. Our outreach numbers continue to grow as several of our webinar recordings have been uploaded on our YouTube Channel for free public viewing.

² Number of individual applicants across Community Legal Clinic, Community Law Centre, Youth Community & Legal Clinic, Non-Resident Legal Clinic, Migrant Worker Legal Clinic, French Support Centre, Advocates for the Arts Legal Clinic, and LawWorks Legal Clinic.

³ Number of individuals represented across Ad Hoc Pro Bono Scheme, Criminal Legal Aid Scheme, and Family Justice Support Scheme.

PROGRAMMES FOR INDIVIDUALS



AWARENESS

OVERVIEW OF THE YEAR

The Law Awareness Outreach programme achieved yet another successful year in providing legal education and awareness to the general public. Despite the challenges posed by the COVID-19 pandemic, our programme continued to reach out to individuals and communities largely through online webinars.

We collaborated with government agencies, social services agencies, charities, unions, internet security experts and others to curate webinars for maximum impact. This allowed us to ensure that our talks were relevant, timely, and provided practical knowledge and advice, as well as key takeaways that gave participants a better understanding of their rights and responsibilities after hearing from expert speakers and panellists.

Our webinars consistently had high attendance numbers, averaging over 120 participants, thanks to the relevancy of our carefully curated content, the wise sharing of subject matter experts, and the convenience and complimentary nature of our webinars. To further support our participants, we made relevant, updated resources easily available for free download during webinars via QR codes.

For those who missed our webinars, as in past years, recordings were uploaded onto Pro Bono SG's YouTube channel⁴, making it possible for more to benefit from the guidance offered by lawyers and professionals in their areas of expertise. In addition, these recordings were shared with applicants who sought Pro Bono SG's various legal assistance services. Some of our webinars and legal talks were also presented in Mandarin or Malay to cater to participants who were more comfortable in those languages, and where technology was a challenge, non-tech-savvy participants or target audiences attended selected webinars at a partner organisation's location via a projector screen.

Overall, over **8,151** people were reached through **78** legal awareness talks during the financial year. We are encouraged by the success of our online webinars and look forward to continuing to provide quality legal education and awareness to the community. We extend our sincere thanks to our volunteers, partners and supporters for their flexibility and continued collaboration. Their support made it possible to achieve these outcomes at a low cost of implementation and execution.

Law Awareness Weeks@CDC 2022

The Law Awareness Weeks@CDC (LAW@CDC) campaign, an annual effort to promote legal awareness and understanding of the law in the community, has been a successful collaboration between Pro Bono SG and the five Community Development Councils (CDCs), supported by the People's Association (PA) since 2015. From 2020, the campaign was also supported by the NUS Centre for Pro Bono and Clinical Legal Education, the SMU Pro Bono Centre, the SUSS School of Law, and the Singapore Corporate Counsel Association Pro Bono Chapter.

LAW@CDC 2022, themed "Staying CyberSafe – Protecting Yourself and the Community" was launched at the SUSS Performing Arts Theatre on 2 October 2022, by Minister for Culture, Community and Youth and Second Minister for Law, Edwin Tong, SC, the Mayors of the five CDCs and Pro Bono SG Chairman, Gregory Vijayendran, SC. The event was also attended by Minister of State, Ms Sun Xueling, as well as Deputy Commissioner of Singapore Police Force, Mr How Kwang Hwee. The launch saw the signing of a 2-year Memorandum of Understanding with the National Crime Prevention Council (NCPC), NUS Pro Bono Group and the Singapore Police Force, to foster greater and closer collaboration in enhancing legal awareness of scams for the community, thus spreading the theme of "Staying Cybersafe".

LAW@CDC 2022 featured 11 webinars on legal topics which broadly covered three main areas – Community, Employment, and Family, carefully curated to increase the community's legal awareness and knowledge, build resilience, and strengthen the community. These included scam prevention, online harassment, social media usage, freelancing, divorce, and preparation for the golden years. These webinars were held virtually from 27 September to 27 October 2022.

⁴ Please visit https://www.youtube.com/@probono_sg.

AWARENESS

Topics related to the “Staying Cybersafe” theme included:

- Believe It or Not! How to Spot and Avoid Scams
- Online Shopping – Is It Safe?
- Be CyberSafe!
- So You Want to be a Social Media Influencer?
- Help! I am a Victim of Online Harm!

Other topics, including evergreen ones were:

- Divorce and You (Civil)
- Divorce and You (Syariah)
- Preparing for Golden Years
- Neighbour or Foe?
- Harassment at the Workplace – Is Help Available?
- Legal Considerations for Caregivers

The recordings of these webinars are available on our YouTube channel LAW@CDC 2022 playlist⁵, making greater and sustained outreach and awareness easily accessible to the general public.

Complementing these 11 webinars during this same campaign period were 16 legal talks which were held physically at various Community Centre. The resumption of physical talks after a three-year hiatus saw 15 community clubs organise legal talks for their residents, more than 500 participants benefited from these legal talks. Going forward, this hybrid model of offering both webinars as well as physical talks would be continued as they appeal to different segments of the community.

LawWorks

Into its ninth year, the LawWorks partnership with NTUC continued to educate union members and workers on their legal rights. Three informative webinars on employment issues were presented as part of the Legal Primer series, attended by over 300 participants in total who gained valuable knowledge and insights into their legal rights as workers.

Recordings of these webinars are available on the Pro Bono SG YouTube Channel LawWorks playlist⁶, so the content is accessible to the general public as well. The videos are well-received, with many viewers expressing appreciation for the clarity and practicality of the information provided.

Advocates for the Arts

Following the successful launch of Advocates for the Arts (AfA) in 2018, Pro Bono SG has collaborated with various partners such as National Arts Council, Arts Resource Hub, and the Esplanade, amongst others, to organise legal awareness talks for the creative industry.

During the year, six legal awareness talks were organised for almost 500 participants which were well-received, providing freelancers with practical legal knowledge to guide and manage their activities, as well as protect their creative output. The speakers were experts in their respective fields, providing valuable insights and perspectives on unique legal issues commonly faced in the creative industry.

⁵ Please visit <https://bit.ly/LAWCDC2022Playlist>.

⁶ Please visit <https://bit.ly/LawWorksPlaylist>.

AWARENESS

Project Schools

Project Schools is a programme launched in 2012 with the objective of promoting a greater level of civic mindedness among youth and enabling them to better protect themselves from the consequences of crime.

Seven Project Schools talks were conducted during the year. Three were held physically which reached and impacted over 1,000 students and teachers, while the remaining four were held virtually which reached and impacted over 400 students and teachers. Cybercrime and cyber-bullying, which are increasingly prevalent among the digitally savvy youth of today were the main topics addressed at these legal talks.

Project Schools also started engaging with agencies, such as the Central Narcotics Bureau to collaborate on respective areas to broaden and strengthen outreach. This collaborative effort has allowed Project Schools to expand its reach and impact and has facilitated the sharing of knowledge and resources to better serve students.

Migrant Worker Outreach Events

Migrant workers remain one of the most vulnerable groups in Singapore. From an access to justice standpoint, our concern is that migrant workers are unable to pursue their due rights under the law due to language barriers and lack of awareness of safe resources for socio-legal help. This barrier to justice is exacerbated by a perception that migrant workers may have of lawyers being unapproachable or even unsafe to approach.

In this year, we stepped up efforts to reach out to migrant workers. Over the 3 outreach events conducted, we reached over 11,000 migrant workers in-person, distributing flyers in multiple languages and spreading awareness of Pro Bono SG and our services, and engaged directly with 1,793 migrant workers. Of particular interest to migrant workers and our Migrant Worker Group partners was the newly-opened in-person legal clinic at Angullia Mosque⁷.

The biggest outreach event for migrant workers conducted this financial year was the Migrant Justice League – A Friendship-Building Cricket Tournament. It was held every Sunday from 12 February to 12 March 2023. The aim of this event was to bring the migrant worker and legal community closer together through the shared language of a favourite sport. The goal was to ensure that migrant workers are aware of and feel more comfortable approaching safe sources of help during legal crises, while enabling members of the legal community to better assist migrant workers with empathy.

- This highly popular event attracted sign-ups from over 150 migrant worker cricket teams, and involved 1,047 migrant worker players, around 4,000 migrant worker spectators, and 185 volunteers and local participants. The total reach of the Migrant Justice League (including online reach) is estimated at 40,301.
- Migrant worker players were especially excited to play on the Padang for the Finals event on 12 March (courtesy of support from the Singapore Cricket Club) – not only does this prime location at the heart of Singapore have historic significance to Singaporeans, but we were also told by many players that it is possibly the best grounds in Singapore for a good game of cricket!
- Through conversations with migrant workers while waiting or spectating around the cricket pitch, our volunteers had the unique opportunity to speak to migrant workers in a space where they felt comfortable and gained new insight and appreciation for migrant workers.

⁷ Please visit page 26 for more information on the Migrant Worker Legal Clinic @ Angullia Mosque.

STATISTICS

| | | | |
|-----------------------------------------------------------------------------------------|--------------------------------------------------------|-----------------------------------------------------------------------------------------------|------------------------------------------------------------------------|
| General Legal Awareness Talks 1,903 participants | LAW@CDC 2022 1,938 participants | Advocates for the Arts Talks 484 participants | Project Schools Talks 1,430 participants |
| Talks in Collaboration with Partner Organisations 252 participants | LawWorks Primers 327 participants | Community Lawyering Legal Talks in Partnership with SILE 24 participants | Migrant Worker Outreach Events 1,793 participants |



Testimonials from Participants

"Both Paul (Seah) and Anita (Kaur) have shared some pragmatic approach to procurement and its best practices which could help our organisation enhance our procurement policy."

- Procurement Matters for Charities

"Appreciate very much that there was both in person and virtual options. Thanks for adapting the questions asked to the panel quickly in response to pigeonhole."

- Risk Management for Volunteer Managers

"Very beneficial sessions available on a pro bono basis to commoners who do not have access to free legal advice."

- LAW@CDC 2022 Harassment at the Workplace – Is Help Available?

"Peggy (Yee) is very eloquent, professional and experienced lawyer. Like the way she said "You want to have the mess now or after" Very well said and bring the point across quickly."

- LAW@CDC 2022 Legal Considerations for Caregivers

"Well-spoken and tactful speakers who provided very practical advice and answered questions very directly."

- LAW@CDC 2022 Online Shopping – Is It Safe?

"Ms Halijah made the webinar very engaging for a heavy topic, really appreciate it!"

- LAW@CDC 2022 Divorce & You (Syariah)

"(Cho) Pei Lin is so entertaining to listen to and she makes the concepts so easy to understand. I love her potato chip examples."

- LAW@CDC 2022 So You Want to be a Social Media Influencer?

"Appreciate such webinars to gain useful knowledge and look forward to attending more in the future!"

- LAW@CDC 2022 Neighbour or Foe?

"He (Rajan Chettiar) answered questions factually and sincerely / pointed to sources in instances where he did not have all the answers at his fingertips. He was engaging."

- LAW@CDC 2022 Preparing for Golden Years

"Very clear in explaining the law & glad to hear of initiatives to protect our increasing pool of delivery workforce and compensation for work related injuries including mental health."

- LawWorks Legal Primer: Workplace Safety



Quotes from Volunteers

"Maya Angelou once said that "giving liberates the soul of the giver". Giving back to the community through my support of and partnership with PBSG through my participation in the various webinars and talk not only liberated but also enriched my soul."

- Samuel Yuen, Managing Director, Yuen Law LLC

"Thank you for the invitation to be a panelist on the "LAW@CDC - Neighbours or Foe?" webinar on Tuesday, 18 Oct 2022 (not forgetting the Launch of LAW@CDC 2022 on Sunday, 2 October 2022) It was an honour to be part of the meaningful event."

Big thanks to Kellyn Lee, our fantastic moderator for the evening, and not forgetting our formidable mediator Gloria James-Civetta (Ph.D. student) who shared insightful experiences. It was an engaging and fruitful session, but most importantly, having loads of fun together during the webinar. Looking forward to future opportunities to work together!"

P.S: not forgetting the hardworking crew behind the cameras, Kelvin John Lim (Pro Bono SG) and Indaraty Yunus (CMC)"

- Katherine Yap, Chief Operating Officer, Maxwell Chambers



AWARENESS

OVERVIEW

| Event | Number of Events |
|----------------------------------------------------------|------------------|
| General Legal Awareness Talks | 24 |
| LAW@CDC 2022 | 28 |
| Advocates for the Arts Talks | 6 |
| Project Schools Talks | 7 |
| Talks in Collaboration with Partner Organisations | 3 |
| LawWorks Legal Primers | 3 |
| Community Lawyering Legal Talks in partnership with SILE | 4 |
| Migrant Worker Outreach Events | 3 |
| Total | 78 |

GENERAL LEGAL AWARENESS TALKS

| Date | Legal Talk Topic | Organisation |
|-------------------|--------------------------------------------------------------------------|--------------------------------------------|
| 2 April 2022 | Deputyship, Wills and Trust | Society of Sheng Hong Welfare Services |
| 7 April 2022 | LPA, Deputyship, Wills and Trust | Cerebral Palsy Alliance Singapore School |
| 20 April 2022 | Will Writing | National Library Board |
| 28 May 2022 | Deputyship, Wills and Trust | MINDS Adult Services |
| 23 July 2022 | Will-Writing and LPA (Mandarin) | Chinese Development Assistance Council |
| 23 July 2022 | Will-Writing and LPA | Chinese Development Assistance Council |
| 1 August 2022 | Will-Writing | National Library Board |
| 27 August 2022 | POHA (Malay) | Woodgrove CO |
| 17 September 2022 | Will Planning and LPA Preparation | Telok Blangah CC Senior Citizens |
| 3 November 2022 | Will, LPA, AMD, Deputyship, HOTA (Human Organ Transplant Act) | Montfort Care |
| 5 November 2022 | LPA, Deputyship, Wills and Trust | Rainbow Centre Margaret Drive |
| 5 November 2022 | LPA, Deputyship, Wills and Trust | MINDS Adult Services |
| 7 November 2022 | LPA and Will Planning | Bethesda Care Centre |
| 10 November 2022 | Shaping a Fair and Inclusive Workplace | NTUC and NECDC |
| 17 November 2022 | Will, LPA, AMD, Deputyship, HOTA (Human Organ Transplant Act) (Mandarin) | Montfort Care |
| 22 November 2022 | Preparing for Golden Years | Moral Seniors Activity Centre (Kaki Bukit) |
| 28 November 2022 | Will Writing | National Library Board |
| 1 December 2022 | Fundraising as a Groundup – How To Do It Successfully? For | National Volunteer and Philanthropy Centre |
| 15 December 2022 | Preparing for Golden Years | Geylang Serai Community Club |
| 10 January 2023 | Workplace Harassment | KK Womens' and Children's Hospital |
| 4 February 2023 | LPA, Deputyship, Wills & Trust | MINDS |

AWARENESS

| Date | Legal Talk Topic | Organisation |
|--------------|-------------------------------------------------------------|--------------------------|
| 2 March 2023 | Drug Offences | Central Narcotics Bureau |
| 4 March 2023 | LPA, Deputyship, Wills & Trust | MINDS |
| 5 March 2023 | Preparing for Golden Years (LPA, Deputyship, Wills & Trust) | Kolam Ayer CC |

LAW@CDC 2022 WEBINARS AND LEGAL TALKS – AN ANNUAL COLLABORATION WITH PA AND THE FIVE CDCS

| Date | Webinar Topic |
|-------------------|--------------------------------------------------|
| 27 September 2022 | Divorce & You (Syariah) |
| 2 October 2022 | LAW@CDC 2022 Launch Event |
| 3 October 2022 | Believe It or Not! How to Spot and Avoid Scams |
| 4 October 2022 | Preparing for Golden Years |
| 5 October 2022 | Online Shopping – Is It Safe? |
| 11 October 2022 | Harassment at the Workplace - is help available? |
| 12 October 2022 | Be CybeSafe! |
| 17 October 2022 | So You Want to be a Social Media Influencer? |
| 18 October 2022 | Neighbour or Foe? |
| 25 October 2022 | Legal Considerations for Caregivers |
| 26 October 2022 | Help! I am a Victim of Online Harm! |
| 27 October 2022 | Divorce & You (Civil) |

| Date | Legal Talk Topic | Location |
|------------------|--------------------------------------------------------------------|----------------------------|
| 8 October 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Kampong Glam CC |
| 29 October 2022 | Community Disputes (Mediation) (Mandarin) | Buona Vista Community Club |
| 29 October 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Bishan CC |
| 29 October 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Buona Vista Community Club |
| 30 October 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Ci Yuan CC |
| 5 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Potong Pasir CC |
| 12 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Fengshan CC |
| 13 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Braddell Heights CC |
| 19 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Canberra Zone 4 RN |
| 26 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Fengshan Acacia RN |
| 27 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Toa Payoh East CC |

AWARENESS

| Date | Legal Talk Topic | Location |
|------------------|--------------------------------------------------------------------|---------------|
| 27 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Radin Mas CC |
| 27 November 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Malay) | MacPherson CC |
| 3 December 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) | Marymount CC |
| 11 December 2022 | Advance Legal Planning (LPA, Deputyship, Wills & Trust) (Mandarin) | Thomson CC |
| 19 February 2023 | Employment Matters | Bishan CC |

ADVOCATES FOR THE ARTS TALKS

| Date | Legal Talk Topic | Organisation |
|------------------|-------------------------------------------------------|-----------------------------|
| 7 April 2022 | Rights of an Employee | LASALLE College of the Arts |
| 10 May 2022 | Copyright Law for Freelancers | Arts Resource Hub |
| 12 May 2022 | Contracts for Freelancers | Arts Resource Hub |
| 1 October 2022 | BayBeats 2022 | Esplanade |
| 26 January 2023 | Contracts | LASALLE College of the Arts |
| 13 February 2023 | Company Structures, Contracts and Disputes Management | LASALLE College of the Arts |

PROJECT SCHOOLS TALKS

| Date | Legal Talk Topic | Organisation |
|-----------------|-----------------------------------------------------------|---------------------------------------------------|
| 4 May 2022 | Defying Stereotypes | Nan Chiau High School |
| 1 August 2022 | Legal and Ethical Considerations for Perioperative Nurses | Ngee Ann Polytechnic |
| 24 August 2022 | Raising Law Awareness for Youths | MOE N2 Cluster Student Development Team Committee |
| 25 October 2022 | Rules of Engagement (Online & Social Activities) | Kuo Chuan Presbyterian Secondary School |
| 27 October 2022 | Cyberwellness and Youth Crimes | Montfort Secondary School |
| 7 November 2022 | Petty Theft and Cybercrimes | CHIJ Primary Toa Payoh |
| 9 March 2023 | Pro Bono SG Learning Journey | MOE Teachers |

TALKS IN COLLABORATION WITH PARTNER ORGANISATIONS

| Date | Topic | Organisation |
|------------------|------------------------------------------------|-------------------------------------------------------|
| 1 April 2022 | Believe or Not - How to Spot and Avoid Scams | Financial Industry Dispute Resolution Centre (FIDReC) |
| 9 June 2022 | Is Now The Right Time? a pre-divorce talk with | Family Justice Courts |
| 25 November 2022 | Moot Court Workshop for Probation Officers | Ministry of Social and Family Development |

AWARENESS

LAWWORKS PRIMERS IN PARTNERSHIP WITH NTUC

| Date | Webinar Topic |
|------------------|----------------------------------|
| 5 April 2022 | My First Job |
| 26 July 2022 | Workplace Safety |
| 30 November 2022 | Advance Estate and Care Planning |

COMMUNITY LAWYERING LEGAL TALKS IN PARTNERSHIP WITH SINGAPORE INSTITUTE OF LEGAL EDUCATION

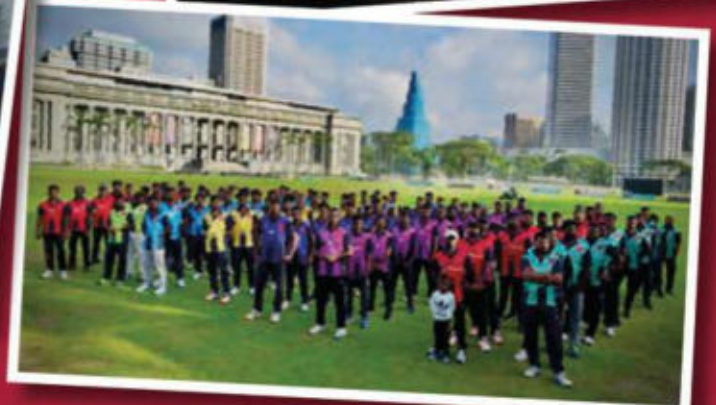
| Date | Webinar Topic |
|-----------------|-----------------------------------------------------------|
| 21 October 2022 | Pro Bono Community Lawyering Q&A Session 1 |
| 28 October 2022 | Pro Bono Community Lawyering Q&A Session 2 |
| 31 October 2022 | Pro Bono Community Lawyering Practicum Workshop Session 1 |
| 4 November 2022 | Pro Bono Community Lawyering Practicum Workshop Session 2 |

MIGRANT WORKER OUTREACH EVENTS

| Date | Webinar Topic |
|---------------------------------|-------------------------------------------------------------------|
| 10 December 2022 | International Migrants Day Celebrations @Pek Kio CC |
| 18 December 2022 | International Migrants Day Celebrations @Terusan RC |
| 12 February to 12 March 2023 | Migrant Justice League – A Friendship-Building Cricket Tournament |

SNAPSHOTS OF EVENTS





GUIDANCE

OVERVIEW OF THE YEAR

A key initiative of Pro Bono SG is the provision of legal guidance and aid to impecunious individuals.

One of the major highlights of the year was the establishment of the Community Law Centre hosted by Tian De Temple⁸ in Hougang in January 2023. Set up to serve the residents of the North East District, the Community Law Centre offers Pro Bono SG's full suite of services from pro bono legal clinic consultations to representation for cases that fall within the scope of our schemes.

The year also saw the pilot launch of the Community Legal Clinic @ North East CDC in March 2023 complementing the existing five physically run legal clinics, in partnership with the North East Community Development Council (CDC). Running on a virtual platform, the new clinic offers residents the option of seeking guidance from a volunteer lawyer virtually which may be more convenient and preferable; those who prefer physical clinics can continue to be served by the existing physical decentralised clinics. This collaborative effort ensures that we can cater to the diverse needs and preferences of our community while expanding our reach and impact.

Furthermore, the launch of the Migrant Worker Legal Clinic @ Angullia Mosque marked an important milestone in providing free legal guidance to migrant workers facing salary disputes, work injury woes, and other legal issues. This onsite legal clinic provides a safe and accessible space for foreign workers of all religions. It operates on alternate Sundays and offers interpretation services in languages such as Hindi, Bengali, and Tamil. After their legal clinic session, migrant workers are also referred to holistic socio-legal help. The clinic, officially launched on 8 May 2022, addresses the holistic socio-legal needs of migrant workers and offers them vital support and guidance.

Overall, across all the clinics, including the newly established ones, Pro Bono SG has made a profound impact by providing legal guidance and support to a significant number of individuals. Throughout the year, a total of **2,079** individuals have been assisted through these clinics, making a tangible difference in their lives.

Community Legal Clinic

Community Legal Clinic is one of Pro Bono SG's key efforts in facilitating access to justice. Individuals who cannot afford lawyers but who are facing personal legal problems in Singapore can register for a free one-off 20-minute consultation with a volunteer lawyer. These consultations not only provide basic legal guidance but also serve as a first port of call for help. The free clinics encourage individuals to take the first step of seeking help, allowing volunteer lawyers and clinic staff the opportunity to act as first responders in distressing situations and identify any other concomitant issues, even non-legal ones. Where relevant, applicants are also directed to available resources, raising awareness amongst the public on not just legal rights but also other avenues of help.

Since 2014, Pro Bono SG has been running legal clinics at the offices in Central Singapore, North West, South East and South West Community Development Councils in collaboration with the People's Association (PA). These clinics are located in the hearts of residential areas across the island and are held almost every weekday evening. Since the inception of these clinics, over 21,830 individuals have been served, the vast majority of whom gave very positive feedback that the legal guidance they received was useful and that they would follow the recommended course of action the volunteer lawyer proposed, as well as recommend our Clinic to others.

⁸ For more detailed information about the Community Law Centre, please refer to page 37.

GUIDANCE

Pro Bono SG started operating virtual legal clinics as a result of the COVID-19 pandemic. This financial year, hybrid clinics continued to be offered where applicants who were less savvy with technology, lacked smart devices / wifi connectivity, or preferred in-person human touch could see the volunteer lawyer physically while others do so virtually. Applicants were given the option of choosing which mode they were more comfortable with, which they were happy with.

Towards the end of the financial year, the Community Legal Clinic @ North East CDC was piloted jointly with North East CDC in March 2023 on a virtual basis to complement the existing five physically run legal clinics.

Pro Bono SG continues to follow up with applicants post clinic, on the additional resources which they may find helpful pre or post the clinic consultation, as well as collect feedback to understand if needs can be even better met.

During the year, the Community Legal Clinic served a total of 1,400 applicants.

The Top 5 Case Types were:

1. Divorce / PPO / Maintenance / Custody
2. Employment & Workplace Issues
3. Estate (Probate & Wills)
4. General Service & Hire Agreements (Customer Service Disputes)
5. Mental Capacity / Guardianship / Deputyship / Adoption

Anchor Firms for Community Legal Clinic:

- | | |
|---------------------------------------------|------------------------------|
| • Allen & Gledhill LLP | • Morgan Lewis Stamford LLC |
| • Baker & McKenzie.Wong & Leow LLC | • Pinsent Masons MPillay LLP |
| • Clyde & Co. & Clasis LLC | • Quahe Woo & Palmer LLC |
| • Dentons Rodyk & Davidson LLP | • Rajah & Tann Singapore LLP |
| • Drew & Napier LLC | • Shook Lin & Bok LLP |
| • Harry Elias Partnership LLP | • Tan Kok Quan Partnership |
| • Holman Fenwick Willan LLP & AsiaLegal LLC | • Tan Rajah & Cheah |
| • K&L Gates Straits Law LLC | • TSMP Law Corporation |
| • Lexton Law Corporation | • WongPartnership LLP |

Youth Community & Legal Clinic

The Youth Community & Legal Clinic which serves individuals 18 to 35 years old seeking legal guidance from volunteer lawyers aged 35 years and under saw 116 applicants during the year. Speaking to lawyers of similar age demographics helps young applicants feel more at ease and better understood in the unique challenges they face. Similarly, being well-attuned to the sensitivities of young applicants' circumstances allows lawyers to render more personalised guidance, which results in better reception by the applicants.

The Top 5 Case Types were:

1. Employment & Workplace Issues
2. Divorce / PPO / Maintenance / Custody
3. Intentional Harassment (Assault, POHA)
4. Criminal Charges; Personal Loan (Between Individuals)
5. Landlord / Tenant; General Product & Purchase Agreements (Customer Product Disputes)

GUIDANCE

Anchor Firms for Youth Community & Legal Clinic:

- Allen & Gledhill LLP
- Rajah & Tann Singapore LLP

Specialised Clinics

Migrant Worker Legal Clinic

On 8 May 2022, we officially launched in-person Migrant Worker Legal Clinics (MWLC) at Angullia Mosque. The event was graced by Senior Minister of State, Ministry of Defence & Ministry of Manpower Mr Zaqq Mohamad, who also witnessed the signing of a Memorandum of Understanding between Pro Bono SG and Angullia Mosque to foster greater alignment and closer collaboration in enhancing legal awareness and access to justice in the migrant worker community in Singapore.

Like other legal clinics, MWLC offers one-off legal guidance to applicants. However, in consideration of migrant workers' specific needs and vulnerabilities, MWLCs have a few unique features:

- Run on Sundays, which is often the only day that migrant workers are available to consult
- Offers interpretation in multiple languages during the legal clinic session (e.g., Bengali, Tamil, Mandarin, Bahasa Indonesia)
- Conveniently located in the Little India area. Applicants who are unable or uncomfortable to visit in-person on Sundays also have the option of an online consultation.
- Housed in a mosque, which for certain demographics of migrant workers is a safe and relatively more familiar space in an otherwise foreign country.
- Refers applicants to holistic socio-legal help where appropriate (e.g., pro bono legal representation, casework support). For example, we have partnered with the Ministry of Manpower (MOM) to have Assurance, Care and Engagement (ACE) Group officers stationed at the legal clinic, so that migrant workers who want to be referred to or make a report to MOM can do so immediately.

Since the clinic's launch, there have been 143 applications to our legal clinics. Apart from English, Applicants also consulted in Bahasa Indonesia, Bahasa Melayu, Bengali, Cantonese, Hindi, Mandarin, and Tamil. 58.33% of applicants opted to consult in-person.

The Top 5 Case Types were:

1. Salary Claims
2. Criminal Law
3. Work Injury Claims
4. Immigration
5. Employment Contract

Support Centre for women victims of violence (for members of the French community in Singapore)

This Support Centre is a landmark collaboration between two bar associations (the Paris Bar and the Law Society of Singapore) to provide a safe and confidential space for women victims of all types of violence from the French expatriate community in Singapore.

At this Support Centre, women victims of violence can talk to a lawyer from the Paris Bar who is specifically trained to provide initial legal advice on French law issues. A volunteer Singapore-qualified lawyer will also be available by phone to provide legal advice on the law and procedures in Singapore where appropriate. This Support Centre also provides initial practical information and referrals to other appropriate sources of support (including counselling, accommodation, etc.) through a network of associations and professionals.

The Support Centre has served 10 individuals this financial year.

GUIDANCE

Non-Resident Legal Clinic

In September 2022, the Non-Resident Legal Clinics was created for foreigners who are not part of a Singaporean household (not Migrant Workers nor Domestic Workers who are themselves served by specialised clinics). 43 applicants were served during the year.

The Top 5 Case Types were:

1. Divorce / PPO / Maintenance / Custody
2. Employment & Workplace Issues
3. Landlord / Tenant
4. Criminal Charges
5. Mental Capacity / Guardianship / Deputyship/ Adoption

Anchor firms for Non-Resident Legal Clinic:

- Allen & Gledhill LLP
- Drew & Napier LLC
- Rajah & Tann Singapore LLP
- Shook Lin & Bok LLP

Advocates for the Arts (AfA) Legal Clinic

In recognition of the unique legal issues faced by the creative community, Pro Bono SG runs AfA Legal Clinics that match eligible applicants to volunteer lawyers with expertise in these areas, providing free legal guidance in a one-off session lasting between 45 to 60 minutes. 6 applicants were served during this financial year where experienced lawyers provided legal guidance on a range of issues on intellectual property, contracts and disputes.

Network Clinics

Pro Bono SG collaborates with People's Association to support legal clinics operated by Community Clubs and Residents' Committee Centres. During the financial year, Pro Bono SG was happy to welcome Ci Yuan CC, Punggol West CC, Sengkang East – Rivervale CC, Sengkang CC, Henderson CC, Keat Hong CC, Kallang CC, Changi Simei CC, Limbang CC and Kim Seng CC to the growing network of clinics.

Other network clinics include:

- **Onsite Legal Advice Scheme (OSLAS)**
During the year, we continued to mobilise volunteer lawyers to support the Community Justice Centre's OSLAS legal clinics held daily at the State Courts, and weekly at Supreme Court, except for Public Holidays and the eves of some Public Holidays.
- **Civil Legal Clinic and Family Legal Clinic**
Similar to OSLAS, volunteer lawyers were mobilised to support the Civil Legal Clinic and Family Legal Clinic during the period that the clinics were operating.
- **LawWorks Legal Clinics for NTUC members**
78 NTUC members received legal guidance for their personal legal issues at the monthly LawWorks legal clinics.
- **SHECARES @ SCWO Legal Clinic**
Pro Bono SG is proud to partner SG Her Empowerment (SHE) right from its launch, for the SHECARES @SCWO Legal Clinic as part of the community effort to tackle emerging new issues for women, including online harms. Pro Bono SG recruits, trains and mobilises volunteers to provide pro bono legal guidance at these legal clinics so victims can seek help and report incidents of harm. The SHECARES @SCWO Legal Clinic commenced operations in February 2023.

STATISTICS

| | | | |
|-----------------------------------------------------------------------------|----------------------------------------------------------|--------------------------------------------------------------------|----------------------------------------------------------------|
| Community Law Centre 283 applicants ⁹ | Community Legal Clinic 1,400 applicants | Youth Community & Legal Clinic 116 applicants | Migrant Worker Legal Clinic 143 applicants |
| Support Centre for women victims of violence 10 applicants | Non-Resident Legal Clinic 43 applicants | Advocates for the Arts Legal Clinic 6 applicants | LawWorks Legal Clinic with NTUC 78 applicants |

“ Testimonials from Applicants

Community Legal Clinic

"I would like to express my gratitude to the volunteer lawyer for explaining and giving us useful information for will writing. He went over his supposed time and gave us more information. thank you so much."

"Great staff, very polite and helpful. Friendly lawyer who explained very clearly. Awesome session. Thumbs Up and God Bless."

"Very professional and full of compassion regards my case. I am happy with the 20min constructive session. Lawyer is a lovely person. Thank you so much for the legal advice rendered."

Youth Community and Legal Clinic

"Really appreciate lawyer and staff for the time and effort to study my case and provided valuable suggestion. Thank you so much!"

Migrant Worker Legal Clinic

"Very good because they have interpreter for Tamil language."

"they are very kind and helpful" (sic)

"he liked the advice given to him by the lawyer, had access to bengali interpreter and the entire clinic process was easy."

"Lawyers are very sincere in handling the case"

"Lawyer did give a clear advise with regards to my case" (sic)

"everything is great. as of now, i cannot think of anything to improve. the lawyer is really great." (sic)

"can discuss with lawyer and MOM and they give me good suggestions and i have a clear idea on what to do. find the session very helpful for him" (sic)

"all the consulatnt n lawyer is are friendly and professional to assist on my case. Appreciate it!" (sic)

"This is really help for peppel tn timer to all" (sic)

“ Quotes from Volunteers

"As someone whose practice area does not involve litigation it was a rewarding and fresh experience and a great way to get a taste of it and help someone in the process. Definitely worth volunteering at least once. Also, the materials provided by the Clinics will help you more than you would think."

"The Clinic Manager put me at ease (not my usual area of practice), listened attentively throughout and stepped in to offer guidance when I was unsure of the appropriate procedural protocol."

“ Quotes from Partners

"PBSG's volunteer lawyers will play an essential part by providing guidance to centre-users at legal clinics, including on legal redress and emergency responses such as lodging appropriate first information reports, notifying relevant internet platforms, and assisting on urgent court relief."

- SG Her Empowerment (SHE)



⁹ For more detailed information about the Community Law Centre, please refer to page 37.

REPRESENTATION

The Representation Department administers the Criminal Legal Aid Scheme (CLAS), Family Justice Support Scheme (FJSS) and Ad Hoc Pro Bono Scheme (AHPBS). Throughout the year, the Representation Department has collectively assisted a total of **618** individuals through our three main schemes, widening access to justice for those in need.

Historically, CLAS has provided criminal legal aid to all individuals in need, regardless of nationality. With the launch of the Public Defender's Office (PDO) on 1 December 2022, CLAS has been working with the PDO to co-deliver criminal legal aid to Singaporean/Permanent Residents. Meanwhile, CLAS continues to assist foreign applicants. As PDO continues to build capacity, CLAS sees itself in a complementary partnership with the PDO, with the shared goal of providing legal representation to a greater number of people in need. Eligible cases from the PDO are shared between CLAS and the PDO, ensuring comprehensive coverage for individuals requiring legal support.

The official launch of FJSS on 19 October 2022 marks a significant milestone in our efforts to provide comprehensive legal support to families in need, fostering a more equitable and just family justice system. This momentous event took place at the State Courts Havelock Hall and was attended by esteemed Family Justice Courts judges, family lawyers, donors, social workers, and social service officers.

AHPBS continues to add value by addressing individuals who fall through the gaps in cases where they do not qualify under any of the available national legal aid schemes. From adoption to employment disputes, AHPBS assists by providing legal representation to those who would otherwise not have had the resources to address their legal issues.

Pro Bono SG's representation schemes have been instrumental in advocating for and delivering legal representation to those who require it the most. We remain committed to expanding our reach and impact, forging strategic partnerships, and ensuring that access to justice is accessible to all members of our community.

REPRESENTATION

CRIMINAL LEGAL AID SCHEME

Through CLAS, impecunious accused persons have been guided through a criminal justice system that would otherwise have been daunting. First established as a ground-up initiative in 1985 to aid impecunious accused persons, CLAS continues to add value to the lives of all needy foreigner accused persons facing non-capital charges, and of needy Singaporeans/permanent residents who have been approved for legal aid by the PDO.

CLAS is guided by the CLAS Committee, which comprises of experienced criminal practitioners, many of whom are active volunteers of the Scheme. The CLAS Committee and its various subcommittees play an important role in ensuring that CLAS functions optimally and serves the deserving and needy amongst us.

List of 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
- K&L Gates Straits Law LLC
- Kalidass Law Corporation
- Kennedys Legal Solutions Pte Ltd
- 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

STATISTICS

935

applications
received¹⁰

517

applicants
granted aid and
assigned counsel

Top 5 Case Types:

1. Penal Code 1871
2. Misuse of Drugs Act 1973
3. Moneylenders Act 2008
4. Corrosive and Explosive Substances and Offensive Weapons Act 1958
5. Miscellaneous Offences (Public Order and Nuisance) Act 1906

¹⁰ 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.

REPRESENTATION

FAMILY JUSTICE SUPPORT SCHEME

Family Justice Support Scheme (FJSS) bridges existing service gaps by assisting beneficiaries facing matrimonial matters who fall through the cracks, namely:

1. Litigants who marginally fail the Legal Aid Bureau (LAB)'s means test but are unable to afford a lawyer at regular commercial rates. The objective is to assist this sandwiched class by referring them to FJSS Panel lawyers who agree to reduce their charges for pre-screened referrals. ("Modest Means Clearinghouse")
2. Foreign spouses with Singaporean children who would satisfy LAB's means test but do not qualify for legal aid due to their non-citizen / permanent resident status. Eligible applicants will be granted pro bono legal representation. ("Pro Bono Clearinghouse")

The scheme connects applicants with a panel of experienced family lawyers who are willing to offer their services for free or at discounted rates, depending on the applicant's means.



STATISTICS

295
applications
received¹¹

23 applicants

received full legal representation under Pro Bono Clearinghouse

47 applicants

were referred to Panel Lawyers who agree to charge fees lower than their usual rates under the Modest Means Clearinghouse

¹¹ The majority of applicants received basic legal advice and were also referred to additional resources in the course of applying for legal assistance with Pro Bono SG. 86 applicants were referred to more appropriate avenues of help.

AD HOC PRO BONO SCHEME

In line with our vision of access to justice for all, the Ad Hoc Pro Bono Scheme (AHPBS) prevents persons in dire need of legal help from falling through cracks in the justice system. Operating on a referral-only basis, AHPBS provides free legal representation for needy and vulnerable individuals who do not qualify for any other legal aid schemes, but nevertheless require legal assistance due to exceptional circumstances. Referrers (such as the Courts, Social Service Agencies, government organisations, other legal aid schemes and lawyers) act as a first filter to ensure that individuals are truly needy and have exhausted all other avenues. The individuals will then have to go through stringent means and merits testing before being matched with volunteer lawyers.

STATISTICS

154
referrals received¹²

31
assigned cases

Top 3 Case Types:

- Criminal – 70 referrals
- Family – 47 referrals
- Civil – 37 referrals

“ Testimonials from Applicants

"[It felt like] a stone [was lifted] off my shoulders. When I got the news that the judge's decision was DATA, I was relieved."

All along, I [thought] that the legal system was biased negatively towards ex-convicts. Knowing that the judgement was DATA made me enormously surprised and exceptionally happy."

I wish to convey my thanks to Mr Chooi Jing Yen and Mr Chen Yong Xin for their help. The things that they did, [such as] answering my questions, explaining the situation in detail, replying to me [quickly], and updating me on the court events."

- Mr Tan (Not his real name), CLAS Beneficiary¹³

"With the help of a Family Service Centre, I met with an FJSS lawyer. The FJSS lawyer was very gentle, and she was also very straightforward. She did not reject me because they had assessed my case and also examined my income. They also actively helped me."

After the divorce, I burst into tears. It was such an emotional release after so many years. All my anxiety, pain and uncertainty had vanished. The money I was able to save went towards my children's expenses. I am very moved by what (Ms Wong) did for me... I hope to repay her some day."

- May May (Not her real name), FJSS Beneficiary¹⁴

"She first hit me after 3 months. She told me that I worked too slow. My problem was that I didn't get any break. I had been guided by MOM that I was allowed to take breaks, but my ma'am told me that there was no such rule. She told me that I was a maid, so I must follow her rules. Whenever she was upset, she would hit me and push my head against the wall and floor. She was upset that I was weak, but I was weak because she did not give me enough food."

- Yuni Dwi Lestari, Foreign Domestic Worker, AHPBS Beneficiary¹⁵

“ Quotes from Volunteers

"In this case, Mr Chen and I tackled the challenge of the supposed accomplice implicating the beneficiary. Our investigations revealed that the accomplice had admitted to multiple other offences unrelated to the beneficiary. We engaged in discussions with the prosecution, prepared for trial, and made representations to stress certain points. Finally, we obtained a positive response, and the beneficiary's case concluded with a discharge amounting to an acquittal. Witnessing the beneficiary go from facing a criminal conviction to being exonerated after a long legal process was immensely rewarding for us."

- Chooi Jing Yen, Eugene Thuraingam LLP, CLAS Volunteer Lawyer

"When I found out about her (Yuni) story, I was personally affronted for her. I already knew that she would not be able to have access to a lawyer, or if she went to see a lawyer without pro bono services, the hourly rate of the lawyer would probably... be more than her monthly salary. So of course, we wanted to help."

- Vivienne Sandhu, Clifford Law LLP, AHPBS Volunteer Lawyer

"这位女士来到我的办公室的时候，我们当然是有看到档案。那，当初她的档案有描述到说她的先生已经在监牢，而且为什么进监牢是因为对他们的女儿性侵犯。所以在这种情况下，我一看到这样的内容，我心里在想：要怎么样帮助这个小朋友还有这位女士度过这个难关？"

- 姚律师，家事法律援助计划的无偿律师

"(Translated) When this lady came to my office, we looked at her case files. It was described in her case that her husband was already in prison at that time. He was incarcerated for sexually assaulting their daughter. So in cases like these, as soon as I see something like this, I'm only thinking about how to help this child and this lady get through this difficult time."

- Margaret Yeow, HOH Law Corporation, FJSS Volunteer Lawyer

¹² Legal representation was assigned to the most vulnerable individuals, while others received basic legal advice, and were referred to other resources and more appropriate avenues of help.

¹³ Find out what happened and how our volunteer lawyers helped Mr Tan at https://bit.ly/CLAS_MrTan.

¹⁴ Watch how May May received legal aid through FJSS at https://bit.ly/FJSS_MayMay.

¹⁵ Watch the full video featuring Yuni and Vivienne at https://bit.ly/AHPBS_Yuni.



PROGRAMMES FOR COMMUNITY ORGANISATIONS

HELP FOR COMMUNITY ORGANISATIONS

OVERVIEW OF THE YEAR

Community organisations (charities, non-profit organisations, social enterprises and social service agencies previously known as voluntary welfare organisations) each focus on a specific need or sector such that collectively, even the most vulnerable and marginalised in our community are able to receive support. Pro Bono SG acts as a catalyst for these community organisations to effect greater impact and reach by providing them with free corporate legal assistance.

Pro Bono SG's Project Law Help Committee (PLH Committee) facilitates the provision of free non-litigation legal guidance and transactional assistance to community organisations, with the aim of supporting sustainable commitment to pro bono work within the legal profession in Singapore.

Community organisations are also encouraged to self-help and develop in-house legal capabilities through Pro Bono SG's free webinars and workshops. These outreach events address common legal issues faced specifically by community organisations and help them keep up with best practices and governance standards as promoted by the Charity Council. Pro Bono SG also publishes guides, toolkits, and templates for community organisations, raising general legal awareness within the sector.

AWARENESS

In the financial year, a total of eight webinars were held in strategic collaboration with partners such as the Charity Council, Office of the Commissioner of Charities, Ministry of Social and Family Development (MSF), SG Cares Office, National Volunteer & Philanthropy Centre (NVPC), Singapore University of Social Sciences Centre for Excellence in Social Good and the Singapore Corporate Counsel Association (SCCA). Webinars were carefully curated for community organisations and included popular topics such as "Be Cybersafe for Charities, Procurement Matters for Charities, and Transitioning of Legal Entity - Incorporating into a Company Limited by Guarantee".

Pro Bono SG's webinars were well-publicised within relevant communities, attracting an average of about 300 live viewers per webinar. **2,661** live viewers from **961** Community Organisations were reached in total, with many more tuning into the recorded videos on Pro Bono SG's social media platforms after. These webinars also encouraged viewers to seek professional help, as evidenced by the concomitant increase in COC and PLH applications after the webinars. In addition to PBSG-run webinars, Pro Bono SG also supported more than 15 community organisations with their beneficiaries' legal needs through talks specifically tailored for them. Such talks include Will, LPA, AMD, Deputyship, HOTA (Human Organ Transplant Act) for Montfort Care, Fundraising as a Groundup – How To Do It Successfully? for NVPC and Deputyship, Wills and Trust for Society of Sheng Hong Welfare Services, Cerebral Palsy Alliance and MINDS.

GENERAL LEGAL AWARENESS TALKS

| Date | Topic | Organisation |
|----------------|-----------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| 13 April 2022 | In Conversation with Commissioner of Charities and Charity Council 2022 | Office of the Commissioner of Charities and Charity Council |
| 21 June 2022 | Charities Lean Forward: Transitioning of Legal Entity – incorporating into a Company Limited by Guarantee | Office of the Commissioner of Charities |
| 3 August 2022 | Risk Management for Volunteer Managers | SG Cares Office |
| 15 August 2022 | The Future of Tech for Charities | Accenture, Allen & Gledhill LLP |

HELP FOR COMMUNITY ORGANISATIONS

| Date | Topic | Organisation |
|------------------|------------------------------------------------------------|------------------------------------------------------------------------------|
| 17 August 2022 | Legal Considerations for Collaboration | Singapore University of Social Sciences Centre of Excellence for Social Good |
| 25 August 2022 | Procurement Matters for Charities | SCCA |
| 29 November 2022 | Charities Lean Forward: Be CyberSafe! for Charities | Office of the Commissioner of Charities |
| 2 March 2023 | Charities Lean Forward: Fundraising and Digital Protection | Office of the Commissioner of Charities |

GUIDANCE

Recognising that community organisations often run on limited resources and may have difficulty affording legal advice, our Community Organisation Clinic offer free basic legal guidance on operational issues for community organisations in Singapore whose objectives meet community concerns or needs.

Project Law Help assists community organisations doing community work in Singapore by matching eligible organisations with volunteer law practices that provide pro bono non-litigation corporate legal assistance, such as transactional help and legal advice.

During the financial year, **14** community organisations registered for the Pro Bono SG's Community Organisation Clinic (COC), a free one-off 45-minute consultation during which a volunteer lawyer provides general legal guidance. COCs are useful for community organisations exploring legal issues for the first time -for example, if they have basic legal queries on setting up a non-profit organisation or registering as a charity. COC provides community organisations with clarity and guidance on the next steps to take.

These COCs were held virtually through video-conference. Volunteer students from the National University of Singapore provided paralegal support at these consultations to gain exposure to actual legal matters and understand the important role legal clinics play in facilitating access to justice.

The main issues community organisations sought legal guidance on during the financial year were:

1. Entity legal structure and corporate governance
2. Intellectual property
3. Privacy, confidentiality and liability

REPRESENTATION

A further **15** community organisations were successfully matched out of 23 who applied, with law firms for more substantive legal assistance under Pro Bono SG's Project Law Help initiative where the firm represented them on a pro bono basis. The law firms can assist with non-litigious corporate matters, such as drafting and reviewing contracts and policies, advising on compliance with charities governance issues, personal data protection laws, employment laws and intellectual property laws. The top issues which were seen were on:

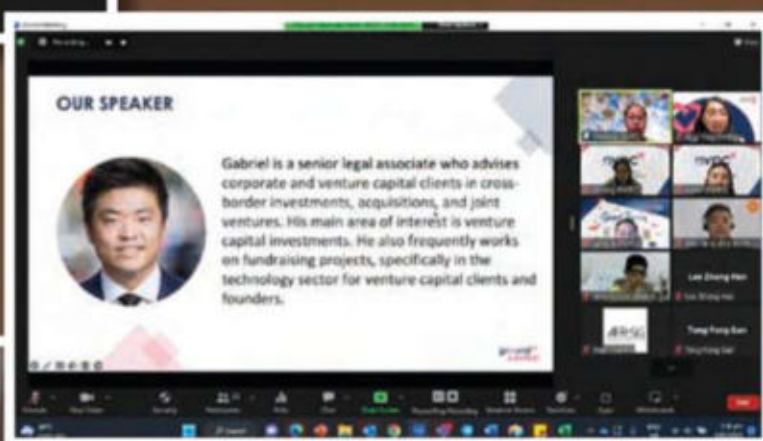
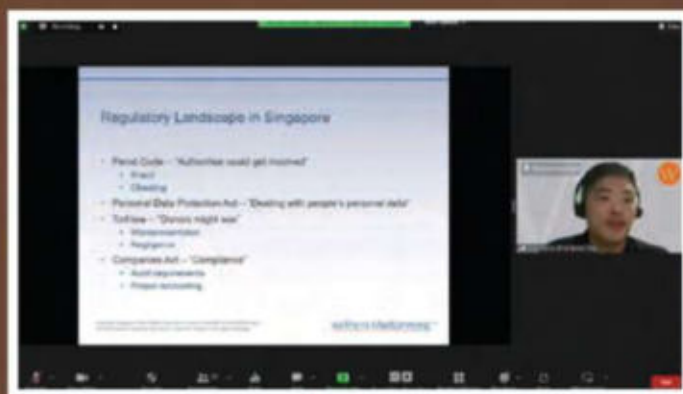
1. Contracts and agreements
2. Entity legal structure and corporate governance
3. Privacy, confidentiality and liability
4. Grants, fundraising and revenue generation
5. Intellectual property

SNAPSHOTS OF EVENTS

“ Testimonials from Community Organisations

"The lawyer explained the steps to be taken in an easily understood manner for lay persons. It was greatly appreciated."

"LSPBS (now Pro Bono SG) is a wonderful service, for charities. It guides us to do what is right and necessary. We are very thankful for such professional inputs." (sic)



COMMUNITY LAW CENTRE



COMMUNITY LAW CENTRE



COMMUNITY LAW CENTRE HOSTED BY TIAN DE TEMPLE

On 31 January 2023, Pro Bono SG launched our community lawyering initiative to provide legal assistance to the most socially excluded, who may be facing financial, mobility, technological and other social challenges. Such legal assistance is provided through our branch office, a Community Law Centre set up to focus on the needs of the North East District in Singapore.

Hosted free of charge by Tian De Temple along Hougang Avenue 5, Pro Bono SG's Community Law Centre works hand in hand with community partners in the vicinity, such as Community Development Councils, Family Service Centres, Social Service Offices and Social Service Agencies, to holistically meet the needs of the most vulnerable.

Recognising the need to meet people where they are, and the multifaceted nature of access to justice which requires multidisciplinary support, the Community Law Centre operates in close proximity to low-income families and other community professionals.

The full range of services provided by Pro Bono SG is available for registration at the Community Law Centre.

The Community Law Centre is supported by a full-time core team comprising the Head of Community Lawyering, two community lawyers and a centre manager. The team has language proficiencies in English, Mandarin, Malay, Teochew and Hokkien and a wealth of experience delivering access to justice services to needy and vulnerable individuals in collaboration with the social sector.



(L-R, Goh Qian Hui (Community Law Fellow), Alice Tan (Community Law Advocate), Natasha Baobed (Centre Manager) and Cai Chengying (Head of Community Lawyering))

COMMUNITY LAW CENTRE

MEMORANDUM OF UNDERSTANDING SIGNED ON 20 AUGUST 2022

The community lawyering initiative was borne out of a Memorandum of Understanding signed by Pro Bono SG, R. S. Solomon Foundation Limited, Singapore University of Social Sciences and Tian De Temple in the presence of Mr Edwin Tong, SC, Minister for Culture, Community and Youth and Second Minister for Law on 20 August 2022.

Pursuant to the MOU:

- Pro Bono SG recruited and deployed community lawyers and staff to the Community Law Centre and managed the volunteers supporting the Community Law Centre;
- R. S. Solomon Foundation Limited (established by R. S. Solomon LLC), mobilised the key funding support required to set up the Community Law Centre;
- Tian De Temple hosted the Community Law Centre on their premises free of charge; and
- The Singapore University of Social Sciences will support the Community Law Centre's manpower needs by recommending suitable graduates to be recruited as full-time lawyers and students for internship opportunities.



(L-R Standing, Richard Siaw, Lee Hong Chuang, Minister Edwin Tong, SC, Tanguy Lim, Tris Xavier
L-R Seated, Milona Xia, Kelvin Wong, Raymond Wang, Professor Cheong Hee Kiat)

COMMUNITY LAW CENTRE



LAUNCH EVENT ON 31 JANUARY 2023

Pro Bono SG wishes to express our heartfelt appreciation to:

- Minister Edwin Tong, SC, for lending his presence to the MOU signing and launch event, donating his court bag for auction to raise funds and for the strong support of the Law Ministry.
- Pro Bono Ambassador 22/23 Mr Richard Siaw, Managing Director of R. S. Solomon LLC, for his remarkable efforts in spearheading the initiative and mobilising partners and supporters to make the Community Law Centre a reality.
- The donors to the community lawyering initiative, in particular:



Our inaugural Community Law Champion Mr Li Zhong Hua for his contribution of \$200,000



The Singapore Teo Chew Foundation for their contribution of \$200,000;



R. S. Solomon Foundation Limited and its patron Ms Milana Xia for seed funding of \$50,000



Mr Lim Soon Hock for generously bidding \$43,888 for Minister Edwin Tong's court bag.

Watch the highlights from the official launch of our Community Law Centre at <https://youtu.be/jQPKc1HzDg>
Please refer to page 62 for our top supporters.

STATISTICS

Impact from 1 February to 31 March 2023

283
applicants

(Of which, 95% of applicants were walk-ins)

Top 5 Case Types:

1. Estate (Probate and Wills)
2. Family (Divorce / PPO / Maintenance / Custody)
3. Neighbour Disputes
4. Mental Capacity / Guardianship / Deputyship / Adoption
5. Property / Mortgage (Civil)

Satisfaction survey

99% would recommend CLC to others

95% would consider taking course of actions suggested

97% would return to CLC for future needs

Vast majority rated "Very Satisfied" or "Satisfied" when surveyed on ease of finding premises, efficiency of registration, friendliness and helpfulness of staff, helpfulness of lawyer's advice, length of session with lawyer and waiting area and consultation room.



Quotes from Community Partners

"As one of the professional panellists in our Crisis Support Team (CST), Pro Bono SG has provided timely support and ringfence risk for our social workers with their crisis cases in our monthly sessions. Their vast legal knowledge and social-minded perspective have not only enabled the sound clinical decisions facing the crises and in the formulation of the intervention plan, but also strengthened our social workers' confidence in their judgments and made them to feel not alone. In addition, with their passion in supporting the community, Pro Bono SG is always willing to extend their support to our team, our cases and the community even out of the CST platform. I am truly grateful to have Pro Bono SG to be our service partner and supporting us and our community in this journey."

- South Central Community Family Service Centre

"The team at Pro Bono SG has been a wonderful advisor to South Central Community Family Service Centre's The Inclusive Fund programme, an initiative that supports lower-income transnational families facing systemic challenges. We appreciate their stewarding legal advice they have given to our social workers as to navigate structural challenges more effectively, extending offering practical and legal services for the families, and the extra mile in which they have done for the families – truly delivering service in the community as an alonsider."

- South Central Community Family Service Centre

Social sector engagement

- Engaged over 400 social workers and over 20 community partners to collaborate on the community lawyering initiative
- Supported multidisciplinary case review panels and crisis support teams of community partners
- Outreach talks to build capacity of social sector and clients
- Meeting a wide range of community needs including issues concerning the elderly, child protection, mental health, neighbourly disputes, transnational families and low-income families



Testimonials from Applicants

"Over satisfied. The advice provides a starting point for me."

"Lawyer is very clear and helpful!"

"All very good and satisfied. Excellent service!"



PRO BONO STORIES

Embark on a captivating journey through the heartfelt encounters at the Community Law Centre as recounted by our Volunteer Storyteller, Anita Parkash.

FACES AT THE FRONTLINE

I am seated on a colourful pouf in a corner of a container office that is Pro Bono SG's Community Law Centre (North East) in Hougang (CLC). Over a lunch of sandwiches, the three ladies who are the engine-room of day-to-day operations at the CLC share with me their journeys in life that have led them to serve the community through this initiative. These are short sketches of my interactions with them and my key takeaways. Hopefully, some of this will inspire you to reach out to help in whatever way you can.



(L-R, Goh Qian Hui (Community Law Fellow), Natasha Baobed (Centre Manager), Anita Parkash (Volunteer Storyteller), and Alice Tan (Community Law Advocate))

Bridging Gaps

I am chatting with Alice Tan and it is clear that Alice can't help wanting to help. She has over the course of her career served in the public service, contributed as a Criminal Legal Aid Scheme (CLAS) volunteer and now is a full time Community Law Advocate with the CLC. On the latter, she shares that she connects with the initiative on a number of levels. First, the Teochew environment. Alice grew up speaking the language at home and the neighbourhood represents a kind of cultural homecoming for her. Second, the rental flat demographic which, as a child, Alice herself was a part of. She is acutely aware of the challenges faced by that segment of the community and therefore feels that she is best placed to help.

On more than one occasion, Alice uses words like 'happy' and 'delighted' to characterise how she feels about her work at the CLC. She expresses the sentiment with so much earnestness and so little ego that my mind can't quite wrap itself around it. Candidly, I can appreciate how the nature of the work may be meaningful and deeply fulfilling - but delight is a stretch for me. I am curious about the source of her passion so I probe a little deeper. As Alice shares, I realise that what I see as problem-solving, she sees as bridge-building. Access to justice is not just a knowledge gap or a money gap to be filled.

It is also a culture gap, a language gap and a physical access gap to be bridged. Alice, through her work on the CLC project, sees it as her mission to build bridges across those gaps for the community. Alice shares how they have received visitors seeking legal advice from outside Hougang, some of whom have travelled considerable distances, which is why the team admits visitors even if they arrive past the formal consultation hours.

It suddenly makes sense to me as a fellow builder - albeit of different things with different tools. When we build using what we are good at, towards achieving some good, it is happiness and delight that we feel. From the tiny container office, Alice works hard to bridge gaps with her expertise and experience because she has lived enough of life to know that justice is not a zero-sum game, and faith paves the way for hope. It is no wonder then that Alice's passion for what she does simply can't be contained.



Alice Tan
Community Law Advocate

PRO BONO STORIES

Removing Friction

The first time I meet Natasha Baobed is on a visit to a social services organisation in Buangkok. She has an air of no-fuss competence that makes me want to pick her to be on my team in a fight. So, I am a little intimidated when we sit down to talk about her work as Office Manager of Pro Bono SG's Community Law Centre (North East) in Hougang (CLC). It does not take long for me to discover that Natasha's steely exterior belies a deeply empathetic spirit. Her team-mates laugh as they recount how Natasha is the resident 'counsellor' whose superpower is her ability to communicate even with people she does not share a language with. I ask Natasha what motivates her to care and she shares that she has always had an interest in the legal field and a passion for social service work – the latter a result of her father's own active volunteerism. She confides that it was not straightforward to find a way to connect these two passions.

Her start in the legal services space was as an allied legal professional in the real estate department of a law firm. While she benefitted from her time in that space, she began to feel like her calling required her to be using her allied legal skills towards serving the community in a more direct way. So, when an opportunity arose to get involved in legal pro bono, she jumped at it. Natasha, like many of her teammates, wears many hats. She is involved in running Pro Bono SG's legal clinics and used to be involved in the Family Justice Support Scheme. Yet, when approached to take on another portfolio in the form the CLC, in her words:

"I didn't even ask any questions, I just said yes."

In the short few months that the CLC has been open, Natasha shares how it has been eye-opening to encounter people who are often just frustrated with navigating the system on their own and looking for some form of clarity, someone to look out for their interests. She shares how sometimes it is not even legal advice that is needed but help navigating administrative processes that, in catering for the masses, can sometimes inadvertently create an unlevel playing field for those who have special needs. For Natasha, access to justice is about providing peace of mind and you do not have to be a lawyer to play a part in that, you simply have to decide to help the best way you can. By walking the talk one extra mile at a time, Natasha is very much the grease that helps the wheels turn smoothly for those who come knocking on the CLC's doors for help.



Natasha Baobed
Centre Manager

PRO BONO STORIES

Innovating Ground-Up

With just three years of post-qualification experience, it is easy to cast Goh Qian Hui as the baby of the group. That would be a mistake. Right from the start of our conversation, her insights are composed, articulate and thoughtful. Unlike peers who graduated and took conventional routes in legal service, practice or academia, Qian Hui decided to follow her own true north in social services. She shares how difficult it was to try and find a job in the social services sector without any prior work experience. A chance encounter with a job advertisement by Pro Bono SG was all Qian Hui needed to turn her calling into her first full time job right out of law school and she has not looked back since.



Qian Hui speaks with the confidence of someone who not only cares about her work but who cares about thinking deeply and critically about her work. She shares her observations about the 'last mile' challenges of the access to justice landscape. She speaks passionately about the need for practice and policy, innovation on the ground and strategic visioning, to work in tandem to address such challenges. She holds my attention with a nuanced articulation of how the Community Law Centre initiative is an important way to address the crucial need to create awareness of schemes of support and provide simple practical guidance of how to access them amongst the people who need them most. She points out that by meeting their needs where they are, and working in tandem with social services which are the touchpoint, the CLC is a meaningful attempt to reach the most vulnerable: the young, the elderly, the severely disadvantaged. With her Community Law Centre Fellow hat on, observations and ideas tumble out of her.

Then she catches her breath with this punchline:

"I think I am one of the very few people in my age group who is able to say I actually love my job."

I believe her completely. I ask her where she gets the courage to not be swayed by peer-pressure to find success in the law in the usual ways. She shares that it has never been a challenge for her to choose to stay the course over a traditional career in practice especially since she has the unwavering support of her parents to pursue her chosen path. She concludes with the sober-minded view that it is pointless to compare herself with others who have more when every day she encounters many who have so much less. I can't help but wonder at the wisdom of this three-year-old.

Goh Qian Hui
Community Law Fellow

PRO BONO STORIES

The Community Law Centre has also attracted an outpouring of support from the legal profession and community at large.



We thank Allen & Overy LLP for their strong support of our work, including contributing towards this soundproof pod so that our staff may work in a conducive environment.

In the following article, Anita Parkash interviews Steven Goh of Chang Tien Kong, one of the four constituent temples of Tian De Temple.

STRENGTHENING COMMUNITY THROUGH LAW

Uncle Steven helped with the set-up of the containers – installing lights at the entrance for safety, blinds on the windows for privacy, even proposing pruning a tree so that the signage for the Community Law Centre would not be blocked from view. He regularly checks-in on the CLC staff, reminds others in the community to look out for them, and does all of this without having any formal responsibility to do so.

We manage to convince Uncle Steven to speak with us and I start by sharing with him how highly-regarded he is by the onsite CLC team who see themselves as beneficiaries of his kindness. Uncle Steven sheepishly expresses that his heart is full from the gratitude being expressed. I ask him why he goes the extra mile to help and his answer bears quoting:

“Aiyah, this one is common sense what. You see people under the hot sun, you got umbrella... you must share what.”

He says it so sincerely, so matter-of-factly, that it is my heart that is full of gratitude for this simple truth.

Noblesse oblige is the conventional conception of charity. Those who do well have an obligation to do good. This is an important duty. Without it, a project like the Community Law Centre could not have broken ground. But Uncle Steven’s comment strikes me as a deeply profound counterpoint to the concept because it compels everyone, regardless of station or privilege, to do what they can to alleviate the suffering of their neighbour as a simple, logical imperative.

From that moment, the CLC comes into sharp focus for me as the place where the learned friend helps as the good neighbour – to strengthen community through the law. So be a good neighbour and reach out to help in whatever way you can. There is no act of service too small.

HELP THE LEAST, THE LAST, AND THE LOST IN **LAW**.

DONATE NOW



<https://give.asia/charity/probonosg>

Any amount is greatly appreciated!

Email give@probono.sg if you wish to donate using other modes.



JUSTICE FOR ALL



HEROES IN LAW



CLAS FELLOWS AND ADVOCATES

In 2015, we launched the CLAS Fellowship, a program designed to train junior lawyers in pro bono criminal defence work as a service vocation. Each year, passionate junior lawyers join our charity as CLAS Fellows, dedicating themselves to providing pro bono legal services as a full-time calling. These Fellows represent individuals in need who cannot afford lawyers in court, through our criminal legal aid and other pro bono services. The recruitment of CLAS Fellows relies on our fundraising efforts and the generosity of our supporters.

Our CLAS Fellows receive mentorship from our experienced CLAS Advocates and other senior practitioners from the criminal bar. These Advocates are former CLAS Fellows who have chosen to dedicate their professional careers to pro bono criminal defence and the mentorship of like-minded junior lawyers. We are grateful to the Ministry of Law for their support of the CLAS Advocates program since 2017.



CLAS Fellowship 22/23 (L-R, Tan Su (CLAS Fellow 2023), Stephanie Wong (CLAS Fellow 2022), Sadhana Rai (Head of Representation), Alice Tan (CLAS Advocate), Pramnath Vijayakumar (CLAS Advocate))

"You can take Alice out of Pro Bono but you can never take Pro Bono out of Alice" holds ever so true here. As she closes the chapter of her life in crime, albeit leaving that door slightly ajar, it has been both a joy and a privilege moving into the heartlands to serve the needs of the lost, the last and the least.

Alice Tan CLAS Advocate

Currently a Community Law Advocate at the Community Law Centre at Tian De Temple

Alice joined Pro Bono SG as part of the inaugural batch of Fellows in 2015. After her term ended, she resumed practice but felt a deep calling to return to pro bono work. She returned to join the team in 2021 as a CLAS Advocate to fulfil this calling.

For Alice, each day at work as an Advocate and mentor brings with it challenges and joy in equal parts. Alice enjoys pitting herself against these challenges and walking away with new experiences and takeaways which enrich her life.

Alice also enjoys mentoring young lawyers and student-Interns in the hope that the heartbeat for pro bono work will become stronger in the generations of lawyers to come.

CLAS FELLOWS AND ADVOCATES

Pramnath Vijayakumar CLAS Advocate

Pramnath's time in private practice led to a yearning to use his legal skills for the benefit of the wider community. Thus, he first joined Pro Bono SG (formerly known as Law Society Pro Bono Services) as a CLAS Fellow and currently occupies the more senior role of a CLAS Advocate.

Apart from his practice, Pramnath particularly enjoys engaging with young lawyers and law students to impart the value of pro bono work and to also foster an appreciation for the impact that we, as lawyers, can have on the wider community.

It is my unwavering belief that the legal profession is privileged to play a critical role in ensuring equal access to justice. Pro bono work reminds us that the law exists to serve everyone, regardless of their financial circumstances. In this fast-paced world, we must stay attuned to the very real problems that everyday Singaporeans face.

My journey with CLAS and Pro Bono SG started out of sheer curiosity and as an exploration of new and unfamiliar territories. Naturally, it was daunting at the beginning and at times just plain terrifying, but it has been nothing but an adventure since.

My experience at CLAS has helped me grow in so many ways, both as a person and as a lawyer. I relish meeting people, listening to their stories and retelling them to others, including themselves. And so I would say: be bold, be curious, and follow your heart wherever it takes you, because it will bring you farther than you would ever have imagined.

Stephania Wong Wan Kee

Stephania was called to the bar in 2018 and joined Pro Bono SG as a CLAS Fellow in 2021, after doing commercial litigation work in private practice for two and a half years. As a member of the Law Society's Young Lawyer's Committee, she is also on a mission to encourage her juniors and fellow members of the bar to take up pro bono work and more importantly, do what inspires them. It gives her satisfaction to know that with legal aid, there would be fewer lone people in the courtrooms, because everyone could do with a little company and a lot more kindness.

Tan Su

Su graduated from the National University of Singapore with a Bachelor of Laws in 2020 and was called to the Singapore Bar in 2021. She started her legal career in the Corporate & Commercial Department at Allen & Gledhill LLP and made the recent decision to venture into pro bono criminal work.

My first three months at Pro Bono SG have been a wonderful learning experience so far. I am not only developing my skills as a lawyer, but I am learning much from connecting with individuals from all walks of life – indeed, I am beginning to internalise the seemingly obvious fact that everyone you pass on the street has a story. I love observing how CLAS is a nuanced medley of striving to serve the ends of (and providing equal access to) justice on the one hand, as well as providing hope, guidance and even friendship, on the other. I am certain that my year as a CLAS Fellow will be extremely fulfilling.

VOLUNTEERS

OVERVIEW OF THE YEAR

Throughout the year, volunteers have been an integral part of Pro Bono SG's programmes and schemes, making it possible for our needy and vulnerable to receive legal aid without disruption. The year's successes were largely due to individuals and law firms who came alongside us on this journey, providing legal aid and advice to individuals and communities in need, ranging from victims of domestic violence to migrant workers facing exploitation.

These volunteers come from a diverse range of backgrounds. Aside from practitioners and in-house counsels, law firms, law schools, and undergraduates make up the bulk of our volunteers. Their expertise, commitment, and passion for justice have been critical to the success of our efforts.

During the financial year

Pro Bono SG registered
381 new volunteers.

66 volunteers generously offered their time and resources to the Family Justice Support Scheme.
20 lawyers took on at least a case, providing pro bono legal representation or charged fees lower than their usual rates to applicants.

15 volunteers and **13** law firms volunteered for Community Organisation Clinics and Project Law Help respectively to support charities, non-profits and social enterprises to do good better.

368 lawyers volunteered at the Pro Bono SG legal clinics for individuals, providing legal guidance or paralegal support for needy and vulnerable applicants.

101 volunteers were mobilised for legal awareness outreach via legal talks and webinars.

232 volunteer lawyers took on at least one case under CLAS, providing legal representation to accused persons with limited financial means, facing non-capital offences.

71 volunteers helped out at our migrant worker outreach events.

1,372 participants attended
19 webinars curated to support and upskill our volunteers.

432 students volunteered across all schemes.

VOLUNTEERS

PROGRAMMES TO SUPPORT VOLUNTEERS

We have a number of programmes to support our volunteers, including:

- Capacity building and training talks;
- Screening and assessing applicants' suitability for our various schemes;
- Volunteer Initiative Support Scheme which assists practitioners undertaking their own pro bono initiatives with administrative support and volunteer coordination and mobilisation; and
- Social Service Agency referral service which helps practitioners identify relevant assistance schemes to help their clients.

Striving for excellence and an integrated approach in delivering access to justice, we have developed systems and procedures for the running of pro bono programmes, such as programme administration, volunteer mobilisation and volunteer support materials, which are valuable resources for other organisations seeking to start or develop their pro bono programmes.

We support these organisations by providing ready access to our resources, assisting volunteer recruitment by publicising their pro bono opportunities to our pool of volunteers and organising regular inter-agency networking sessions to share about new developments and needs within the pro bono landscape. For instance, the Joint International Pro Bono Committee assists community organisations based in Singapore but doing community work overseas with pro bono non-litigation corporate legal assistance.

We work closely with law faculties, pro bono law centres and law student pro bono groups such as the NUS Pro Bono Group, SMU Pro Bono Centre and the SUSS Pro Bono Student Group to provide meaningful pro bono volunteer opportunities for law students.

Volunteer Capacity Building Series

During the course of the year, various training sessions were conducted to enhance our volunteers' capabilities through the Volunteer Capacity Building Series (VolCapB Series) and CLAS training.

Volunteer Capability Building Series (VolCapB Series) as set out below, reached **736** participants, mostly lawyers.

| Date | Topic |
|------------------|--------------------------------------------------|
| 22 November 2022 | How to Engage and Manage Victims of Online Harms |
| 28 February 2023 | Engaging and Managing Clients with Disabilities |

Feedback

"She (Simran Toor) was engaging, kept a light touch on what may otherwise be heavy topics."

"Lorraine Lim shared fresh perspectives in terms of harm and impact to victims."

"He (Sunil Sudheesan) was able to offer both practical and legal solutions."

"Jocelyn had very good knowledge on her topic area and was able to add to the discussion in an interesting manner."

"Paul (Chin) was very informative with his sharing. I am particularly impressed by his sharing of how one can be personal & professional at the same time when dealing with issues involving persons with special needs."

"I appreciated her (Peggy Yee) candid sharing on her experience in dealing with clients with intellectual disabilities, both diagnosed and undiagnosed."

VOLUNTEERS

Volunteer Wellness

To help legal professionals to manage challenges and stressors that can cause burnout, we conducted the webinar “What Doesn’t Kill You May Leave a Scar”¹⁶. Our panellists Stefanie Yuen-Thio (Joint Managing Partner, TSMP Law) and Dirk Feinauer (Director, Feinauer Law), together with moderator Sadhana Rai (Head of Representation, Pro Bono SG), shared how they manage common stressors, how to avoid burnout and signs to look out for. The webinar reached **157** lawyers.

Feedback

“Thank you very much! I greatly look up to Ms Sadhana Rai and it was especially meaningful when she was vulnerable and open with her struggles on how unhealthy this high-performance driven and demanding industry can be too. All the best!”

“It is ok to not be ok and regardless of the stigma on mental health in this industry, we should seek help nevertheless if not we won’t be able to give our healed/better self to those around us.”

“As a practising lawyer myself, it was a valuable opportunity to hear from leading senior lawyers as to how they managed the demands of practice and achieved work-life balance.”

CLAS Training Programme

Criminal Legal Aid Scheme (CLAS) Training Programme as set out below, reached **479** participants, mostly lawyers.

| Date | Topic |
|-------------------|----------------------------------------------------------------------------------------------|
| 07 July 2022 | Module 1: Arrest and Investigations – Empowering Your Client |
| 21 July 2022 | Module 3: The Bridge Between the Prosecution and Defence: Representations & CCMS |
| 1 August 2022 | Module 2: Taking Instructions and Conduct of Solicitor |
| 4 August 2022 | Module 5: Sentencing Advocacy – Putting Your Best Case Forward |
| 11 August 2022 | Module 6: Forensic Sciences - Drug Analysis for Lawyers |
| 18 August 2022 | Module 7: Forensic Sciences - DNA Profiling and Forensic Criminology in Criminal Cases |
| 31 August 2022 | Module 8: Expert Witnesses - Forensic Psychiatrists and Defence Counsel On The Stand |
| 1 September 2022 | Module 9: Statements, Evidence and Impeachment |
| 8 September 2022 | Module 10: Defending Vulnerable Accused Persons: Psychiatric, Psychological Illnesses and ID |
| 15 September 2022 | Module 11: Sexual Offences |
| 22 September 2022 | Module 13: Mastering Examination-in-Chief |
| 28 September 2022 | Module 12: A Perfect Case Theory |
| 29 September 2022 | Module 14: The Art of Cross Examination (1) – Key Strategies, Structure and Advice |
| 6 October 2022 | Module 15: The Art of Cross Examination (2) – Of Vulnerable, Expert, and Hostile Witnesses |
| 13 October 2022 | Module 16: Criminal Motions, Revisions, and Appellate Advocacy |
| 19 October 2022 | Module 4: Vulnerable Offenders? - Probation and Community-Based Sentences |

¹⁶ To watch the full webinar, head to <https://youtu.be/ZqS0t7aXx2U>.

VOLUNTEERS

Feedback

“Eugene Thuraisingam’s suggestions on phrases to use with your client when taking instructions were particularly helpful.”

“The contents provided on the presentation slides were straightforward and clear and not too wordy.”

“The two panellists (Sunil Sudheesan and Tan Kiat Pheng) complemented each other very well - the insights were most useful in terms of what a defence counsel should do and how to anticipate the AGC’s needs and agenda.”

“Great to have an insight into the considerations of the Probation Officers. Ashvin (Hariharan) was very well prepared for this Seminar as well.”

“Sanjiv (Kumar Rajan) was passionate about the topics discussed.”

“Ms Sadhana Rai was clear in signposting, and raised thought provoking questions.”

“Excellent materials. It was incredibly helpful and I liked that he (N Sreenivasan, SC) shared stories of cases which he conducted.”

“Learned a lot about Case Theory preparation from Mr Tan (Chee Meng, SC), passive and active defences, practical tips like chronologies and flow charts.”

“Mr Francis Ng’s enthusiasm about the subject matter was apparent - very pleasant to listen to!”

“Mr Ramesh (Tiwary) was very candid and open about the mistakes he might have made previously. Comforting to know that even the most skilled DCs make mistakes at times.”



We continue to conduct our Volunteer Orientation sessions every third Wednesday of the month to share about the work we do and the various volunteering opportunities. The sessions are conducted virtually via Zoom during lunchtime, making it accessible for our volunteers. 270 participants attended these sessions over the year to find out more about Pro Bono SG and the many ways they can volunteer with us.

TESTIMONIAL FROM VOLUNTEERS

Volunteer Lawyers

We celebrate with Mr Lee Wei Yung, a committed Pro Bono SG volunteer lawyer for over 10 years who was awarded the WeCare @ North West Award from North West CDC in March 2023. Mr Lee was recognised for his outstanding commitment to serving the community, dedicating his time and legal expertise to those in need. During these years, he served over 150 legal clinic applicants, giving general legal guidance. As an expert problem solver, he helped needy and vulnerable applicants faced with a range of personal issues on how to navigate them, provided roadmaps and at the same time referred them to relevant agencies/entities for further assistance.



VOLUNTEERS

“The opportunity to make a difference is a key motivation in my volunteering work, especially when I am able to represent needy and vulnerable clients. Doing justice can make a difference in people’s lives and Pro Bono SG has been very supportive.”

- Mr Lee Wei Yung, Tito Isaac & Co LLP, Volunteer Lawyer

“After I entered the legal industry I came to realise the large number of migrant workers that go through a criminal matter unrepresented. Regardless of the offence they may have committed, I firmly believe that everyone deserves their day in Court and also deserves to get the best representation possible.

It was also a good opportunity for me to meet other lawyers and get involved in something bigger than just a job. This helped me experience a great sense of fulfilment as I was using my skills to contribute to the community.

The biggest highlight has been the Migrant Justice League as it has allowed all of the various stakeholders come together and enjoy the day together over their love of cricket. Most of our interactions with applicants is during our clinic sessions or in Court where we discuss heavy topics such as their disputes with employers or the injuries they suffered at work. It always feels good to be able to help someone get proper legal advice and representation and make a positive impact in their lives. However, the feeling of being out together in the sun and united by the love of friendship and sports just had a different kind of feeling.”

- Mr Adnaan Noor, WongPartnership LLP, Volunteer Lawyer

Students

“I learnt a lot about court proceedings, different types of court documents and legal terms, which really broadened my perspective on what the law is and how it impacts us. Overall, my internship has allowed me to sharpen my legal knowledge and improved my multitasking abilities and communication skills. I’ve thoroughly enjoyed it!”

- Michaela Oey, student volunteer with Family Justice Support Scheme

“It gives me a good insight into the difference between pro bono legal advice and pro bono lawyer, which I used to think is the same. I also learnt a lot more about the different schemes available out there to help people who need legal advice. It is very rewarding work. There is a lot of meaning in leading the applicants towards the legal advice they can get. Perhaps it is a very small step in their long journey to resolve their issues, but it is a very important step. I also feel very welcomed by the team, and I do not feel out of place or struggle to find my place in this attachment.”

- Yang Liling Robyn, MOE Teacher Work Attachment volunteer with the Community Legal Clinics

QUOTES FROM PARTNERS

“Pro Bono SG has been at the forefront of driving skills-based volunteerism within the legal profession in Singapore. As a key National Intermediary of the SG Cares movement, Pro Bono SG, through its initiatives and programmes, plays a pivotal role in mobilising legal professionals to improve the lives of the needy and vulnerable. Beyond service delivery, Pro Bono SG also strengthens capabilities of non-profit organisations in the SG Cares Community Networks, allowing the ecosystem of care to make a bigger difference.

- SG Cares Office

VOLUNTEER RECOGNITION

We thank all our volunteers who supported us in the past year to serve the needy and vulnerable.

In particular, the volunteers listed below have gone beyond the call of duty when carrying out our pro bono mission. Their commitment to serve is the reason why we are able to reach out and touch many lives.

Ad Hoc Pro Bono Scheme (Individual)

- Alson Tan Yun Hao
- Bestlyn Loo Yinglin
- Chettiar Kamalarajan Malaiyandi
- Chiam Jia-An
- Daniel Ho Soon Wah
- Desmond Chng Teck Kian
- Dierdre Grace Morgan
- Jeanny Ng
- June Lim Pei Ling
- Lee Wei Yung
- Leo Zhi Wei
- Lyndon Choo Hao Ren
- Maheswari Rani d/o Krishna
- Melvin Chan Kah Keen
- Ramesh Chandr Tiwary
- Rebecca Vathanasin
- Roxanne Hon Yo Rou
- Sara Ng Qian Hui
- Stephania Wong Wan Kee
- Suang Wijaya
- Tan Heng Thye
- Vivian Siah Jiayi
- Wilbur Lua Wei Liang
- Yeow Tin Tin Margaret

Ad Hoc Pro Bono Scheme (Firm)

- Covenant Chambers LLC
- CSP Legal LLC
- Drew & Napier LLC
- Eden Law Corporation
- Eugene Thuraisingam LLP
- Gloria James-Civetia & Co
- HOH Law Corporation
- Jeanny Ng
- Kennedys Legal Solutions
- Providence Law Asia LLC
- Rajah & Tann Singapore LLP
- Rajan Chettiar LLC
- Ramana Law Corporation
- Ramesh Tiwary
- Summit Law Corporation
- TSMP Law Corporation
- Tito Isaac & Co LLP
- Vicki Heng Law Corporation
- Withers KhattarWong LLP

Assist NPOs - Community Organisation Clinic

- Juliana Yap
- Liu Siew Rong

Assist NPOs - Project Law Help

- Dentons Rodyk & Davidson LLP
- Latham & Watkins LLP

Criminal Legal Aid Scheme (Individual)

- Ashvin Hariharan
- Don Tan Jun Hao
- Fong Mun Yung Gregory John
- K Jayakumar Naidu
- Lim Lei Theng

Criminal Legal Aid Scheme (Firm)

- Allen & Gledhill LLP
- Fong & Fong LLC
- TSMP Law Corporation

Community Legal Clinic (Individuals)

- Adnaan Noor
- Benavon Lee
- Khong Zi-Xie
- Nicholas Toh Wei Ming
- Sean Yeo Swee Quan

Community Legal Clinic (Firms and Organisations)

- Allen & Gledhill LLP
- Dentons Rodyk & Davidson LLP
- Drew & Napier LLC
- National University of Singapore
- Rajah & Tann LLP
- Shook Lin & Bok LLP
- Singapore Management University
- Singapore University of Social Sciences

Civil Legal Clinic (Individuals)

- Jaya Malhotra

Family Legal Clinic (Individuals)

- Lee Wei Fan
- Mahadevan Lukshumayeh
- Stephanie Hong May Leng

Family Justice Support Scheme

- Jenny Lai
- Margaret Yeow
- Wong Soo Chih

Law Awareness (Outreach)

- Amira Budiyano
- Eunice Chua
- Josephus Tan
- Joshua Ho
- Lim Liyen
- Low Seow Ling
- Luo Ling Ling
- Ng Joo Khin
- Patrick Tay
- Peggy Sarah Yee
- Rajan Chettiar
- Richard Siaw
- Serene Gan

Migrant Workers Legal Clinic (Firms and Organisations)

- Clifford Chance Asia
- Latham & Watkins LLP
- National University of Singapore
- Sidley Austin LLP
- Singapore Management University
- Singapore University of Social Sciences
- WongPartnership LLP

Migrant Workers Legal Clinic (Individuals)

- Adnaan Noor
- Leo Zhi Wei
- Matthew Chow
- Sayeed-UI Mursalin
- Sreekanth C Nair
- Sreeraam Ravenderan

PRO BONO AMBASSADOR 2022/2023

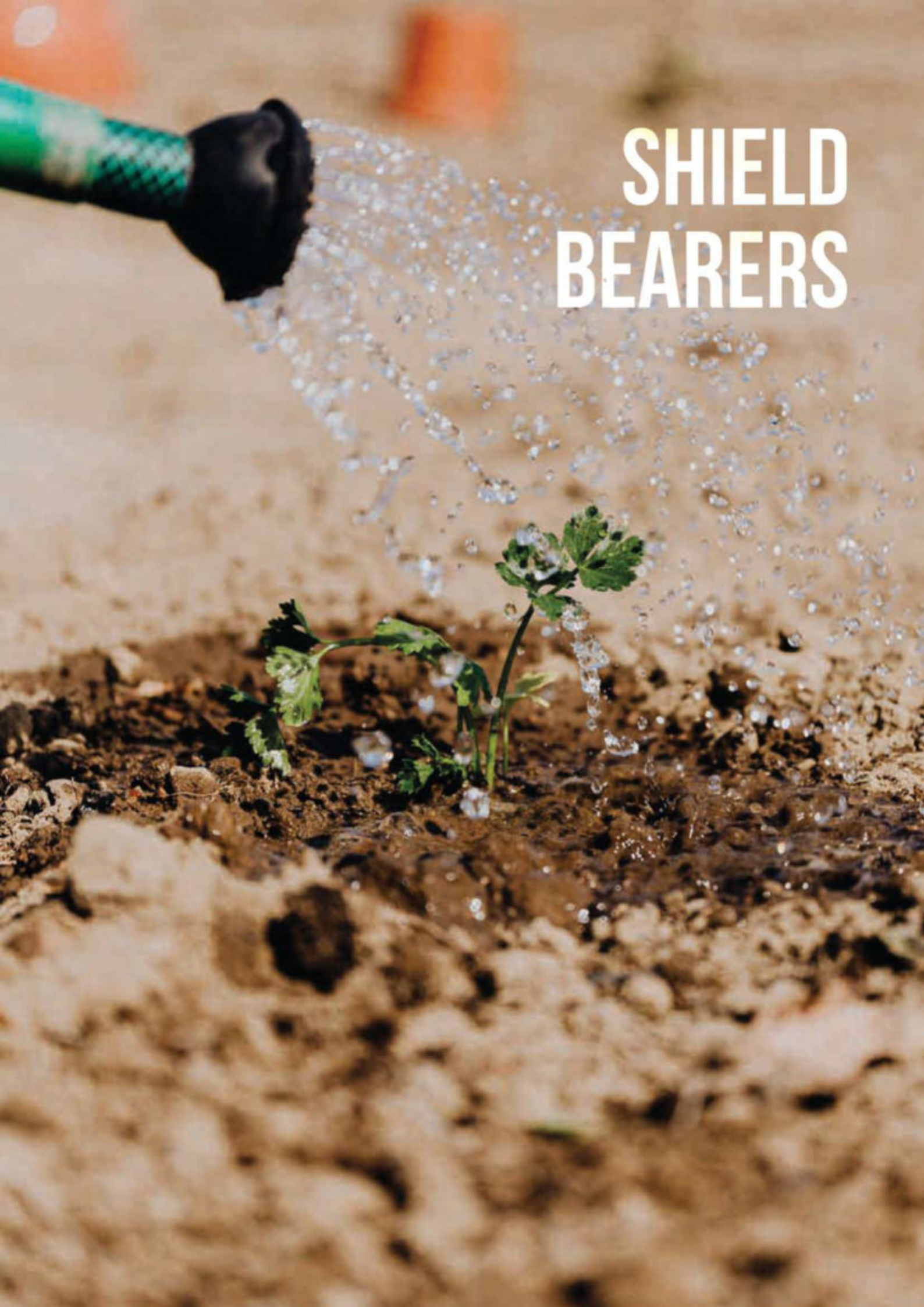


The Law Society of Singapore has presented the prestigious Pro Bono Ambassador Award 2022/2023 to Mr. Richard Siaw Kin Yeow! With his unwavering dedication and passion for pro bono services, Richard has made a remarkable impact on our legal awareness initiatives, clinics, and Criminal Legal Aid Scheme for over a decade.

Richard was instrumental in launching our first-ever Community Law Centre, and he continues to tirelessly mobilise funding support and forge partnerships for Pro Bono SG. We are truly grateful for Richard's invaluable contributions to the community, and we congratulate him wholeheartedly on this well-deserved recognition.

In 2023, we are excited to see Richard's continued efforts in advocating for the needy and vulnerable, and his unwavering commitment to making a positive difference in our society.

SHIELD BEARERS



DEVELOPMENT OVERVIEW



Funds Raised

\$1,534,762.46



Fundraising Expenses

\$116,397.95



**Fundraising
Efficiency Ratio**

8%

FUNDRAISING CAMPAIGNS



Duration of Campaign:

1 December 2021 to 30 November 2022
and 29 November 2022 to 28 November 2023

Campaign funds raised across various platforms during FY2022-2023:

\$150,304.40

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

INCLUSIVE JUSTICE

The Inclusive Justice campaign seeks to look after the individuals that are essential, but not often acknowledged or recognised. These can be foreign spouses, workers, or domestic workers who build our homes and care for our loved ones. They have chosen Singapore as their home and share our aspirations for a better future.

We believe that justice should be accessible and available for all, regardless of nationality, race, religion, or financial ability. We provide legal assistance to vulnerable and needy foreigners through the Criminal Legal Aid Scheme, Family Justice Support Scheme, and the Ad Hoc Pro Bono Scheme.

This campaign raised funds for those three schemes, so that we may continue to empower the least, the last, and the lost in law to achieve fair justice.

JUSTICE IN ACTION/JUSTICE FOR ALL

As a general campaign, funds raised here directly support Pro Bono SG's programmatic and operating costs. Our programmes help protect and empower marginalised individuals through legal awareness and pro bono legal guidance and representation. We also support Singapore community organisations (non-profit organisations, charities, social enterprises) with legal assistance and capacity building, helping them to help others.



Duration of Campaign:

15 April 2021 to 14 April 2022 and
10 December 2021 to 9 December 2022

Funds raised across various platforms during FY2022-2023:

\$843,422

The campaigns qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

FUNDRAISING CAMPAIGNS

HARRY ELIAS JUSTICE FUND

The Harry Elias Justice Fund was established to both honour the life of the late Mr Harry Elias, SC and sustain his legacy by raising funds for our Criminal Legal Aid Scheme (CLAS) and Ad Hoc Pro Bono Schemes (AHPBS).

Mr Elias, SC spearheaded the establishment of Pro Bono SG's Criminal Legal Aid Scheme in 1985 to help the less fortunate obtain free criminal defence. When CLAS was first established, he secured the dismissal of charges against a woman accused of stealing milk for her baby. Even in his 80s, Mr Elias, SC continued to volunteer his time and represent needy and vulnerable accused persons under CLAS.

Funds raised for this campaign supported the schemes that help us continue Mr Elias, SC's legacy and provide urgent legal assistance to those in need.



Duration of Campaign:

8 December 2021 to 7 December 2022

Campaign funds raised across various platforms during FY2022-2023:

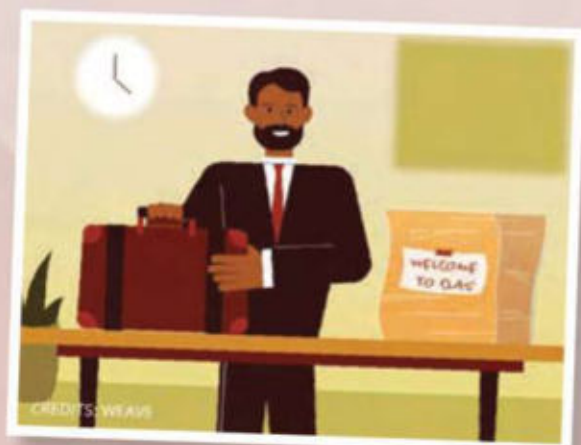
\$82,966

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

FELLOWSHIP FUND

Junior lawyers join our charity each year to pursue pro bono legal services as a full-time calling. Through our schemes for criminal legal aid and other ad hoc services, these junior lawyers represent needy and vulnerable individuals who are unable to afford lawyers in court.

The Fellowship Fund was established to raise funds that engage junior lawyers to act for our beneficiaries in need of legal representation under our current and future representation schemes. Funds also cover their training and other practice-related costs.



Duration of Campaign:

2 September 2021 to 1 September 2022
and 2 September 2022 to 1 September 2023

Campaign funds raised across various platforms during FY2022-2023:

\$99,111

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

FUNDRAISING CAMPAIGNS

THE SHIELD FUND

We recently rebranded to Pro Bono SG from Law Society Pro Bono Services in October 2022. The name change reflects the commitment of all of Singapore to support this community for good.

With the new name, we started our new general fund, The Shield Fund. This fund exists to ensure that Pro Bono SG can continue to defend the last, the least, and the lost in law. Funds raised for this campaign support our operating and programme costs.



Duration of Campaign:

9 September 2022 to 9 September 2023

Funds raised across various platforms during FY2022-2023:

\$191,822

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.



FAMILY JUSTICE FUND

Officially launched in October 2022, the Family Justice Support Scheme (FJSS) seeks to plug gaps in the current justice system by providing legal representation at "low bono" rates for family law litigants who are not eligible for assistance from the Legal Aid Bureau but are unable to afford a lawyer; and free legal representation for low-income foreign spouses with Singaporean children.

FJSS provides a safe harbour for these individuals to overcome their challenges and resolve their family disputes. Since its pilot in 2020, the scheme has helped close to 200 beneficiaries. Pro Bono SG surveyed those beneficiaries, and 84% reported that the scheme empowered them to seek legal action, while 97% were more confident because of legal representation.

Duration of Campaign:

29 November 2022 to 28 November 2023

Campaign funds raised across various platforms during FY2022-2023:

\$2,050

The campaign qualified for dollar matching under Tote Board's Enhanced Fundraising Programme, subject to caps.

TOP SUPPORTERS

We would like to offer a big thank you to all our supporters. As partners in our access to justice mission, your generosity has enabled us to reach out to the needy and vulnerable in the community. We hereby acknowledge the following donors, who gave \$5,000 or more to Pro Bono SG during the financial year.

Platinum Donors

\$100,000 and Above

- Eugene Thuraisingam LLP
- Li Zhong Hua
- Providence Law Asia
- Singapore Teocheew Foundation Limited

Gold Donors

\$50,000 and Above

- Davinder Singh Chambers LLC
- Drew and Napier LLC
- Linklaters LLP
- Mehigan LLP
- R.S. Solomon Foundation Limited
- TSMP Foundation

Silver Donors

\$25,000 and Above

- Gloria James-Civetta and Co.
- Lim Soon Hock
- UOB KayHian Holdings Limited

Crystal Donors

\$15,000 and Above

- Community Foundation of Singapore
- DBS Bank Limited
- Joyce A. Tan and Partners LLC
- LVM Law Chambers LLC
- NTUC Income
- OUE Limited
- PK Wong & Nair LLC
- Perennial Holdings Private Limited
- Tan Chin Tuan Foundation
- WongPartnership LLP
- YKVN

Bronze Donors

\$5,000 and Above

- | | | |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"> • Abraham Thomas • Aequitas Law LLP • Allen & Gledhill LLP • Baker & McKenzie.Wong & Leow • Bird & Bird ATMD LLP • Black Oak LLC • Cavenagh Law LLP • Certis CISCO Security Private Limited • Chan Leng Sun LLC • Chiu Teng Group • CWT Limited • Danny Ong • David Lim & Partners LLP • Dentons Rodyk & Davidson LLP • Duane Morris & Selvam LLP • Evans Fergus John Dixon • FairPrice Foundation • Gregory Vijayendran, SC • Grey & Sanders • Hannah Lim • HOH Law Corporation • Justice Belinda Ang Saw Ean | <ul style="list-style-type: none"> • Justice Lee Seiu Kin • KPMG Singapore • Keppel Care Foundation • Kon Yin Tong • Lee Foundation • Legal Clinic LLC • Lok Vi Ming, SC • Manraj Singh Sekhon • Mishcon de Reya LLP • Moore Stephens LLP • Morrison & Foerster (Singapore) LLP • Nanyang Hakka Federation • Niru Pillai • PDLegal LLC • Pei Hwa Foundation • Quahe Woo & Palmer LLC • R.S. Solomon LLC • Rajan Menon Smitha • Reed Smith LLP • Roxy-Pacific Holdings Limited • RSM Chio Lim LLP • S M Jaleel Foundation Ltd | <ul style="list-style-type: none"> • SGX Group • SIM Mandarin Business Management Diploma Alumni • Samwoh Corporation Pte Ltd • Seng Pang Tua Pek Kong Keng • Singapore Academy of Law • Singapore Hainan Hwee Kuan • Singapore Kwangtung Hui Kuan • Singapore Lam Ann Association • Tan Ken Hwee • Tan Kok Quan Partnership • Tan Peng Chin LLC • Tan Shou Yi Peter • The Arbitration Chambers Pte Ltd • Three Crowns LLP • Tian De Temple • Tiong Seng Group • Tito Isaac & Co LLP • V3 Brands • Withers KhattarWong • Yeo Hiang Meng BBM |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

JUST DUET

2022 marked a special time for Pro Bono SG - we celebrated 15 years of service and impact in the community!



We celebrated this milestone with our signature “Just” fundraising event, Just Duet. Just Duet 2022 was packed to the brim with friends and supporters. Together, we celebrated our incredible 15-year journey with tears and cheers, awesome music, and stories of the impact made in the community. The strong sense of community that we felt onstage and offstage was precious, as we witnessed how everyone came together to do good through a common love of music.

Shoutout to Minister Edwin Tong, SC, our Chairman, Gregory Vijayendran, SC, our emcees, Sanjiv Rajan and Sadhana Rai, our performers, Jimmy Yim, SC, Cynthia Yim, Clarice Jena, Teri Yeo, Ruth Leong, Tan Cheow Hung, Hannah Lim, Kate Apostolova, Wesley Chai, Nicholas Tan, Arvindran Manoosegaran, and Raeza Ibrahim, The Day Trippers Singapore and the remarkable house band for the phenomenal performances. Special mention must be given to Thio Shen Yi, SC and Dinesh Dhillon, who were instrumental to the success of Just Duet, and to Jessa Negrillo Rabano and Ailyn Amparado, foreign domestic workers who spent their precious Sundays rehearsing for this concert.

Last but not least, a big THANK YOU to our volunteers, donors, and partners for their support over the last 15 years and for gracing our first in-person event after two years.



JUST DUET

Just Duet raised **\$761,969** for our general fund through a campaign named Justice for All.

Watch the highlights, full concert and studio recorded covers from Just Duet all in our YouTube playlist!¹⁷



¹⁷ Please visit <https://bit.ly/JustDuetPlaylist>.

RUN FOR JUSTICE

On 23 April 2022, Eugene Thuraisingam LLP (ETLLP) and Pro Bono SG united in a powerful display of determination as we embarked on the Run for Justice 2. Overcoming every obstacle, rain or shine, the participants covered an incredible distance of 100km in less than 24 hours. This event not only marked a momentous occasion for ETLLP as they celebrated their 10th anniversary but also showcased the unwavering dedication of a community that believes in equal access to justice for all.

In recognition of the extraordinary efforts made by all the participants, ETLLP demonstrated their wholehearted support by generously donating \$100,000 to our campaign, Inclusive Justice.

This impactful campaign raised funds for our legal assistance schemes, specifically designed to aid vulnerable and underprivileged foreigners, including migrant spouses and workers.

The resounding success of Run for Justice 2 is a testament to the indomitable spirit of Eugene Thuraisingam and his exceptional team, as well as the collective commitment of all event participants. Together, they have reaffirmed the principle that justice knows no bounds and should always be accessible to those who need it the most.

We extend our deepest appreciation to Eugene Thuraisingam LLP for organising the 2nd edition of Run for Justice, as well as all participants for their unwavering dedication in ensuring justice never stops.



OUR PARTNERS

APRW

Agency for Integrated Care
 Accenture
 Angullia Mosque
 Arts Resource Hub
 Asian Women Welfare Association
 Asia Venture Philanthropy Network
 Association for People with Special Needs
 Association of Corporate Counsel
 Association of Women for Action and Research
 BABSEACLE
 Bethesda Care Centre
 Bishan CC
 Bless Community Services
 Bloomberg
 Braddell Heights CC
 Buona Vista Community Club
 Call Home
 Canberra Zone 4 RN
 Catholic Lawyers Guild
 Central Narcotics Bureau
 Central Provident Fund Board
 Centre for Domestic Employees
 Centre for Non-Profit Leadership
 Cerebral Palsy Alliance Singapore
 CHIJ Primary Toa Payoh
 Chettiar's Temple Society
 Chinese Development Assistance Council
 Ci Yuan CC
 Community Development Councils
 Community Foundation of Singapore
 Community Justice Centre
 Community Mediation Centre
 Covenant Chambers
 COVID-19 Migrant Support Coalition
 Daughters of Tomorrow
 Embassy of France in Singapore
 Esplanade – Theatres on the Bay, Singapore
 Family Justice Courts
 Family Service Centres
 Fengshan CC
 Fengshan Acacia RN
 Financial Industry Disputes Resolution Centre (FIDReC)
 Foreign Domestic Worker Association for Social Support and Training
 Geylang Serai Community Club
 Global Pro Bono Bar Association
 Good Shepherd Centre
 Ground Up Movement
 Hagar Singapore
 HealthServe
 Hope Initiative Alliance
 Humanitarian Organisation for Migration Economics
 Institute of Mental Health
 International Bridges to Justice
 iProbono
 ItsRainingRaincoats
 JTC
 Justice Without Borders
 KK Womens' and Children's Hospital
 Kampong Glam CC
 Kolam Ayer CC
 Kuo Chuan Presbyterian Secondary School
 LASALLE College of the Arts
 LEAP201
 Legal Aid Bureau
 MINDS Adult Services

MacPherson CC

Marymount CC
 Ministry of Culture, Community and Youth
 Ministry of Education
 Ministry of Law
 Ministry of Manpower
 Ministry of Social and Family Development
 Montfort Care
 Montfort Secondary School
 Moral Seniors Activity Centre (Kaki Bukit)
 Nan Chiau High School
 National Crime Prevention Council
 National Library Board
 National Trade Union Congress
 National University of Singapore
 National Volunteer & Philanthropy Centre
 Ngee Ann Polytechnic
 Office of the Commissioner of Charities
 Paris Bar Association
 PAVE
 PILnet
 People's Association
 Potong Pasir CC
 Prison Fellowship Singapore
 Project X
 Public Interest Law Network
 Rainbow Centre Margaret Drive
 raISE Singapore Centre for Social Enterprise
 Ray of Hope
 Radin Mas CC
 R. S. Solomon Foundation Limited
 SG Accident Help Centre
 SG Cares Office
 SG Enable
 Seng Pang Tua Pek Kong Keng
 Singapore Corporate Counsel Association
 Singapore University of Social Sciences
 SG Her Empowerment
 Shared Services for Charities
 Society of Sheng Hong Welfare Services
 Singapore Academy of Law
 Singapore Association of Social Workers
 Singapore Business Federation
 Singapore Centre for Social Enterprise
 Singapore Corporate Counsel Association
 Singapore Council of Women's Organisations
 Singapore Indian Chamber of Commerce & Industry
 Singapore Institute of Legal Education
 Singapore Management University
 Singapore Police Force
 Singapore Prison Service
 Singapore University of Social Sciences
 State Courts
 Supreme Courts
 Telok Blangah CC Senior Citizens
 Temasek Polytechnic
 Temasek Shophouse
 The Office of the Commissioner of Charities
 The Office of the Public Guardian
 Thomson CC
 Thomson Reuters Foundation
 Tian De Temple
 Toa Payoh East CC
 Transient Workers Count Too
 Tripartite Alliance for Dispute Management
 Temasek Polytechnic
 Woodgrove Constituency Office

IN THE SPOTLIGHT

Our heartfelt appreciation to APRW for their pro bono PR support!



SELECTED LIST OF MEDIA MENTIONS

| Date | Headline | Source |
|-------------------|---------------------------------------------------------------------------------------------------------------------------------|-------------------|
| 12 March 2023 | வெளிநாட்டு ஊழியர்களுக்கு கிரிக்கெட் மூலம் இலவச சட்ட சேவை விழிப்புணர்வு | Tamil Murasu |
| 12 March 2023 | Migrant workers, lawyers team up for game of cricket at Padang | The Straits Times |
| 10 March 2023 | 律师：涉邻里纠纷当事人先接受强制调解 可免纠纷升级 | 8World |
| 2 February 2023 | ஹவ்காங்கில் முதல் சமூக இலவச சட்ட உதவி நிலையம் | Tamil Murasu |
| 1 February 2023 | 落户后港庙宇在集装箱内运作 法律服务中心设邻里方便弱势群体求助 | Linahe Zaobao |
| 1 February 2023 | Pusat Guaman Masyarakat bantu golongan kurang bernasib baik | Berita Harian |
| 31 January 2023 | 设在后港天德圣庙 邻里法律服务中心正式投入运作 | 8World |
| 15 January 2023 | Hougang temple to house first community law centre under Pro Bono SG; aims to serve needy residents beyond providing legal help | TODAY |
| 12 January 2023 | Women and girls facing online attacks, harrasment can seek help from new centre | The Straits Times |
| 28 December 2022 | 设在后港天德圣庙的邻里法律服务中心下个月将投入运作 | 8World |
| 20 October 2022 | Legal aid scheme helps 'sandwich class' who can't afford fees | The Straits Times |
| 19 October 2022 | Legal support scheme for those with modest means officially launched | CNA |
| 13 September 2022 | Girls and women facing online attacks and harrassment can get help at new centre | The Straits Times |
| 27 August 2022 | Criminal legal aid scheme to work alongside Public Defender's Office | The Straits Times |
| 26 August 2022 | Free legal centres to be set up in heartland for low-income families | The Straits Times |
| 9 May 2022 | Masjid Angullia, persatuan undang-undang sedia klinik guaman bantu pekerja migran | Berita Harian |
| 9 May 2022 | 律师工会和安古利亚回教堂为客工设法律资讯诊所 | Lianhe Zaobao |
| 9 May 2022 | லிட்டில் இந்தியா அங்குலியா பள்ளிவாசலில் வெளிநாட்டு ஊழியர்களுக்கு இலவச சட்ட உதவி | Tamil Murasu |
| 8 May 2022 | Klinik guaman perintis ditubuhkan di Masjid Angullia; bantu pekerja hijrahan, pembantu rumah | Berita Mediacorp |
| 8 May 2022 | லிட்டில் இந்தியா அங்குலியா பள்ளிவாசலில் வெளிநாட்டு ஊழியர்களுக்கு இலவச சட்ட உதவி | Tamil Murasu |
| 8 May 2022 | 法律援助试点中心 超过40名客工前去求助 | 8World |
| 8 May 2022 | Free aid for migrant workers at new legal clinic at mosque in Little India | The Straits Times |



GOVERNANCE
AND MORE

OUR YEAR AHEAD

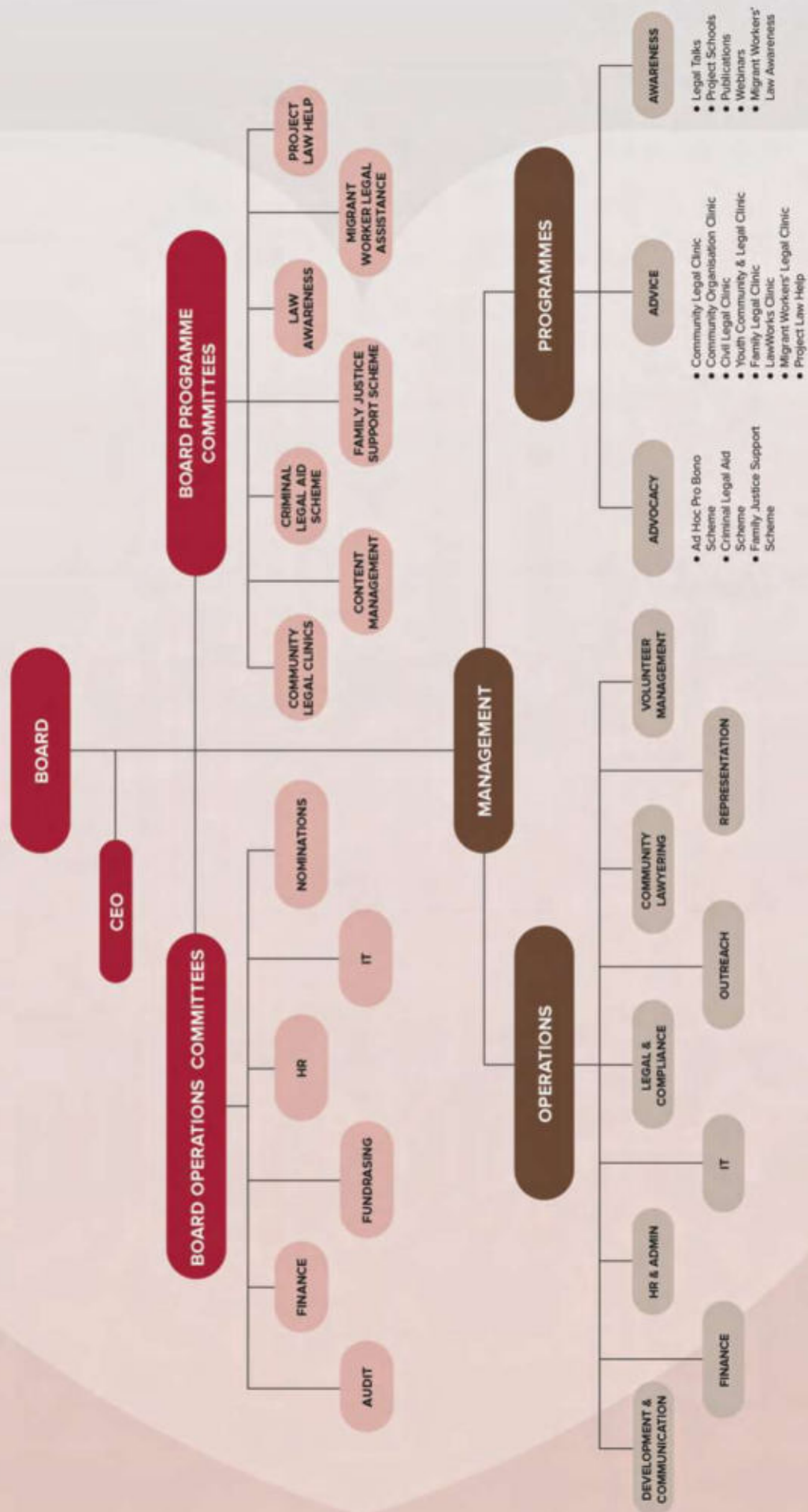
We are excited to announce our plans for the upcoming year. Following the successful launch of our first Community Law Centre¹⁸ in January 2023, we are committed to expanding our presence. Our goal is to open more Community Law Centres within the upcoming financial year and beyond, ultimately establishing one in each Community Development Council district.

By doing so, we aim to make legal services easily accessible and empower individuals in navigating legal complexities. We invite you to work with us, as we collaborate with partners, stakeholders, and supporters to turn this vision into a reality. Join us in our mission to create a society where justice is accessible to all.



¹⁸ Please visit page 37 to find out more about the Community Law Centre.

ORGANISATION CHART



BOARD OF DIRECTORS



Gregory Vijayendran, SC

Chairman

Appointed w.e.f. 4 January 2017

Gregory is a partner in the Commercial Litigation Practice Group in Rajah & Tann Singapore LLP. He is the immediate past President of The Law Society of Singapore.

Gregory was the inaugural Pro Bono Ambassador of The Law Society in 2009. He has been actively involved over the years in community-based legal clinics, as a facilitator and volunteer as well as representing indigent clients.

In community service, Gregory has had a longstanding and unique relationship with various charities and VWOs in aid of, among others, children and the elderly. Gregory presently serves as a Trustee of the National Youth Fund and the Rare Disease Fund as well as President of the Tribunal of Maintenance of Parents. In 2020, Gregory was also elected as Board Member of the National Council of Social Services and from last year, has been appointed as Honorary General Secretary.



Kelvin Wong

Deputy Chairman

Appointed w.e.f. 4 January 2017

Kelvin is Co-Head of the Corporate & Commercial Department of Allen & Gledhill LLP, and co-heads the Energy, Infrastructure and Projects Practice and the Employment, Health & Safety Practice.

He also serves as an independent director on the boards of the Singapore Anti-Narcotics Association, and a member of the Advisory Board of Victoria Junior College, Victoria School, and the College of Integrative Studies of Singapore Management University.

BOARD OF DIRECTORS



Paul Seah

Treasurer

Appointed w.e.f. 1 February 2019

Appointment as Treasurer commenced w.e.f. 24 February 2021

Paul is a Senior Partner of Tan Kok Quan Partnership. Widely recognised as a leading practitioner by leading independent legal publications, Paul has acted as lead counsel in some of Singapore's most important and high-profile litigation cases in recent years. Paul also has a speciality in insolvency and restructuring work, having advised on numerous well-publicised insolvencies. In addition, Paul is a regular writer and speaker on dispute resolution, restructuring and insolvency topics.

Outside of legal practice, Paul is a board member of the Living Waters Methodist Church, a board member of Metropolitan YMCA Singapore and an executive board member of the Trinity Annual Conference of the Methodist Church in Singapore. Paul also volunteers at Pro Bono SG's Community Legal Clinics where he dispenses free legal advice to the under-resourced on a regular basis.



Adrian Tan

Board Member

Appointed w.e.f. 4 January 2019

A sought-after senior litigator specialising in court disputes, Adrian's cases span the areas of intellectual property, confidential data misuse, shareholder oppression, contractual interpretation and class actions, among others.

Adrian finds the most satisfaction in tackling complex matters, especially when they result in leading decisions in Singapore's highest courts.

Notably, Adrian also possesses a rare second degree in computer science and psychology. This background, plus his experience as former general counsel at CrimsonLogic, a Singapore government technology company that provides network services in the legal, healthcare and trade sectors, puts Adrian in particularly good stead to address technology disputes, which are a burgeoning legal battleground. These range from data centre construction, social media defamation, copyright infringement and passing-off in relation to consumer electronics, and patent infringement of vaccines.

Adrian is recognised among professionals for his writing, which has appeared in a variety of media, ranging from The Business Times to his popular social media op-eds on law and current affairs which have amassed millions of views.

BOARD OF DIRECTORS



Arfat Selvam

Board Member

Appointed w.e.f. 4 January 2017

Arfat is a Managing Director of Duane Morris & Selvam LLP and Selvam LLC. She practices in the area of corporate law. Arfat was the President of The Law Society of Singapore in 2003. Before that, she had served as Council and Exco Member of The Law Society of Singapore and as Chairman of its Inquiry Panel and Corporate Practice Committee. She was Chairman of the Law Society Pro Bono Management Committee for 10 years up to 2017.

In 2015, she was awarded the CC Tan Award for upholding the values of honesty, fair play and personal integrity by The Law Society of Singapore and was made Law Society Pro Bono Ambassador in 2017.



Derek Kang

Board Member

Appointed w.e.f. 4 January 2017

Derek is the Managing Director of Cairnhill Law LLC. He is a dispute resolution lawyer with a focus on commercial and civil litigation, as well as criminal matters and has conducted and won trials and appeals at all levels of the Singapore judicial system.

Derek represents and advises companies and individuals in a broad range of cases, including shareholders' and directors' disputes, contractual and employment disputes and cases involving fraud.

He is currently the Chairman of the Criminal Legal Aid Scheme Committee and has also served on the Criminal Practice Committee of The Law Society of Singapore since 2006.



Dinesh Singh Dhillon

Board Member

Appointed w.e.f. 4 January 2017

Dinesh is a Partner at Allen & Gledhill LLP. He is the Co-Head of the firm's International Arbitration practice and practises international arbitration and litigation. He is the immediate past President of The Singapore Institute of Arbitrators and Vice Chair of the Asia Pacific Regional Forum of the International Bar Association.

He was also previously Honorary Treasurer of The Law Society of Singapore. Dinesh has been a volunteer of Pro Bono SG's Criminal Legal Aid Scheme, a non-profit initiative to provide legal assistance to needy defendants in criminal cases, and Ad Hoc Pro Bono Scheme since 2015.

BOARD OF DIRECTORS



Low Wei Ling
Board Member
Appointed w.e.f. 11 July 2022

Wei Ling is CEO of Vanda Global Capital, a Singapore Financial Institution comprising internationally systemically important governmental & non-governmental ecosystem. She contributes with extensive experience on boards & senior management roles in financial institutions, with expertise in strategic governance, risk management and compliance. Her appointments include, Advisory Board Member of the Singapore Management University Academy; Monetary Authority of Singapore Banking Industry Group, the Johns Hopkins University Center for Talented Youth SEA Advisory Group, Singapore Co-Chairman for International Trade Missions and at Board & Chair capacities at Rotary International Club, Foundation & District, Singapore.

Honoured to be Pro Bono SG's first Non-Lawyer Board Member, Wei Ling hopes to enhance the Board's focus on areas of Finance and Investment, Governance and Compliance, Risk and Crisis Management and Technology, Digitalisation and Digitization and strengthen innovation in delivering legal education.



N Sreenivasan, SC
Board Member
Appointed w.e.f. 4 January 2017

N Sreenivasan is the Managing Director and Managing Partner, Singapore at K&L Gates Straits Law LLC. He was previously a Council member, Exco member and Treasurer of The Law Society of Singapore. He has been actively involved in the pro bono activities of The Law Society of Singapore for over 25 years and has served as the Chairman of the Law Awareness Committee of The Law Society of Singapore and led various projects. He was also a member of the Steering Committee of the Enhanced CLAS.

N Sreenivasan was the Law Society Pro Bono Ambassador in 2010. He was also awarded the Public Service Medal in 2014.

BOARD OF DIRECTORS



Sim Guan Seng

Board Member

Appointed w.e.f. 1 September 2022

Guan Seng is currently the Managing Director of Cohen Assurance PAC. He has over three decades of experience in accounting and auditing related fields.

Guan Seng is active in the community and also serves as the Chairman of Finance Board at the Diocese of Singapore, Member of the Parochial Church Council at St James' Church, Director of Anglican Preschool Services Limited, and Chairman of Finance Committee and Director of National Volunteers & Philanthropy Centre.



Sunil Sudheesan

Board Member

Appointed w.e.f. 1 February 2020

Sunil is the Head of Quahe Woo & Palmer LLC's Criminal Department. Sunil's passion is criminal law. He is currently the President of the Association of Criminal Lawyers of Singapore. Sunil is actively involved in pro bono work and attends regularly to various legal clinics. He is also a volunteer lawyer with the Criminal Legal Aid Scheme.

For his efforts, Sunil was awarded one of the two Subordinate Courts' Volunteer of the Year (Advocate and Solicitor category) awards in 2010.

Currently, Sunil is one of a small group criminal lawyers assisting in the Enhanced Guidance for Plea Scheme in the State Courts. Sunil sits on the CLAS Steering Committee and is Council member of The Law Society of Singapore. Sunil is a member of the Law Society's Women in Practice Committee and the Criminal Practice Committee. He was Law Society Pro Bono Ambassador in 2019.

BOARD OF DIRECTORS



Tan Cheow Hung

Board Member

Appointed w.e.f. 4 January 2017

Cheow Hung is a Director at Beacon Law Corporation. He has more than two decades of experience in private legal practice. The greater part of his experience has been in Dispute Resolution; of which pro bono representation for the underprivileged among both the local and migrant communities formed a considerable part of his work.

He was Law Society Pro Bono Ambassador in 2016. In addition to being on the Board of Pro Bono SG, Cheow Hung is also currently a director of the Lions Home for The Elders.



Thio Shen Yi, SC

Board Member

Appointed w.e.f. 4 January 2017

A founding member of TSMP Law Corporation and a leading figure in Singapore's legal community, Shen Yi served as the 25th President of The Law Society of Singapore from 2015 to 2016. He was appointed Senior Counsel in 2008 and elected a Master Benchers of The Middle Temple in 2016. He specialises in corporate, commercial and financial litigation disputes.

Shen Yi is often cited as a leading individual in Dispute Resolution in many top international legal publications for his work in dispute resolution, primarily as counsel, occasionally as arbitrator.

EXECUTIVE MANAGEMENT



Lim Tanguy

Chief Executive Officer
Appointed w.e.f. 1 April 2017

Tanguy was a practising lawyer for 12 years before joining The Law Society of Singapore in 2007 to set up and run its Pro Bono Services Office. He served as The Law Society of Singapore's Director of Pro Bono Services until his appointment to Law Society Pro Bono Services (now Pro Bono SG) in 2017 as its Chief Executive Officer.

He is a passionate advocate for encouraging pro bono service by the legal profession and is a frequent speaker at regional pro bono conferences. A Tote Board scholar, Tanguy has had more than a decade of non-profit leadership experience in working with public-private-people partnerships to enhance access to justice in Singapore. Tanguy received the President's Volunteerism & Philanthropy Awards (Leaders of Good Award category) in 2022 for creating a positive impact in Singapore and galvanising others to do good.



Cai Chengying

Deputy Director, CEO's Office
Head of Community Lawyering
Appointed w.e.f. 24 February 2020

Chengying handled Pro Bono SG's legal, compliance, communications and development matters up till February 2023. She currently heads Pro Bono SG's community lawyering initiative, which provides integrated legal care to the most socially excluded through strong partnerships with the social sector, and the establishment of Community Law Centres in the heartlands. She also oversees the research, knowledge management and development of best integrated legal care practices to enhance access to justice for vulnerable groups.

Prior to joining Pro Bono SG, Chengying practised in the litigation departments of two leading Singapore law firms. She volunteered with Pro Bono SG's various legal aid programmes after getting called to the Bar and was seconded to the Criminal Legal Aid Scheme to do full-time pro bono criminal defence work as a pioneer CLAS Fellow in 2015.

EXECUTIVE MANAGEMENT



Lawrence Lee

Director, Head of Human Resource and Administration
Appointed w.e.f. 12 May 2021

Lawrence is a Human Resources and Learning & Development professional with almost three decades of experience at both the strategic and global levels. He has lived and worked in Singapore, Hong Kong, Shanghai, and Zurich. He holds an MSc in Human Resource Management and Development, awarded by the University of Salford, Manchester, and a Postgraduate Diploma in International HR & Globalisation from the University of Leicester. He also has a Higher Diploma in Hotel Management and a Diploma in Personnel Management.

Before being seconded to Pro Bono SG in May 2021 as part of the Sun Ray Scheme of the National Council of Social Services (NCSS), Lawrence served and contributed to the communities in Singapore, Cambodia, and Indonesia. He now leads the Human Resources and Administration function and provides strategic oversight to Volunteer Management in Pro Bono SG.



Ang Eek

Deputy Director, Head of Finance
Appointed w.e.f. 5 September 2022

Eek heads the finance function. He holds a Bachelor of Accountancy from the National University of Singapore and is a Chartered Accountant registered with the Institute of Singapore Chartered Accountants.

Prior to joining Pro Bono SG, Eek held leadership positions in finance and operational functions in several entities in the audit, banking, commercial and social services sectors. He brings a strategic perspective to level up the finance function at Pro Bono SG.



Steven Ang

Deputy Director, Head of IT
Appointed w.e.f. 19 April 2021

Prior to joining Pro Bono SG, Steven was the head of IT in a Singapore publicly listed company. An IT leader with a powerful blend of technology vision and business acumen he has helped many firms innovate and digitalised their businesses.

Well-versed in leading big data, Data analytics & Machine learning, he is leading the team in transforming Pro Bono SG to a new digital era.

EXECUTIVE MANAGEMENT



Claudine Tan

Assistant Director, Community Outreach, Legal Clinics, Project Law Help and Volunteer Management
Appointed w.e.f. 1 April 2017

Claudine joined The Law Society of Singapore in August 2015 to head Outreach and Communications in the Pro Bono Services Office. Prior to that, Claudine had spent over 17 years in the education and hospitality industries. Since coming on board, she has been overseeing initiatives and programmes that (a) serve the community through the Community Legal Clinics, Law Awareness outreach programmes and Project Law Help initiatives that support community organisations (b) support volunteers (c) assist or collaborate on pro bono initiatives with other agencies.



Sadhana Rai

Assistant Director, Head of Representation
Appointed w.e.f. 06 December 2021

Sadhana heads the Representation Department. She oversees the management and operations of the Criminal Legal Aid Scheme, Family Justice Support Scheme and the Ad Hoc Pro Bono Scheme. She also continues to hold a practising certificate which allows her to take up criminal cases.

Prior to joining CLAS, Sadhana practised commercial litigation at Drew & Napier LLC. She then joined the pioneer batch of CLAS Fellows in mid-2015 and was extended as a Fellow in 2016. This was unprecedented. She was subsequently appointed as one of the first CLAS Advocates in 2017 and mentored incoming CLAS Fellows.

BOARD COMMITTEES

AUDIT COMMITTEE

Chairperson

Arfat Selvam

Members

N Sreenivasan, SC

Paul Seah

Sim Guan Seng

FINANCE COMMITTEE

Chairperson

Paul Seah

Members

Cyril Chua

Tan Cheow Hung

Dinesh Singh Dhillon

Usha Chandradas

Low Wei-Ling

FUNDRAISING COMMITTEE

Chairperson

Thio Shen Yi, SC

Members

Adrian Tan

Dinesh Singh Dhillon

Joy Tan

Lok Vi Ming, SC

Stephen Revell

HR COMMITTEE

Gregory Vijayendran, SC

Kelvin Wong

IT COMMITTEE

Kelvin Wong

Paul Seah

NOMINATIONS COMMITTEE

Gregory Vijayendran, SC

Arfat Selvam

PROGRAMME COMMITTEES

CRIMINAL LEGAL AID SCHEME COMMITTEE

Chairperson and Board Representative

Derek Kang Yu Hsien

Vice-Chairperson

Cheong Jun Ming Mervyn*

Members

Aaron Lee Teck Chye**
 Andrew Chua Ruiming**
 Chia Ru Yun Megan Joan*
 Chong Yi Mei (Zhang Yimei)
 Chooi Jing Yen
 Darrell Low Kim Boon
 Harjeet Kaur Dhaliwal**
 Joan Peiyun Lim-Casanova*
 Josephine Iezu Costan*
 Lai Yan Ting
 Lau Wen Jin
 Loh Guo Wei, Melvin**
 Lulla Ammar Khan *
 Malcolm Tan Ban Hoe
 Mohamed Fazal Bin Abdul Hamid*
 Muntaz Binte Zainuddin**
 Muslim Albakri
 Ng Huiling Cheryl*
 Paul Cheong Yuen *
 Sim Bing Wen *
 Siraj Shaik Aziz
 Suresh Damodara
 Tan Li-Chern Terence**
 V Santhosh**
 Veluri Hari**
 Victor David Lau Dek Kai *
 Wong Siew Hong**

COMMUNITY LEGAL CLINICS COMMITTEE

Co-Chairpersons

Chua Yeow Hooi (Cyril)*

Hany Soh Hui Bin

Vice-Chairpersons

Choy Wing Kin Montague

Peggy Sarah Yee May Kuen

Members

Amira Nabila Budiyo
 Chen Chi
 Cheong Bing Cheng, Ben Chester
 Cheong Wei Yang Daryl*
 Chua Yeow Hooi (Cyril)
 Giouw Rong Zhen Jolie**
 Joan Peiyun Lim-Casanova
 Katie Lee Shih Ying*
 Kok Yee Keong (Guo Yiqiang)
 Kyle Yew Chang Mao
 Lai Yan Ting*
 Loh Guo Wei, Melvin
 Loh Weijie, Leonard
 Mohammad Rizuan Bin Mohammad Yasin*
 Muhammad Hasif Bin Abdul Aziz**
 Ong Boon Hwee William
 Ong Mori**
 Sean Francois La'Brooy*
 Tan Wei Ming (Wayne)*
 Tran Le Luu Phuong

Board Representative

Tan Cheow Hung

Resource Member

Lam Kuet Keng (Steven John)

* 1 April – 31 December 2022

** 1 January – 31 March 2023

PROGRAMME COMMITTEES

LAW AWARENESS COMMITTEE

Chairperson

Elaine Jia Ni Ho*
Richard Siaw Kin Yeow**

Vice-Chairpersons

Kamalarajan Malaiyandi Chettiar
Richard Siaw Kin Yeow*

Members

Ahmad Firdaus Bin Daud
Alwyn Tan Jun Wei**
Aw Wei Jie Daryn Emmanuel
Cheong Tian Ci, Torsten**
Elaine Jia Ni Ho**
Fong Wei Li
Gloria James-Civetta**
Halijah Binte Mohamad**
Ho Pearl**
Judy Ang Pei Xia*
Kala Anandarajah
Kellyn Lee Miao Qian*
Koh Kia Jeng
Lee Wei Han Shaun
Li Zhengliang Gabriel*
Lim Tong Jing*
Loo Yinglin Bestlyn**
Lyn Boxall
Nicole Thong Xiao Ying*
Paul Cheong Yuen*
Sarita Misir
Sharmaine Chan Sze Min**
Soh Su Ming, Berlin*
Ting Chi Yen*
Toh Wei Yi*
Yuen Djia Chiang Jonathan**

Resource Member

Toh Wei Yi**

PROJECT LAW HELP COMMITTEE

Chairperson

Tan Ming Kirk Richard

Vice-Chairperson

Usha Chandradas

Members

Anita Binte Ahamad*
Chiam Zhi Wen, Nick*
Chrystle Kuek Ying Ching
Juliana Yap Chin Choo
Lau Yan Wai*
Law Zhi Tian**
Lee Chia Ming*
Leong Shi Min, Nicole**
Lim Sui Yin Jeffrey
Lo Yan Ning Jennifer*
Loo Yinglin Bestlyn**
Lyn Boxall
Marini Martin Vincent
Mohamad Khairil Bin Suhairee*
Nico Lee Yin Hao*
Nicole Carmen Tan Yi (Chen Yi)
Sarita Misir
Seow Jia Xian
Tham Keng Yue Gerald*
Whalen-Bridge Helena Mildred

* 1 April – 31 December 2022

** 1 January – 31 March 2023

PROGRAMME COMMITTEES

FAMILY JUSTICE SUPPORT SCHEME

Chairperson

June Lim

Vice-Chairperson

Rebecca Vathanasin

Members

Amolat Singh
Anuradha Sharma
Aye Cheng Shone
Dharma Jayaram
Goh Ting Xuan Beverly**
Jaryl Lim Zhi Wei*
Jeanny Ng
Kanyakumari D/O Veerasamy
Lai Yan Ting (Francine)*
Lai Ying Ling Jenny
Lim Charmaine Jillian Phipps*
Lim Lei Theng
Lim Yan Yao, Bill**
Lisa Sam Hui Min*
Mundo Alyssa Galvan*
Naomi Zhiwen Ho*
R Shriveena Naidu*
Si Hoe Tat Chong
Sim Bock Eng**
Thng Yu Ting Angelia*
Wong Soo Chih

CONTENT MANAGEMENT COMMITTEE

Chairperson

Usha Chandradas

Vice-Chairperson

Hannah Lim

Members

Ahmad Firdaus Daud
Aw Wei Jie Daryn Emmanuel**
Chiam Zhi Wen, Nick*
Helena Mildred Whalen-Bridge
Low Yu Xuan (Lu Yuxuan)**
Lyn Boxall

MIGRANT WORKER LEGAL AID COMMITTEE

Co-Chairpersons

Gregory Vijayendran, SC
Dinesh Dhillon

Members

Adnaan Noor
Dipa Swaminathan
Felicia Ong
Foo Yuet Min
Leo Zhi Wei
Melvin Chan
Muhammed Ismail Noordin
Raj Singh Shergill

* 1 April – 31 December 2022

** 1 January – 31 March 2023

GOVERNANCE

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 instill public confidence in what we do. We were awarded the Charity Transparency Award 2022 for adopting good disclosure practices.

Please refer to the Charity Portal for our Governance Evaluation Checklist and the Charity Portal and/or our official website for our past Annual Reports and Financial Statements.

A. BOARD GOVERNANCE

Pro Bono SG is governed by a Board of Directors (the Board). No Board member is paid any remuneration or fees for his or her services and no Board member is a staff of Pro Bono SG.

Governing instruments

The Constitution governs, amongst other matters, the following issues:

1. Pro Bono SG's objects;
2. the Board's composition;
3. 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.

As part of providing appropriate induction to incoming Board members, Pro Bono SG has in place Board Administration Guidelines which aim to orient and guide Board members by providing reference information on matters including board responsibilities and governance, the conduct of board meetings, board selection and recruitment, training and evaluation of board effectiveness, strategic planning, programme management, financial management, reviews of internal controls and processes, and matters reserved for the Board's direction, which are distinct from the management and day-to-day operations of Pro Bono SG delegated to the CEO and Management.

Board roles and composition

It is the responsibility of the Board to ensure that Pro Bono SG complies with the Constitution and all relevant laws and regulations, as well as to make sure Pro Bono SG is governed and managed responsibly and prudently to achieve organisational effectiveness, credibility and sustainability.

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 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 Board Administration Guidelines which include skillsets and experience useful and related to Pro Bono SG's services and operations, ideal traits and characteristics, and the need for Board diversity.

GOVERNANCE

Term limits

Board members are appointed for a term of two (2) years and may be re-appointed at the expiration of the term. To ensure succession planning and steady renewal in the spirit of sustainability of Pro Bono SG, 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.

The Board conducts regular self-evaluation to assess its performance and effectiveness once per term or every three years, whichever is shorter. Board members complete evaluation forms which are then provided to the Nominations Committee for their review and feedback.

Board Committees

The Terms of Reference of our six (6) Board Committees are set out below.

i. Audit

The Audit Committee facilitates the external and internal audit of Pro Bono SG for the Board to obtain independent information about Pro Bono SG activities. The Audit Committee's responsibilities include:

- To oversee the financial reporting and disclosure process, and monitor the choice of accounting policies and principles;
- To review the audit plans and reports of the external auditors and internal auditors, and considers the effectiveness of the actions taken by management on the auditors' recommendations;
- To conduct periodic internal checks on key processes to ensure compliance with the established procedures, and report to the Board on the findings and recommendations for improvements;
- To analyse and address the risks that are associated with the key processes;
- To oversee regulatory compliance and whistleblower guidelines;
- To report to the Board of any financial irregularities, concerns and opportunities; and
- To liaise with auditors on any significant matters arising.

ii. Finance

The Finance Committee provides financial oversight for Pro Bono SG. The responsibilities of the Finance Committee include:

- To prepare Pro Bono SG's budget for Board's approval;
- To develop coherent financial policies for Pro Bono SG including investment policies and guidelines for the Board's approval;
- To review the various functions and activities of Pro Bono SG which impact the finances of Pro Bono SG;
- To ensure that the appropriate internal controls and risk management strategies (both operational and financial risks) are in place;
- To ensure accountability to the Board, Pro Bono SG and its stakeholders; and
- To present financial reports to the Board on a quarterly basis.

GOVERNANCE

iii. Fundraising

The Fundraising Committee is responsible for overseeing Pro Bono SG's overall fundraising and, in particular, the fundraising done by the Board. The Fundraising Committee's responsibilities include:

- To work with staff to establish a fund-raising plan that incorporates a series of appropriate vehicles, such as special events, direct mail, fundraising campaigns, etc;
- To work with fundraising staff in their efforts to raise money;
- To identify and solicit funds from external sources of support;
- To take the lead in certain types of outreach efforts, such as chairing a dinner/dance committee or hosting fund-raising parties, etc;
- To be responsible for involvement of all Board members in fundraising; and
- To monitor fundraising efforts to ensure that the fundraising activities are transparent and ethical, that donors are acknowledged appropriately, and that fundraising efforts are cost-effective.

iv. Human Resource

The HR Committee provides oversight of the development and sound implementation of personnel policies and practices. The responsibilities of the HR Committee include:

- Reviewing job descriptions;
- Establishing a system for setting the remuneration of staff;
- Establishing a volunteer management system;
- Establishing a fair and transparent performance review and appraisal system for staff;
- Reviewing staff salary and benefits package; and
- Guiding the development, review and authorisation of HR policies and procedures.

v. Nominations

The Nominations Committee is responsible for the general affairs of the Board. The Nominations Committee's responsibilities include the following:

- Reviews the structure, size and composition of the Board and Board Committees annually to ensure that the Board has an appropriate balance of independent Board Members and to ensure an appropriate balance of expertise, skills, attributes and ability among the Board Members;
- Identifies potential Board Member candidates and explores their interest and availability for Board service;
- Nominates individual to be appointed as Board Members;
- Takes the lead in succession planning for the Board Chairman, directors and CEO;
- Nominates Board Members for election as Board officers;
- Designs and oversees a process of Board orientation;
- Develops a transparent process for evaluating the performance of the Board, its Board Committees and directors;
- Reviews training and professional development programmes for the Board; and
- Identifies and nominates individuals to be appointed as Programme Committee Chairpersons.

GOVERNANCE

vi. IT

The IT Committee reports to the Board on policies, acquisitions and matters related to Pro Bono SG's IT assets, including:

- Advising the Board on IT matters;
- Overseeing the procurement of IT systems and equipment; and
- Establishing appropriate policies on IT systems and use of software.
- The IT Committee shall review and monitor:
 - The on-going appropriateness and relevance of Pro Bono SG's policy for the allocation of resources required to deliver both the short-term and long-term IT strategies;
 - On-going appropriateness and relevance of Pro Bono SG's information management and data governance framework and systems including those relating to compliance with the PDPA Regulations; and
 - Any major IT projects requiring tender or which the Committee consider are important to Pro Bono SG.
- The IT Committee shall approve:
 - Key performance indicators of IT services within the company; and
 - IT policies, standards and procedures and any major changes in Pro Bono SG's IT strategies, priorities and/or structures.

The Committee shall seek to ensure, in conjunction with the Audit Committee, and with all other committees and the Board, as applicable, that information and technology risks are identified, assessed and managed in line with relevant frameworks and recommend actions.

Board Meetings

The Board meets at least once every four (4) months with a quorum of three (3) Board members or one-third of the number of Board members, whichever is higher. 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. Pro Bono SG keeps adequate records of decisions in the minutes of general and Board meetings and circulates the same to the Board as soon as practicable.

Board meetings in the Financial Year ending 31 March 2023:

| Name of Board member | Attendance |
|---------------------------------------|------------|
| Mr Gregory Vijayendran, SC (Chairman) | 6/6 |
| Mr Kelvin Wong (Deputy Chairman) | 5/6 |
| Mr Paul Seah (Treasurer) | 4/6 |
| Mr Adrian Tan | 3/6 |
| Mrs Arfat Selvam | 4/6 |
| Mr Dinesh Dhillon | 5/6 |
| Mr Derek Kang | 6/6 |
| Mr Sunil Sudheesan | 3/6 |
| Mr Tan Cheow Hung | 6/6 |
| Mr N Sreenivasan, SC | 4/6 |
| Mr Thio Shen Yi, SC | 4/6 |
| Ms Low Wei-Ling | 5/5 |
| Mr Sim Guan Seng | 1/2 |

GOVERNANCE

B. CONFLICT OF INTEREST

Pro Bono SG's Constitution stipulates that all Board members should exercise independent judgement and act in the best interests of Pro Bono SG.

Pro Bono SG 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 Pro Bono SG 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 decision-making process and that Pro Bono SG 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.

Board members do not receive remuneration and staff are not involved in setting their own remuneration.

C. STRATEGIC PLANNING

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.

D. PROGRAMME MANAGEMENT

Pro Bono SG Committee Administration Guidelines set out the procedures for the appointment of Pro Bono SG programme committees, their work processes, and the respective responsibilities of committee members, committee chairpersons and committee secretariat representatives.

Pro Bono SG 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.

The terms of reference of our seven (7) Programme Committees are set out below.

i. *Criminal Legal Aid Scheme (CLAS)*

The Terms of Reference of the CLAS Committee are:

- To co-ordinate and advise the Board on the administration of the Criminal Legal Aid Scheme (the Scheme);
- To hold dialogue sessions, seminars, talks and visits relevant for volunteer lawyers and / or pupils of the Scheme on criminal law, practice and procedure;
- To publish relevant information to the public on the Scheme and on criminal law and procedure;
- To organise fund raising activities for the Scheme on behalf of Pro Bono SG; and
- To keep the Board apprised of all such activities.

GOVERNANCE

ii. Community Legal Clinics (CLC)

The Terms of Reference of the CLC Committee are:

- To ensure that the proposed expansion plans are implemented effectively, efficiently and according to the timeline;
- To provide guidance to the Secretariat and oversee the implementation process;
- To co-ordinate and advise the Board on the administration of the Community Legal Clinics network;
- To hold dialogue sessions, seminars, talks and visits relevant for volunteer lawyers and / or pupils on Community Legal Clinics processes, practice and procedure;
- To publish relevant information to the public on the Community Legal Clinics network and the services provided;
- To organise fund raising activities for the Community Legal Clinics network on behalf of Pro Bono SG; and
- To keep the Board apprised of all such activities.

iii. Content Management Committee

The Terms of Reference of the Content Management Committee are:

- To support Pro Bono SG's Secretariat and Programme Committees through overseeing the editorial content, design, publication and dissemination of Pro Bono SG's external publications;
- To periodically review Pro Bono SG's external publications to ensure that they remain relevant, serve the community, and are updated in a timely manner;
- To review publication standards and policies, with a view to ensuring Pro Bono SG's external publications are of a high quality, in line with publishing best practices and ethics and compliant with the applicable laws and regulations;
- To maintain a central repository of legal knowledge and related materials and collaterals;
- To mobilise and develop a pool of competent editors and contributors to carry out the functions described above;
- To report to the Pro Bono SG Board on the contribution of publishing activities towards Pro Bono SG's objectives.

iv. Law Awareness

The Terms of Reference of the Law Awareness Committee are:

- To assist the Board in its purpose to facilitate the acquisition of legal knowledge by members of the public;
- To recommend and implement law awareness projects and programmes for the public's benefit;
- To undertake fund raising projects on behalf of Pro Bono SG for law awareness programmes; and
- To apprise the Board of all such activities.

v. Project Law Help (PLH)

The Terms of Reference of the PLH Committee are:

- To make provision for a scheme by which legal practices and advocates and solicitors can provide pro bono non-litigation commercial legal advice to charities, non-profit organisations, social enterprises and voluntary welfare organisations; and
- To facilitate, promote, support and encourage a sustainable commitment to pro bono work within the legal profession in Singapore.

GOVERNANCE

vi. Family Justice Support Scheme (FJSS)

- To co-ordinate and advise on policy matters, protocols and processes concerning the FJSS;
- To liaise with stakeholders in the family justice system in relation to the administration of FJSS;
- Assist in mobilisation of volunteers and organising resources to support FJSS; and
- Assist in promoting awareness of FJSS.

vii. Migrant Worker Legal Assistance Committee

- To facilitate access to justice for migrant workers in Singapore through legal awareness, advice, and representation.
- To assist with and facilitate Pro Bono SG's migrant worker initiatives, including sourcing for and assisting with relevant grants.
- To assist with and advise on policy matters, protocols, and processes concerning Pro Bono SG's migrant worker initiatives.
- To periodically review Pro Bono SG's migrant worker initiatives to ensure they are accessible, practical, and updated.
- To liaise with stakeholders for effective administration, support, and improvement of Pro Bono SG's migrant worker initiatives.
- To promote awareness of Pro Bono SG's migrant worker initiatives.
- To mobilise and develop a pool of competent volunteers to assist in the functions described above, particularly subject matter experts. These volunteers should include but are not limited to volunteer interpreters and translators.
- To report to the Pro Bono SG Board on the contribution of migrant worker initiatives towards Pro Bono SG's objectives.

E. HUMAN RESOURCE AND VOLUNTEER MANAGEMENT

Pro Bono SG administers a Code of Conduct applicable to all Board members, employees and volunteers, which require them to act lawfully, honestly, ethically and in the best interests of Pro Bono SG when performing their duties.

Pro Bono SG also has a series of human resource policies and SOPs that cover areas such as credential verifications, remuneration, promotions, benefits, training and development, reimbursement of expenses, performance appraisal, disciplinary action and cessation of employment.

Pro Bono SG 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, Pro Bono SG has a fair and objective performance management process linked to measurable and clearly defined targets with regular performance appraisals, supervision and feedback systems.

Pro Bono SG discloses the annual remuneration of 3 highest paid staff for transparency:

| Salary Bands (in bands of SGD100,000) | Number of Staff |
|---------------------------------------|-----------------|
| SGD100,000 – SGD199,999 | 2 |
| SGD200,000 – SGD299,999 | 1 |

Pro Bono SG does not have paid staff who are close members of the family of the Executive Head or Board members.

Pro Bono SG has in place a Whistleblowing Policy that aims to deter wrongdoing and provide proper avenues for employees, volunteers, donors, beneficiaries and other stakeholders to raise concerns about suspected improprieties in good faith to the Audit Committee.

GOVERNANCE

The report form is available on the official website and may be downloaded from <https://bit.ly/3pKrNdK>. 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 Pro Bono SG's office located at 1 Havelock Square #B1-18 State Courts Singapore 059724, attention to the Chairperson of the Audit Committee.

Pro Bono SG has in place a Volunteer Management Policy to provide guidance to staff and volunteers on volunteer administration and management. The policy includes information on:

- volunteer management procedures on matters concerning maintenance of records, conflict of interest, confidentiality, personal data protection;
- volunteer recruitment and selection processes;
- volunteer orientation, training and development;
- volunteer supervision and evaluation; and
- volunteer support and recognition.

F. FINANCIAL MANAGEMENT AND INTERNAL CONTROLS

Financial management policies in place include policies on fixed and intangible asset management, procurement, the management of gifts, receipting, payment procedures and controls and an approval matrix setting out delegation of approval authority and limits of approval. The annual accounts are audited by an external professional audit firm. Pro Bono SG does not provide loans and donations to external parties.

Pro Bono SG has a fixed asset register to account for all its fixed assets. Pro Bono SG safeguards the value of its assets by getting adequate insurance.

The Board approves an annual budget after considering, amongst other matters, the committee work plans and budgets for the respective Programme Committees' activities for the year. The Board also monitors regularly Pro Bono SG's budget income and expenditure to ensure Pro Bono SG operates efficiently and adheres strictly to financial policies.

Our level and purpose of reserves, reserves ratio, purpose and amount of restricted funds are disclosed in our audited financial statements. Restricted funds are planned to be used for immediate operational needs, operational needs in the short term and/or in accordance with funding agreements. Pro Bono SG does not have endowment funds.

For long-term stability of the operations, it is the objective of Pro Bono SG to achieve reserves that would be able to sustain operations for a 3-year period in the event of a decline in donations.

G. RISK MANAGEMENT

Pro Bono SG's Board Administration Guidelines stipulate that the Board should conduct formal risk management exercises to identify and document key risks faced by Pro Bono SG and the related mitigating measures, and that key risks should be regularly monitored and reviewed. Accordingly, Pro Bono SG 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.

Pro Bono SG also has a Data Protection Policy in place.

GOVERNANCE

H. FUNDRAISING PRACTICES

Conduct of fundraising

Pro Bono SG fundraises according to best practices and in compliance with the relevant laws and regulations. Pro Bono SG does not engage third party fundraisers.

Accountability to donors

Pro Bono SG has a Gifts Policy in place to:

- Guide enquiries on gifts to Pro Bono SG and the administration of gifts;
- Identify circumstances under which the donor should seek independent advice;
- Ensure compliance with other relevant regulatory and compliance issues, including personal data protection and honoring requests for donor anonymity.

Pro Bono SG also has financial SOPs in place to ensure donations are properly accounted for and promptly deposited.

Anti-Money Laundering and Counter Financing of Terrorists

Pro Bono SG's Gifts Policy also 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.

J. PUBLIC IMAGE

To ensure that Pro Bono SG maintains an image consistent with its objectives, Pro Bono SG has a dedicated Communications and Development 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 Pro Bono SG's name and logos.

Pro Bono SG is committed to constructively engaging its stakeholders and the public, including through feedback channels and participating in focus groups and committees.

Pro Bono SG takes into consideration ESG factors in our activities, including by keeping our activities environmentally friendly and sustainable, maintaining good relationships with our stakeholders and maintaining high governance standards.

ENVIRONMENT



- 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.
- Tenants of the State Courts, an environmentally sustainable building awarded the BCA Green Mark Platinum award in 2018 for its innovative green features
- Flexibility for employees to work-from-home reducing need for commute
- Digitisation 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
- Mindful practice of 3Rs, through reusing event materials where possible, reducing and reusing plastic, repurposing items for multiple use and more.
- Conscious purchasing by supporting vendors which make positive impact on society or the environment, such as social enterprises.

SOCIAL



- Taking a person-centric approach and working hand in hand with community partners to provide multidisciplinary support for clients with legal challenges.
- Complementing national legal aid schemes to plug access to justice gaps for the needy and vulnerable.
- Mobilising skills-based volunteerism in the legal profession in collaboration with SG Cares Office.
 - Regular volunteer and donor engagement and appreciation platforms
 - Regular feedback loop 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

GOVERNANCE



- Shared Services partner of the Commissioner of Charities strengthening the charity sector through legal guidance and training on charities and corporate governance.
- Charity Transparency Awards winner 2022 for good disclosure practices.
- Full compliance with the Code of Governance for Charities and Institutions of Public Character and all relevant legislation and regulations.

TREASURER'S REPORT

Pro Bono SG has emerged financially more resilient and stable in the post-pandemic era. We had a net surplus of \$35,516 (FY2022/2023) to augment our reserves of \$3,847,268, reversing a net deficit of \$202,200 a year earlier. We would like to express our gratitude to our stakeholders for their continued support.

Here is the summarised movement of Pro Bono SG's Income and Expenditure and Balance Sheet for FY2022/2023:

INCOME AND EXPENDITURE

The General Fund reported a surplus of \$1,896,772 for FY2022/2023, higher than surplus of \$859,491 in FY2021/2022. The Restricted Funds reported a deficit of \$1,861,256 for FY2022/20223 compared to a deficit of \$1,061,690 in FY2021/2022.

Income

Total income in FY2022/2023 increased by \$1,219,061 (32%) from \$3,774,347 (FY2021/2022) to \$4,993,408 (FY2022/2023). The increase in income was mainly due to successful fundraising events and campaigns that resulted to an increase of \$664,150 and increases of government grants by \$749,735 comprising mainly of more CLAS Cases Grant and the new Partnership Development Fund.

Expenditure

Total expenditure increased by \$981,345 (26%) from \$3,976,547 (FY2021/2022) to \$4,957,892 (FY2022/2023), largely due to committee activities and projects expenditure.

1. Committee activities and projects

Committee activities and projects expenditure increased by \$531,204, from \$371,209 (FY2021/2022) to \$902,413 (FY2022/2023) mainly due to more expenditure on MinLaw CLAS Cases, fund raising and migrant workers' groups.

2. Administrative expenses

Administrative expenses increased by \$229,950, from \$496,375 (FY2021/2022) to \$726,325 (FY2022/2023) mainly due to increases in marketing communication of \$184,479, of which, \$120,000 was sponsored. Other increases were made to improve our website design and to set up toll free lines for better access by the public.

3. Personnel costs

Personnel costs increased by \$220,191, from \$3,108,963 (FY2021/2022) to \$3,329,154 (FY2022/2023) as we increased our outreach and services.

TREASURER'S REPORT

BALANCE SHEET

The key highlights of the balance sheet as at 31 March 2023 are:

- Current assets decreased by \$39,870, from \$4,687,553 (FY2021/2022) to \$4,647,683 (FY2022/2023).
- Non-current assets increased by \$150,240, from \$462,695 (FY2021/2022) to \$612,935 (FY2022/2023) mainly due to the development of customer relationship management software and the website portal Law Go Where.
- Total liabilities increased by \$74,584, from \$1,338,766 (FY2021/2022) to \$1,413,350 (FY2022/2023) mainly due to increase of trade and other payables of \$485,055, offset by a decrease in deferred grants of \$386,127.

Overall, Pro Bono SG ensures sustainability in our financial position through the continuous appeal of donations, application of grants and prudence in our expenditure.

FUNDS AND FULL COST BY PROGRAMME

As of 31 March 2023, the comparison of all fund balances versus the full year's programme costs are as follows:

- General fund balance of \$2,307,697 with full cost by Clinics \$645,751, Corporate \$417,985, Project Law Help \$209,792 and Adhoc Pro Bono Services \$29,237.
- Criminal Legal Aid Scheme balance of \$1,149,294 with full cost of \$2,966,422.
- Family Justice Support Scheme balance of \$166,490 with full cost of \$258,217.
- Community Law Centre balance of \$146,015 with full cost of \$5,980.
- Law Awareness deficit balance of \$7,201 with full cost of \$421,680.
- Bar Memorial balance of \$78,039 with no full cost.
- Invictus fund balance of \$6,934 with full cost of \$2,831.

I would like to take this opportunity to thank the members of Pro Bono SG Finance Committee - Dinesh, Cheow Hung, Cyril, Usha and Wei Ling for their unwavering support, counsel and contributions as well as Pro Bono SG's Board, Management and Finance staff for their cooperation and efforts in the budgeting process, improvements in financial policies and processes, presentation of financial reports and to ensure financial accountability to the Board.

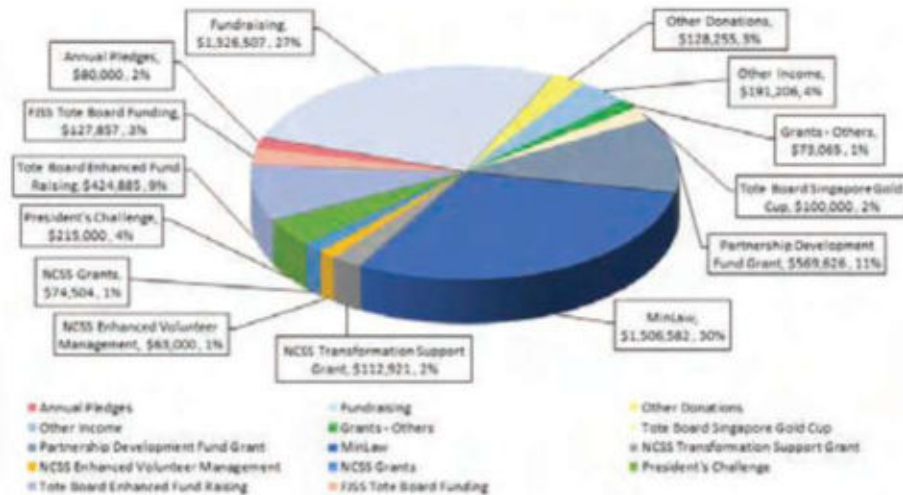
Lastly, I want to thank the Ministry of Law, NCSS, Tote Board as well as all donors and supporters of Pro Bono SG. I look forward to your continual support to Pro Bono SG to fulfil our vision and mission for all to have access to justice in Singapore.



Paul Seah
Treasurer

TREASURER'S REPORT

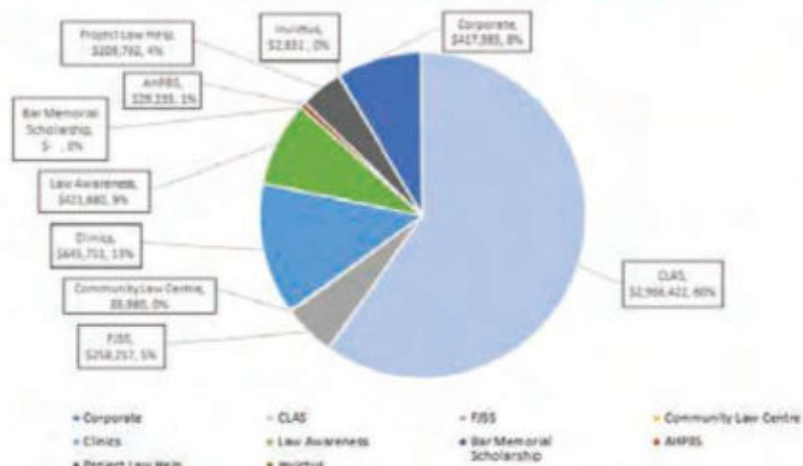
FY 22/23 INCOME (\$4,993,408)



FY 2022/2023 EXPENSES COMPARED WITH LAST YEAR



FY 2022/2023 FULL COST BY PROGRAMME



FINANCIAL STATEMENTS



**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 2023**

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

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STATEMENT BY THE COUNCIL

In the opinion of the Council, the financial statements of The Law Society of Singapore (the "Society") and its subsidiary (the "Group") are drawn up to present fairly, in all material respects, the state of affairs of the Group as at 31 March 2023 and the results, changes in funds and fair value reserve, and cash flows of the Group for the financial year then ended.

At the date of the statement, there are reasonable grounds to believe that the Society will be able to pay its debts as and when they fall due.

The Council, comprising the following as at the date of reporting, authorised the issues of these financial statements on **25 SEP 2023**

| | |
|----------------|------------------------------|
| President | Chan Tai-Hui Jason, SC |
| Vice President | Lisa Sam Hui Min |
| Vice President | Chia Boon Teck |
| Treasurer | Chia Soo Michael |
| Member | Tan Beng Hwee Paul |
| Member | Steven Lam Kuet Keng |
| Member | Chew Kei-Jin |
| Member | Chan Pengee Adrian |
| Member | Lim Hui Bian Vivienne |
| Member | Koh Choon Guan Daniel |
| Member | Siraj Omar, SC |
| Member | Nicholas Narayanan |
| Member | Gregory Xu Weicheng |
| Member | Sui Yi Siong (Xu Yixiong) |
| Member | Low Ying Li, Christine |
| Member | Foo Guo Zheng Benjamin |
| Member | Eva Teh Jing Hui |
| Member | Tan Wei-Min, Sarah Ephesians |
| Member | Andrew Chua Ruiming |
| Member | Darryl Chew Zijie |
| Member | Lim Seng Siew |

For and on behalf of the Council,



Chan Tai-Hui Jason, SC
President



Chia Soo Michael
Treasurer

Singapore, **25 SEP 2023**

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

Report on the Audit of the Financial Statements

Opinion

We have audited the 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 as at 31 March 2023, 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 year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements 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 state of affairs of the Group and the Society as at 31 March 2023 and the results, changes in funds and cash flows of the Group for the 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 Matter

The financial statements of the Group and the Society for the financial year ended 31 March 2022 were audited by another firm of auditors who expressed an unmodified opinion on those statements on 23 September 2022.

As part of our audit of the consolidated financial statements for the Group and statement of financial position of the Society for the financial year ended 31 March 2023, we also audited the adjustments described in Note 30 that were applied to amend the previous year financial statements. In our opinion, such adjustments are appropriate and have been properly applied. We were not engaged to audit, review or apply any procedures to the previous year financial statements of the Group and the Society other than with respect to the adjustments and, accordingly, we do not express an opinion or any other form of assurance on the previous year financial statements taken as a whole.

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新加坡特許會計師

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Other Information

Management is responsible for the other information. The other information comprises the Statement by the Council (as set out on page 2), but does not include the financial statements and our auditor's report thereon which we obtained prior to the date of this auditor's report, and the annual report, which we expected to be made available to us after that date.

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.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of the financial statements that give a true and fair view in accordance with the provisions of the Legal Profession Act and FRSs, and for devising and maintaining a system of internal accounting controls sufficient to provide a reasonable assurance that the assets are safeguarded against loss from unauthorised use or disposition, and transactions are properly authorised and that they are recorded as necessary to permit the preparation of true and fair financial statements and to maintain accountability of assets.

In preparing the financial statements, management 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 management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for 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:

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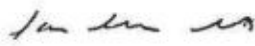
Auditor's Responsibilities for the Audit of the Financial Statements (Cont'd)

- 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.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management'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 to be kept by the Society and by the subsidiary incorporated in Singapore of which we are the auditors have been properly kept in accordance with the provisions of the Legal Profession Act, the Companies Act and the Charities Act.


LAU CHIN HUAT & CO
Public Accountants and
Chartered Accountants
Singapore
25 SEP 2023

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 March 2023**

| Note | General Fund (Note 23) | | Compensation Fund (Note 24.1) | | Other Funds (Notes 24.3 to 24.8) | | Total | | Pro Bono SG (Note 24.2) | | Total before inter-segment elimination | |
|-----------------------------------------------------------------------------------------------------|---------------------------|------------------------------|----------------------------------|----------------|-------------------------------------|----------------|------------------|------------------------------|----------------------------|------------------|-------------------------------------------|------------------------------|
| | FY 2023 S\$ | FY 2022 S\$ (Restated) | FY 2023 S\$ | FY 2022 S\$ | FY 2023 S\$ | FY 2022 S\$ | FY 2023 S\$ | FY 2022 S\$ (Restated) | FY 2023 S\$ | FY 2022 S\$ | FY 2023 S\$ | FY 2022 S\$ (Restated) |
| Income | | | | | | | | | | | | |
| Subscriptions and Compensation | | | | | | | | | | | | |
| Fund dues | 6,227,832 | 6,054,718 | 680,850 | 673,559 | - | 155,000 | 6,908,682 | 6,883,277 | - | - | 6,908,682 | 6,883,277 |
| Surplus from self-financing projects | 23.2 1,231,191 | 695,041 | - | - | - | - | 1,231,191 | 695,041 | - | - | 1,231,191 | 695,041 |
| Contributions | - | - | - | - | - | - | - | - | 1,534,762 | 895,333 | 1,534,762 | 895,333 |
| Government grants | 5, 23.3 261,050 | 656,628 | - | - | - | - | 261,050 | 656,628 | 3,167,440 | 2,417,705 | 3,428,490 | 3,074,333 |
| CLAS Co-Payment collection | - | - | - | - | - | - | - | - | 44,692 | 55,184 | 44,692 | 55,184 |
| Rental income | 600,000 | 600,000 | - | - | - | - | 600,000 | 600,000 | - | - | 600,000 | 600,000 |
| Income from operating activities | 326,114 | 248,793 | - | - | 13,877 | 7,075 | 339,991 | 255,868 | - | - | 339,991 | 255,868 |
| Amortisation of deferred grants | - | - | - | - | - | - | - | - | 100,000 | 83,043 | 100,000 | 83,043 |
| Other income | 1,346,298 | 795,903 | 205,079 | 231,946 | 882 | 7,326 | 1,552,259 | 1,035,175 | 146,514 | 323,082 | 1,698,773 | 1,358,257 |
| | 9,992,485 | 9,051,083 | 885,929 | 905,505 | 14,759 | 169,401 | 10,893,173 | 10,125,989 | 4,993,408 | 3,774,347 | 15,886,581 | 13,900,336 |
| Less: Expenditure | | | | | | | | | | | | |
| Expenditure for operating activities | 262,495 | 281,079 | 1,800 | - | 10,222 | 7,240 | 274,517 | 288,319 | 902,413 | 371,209 | 1,176,930 | 659,528 |
| Administrative expenses | 1,355,698 | 2,070,713 | - | 143,997 | 440 | 31,941 | 1,356,138 | 2,246,651 | 713,390 | 478,270 | 2,069,528 | 2,724,921 |
| Personnel costs | 5,992,123 | 5,376,088 | - | 52,635 | - | - | 5,992,123 | 5,428,723 | 3,329,154 | 3,108,963 | 9,321,277 | 8,537,686 |
| Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/SBF Foundation | 468,926 | 675,067 | - | - | - | - | 468,926 | 675,067 | - | - | 468,926 | 675,067 |
| Disciplinary proceedings costs | 445,538 | 238,175 | - | - | - | - | 445,538 | 238,175 | - | - | 445,538 | 238,175 |
| Interest on lease liabilities | 71,120 | 78,111 | - | - | - | - | 71,120 | 78,111 | 12,935 | 18,105 | 84,055 | 96,216 |
| | 8,595,900 | 8,719,233 | 1,800 | 196,632 | 10,662 | 39,181 | 8,608,362 | 8,955,046 | 4,957,892 | 3,976,547 | 13,566,254 | 12,931,593 |
| Surplus/(deficit) before tax | 1,396,585 | 331,850 | 884,129 | 708,873 | 4,097 | 130,220 | 2,284,811 | 1,170,943 | 35,516 | (202,200) | 2,320,327 | 968,743 |

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | General Fund (Note 23) | | Compensation Fund (Note 24.1) | | Other Funds (Notes 24.3 to 24.8) | | Total | | Pro Bono SG (Note 24.2) | | Total before inter-segment elimination | |
|-----------------------------------------------------------------------------|---------------------------|------------|----------------------------------|-----------|-------------------------------------|---------|-----------|-----------|----------------------------|-----------|-------------------------------------------|------------|
| | FY 2023 | FY 2022 | FY 2023 | FY 2022 | FY 2023 | FY 2022 | FY 2023 | FY 2022 | FY 2023 | FY 2022 | FY 2023 | FY 2022 |
| | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| | | (Restated) | | | | | | | | | | (Restated) |
| Surplus/(deficit) before tax | 1,396,585 | 331,850 | 884,129 | 708,873 | 4,097 | 130,220 | 2,284,811 | 1,170,943 | 35,516 | (202,200) | 2,320,327 | 968,743 |
| Share of results of associate (net of tax) | 52,390 | (17,027) | - | - | - | - | 52,390 | (17,027) | - | - | 52,390 | (17,027) |
| Tax expense | (262,457) | (114,657) | - | - | - | - | (262,457) | (114,657) | - | - | (262,457) | (114,657) |
| Net surplus / (deficit) for the financial year | 1,186,518 | 200,166 | 884,129 | 708,873 | 4,097 | 130,220 | 2,074,744 | 1,039,259 | 35,516 | (202,200) | 2,110,260 | 837,059 |
| Other comprehensive income/(loss) for the financial year, net of tax | | | | | | | | | | | | |
| <i>Items that will not be reclassified subsequently to profit or loss:</i> | | | | | | | | | | | | |
| Financial assets at fair value through other comprehensive income | | | | | | | | | | | | |
| - Fair value gain/(loss) - equity and debts instruments | (331,392) | 2,176,518 | (454,968) | 2,037,667 | - | - | (786,360) | 4,214,185 | - | - | (786,360) | 4,214,185 |
| Total comprehensive income/(loss) for the financial year | 855,126 | 2,376,684 | 429,161 | 2,746,540 | 4,097 | 130,220 | 1,288,384 | 5,253,444 | 35,516 | (202,200) | 1,323,900 | 5,051,244 |

The accompanying notes form an integral part of these financial statements.

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Note | Total before inter-segment elimination | | Inter-segment elimination | | Total after inter-segment elimination | |
|---------------------------------------------------------------------------------------------------------|------|-------------------------------------------|------------------------------|---------------------------|------------------------------|------------------------------------------|------------------------------|
| | | FY 2023 S\$ | FY 2022 S\$ (Restated) | FY 2023 S\$ | FY 2022 S\$ (Restated) | FY 2023 S\$ | FY 2022 S\$ (Restated) |
| Income | | | | | | | |
| Subscriptions and Compensation Fund dues | 4 | 6,908,682 | 6,883,277 | - | - | 6,908,682 | 6,883,277 |
| Surplus from self-financing projects | 4 | 1,231,191 | 695,041 | - | - | 1,231,191 | 695,041 |
| Contributions | | 1,534,762 | 895,333 | - | - | 1,534,762 | 895,333 |
| Government grants | 5 | 3,428,490 | 3,074,333 | - | - | 3,428,490 | 3,074,333 |
| CLAS Co-Payment collection | 4 | 44,692 | 55,184 | - | - | 44,692 | 55,184 |
| Rental income | | 600,000 | 600,000 | - | - | 600,000 | 600,000 |
| Income from operating activities | 4 | 339,991 | 255,868 | (1,828) | (3,831) | 338,163 | 252,037 |
| Amortisation of deferred grants | 13 | 100,000 | 83,043 | - | - | 100,000 | 83,043 |
| Other income | 6 | 1,698,773 | 1,358,257 | - | - | 1,698,773 | 1,358,257 |
| | | <u>15,886,581</u> | <u>13,900,336</u> | <u>(1,828)</u> | <u>(3,831)</u> | <u>15,884,753</u> | <u>13,896,505</u> |
| Less: Expenditure | | | | | | | |
| Expenditure for operating activities | | 1,176,930 | 659,528 | (1,828) | (3,831) | 1,175,102 | 655,697 |
| Administrative expenses | | 2,069,528 | 2,724,921 | - | - | 2,069,528 | 2,724,921 |
| Personnel costs | | 9,321,277 | 8,537,686 | - | - | 9,321,277 | 8,537,686 |
| Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/ SBF Foundation | | 468,926 | 675,067 | - | - | 468,926 | 675,067 |
| Disciplinary proceedings costs | | 445,538 | 238,175 | - | - | 445,538 | 238,175 |
| Interest on lease liabilities | 22 | 84,055 | 96,216 | - | - | 84,055 | 96,216 |
| | | <u>13,566,254</u> | <u>12,931,593</u> | <u>(1,828)</u> | <u>(3,831)</u> | <u>13,564,426</u> | <u>12,927,762</u> |
| Surplus before tax | | <u>2,320,327</u> | <u>968,743</u> | <u>-</u> | <u>-</u> | <u>2,320,327</u> | <u>968,743</u> |

**CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Note | Total before inter-segment elimination | | Inter-segment elimination | | Total after inter-segment elimination | |
|---------------------------------------------------------------------------------|------|-------------------------------------------|------------------------------|---------------------------|----------------|------------------------------------------|------------------------------|
| | | FY 2023 S\$ | FY 2022 S\$ (Restated) | FY 2023 S\$ | FY 2022 S\$ | FY 2023 S\$ | FY 2022 S\$ (Restated) |
| Surplus before tax | | 2,320,327 | 968,743 | - | - | 2,320,327 | 968,743 |
| Share of results of associate (net of tax) | 17 | 52,390 | (17,027) | - | - | 52,390 | (17,027) |
| Surplus before tax | | 2,372,717 | 951,716 | - | - | 2,372,717 | 951,716 |
| Tax expense | 7 | (262,457) | (114,657) | - | - | (262,457) | (114,657) |
| Net surplus for the financial year | | 2,110,260 | 837,059 | - | - | 2,110,260 | 837,059 |
| Other comprehensive income/(loss) for the financial year, net of tax | | | | | | | |
| <i>Items that will not be reclassified subsequently to profit or loss:</i> | | | | | | | |
| Financial assets, at FVOCI | | | | | | | |
| - Fair value gain/(loss) - equity and debts instruments | | (786,360) | 4,214,185 | - | - | (786,360) | 4,214,185 |
| Total comprehensive income for the financial year | | 1,323,900 | 5,051,244 | - | - | 1,323,900 | 5,051,244 |

The accompanying notes form an integral part of these financial statements.

STATEMENT OF FINANCIAL POSITION AS AT 31 March 2023

| | Note | Unrestricted fund | | Restricted funds | | | | | | Total | | 1 April 21 S\$ (Restated) |
|-----------------------------------------|------|-------------------|-------------------|-------------------|-------------------|----------------|----------------|----------------------|-------------------|-------------------|-------------------|---------------------------------|
| | | General fund | | Compensation Fund | | Other funds | | Monies held in Trust | | | | |
| | | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | |
| | | S\$ | S\$ (Restated) | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ (Restated) | S\$ | S\$ (Restated) | |
| ASSETS | | | | | | | | | | | | |
| Current assets | | | | | | | | | | | | |
| Fixed deposits, bank and cash balances | 8 | 15,908,624 | 15,850,944 | 13,118,848 | 13,624,610 | 358,934 | 334,210 | 8,132,684 | 7,168,142 | 37,519,090 | 36,977,906 | 30,027,081 |
| Financial assets, at FVTPL | 9 | 1,022,060 | 908,147 | 1,022,060 | 908,146 | - | - | - | - | 2,044,120 | 1,816,293 | 1,880,705 |
| Financial assets, at FVOCI | 10 | 2,069,946 | 1,887,980 | 2,546,577 | 3,596,616 | - | - | - | - | 4,616,523 | 5,484,596 | 5,925,275 |
| Inventories | 11 | - | - | - | - | 35,954 | 41,476 | - | - | 35,954 | 41,476 | 44,227 |
| Trade and other receivables | 12 | 4,092,132 | 3,938,248 | 373,450 | 12,969 | 87 | 42,988 | - | - | 4,465,669 | 3,994,205 | 4,010,942 |
| Contract assets | 4 | - | - | - | - | - | - | - | - | - | - | - |
| Deferred expenditure | 13 | - | - | - | - | - | - | - | - | - | - | - |
| | | <u>23,092,762</u> | <u>22,585,319</u> | <u>17,060,935</u> | <u>18,142,341</u> | <u>394,975</u> | <u>418,674</u> | <u>8,132,684</u> | <u>7,168,142</u> | <u>48,681,356</u> | <u>48,314,476</u> | <u>41,888,230</u> |
| Non-current assets | | | | | | | | | | | | |
| Property, plant and equipment | 14 | 1,515,087 | 2,978,134 | - | - | - | - | - | - | 1,515,087 | 2,978,134 | 3,810,709 |
| Investment property | 15 | 3,940,147 | 4,095,679 | - | - | - | - | - | - | 3,940,147 | 4,095,679 | 4,251,211 |
| Investment in subsidiary | 16 | - | - | - | - | - | - | - | - | - | - | - |
| Investment in associate | 17 | 136,970 | 84,580 | - | - | - | - | - | - | 136,970 | 84,580 | 101,607 |
| Intangible assets | 18 | 23,427 | 37,517 | - | - | - | - | - | - | 23,427 | 37,517 | 50,800 |
| | | <u>5,615,631</u> | <u>7,195,910</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>5,615,631</u> | <u>7,195,910</u> | <u>8,214,327</u> |
| Interfund – amount due (to)/from | | | | | | | | | | | | |
| | 19 | (51,175) | 175,026 | 1,740,213 | 143,384 | (177,999) | (193,780) | (1,511,039) | (124,630) | - | - | - |
| Total assets | | <u>28,657,218</u> | <u>29,956,255</u> | <u>18,801,148</u> | <u>18,285,725</u> | <u>216,976</u> | <u>224,894</u> | <u>6,621,645</u> | <u>7,043,512</u> | <u>54,296,987</u> | <u>55,510,386</u> | <u>50,102,557</u> |

STATEMENT OF FINANCIAL POSITION AS AT 31 March 2023 (CONT'D)

| | | Unrestricted fund | | Restricted funds | | | | | | | | | | |
|--------------------------------|--------|-------------------|-------------|-------------------|-------------|-------------|-------------|----------------------|-------------|-------------|-------------|-------------|--|--|
| | | General fund | | Compensation Fund | | Other funds | | Monies held in Trust | | Total | | | | |
| | | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | | | |
| Note | | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | | |
| | | | (Restated) | | | | | | (Restated) | | (Restated) | (Restated) | | |
| LIABILITIES | | | | | | | | | | | | | | |
| Current liabilities | | | | | | | | | | | | | | |
| Contract liabilities | 4 | 3,437,894 | 2,604,242 | 372,800 | 274,841 | - | - | - | - | 3,810,694 | 2,879,083 | 3,049,202 | | |
| Trade and other payables | 20 | 917,661 | 1,502,566 | 72 | 11,769 | (3,322) | 8,693 | - | - | 914,411 | 1,523,028 | 1,531,394 | | |
| Monies held in trust | 21 | - | 1,008,763 | - | - | - | - | 6,621,645 | 7,043,512 | 6,621,645 | 8,052,275 | 7,098,617 | | |
| Deferred grants | 13 | - | - | - | - | - | - | - | - | - | - | 111,986 | | |
| Lease liabilities | 22 | 467,589 | 677,255 | - | - | - | - | - | - | 467,589 | 677,255 | 710,392 | | |
| Income tax liabilities | 7 | 373,000 | 125,000 | - | - | - | - | - | - | 373,000 | 125,000 | 65,972 | | |
| | | 5,196,144 | 5,917,826 | 372,872 | 286,610 | (3,322) | 8,693 | 6,621,645 | 7,043,512 | 12,187,339 | 13,256,641 | 12,567,563 | | |
| Non-current liabilities | | | | | | | | | | | | | | |
| Deferred grants | 13 | 50,000 | 75,000 | - | - | - | - | - | - | 50,000 | 75,000 | 100,000 | | |
| Other payable | 20 | 150,000 | 207,500 | - | - | - | - | - | - | 150,000 | 207,500 | 150,000 | | |
| Lease liabilities | 22 | 535,810 | 1,885,791 | - | - | - | - | - | - | 535,810 | 1,885,791 | 2,452,984 | | |
| | | 735,810 | 2,168,291 | - | - | - | - | - | - | 735,810 | 2,168,291 | 2,702,984 | | |
| Total liabilities | | 5,931,954 | 8,086,117 | 372,872 | 286,610 | (3,322) | 8,693 | 6,621,645 | 7,043,512 | 12,923,149 | 15,424,932 | 15,270,547 | | |
| NET ASSETS | | | | | | | | | | | | | | |
| | | 22,725,264 | 21,870,138 | 18,428,276 | 17,999,115 | 220,298 | 216,201 | - | - | 41,373,838 | 40,085,454 | 34,832,010 | | |
| Represented by: | | | | | | | | | | | | | | |
| Accumulated funds | 23, 24 | 21,890,275 | 20,703,757 | 17,689,822 | 16,805,693 | 220,298 | 216,201 | - | - | 39,800,395 | 37,725,651 | 36,686,392 | | |
| Fair value reserve | | 834,989 | 1,166,381 | 738,454 | 1,193,422 | - | - | - | - | 1,573,443 | 2,359,803 | (1,854,382) | | |
| TOTAL FUNDS | | 22,725,264 | 21,870,138 | 18,428,276 | 17,999,115 | 220,298 | 216,201 | - | - | 41,373,838 | 40,085,454 | 34,832,010 | | |

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 March 2023

| Unrestricted fund | | | | Restricted funds | | | | | | | | Total | | |
|-----------------------------------------|-----|-------------------|-------------------|-------------------|-------------------|------------------|------------------|----------------|----------------|----------------------|------------------|-------------------|-------------------|-------------------|
| General fund | | | | Compensation Fund | | Pro Bono SG | | Other funds | | Monies held in Trust | | | | |
| 31 March 23 | | 31 March 22 | | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 1 April 21 |
| Note | S\$ | S\$ | | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| | | (Restated) | | | | | | | | | (Restated) | | (Restated) | (Restated) |
| ASSETS | | | | | | | | | | | | | | |
| Current assets | | | | | | | | | | | | | | |
| Fixed deposits, bank and cash balances | 8 | 15,908,624 | 15,850,944 | 13,118,848 | 13,624,610 | 3,804,715 | 4,164,243 | 358,934 | 334,210 | 8,132,684 | 7,168,142 | 41,323,805 | 41,142,149 | 34,448,663 |
| Financial assets, at FVTPL | 9 | 1,022,060 | 908,147 | 1,022,060 | 908,146 | - | - | - | - | - | - | 2,044,120 | 1,816,293 | 1,880,705 |
| Financial assets, at FVOCI | 10 | 2,069,946 | 1,887,980 | 2,546,577 | 3,596,616 | - | - | - | - | - | - | 4,616,523 | 5,484,596 | 5,925,275 |
| Inventories | 11 | - | - | - | - | - | - | 35,954 | 41,476 | - | - | 35,954 | 41,476 | 44,227 |
| Trade and other receivables | 12 | 4,092,132 | 3,938,248 | 373,450 | 12,969 | 609,428 | 457,051 | 87 | 42,988 | - | - | 5,075,097 | 4,451,256 | 4,199,219 |
| Contract assets | 4 | - | - | - | - | 240,741 | 64,007 | - | - | - | - | 240,741 | 64,007 | 223,720 |
| Deferred expenditure | 13 | - | - | - | - | - | 2,250 | - | - | - | - | - | 2,250 | 48,424 |
| | | <u>23,092,762</u> | <u>22,585,319</u> | <u>17,060,935</u> | <u>18,142,341</u> | <u>4,654,884</u> | <u>4,687,551</u> | <u>394,975</u> | <u>418,674</u> | <u>8,132,684</u> | <u>7,168,142</u> | <u>53,336,240</u> | <u>53,002,027</u> | <u>46,770,233</u> |
| Non-current assets | | | | | | | | | | | | | | |
| Property, plant and equipment | 14 | 1,515,087 | 2,978,134 | - | - | 311,210 | 395,538 | - | - | - | - | 1,826,297 | 3,373,672 | 4,329,215 |
| Investment property | 15 | 3,940,147 | 4,095,679 | - | - | - | - | - | - | - | - | 3,940,147 | 4,095,679 | 4,251,211 |
| Investment in subsidiary | 16 | - | - | - | - | - | - | - | - | - | - | - | - | - |
| Investment in associate | 17 | 136,970 | 84,580 | - | - | - | - | - | - | - | - | 136,970 | 84,580 | 101,607 |
| Intangible assets | 18 | 23,427 | 37,517 | - | - | 301,725 | 67,429 | - | - | - | - | 325,152 | 104,946 | 150,966 |
| | | <u>5,615,631</u> | <u>7,195,910</u> | <u>-</u> | <u>-</u> | <u>612,935</u> | <u>462,967</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>6,228,566</u> | <u>7,658,877</u> | <u>8,832,999</u> |
| Interfund – amount due (to)/from | | | | | | | | | | | | | | |
| | 19 | (51,175) | 175,026 | 1,740,213 | 143,384 | 0 | 0 | (177,999) | (193,780) | (1,511,039) | (124,630) | 0 | 0 | 0 |
| Total assets | | <u>28,657,218</u> | <u>29,956,255</u> | <u>18,801,148</u> | <u>18,285,725</u> | <u>5,267,819</u> | <u>5,150,518</u> | <u>216,976</u> | <u>224,894</u> | <u>6,621,645</u> | <u>7,043,512</u> | <u>59,564,806</u> | <u>60,660,904</u> | <u>55,603,232</u> |

CONSOLIDATED STATEMENT OF FINANCIAL POSITION AS AT 31 March 2023 (CONT'D)

| | | Unrestricted fund | | Restricted funds | | | | | | | | | | | | |
|--------------------------|--------|-------------------|-------------|-------------------|-------------|-------------|-------------|-------------|-------------|----------------------|-------------|-------------|-------------|-------------|--|--|
| | | General fund | | Compensation Fund | | Pro Bono SG | | Other funds | | Monies held in Trust | | Total | | | | |
| | | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 31 March 23 | 31 March 22 | 1 April 21 | | |
| Note | | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | | |
| | | | (Restated) | | | | | | | | (Restated) | | (Restated) | (Restated) | | |
| LIABILITIES | | | | | | | | | | | | | | | | |
| Current liabilities | | | | | | | | | | | | | | | | |
| Contract liabilities | 4 | 3,437,894 | 2,604,242 | 372,800 | 274,841 | 100,000 | - | - | - | - | - | 3,910,694 | 2,879,083 | 3,126,402 | | |
| Trade and other payables | 20 | 917,661 | 1,502,566 | 72 | 11,769 | 1,127,608 | 635,352 | (3,322) | 8,693 | - | - | 2,042,019 | 2,158,380 | 2,383,227 | | |
| Monies held in trust | 21 | - | 1,008,763 | - | - | - | - | - | - | 6,621,645 | 7,043,512 | 6,621,645 | 8,052,275 | 7,098,617 | | |
| Deferred grants | 13 | - | - | - | - | 10,373 | 396,500 | - | - | - | - | 10,373 | 396,500 | 261,722 | | |
| Lease liabilities | 22 | 467,589 | 677,255 | - | - | 111,643 | 106,210 | - | - | - | - | 579,232 | 783,465 | 811,432 | | |
| Income tax liabilities | 7 | 373,000 | 125,000 | - | - | - | - | - | - | - | - | 373,000 | 125,000 | 65,972 | | |
| | | 5,196,144 | 5,917,826 | 372,872 | 286,610 | 1,349,624 | 1,138,062 | (3,322) | 8,693 | 6,621,645 | 7,043,512 | 13,536,963 | 14,394,703 | 13,747,372 | | |
| Non-current liabilities | | | | | | | | | | | | | | | | |
| Deferred grants | 13 | 50,000 | 75,000 | - | - | - | - | - | - | - | - | 50,000 | 75,000 | 100,000 | | |
| Other payable | 20 | 150,000 | 207,500 | - | - | - | - | - | - | - | - | 150,000 | 207,500 | 150,000 | | |
| Lease liabilities | 22 | 535,810 | 1,885,791 | - | - | 70,927 | 200,704 | - | - | - | - | 606,737 | 2,086,495 | 2,759,898 | | |
| | | 735,810 | 2,168,291 | - | - | 70,927 | 200,704 | - | - | - | - | 806,737 | 2,368,995 | 3,009,898 | | |
| Total liabilities | | 5,931,954 | 8,086,117 | 372,872 | 286,610 | 1,420,551 | 1,338,766 | (3,322) | 8,693 | 6,621,645 | 7,043,512 | 14,343,700 | 16,763,698 | 16,757,270 | | |
| NET ASSETS | | 22,725,264 | 21,870,138 | 18,428,276 | 17,999,115 | 3,847,268 | 3,811,752 | 220,298 | 216,201 | - | - | 45,221,106 | 43,897,206 | 38,845,962 | | |
| Represented by: | | | | | | | | | | | | | | | | |
| Accumulated funds | 23, 24 | 21,890,275 | 20,703,757 | 17,689,822 | 16,805,693 | 3,847,268 | 3,811,752 | 220,298 | 216,201 | - | - | 43,647,663 | 41,537,403 | 40,700,344 | | |
| Fair value reserve | | 834,989 | 1,166,381 | 738,454 | 1,193,422 | - | - | - | - | - | - | 1,573,443 | 2,359,803 | (1,854,382) | | |
| TOTAL FUNDS | | 22,725,264 | 21,870,138 | 18,428,276 | 17,999,115 | 3,847,268 | 3,811,752 | 220,298 | 216,201 | - | - | 45,221,106 | 43,897,206 | 38,845,962 | | |

**CONSOLIDATED STATEMENT OF CHANGES IN FUNDS AND FAIR VALUE RESERVE
FOR THE FINANCIAL YEAR ENDED 31 March 2023**

| | Unrestricted Fund | Restricted Fund | Total Accumulated Fund | Fair Value Reserve | Total |
|---------------------------------------------------|-------------------|-----------------|------------------------|--------------------|------------|
| Balance at 1 April 2021 | | | | | |
| -as previously reported | 20,115,762 | 20,182,883 | 40,298,645 | (1,854,382) | 38,444,263 |
| -prior year restatements | 387,829 | 13,870 | 401,699 | - | 401,699 |
| Balance at 1 April 2021, as restated | 20,503,591 | 20,196,753 | 40,700,344 | (1,854,382) | 38,845,962 |
| Surplus for the financial year | | | | | |
| -as previously reported | 131,279 | 636,893 | 768,172 | - | 768,172 |
| -prior year restatements | 68,887 | - | 68,887 | - | 68,887 |
| Transfer (from)/to | - | - | - | - | - |
| Other comprehensive income for the financial year | | | | | |
| -fair value reserve | - | - | - | 4,214,185 | 4,214,185 |
| Total comprehensive income for the financial year | 200,166 | 636,893 | 837,059 | 4,214,185 | 5,021,244 |
| Balance at 31 March 2022 | 20,703,757 | 20,833,646 | 41,537,403 | 2,359,803 | 43,897,206 |

**CONSOLIDATED STATEMENT OF CHANGES IN FUNDS AND FAIR VALUE RESERVE
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Unrestricted Fund | Restricted Fund | Total Accumulated Fund | Fair Value Reserve | Total |
|------------------------------------------------------|----------------------|-----------------|------------------------------|--------------------|------------|
| Balance at 1 April 2022 | 20,703,757 | 20,833,646 | 41,537,403 | 2,359,803 | 43,897,206 |
| Surplus for the financial year | 1,186,518 | 923,742 | 2,110,260 | - | 2,110,260 |
| Transfer (from)/to | - | - | - | - | - |
| Other comprehensive income for the financial year | | | | | |
| -fair value reserve | - | - | - | (786,360) | (786,360) |
| Total comprehensive income for the financial year | 1,186,518 | 923,742 | 2,110,260 | (786,360) | 1,323,900 |
| Balance at 31 March 2023 | 21,890,275 | 21,757,388 | 43,647,663 | 1,573,443 | 45,221,106 |

The accompanying notes form an integral part of these financial statements.

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 March 2023**

| | Note | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-------------------------------------------------------------------------------|------|-----------------|------------------------------|
| Cash flows from operating activities | | | |
| Surplus before tax | | 2,372,717 | 951,716 |
| Adjustments for: | | | |
| - Amortisation of intangible assets | 18 | 37,208 | 46,020 |
| - Amortisation of deferred grants | 13 | - | (83,043) |
| - Amortisation of deferred expenditure | 13 | - | 46,174 |
| - Amortisation of Job Support Scheme | | - | (42,524) |
| - Depreciation of property, plant and equipment | 14 | 762,545 | 1,002,744 |
| - Depreciation of investment property | 15 | 155,532 | 155,532 |
| - Fair value (gain)/loss on financial assets, at FVTPL | | (227,827) | 263,924 |
| - Interest income | | (448,321) | (139,930) |
| - Interest on lease liabilities | 22 | 84,055 | 96,216 |
| - Investment income | | (252,328) | (152,679) |
| - Gain on discharge of lease | | (194,143) | - |
| - Loss on disposal of property, plant and equipment | | 7,277 | - |
| - Honoraria and disbursements for CLAS lawyers written back | | (170,210) | (232,305) |
| - Share of results of associate (net of tax) | | (52,390) | 17,027 |
| Operating cash flows before working capital changes | | 2,074,115 | 1,928,872 |
| Changes in working capital | | | |
| - Fixed deposits and bank balances held in trust | | (364,109) | (69,525) |
| - Inventories | | 5,522 | 2,751 |
| - Trade and other receivables | | (621,591) | (211,287) |
| - Deferred grants received | | (386,127) | 235,345 |
| - Contract assets | | (176,734) | - |
| - Contract liabilities | | 1,031,611 | (170,118) |
| - Trade and other payables and monies held in trust | | (1,629,491) | 1,060,378 |
| Cash generated (used in)/generated from operations | | (66,804) | 2,776,416 |
| Income tax paid | 7 | (14,457) | (55,629) |
| Net cash (used in)/generated from operating activities | | (81,261) | 2,720,787 |
| Cash flows from investing activities | | | |
| Purchase of property, plant and equipment | 14 | (141,585) | (47,201) |
| Purchase of intangible assets | 18 | (257,414) | - |
| Movement in margin account with brokers | | - | 3,113,533 |
| Purchase of financial assets at fair value through other comprehensive income | | (21,431) | (5,636,329) |
| Proceeds from disposal of financial assets investments | | 103,144 | 7,130,827 |
| Interest received | | 98,488 | 139,930 |
| Investment income received | | 171,938 | - |
| Net cash (used in)/generated from investing activities | | (46,860) | 4,700,760 |

**CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Note | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|---------------------------------------------------------------------|------|-------------------|------------------------------|
| Cash flows from financing activities | | | |
| Interest on lease liabilities | | (84,055) | (96,216) |
| Repayments of lease liabilities | | (570,710) | (701,370) |
| Net cash used in financing activities | | <u>(654,765)</u> | <u>(797,586)</u> |
| Net (decrease)/increase in cash and cash equivalents | | (782,886) | 6,623,961 |
| Cash and cash equivalents at the beginning of financial year | | <u>33,974,007</u> | <u>27,350,046</u> |
| Cash and cash equivalents at the end of financial year | 8 | <u>33,191,121</u> | <u>33,974,007</u> |

The accompanying notes form an integral part of these financial statements.

**DETAILED CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Unrestricted fund | | Restricted funds | | | Total |
|-------------------------------------------------------------|-------------------|-------------------|------------------|-------------|----------------------|-----------|
| | General Fund | Compensation Fund | Pro Bono SG | Other Funds | Monies held in Trust | |
| FY 2022 (restated) | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| Cash flows from operating activities | | | | | | |
| Surplus before tax | 314,823 | 708,873 | (202,200) | 130,220 | - | 951,716 |
| Adjustments for: | | | | | | |
| - Amortisation of intangible assets | 13,283 | - | 32,737 | - | - | 46,020 |
| - Amortisation of deferred grants | - | - | (83,043) | - | - | (83,043) |
| - Amortisation of deferred expenditure | - | - | 46,174 | - | - | 46,174 |
| - Amortisation of Job Support Scheme | - | - | (42,524) | - | - | (42,524) |
| - Depreciation of property, plant and equipment | 854,770 | 1,950 | 146,024 | - | - | 1,002,744 |
| - Depreciation of investment property | 155,532 | - | - | - | - | 155,532 |
| - Fair value loss on financial assets, at FVTPL | 24,782 | 239,142 | - | - | - | 263,924 |
| - Interest income | (126,563) | - | (13,019) | (348) | - | (139,930) |
| - Interest on lease liabilities | 78,111 | - | 18,105 | - | - | 96,216 |
| - Investment income | (89,456) | (63,223) | - | - | - | (152,679) |
| - Honoraria and disbursements for CLAS lawyers written back | - | - | (232,305) | - | - | (232,305) |
| - Share of results of associate (net of tax) | 17,027 | - | - | - | - | 17,027 |
| Operating cash flows before working capital changes | 1,242,309 | 886,742 | (330,051) | 129,872 | - | 1,928,872 |

**DETAILED CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Unrestricted fund | | Restricted funds | | | Total S\$ |
|---------------------------------------------------------------|---------------------|-----------------------------|--------------------|--------------------|--------------------------------|------------------|
| | General Fund S\$ | Compensation Fund S\$ | Pro Bono SG S\$ | Other Funds S\$ | Monies held in Trust S\$ | |
| FY 2022 (CONT'D) (restated) | | | | | | |
| Operating cash flows before working capital changes | 1,242,309 | 886,742 | (330,051) | 129,872 | - | 1,928,872 |
| Changes in working capital | | | | | | |
| - Fixed deposits and bank balances held in trust | - | - | - | - | (69,525) | (69,525) |
| - Inventories | - | - | - | 2,751 | - | 2,751 |
| - Receivables | 29,110 | (12,969) | (109,063) | (118,365) | - | (211,287) |
| - Deferred grants received | (136,986) | - | 372,331 | - | - | 235,345 |
| - Contract liabilities | (151,382) | (11,759) | - | (6,977) | - | (170,118) |
| - Payables and monies held in trust | 1,005,490 | 52,869 | (61,374) | (6,132) | 69,525 | 1,060,378 |
| Cash generated from/(used in) operations | 1,988,541 | 914,883 | (128,157) | 1,149 | - | 2,776,416 |
| Income tax paid | (55,629) | - | - | - | - | (55,629) |
| Net cash generated from/(used in) operating activities | 1,932,912 | 914,883 | (128,157) | 1,149 | - | 2,720,787 |
| Cash flows from investing activities | | | | | | |
| Purchase of property, plant and equipment | (24,145) | - | (23,056) | - | - | (47,201) |
| Increase in margin account with brokers | 3,326,007 | (212,474) | - | - | - | 3,113,533 |
| Purchase of financial assets at FVOCI | (2,969,605) | (2,666,724) | - | - | - | (5,636,329) |
| Proceeds from disposal of financial assets investments | 2,425,938 | 4,704,889 | - | - | - | 7,130,827 |
| Interest received | 126,563 | - | 13,019 | 348 | - | 139,930 |
| Investment income received | - | - | - | - | - | 0 |
| Net cash provided by/(used in) investing activities | 2,884,758 | 1,825,691 | (10,037) | 348 | - | 4,700,760 |

**DETAILED CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE FINANCIAL YEAR ENDED 31 March 2023 (CONT'D)**

| | Unrestricted fund | | Restricted funds | | | Total |
|---------------------------------------------------------------------|-------------------|-------------------|------------------|----------------|----------------------|-------------------|
| | General Fund | Compensation Fund | Pro Bono SG | Other Funds | Monies held in Trust | |
| FY 2022 (CONT'D) (restated) | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| Cash flows from financing activities | | | | | | |
| Interest on lease liabilities | (78,111) | - | (18,105) | - | - | (96,216) |
| Repayments of lease liabilities | (600,330) | - | (101,040) | - | - | (701,370) |
| Net cash used in financing activities | (678,441) | - | (119,145) | - | - | (797,586) |
| | | | | | | - |
| Net increase/(decrease) in cash and cash equivalents | 4,139,229 | 2,740,574 | (257,339) | 1,497 | - | 6,623,961 |
| Cash and cash equivalents at the beginning of financial year | 11,711,716 | 10,884,035 | 4,421,582 | 332,713 | - | 27,350,046 |
| Cash and cash equivalents at the end of financial year | 15,850,945 | 13,624,609 | 4,164,243 | 334,210 | - | 33,974,007 |

The accompanying notes form an integral part of these financial statements.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 31 March 2023**

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. Significant accounting policies

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. Significant accounting policies (Cont'd)

2.1 Basis of preparation (Cont'd)

2.1.1 New standards, amendments & interpretations effective from 1 April 2022

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.

2.1.2 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 Group accounting

Subsidiaries

2.2.1 Consolidation

Subsidiary is an entity over which the Group has power to govern the financial and operating policies so as to obtain benefits from its activities, generally accompanied by a shareholding giving rise to a majority of voting rights. 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. Subsidiary is fully consolidated from the date on which control is transferred to the Group. They are deconsolidated from the date on that control ceases.

In preparing the consolidated financial statements, transactions, balances and unrealised gains on transactions between group entities are eliminated. Unrealised losses are also eliminated but are considered an impairment indicator of the asset transferred. Accounting policies of subsidiaries has been changed where necessary to ensure consistency with the policies adopted by the Group.

Non-controlling interests comprise the portion of a subsidiary's net results of operations and its net assets, which is attributable to the interests that are not owned directly or indirectly by the equity holders of the Group. They are shown separately in the consolidated statement of comprehensive income, statement of changes in equity, and consolidated statement of financial position. Total comprehensive income is attributed to the non-controlling interests based on their respective interests in a subsidiary, even if this results in the non-controlling interests having a deficit balance.

2. Significant accounting policies (Cont'd)

2.2 Group accounting (Cont'd)

Subsidiaries

2.2.2 Acquisition

The acquisition method of accounting is used to account for business combinations entered into by the Group.

The consideration transferred for the acquisition of a subsidiary or business comprises the fair value of the assets transferred, the liabilities incurred and the equity interests issued by the Group. The consideration transferred also includes any contingent consideration arrangement and any pre-existing equity interest in the subsidiary measured at their fair values at the acquisition date.

Acquisition-related costs are expensed as incurred.

Identifiable assets acquired and liabilities and contingent liabilities assumed in a business combination are, with limited exceptions, measured initially at their fair values at the acquisition date.

On an acquisition-by-acquisition basis, the Group recognises any non-controlling interest in the acquiree at the date of acquisition either at fair value or at the non-controlling interest's proportionate share of the acquiree's identifiable net assets.

The excess of the consideration transferred, the amount of any non-controlling interest in the acquiree and the acquisition-date fair value of any previous equity interest in the acquiree over the fair value of the identifiable net assets acquired is recorded as goodwill.

The merger method of accounting is used to account for all business combinations involving entities or businesses under common control. Under the principles of merger accounting, the combined entity recognises the assets, liabilities and equity of the combining entity prior to the common control combination with no fair value adjustments. No amount is recognised for goodwill, and merger reserve arises representing the difference between the carrying values of the net tangible assets of the subsidiaries acquired and the consideration paid as a result of the restructuring exercise.

2.2.3 Disposal

When a change in the Group'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 are derecognised. Amounts previously recognised in other comprehensive income in respect of that entity are also reclassified to statement of comprehensive income or transferred directly to retained earnings if required by a specific Standard.

Any retained equity interest in the entity is remeasured at fair value. The difference between the carrying amount of the retained interest at the date when control is lost and its fair value is recognised in statement of comprehensive income.

2. Significant accounting policies (Cont'd)

2.3 Subsidiary

A subsidiary is an investee that is controlled by the Group. The Group controls an investee when it is exposed, or has rights, to variable returns from its involvement with the investee and has the ability affect those returns through its power over the investee.

The Group reassesses whether or not it controls an investee if facts and circumstances indicate that there are changes to one or more of three elements of control.

In the Society's separate financial statements, investment in subsidiaries are accounted for at cost less impairment losses.

2.4 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.

2.5 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:

2.5.1 Subscription from members and contributions

Subscription from members and contributions are recognised over the subscription period.

2.5.2 CLAS Co-Payment collection

CLAS Co-Payment collection is recognised when service is rendered.

2. Significant accounting policies (Cont'd)

2.5 Revenue recognition (Cont'd)

Revenue is recognised as follows: (cont'd)

- 2.5.3 Fund-raising event, conference fees, CLAS Training programme fees and income from self-financing project

Fund-raising event, conference fees, CLAS Training programme fees and income from self-financing project are recognised when the event is held.

- 2.5.4 Interest income

Interest income is recognised on a time proportion basis using the effective interest method.

- 2.5.5 Rental income

Rental income is recognised on a straight-line basis over the lease term.

- 2.5.6 CLAS Fellowship sponsorships

CLAS Fellowship sponsorships is recognised over the period the sponsorship relates.

- 2.5.7 Donations

Donations are recognised when received in cash or the right to receive payment is established.

- 2.5.8 Dividend income

Dividend income is recognised when the right to receive payment is established.

- 2.5.9 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.

- 2.5.10 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 recognized as profit on the Society's financial statements when the investments' market value rises.

- 2.5.11 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. Significant accounting policies (Cont'd)

2.6 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.

2.7 Expenditure recognition

All expenditure is accounted for on accrual basis, aggregated under the respective areas. Direct costs are attributed to the activity where possible. Where costs are not wholly attributable to an activity, they are apportioned on a basis consistent with the use of resources.

2.8 Employee benefits

2.8.1 Defined contribution plans

Defined contribution plans are post-employment benefit plans under which the Group pays fixed contributions into separate entities such as the Central Provident Fund ("CPF"), on a mandatory, contractual or voluntary basis. The Group has no further payment obligations once the contributions have been paid. The Group's contribution to defined contribution plans are recognised as employee compensation expense when they are due.

2.8.2 Short-term employee benefits

Short-term employee benefit obligations are measured on an undiscounted basis and expensed as the related service is provided. A liability is recognised for the amount expected to be paid if the Group has a present legal or constructive obligation to pay this amount as a result of past service provided by the employee, and the obligation can be estimated reliably.

2.9 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. Significant accounting policies (Cont'd)

2.9 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.9.1 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 2.17. The Group's right-of-use assets are presented within property, plant and equipment as disclosed in Note 14.

2.9.2 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.

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. Significant accounting policies (Cont'd)

2.9 Leases (Cont'd)

The Group as a lessee (Cont'd)

2.9.2 Lease liabilities (Cont'd)

The Group has applied the amendment to FRS 116 Leases: Covid-19-Related Rent Concessions. The Group applies the practical expedient allowing it not to assess whether a rent concession related to COVID-19 is a lease modification. The Group applies the practical expedient consistently to contracts with similar characteristics and in similar circumstances. For rent concessions in leases to which the Group chooses not to apply the practical expedient, or that do not qualify for the practical expedient, the Group assesses whether there is a lease modification.

2.9.3 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.

2.9.4 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. Significant accounting policies (Cont'd)

2.10 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.

2.11 Financial assets

2.11.1 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. Significant accounting policies (Cont'd)

2.11 Financial assets (Cont'd)

2.11.1 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 "Dividend income".

2. Significant accounting policies (Cont'd)

2.11 Financial assets (Cont'd)

2.11.1 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.

2.11.2 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. Significant accounting policies (Cont'd)

2.11 Financial assets (Cont'd)

2.11.3 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.

2.11.4 Offset

Financial assets and liabilities are offset and the net amount presented on the statement of financial position, when and only when the Group has a legal right to offset the amounts and intends either to settle on a net basis or to realise the asset and settle the liability simultaneously.

2.12 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.

2.13 Property, plant and equipment

2.13.1 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. Significant accounting policies (Cont'd)

2.13 Property, plant and equipment (Cont'd)

2.13.2 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> |
|------------------------|-------------------------------|
| Computer | 5 |
| Office equipment | 5 |
| Renovation | 3 to 10 |
| Furniture and fittings | 10 |
| Air-conditioners | 3 to 5 |
| Library books | 5 |
| Right-of-use assets | Over the remaining lease term |

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.

2.13.3 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.

2.13.4 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.

2.14 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. Significant accounting policies (Cont'd)

2.15 Investment property

Investment property comprises leasehold building that is held to earn rental income and/or for capital appreciation.

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. The residual values, useful lives and depreciation method of investment property are reviewed and adjusted as appropriate, at reporting date. The effects of any revision are included in statement of comprehensive income when the changes arise.

Cost includes expenditure that is directly attributable to the acquisition of the investment property. Investment property is subject to renovations or improvements at regular intervals. The cost of major renovations and improvements is capitalised as addition and the carrying amounts of the replaced components are written off to statement of comprehensive income. The cost of maintenance, repairs and minor improvement is charged to statement of comprehensive income when incurred.

On the disposal of an investment property, the difference between the disposal proceeds and the carrying amount is recognised in statement of comprehensive income.

2.16 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.

2.17 Impairment of non-financial assets

Non-financial assets are tested for impairment whenever there is any objective evidence or indication that these assets may be impaired.

For the purpose of impairment testing, the recoverable amount (i.e. the higher of the fair value less cost to sell and the value-in-use) is determined on an individual asset basis unless the asset does not generate cash inflows that are largely independent of those from other assets. If this is the case, the recoverable amount is determined for the cash-generating unit ("CGU") to which the asset belongs.

If the recoverable amount of the asset or CGU is estimated to be less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount.

The difference between the carrying amount and recoverable amount is recognised as an impairment loss in the statement of comprehensive income.

An impairment loss for an asset is reversed only if, and only if, there has been a change in the estimates used to determine the asset's recoverable amount since the last impairment loss was recognised. The carrying amount of this asset is increased to its revised recoverable amount, provided that this amount does not exceed the carrying amount that would have been determined (net of any accumulated depreciation) had no impairment loss been recognised for the asset in prior years. A reversal of impairment loss for an asset is recognised in the statement of comprehensive income.

2. Significant accounting policies (Cont'd)

2.18 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.

2.19 Trade and other payables

Trade payables represent liabilities for goods and services provided to the Group prior to the end of financial year, which are unpaid. They are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). Otherwise, they are presented as non-current liabilities.

Other payables excluding accruals, are recognised at their transaction price, excluding transaction cost, if any, both at initial recognition and at subsequent measurement. Transaction costs are recognised as expenditure in the statement of comprehensive income as incurred. Accruals are recognised at the best estimate of the amount payable.

2.20 Provision for other liabilities and charges

Provisions are recognised when the Group has a legal or constructive obligation as a result of past events, and it is probable that an outflow of resources will be required to settle the obligation and a reliable estimate of the amount can be made. 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.

2.21 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. Significant accounting policies (Cont'd)

2.22 Currency translation

2.22.1 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.

2.22.2 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.

2.22.3 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:

- (i) 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. Significant accounting policies (Cont'd)

2.23 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.

2.24 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.

2.25 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 2023 and the annual depreciation/amortisation charges for the financial year ended 31 March 2023 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 2023 and 31 March 2022.

3. Critical accounting estimates, assumptions and judgements (Cont'd)

3.1 Critical accounting estimates and assumptions (Cont'd)

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:

| | FY 2023 S\$ | FY 2022 S\$ |
|------------------------------------------|------------------|------------------|
| Revenue from: | | |
| Subscriptions and Compensation Fund dues | 6,908,682 | 6,883,277 |
| Surplus from self-financing projects | 1,231,191 | 695,041 |
| CLAS Co-payment collection | 44,692 | 55,184 |
| Income from operating activities | <u>338,163</u> | <u>252,037</u> |
| | <u>8,522,728</u> | <u>7,885,539</u> |
| Timing of transfer of services | | |
| - At a point in time | - | - |
| - Over time | <u>8,522,728</u> | <u>7,885,539</u> |
| | <u>8,522,728</u> | <u>7,885,539</u> |

(b) Contract assets and contract liabilities

| | FY 2023 S\$ | FY 2022 S\$ |
|----------------------|------------------|------------------|
| Contract assets | 240,741 | 64,007 |
| Contract liabilities | <u>3,910,694</u> | <u>2,879,083</u> |

Contract assets relate to the subsidiary's rights to consideration for services performed for CLAS cases not billed at the reporting date. Contract assets are transferred to receivables when the rights become unconditional. This usually occurs when the Ministry of Law acknowledges the claims.

Contract liabilities represent subscription fees paid in advance by members.

(i) Significant changes in the contract assets balances are explained as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------------------------------|----------------|----------------|
| Contract assets reclassified to trade receivables | 64,007 | 223,720 |
| Services performed but not billed | <u>240,741</u> | <u>64,007</u> |

(ii) Significant changes in the contract liabilities balances are explained as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|------------------|------------------|
| Advances received during the year | 3,910,694 | 2,879,083 |
| Amounts recognised as revenue during the year | <u>2,879,083</u> | <u>3,049,202</u> |

| | FY 2023 S\$ | FY 2022 S\$ |
|------------------|----------------|----------------|
| Contract assets: | | |
| Pro Bono SG | <u>240,741</u> | <u>64,007</u> |

4. Revenue from contracts with customers (Cont'd)

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------|------------------|------------------|
| Contract liabilities: | | |
| General Fund | 3,437,894 | 2,604,242 |
| Compensation Fund | 372,800 | 274,841 |
| Pro Bono SG | 100,000 | - |
| | <u>3,910,694</u> | <u>2,879,083</u> |

5. Government grants

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------------------------|------------------|------------------|
| Jobs Support Scheme | - | 223,264 |
| Ministry of Law | | |
| - Secretariat Grant | 750,000 | 750,000 |
| - CLAS Cases Grant | 432,698 | 27,377 |
| - CLAS Advocates Grant | 251,562 | 249,499 |
| - Grant for rental at State Courts | 72,322 | 72,322 |
| - Grant for Singapore Law Practices Project | 108,377 | 254,549 |
| - Partnership Development Fund | 569,626 | - |
| NCSS | | |
| - President's Challenge | 215,000 | - |
| - Transformation Support Scheme | 112,921 | - |
| - Other grants | 137,504 | 482,470 |
| Tote Board | | |
| - Funding for FJSS | 127,857 | 92,241 |
| - Enhanced Funding Raising | 424,885 | 700,000 |
| Reimbursement for Anti-Money Laundering Inspections | 110,062 | - |
| National Heritage Board | - | 179,339 |
| Enterprise Singapore - Lawyers go global | 42,611 | 42,000 |
| Other grants | 73,065 | 1,272 |
| | <u>3,428,490</u> | <u>3,074,333</u> |

6. Other income

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|---------------------------------------------------------------|------------------|------------------------------|
| Investment income | 448,321 | 395,769 |
| Interest income | 265,799 | 162,681 |
| CLAS Co-Payment Collection | 44,692 | - |
| CLAS Training Programme | 24,721 | - |
| Certificate of good standing | 51,938 | 41,441 |
| Grant from National Heritage Board | 29,925 | - |
| Honoraria and disbursements for CLAS lawyers written backs | 170,210 | 232,305 |
| Gain on discharge of lease | 194,193 | - |
| Fair value gain on financial assets, at FVTPL | 227,826 | - |
| Payables written off | 17,855 | - |
| Prior year adjustment | - | 85,914 |
| Sponsorship from others | 71,713 | - |
| Training Academy Income | 13,250 | - |
| Miscellaneous income | 138,330 | 440,147 |
| | <u>1,698,773</u> | <u>1,358,257</u> |

7. Tax expense

7.1 Income tax expense

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-------------------------------|----------------|------------------------------|
| Current income tax | | |
| - Current year | 373,000 | 125,000 |
| - Overprovision in prior year | (110,543) | (10,343) |
| | <u>262,457</u> | <u>114,657</u> |

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/(deficit) before tax due to the following factors:

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|---------------------------------------------------------------|------------------|------------------------------|
| Surplus before tax | <u>2,372,717</u> | <u>951,716</u> |
| Tax at statutory tax rate of 17% | 403,362 | 161,792 |
| Compensation fund taxed at lower concessionary rate | - | (5,914) |
| Expenses not deductible for tax purposes | 214,665 | 71,306 |
| Income not subject to tax | (248,475) | - |
| Capital allowance utilised | (2,376) | - |
| Utilisation of previously unrecognised deferred tax assets | - | (66,606) |
| Tax exemption and rebates | (17,425) | (17,425) |
| Overprovision in prior year | (110,543) | (10,343) |
| Deferred tax assets not recognised | - | - |
| Others | 23,249 | (18,153) |
| | <u>262,457</u> | <u>114,657</u> |

Unrecognised tax losses

Deferred income tax assets are recognised for tax losses carried forward to the extent that realisation of the related tax benefits through future taxable profits is probable. The Group has unrecognised tax loss of approximately S\$NIL (2022: S\$Nil) at the reporting date which can be carried forward and used to offset against total taxable income subject to meeting certain statutory requirements. The tax losses have no expiry date. At the reporting date, deferred tax assets were not recognised as the future profits which the unutilised losses and other future deductible temporary differences could be utilised against are not foreseeable.

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. Tax expense (Cont'd)

7.2 Current income tax liabilities

The movement in the account is as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|-------------------------------|----------------|----------------|
| Beginning of financial year | 125,000 | 65,972 |
| Current income tax | 373,000 | 125,000 |
| Overprovision in prior period | (110,543) | (10,343) |
| Income tax paid | (14,457) | (55,629) |
| End of financial year | <u>373,000</u> | <u>125,000</u> |

8. Fixed deposits, bank and cash balances

| | Fixed deposits S\$ | Bank and cash balances S\$ | Cash in margin with brokers for trade S\$ | Total S\$ |
|---------------------------------|--------------------------|-------------------------------------|----------------------------------------------------|-------------------|
| FY 2023 | | | | |
| General Fund | 8,916,252 | 2,845,077 | 4,147,295 | 15,908,624 |
| Compensation Fund | 9,064,025 | 753,284 | 3,301,539 | 13,118,848 |
| | <u>17,980,277</u> | <u>3,598,361</u> | <u>7,448,834</u> | <u>29,027,472</u> |
| Other Funds | | | | |
| - Jus Curio Fund | 45,885 | 168,884 | - | 214,769 |
| - Library Fund | 42,693 | 10,000 | - | 52,693 |
| - Pastoral Care Fund | - | - | - | - |
| - Sports Meet Fund | - | 61,241 | - | 61,241 |
| - Welfare fund | - | 30,231 | - | 30,231 |
| - Practice Resilience Fund | - | - | - | - |
| | <u>88,578</u> | <u>270,356</u> | <u>-</u> | <u>358,934</u> |
| Monies held in Trust (Note 21) | 1,778,932 | 6,353,752 | - | 8,132,684 |
| Sub Total | <u>19,847,787</u> | <u>10,222,469</u> | <u>7,448,834</u> | <u>37,519,090</u> |
| Pro Bono SG | | | | |
| - General PBSO | 1,208,034 | 972,252 | - | 2,180,286 |
| - CLAS | - | 1,261,433 | - | 1,261,433 |
| - CLC | - | 132,513 | - | 132,513 |
| - FJSS | - | 132,448 | - | 132,448 |
| - Law Awareness Fund | - | 19,996 | - | 19,996 |
| - Bar Memorial Scholarship Fund | - | 78,039 | - | 78,039 |
| | <u>1,208,034</u> | <u>2,596,681</u> | <u>-</u> | <u>3,804,715</u> |
| Total | <u>21,055,821</u> | <u>12,819,150</u> | <u>7,448,834</u> | <u>41,323,805</u> |

8. Fixed deposits, bank and cash balances (Cont'd)

| | Fixed deposits S\$ | Bank and cash balances S\$ | Cash in margin with brokers for trade S\$ | Total S\$ |
|---------------------------------|--------------------------|-------------------------------------|----------------------------------------------------|-------------------|
| FY 2022 (restated) | | | | |
| General Fund | 7,920,550 | 4,422,879 | 3,507,515 | 15,850,944 |
| Compensation Fund | 8,845,330 | 1,271,765 | 3,507,515 | 13,624,610 |
| | <u>16,765,880</u> | <u>5,694,644</u> | <u>7,015,030</u> | <u>29,475,554</u> |
| Other Funds | | | | |
| - Jus Curio Fund | 45,291 | 156,365 | - | 201,656 |
| - Library Fund | 42,405 | - | - | 42,405 |
| - Pastoral Care Fund | - | - | - | - |
| - Sports Meet Fund | - | 59,917 | - | 59,917 |
| - Welfare fund | - | 30,232 | - | 30,232 |
| - Practice Resilience Fund | - | - | - | - |
| | <u>87,696</u> | <u>246,514</u> | <u>-</u> | <u>334,210</u> |
| Pro Bono SG | | | | |
| - General PBSO | 1,892,827 | 805,585 | - | 2,698,412 |
| - CLAS | - | 1,152,082 | - | 1,152,082 |
| - FJSS | - | 215,048 | - | 215,048 |
| - Law Awareness Fund | - | 20,615 | - | 20,615 |
| - Bar Memorial Scholarship Fund | - | 78,086 | - | 78,086 |
| | <u>1,892,827</u> | <u>2,271,416</u> | <u>-</u> | <u>4,164,243</u> |
| Monies held in Trust (Note 21) | 779,261 | 6,388,881 | - | 7,168,142 |
| Total | <u>19,525,664</u> | <u>14,601,455</u> | <u>7,015,030</u> | <u>41,142,149</u> |

Fixed deposits at the reporting date have tenures ranging from 1 to 12 months (2022: 1 to 6 months) and have interest rates ranging from 0.50% to 4.00% (2022: 0.08% to 0.50%) 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:

| | FY 2023 S\$ | FY 2022 S\$ |
|----------------------------------------|-------------------|-------------------|
| Fixed deposits, bank and cash balances | 41,323,805 | 41,142,149 |
| Less: Monies held in trust | (8,132,684) | (7,168,142) |
| | <u>33,191,121</u> | <u>33,974,007</u> |

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

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-------------------------------------------|------------------|------------------------------|
| <i>Financial assets measured at FVTPL</i> | | |
| Funds placed with fund managers | <u>2,044,120</u> | <u>1,816,293</u> |
| Comprises: | | |
| General Fund | 1,022,060 | 908,147 |
| Compensation fund | <u>1,022,060</u> | <u>908,146</u> |
| | <u>2,044,120</u> | <u>1,816,293</u> |

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

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-----------------------------------------------|------------------|------------------------------|
| Current | | |
| <i>Financial assets measured at FVOCI</i> | | |
| Quoted debt instruments | <u>2,781,809</u> | <u>2,523,090</u> |
| <i>Equity Investments designated at FVOCI</i> | | |
| Quoted equity investments | 1,966,427 | 2,961,506 |
| Less: Impairment | <u>(131,713)</u> | <u>-</u> |
| | <u>1,834,714</u> | <u>2,961,506</u> |
| Total | <u>4,616,523</u> | <u>5,484,596</u> |
| Comprises: | | |
| General Fund | 2,069,946 | 1,887,980 |
| Compensation Fund | <u>2,546,577</u> | <u>3,596,616</u> |
| | <u>4,616,523</u> | <u>5,484,596</u> |

Debt instruments earn interests at fixed rates from 1.85% to 4.6% (2022: 1.85% to 4.6%) per annum and the maturity dates of certain securities are due within 1 year (2022: 1 year) from the reporting date.

Cash in margin accounts are maintained with recognised dealers and brokers for trade done on the exchanges. These margin accounts move in relation to trades done on variation margins required and prices of the commodities traded. The balances are recorded and not freely permissible for use by the Group and the Society.

10. Financial assets at fair value through other comprehensive income (Cont'd)

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

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------|----------------|----------------|
| Publications, gifts and souvenirs | 35,954 | 41,476 |

The cost of inventories recognised as an expenditure and included in "Expenditure for operating activities" amounted to S\$5,522 (2022: S\$4,377).

12. Trade and other receivables

| | General fund S\$ | Compensation Fund S\$ | Pro Bono SG S\$ | Other funds S\$ | Total S\$ |
|-------------------------------------------|------------------------|-----------------------------|-----------------------|-----------------------|--------------|
| FY 2023 | | | | | |
| Trade receivables | | | | | |
| - Third parties | 3,600,388 | 373,450 | 117,101 | - | 4,090,939 |
| Other receivables | | | | | |
| - Grant receivables | | | | | |
| - Enhanced FundRaising | - | - | 154,149 | - | 154,149 |
| - FJSS Tote Board | - | - | 127,857 | - | 127,857 |
| - NCSS | - | - | 138,684 | - | 138,684 |
| - MinLaw rental subsidy | 83,412 | - | - | - | 83,412 |
| - The Majority Trust | - | - | 27,240 | - | 27,240 |
| - Others | - | - | 52 | - | 52 |
| - Interest receivables | 254,294 | - | 7,667 | - | 261,961 |
| - Prepayments | 8,852 | - | 36,678 | - | 45,530 |
| - Sundry deposits | 129,401 | - | - | - | 129,401 |
| - Sundry receivables | 15,785 | - | - | 87 | 15,872 |
| Total before inter-segment elimination | 4,092,132 | 373,450 | 609,428 | 87 | 5,075,097 |
| Inter-segment elimination | - | - | - | - | - |
| Total after inter-segment elimination | 4,092,132 | 373,450 | 609,428 | 87 | 5,075,097 |

12. Trade and other receivables (Cont'd)

| | General fund S\$ | Compensation Fund S\$ | Pro Bono SG S\$ | Other funds S\$ | Total S\$ |
|----------------------------------------|------------------------|-----------------------------|-----------------------|-----------------------|--------------|
| FY 2022 (restated) | | | | | |
| Trade receivables | | | | | |
| - Third parties | 2,896,427 | 12,969 | - | - | 2,909,396 |
| Other receivables | | | | | |
| - Grant receivables | | | | | |
| - FJSS Tote Board | - | - | 36,957 | - | 36,957 |
| - NCSS | - | - | 121,184 | - | 121,184 |
| - National Heritage Board | - | - | 250,000 | - | 250,000 |
| - Enterprise Singapore | 412,132 | - | - | - | 412,132 |
| - Singapore Tourism Board | 15,149 | - | - | - | 15,149 |
| - Interest receivables | - | - | 5,213 | - | 5,213 |
| - Prepayments | 414,104 | - | 43,697 | 42,816 | 500,617 |
| - Sundry deposits | 200,436 | - | - | 172 | 200,608 |
| Total before inter-segment elimination | 3,938,248 | 12,969 | 457,051 | 42,988 | 4,451,256 |
| Inter-segment elimination | - | - | - | - | - |
| Total after inter-segment elimination | 3,938,248 | 12,969 | 457,051 | 42,988 | 4,451,256 |

Trade receivables are non-interest bearing and are generally on 14 days (2022: 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.

Receivable from Tote Board pertains to its funding support to the Family Justice Support Scheme programme of the subsidiary.

The Jobs Support Scheme ("JSS") provides wage support to employers to help them retain their local employees (Singapore citizens and Permanent Residents) during this period of economic and pandemic uncertainty. JSS payouts are intended to offset local employees' wages and help protect their jobs.

Receivables from the National Council of Social Service pertains to the grants agreements related to Optimise HR Management Practices with High Impact Human Capital Strategy and Internal Audit Services projects of the Subsidiary.

At the reporting date, the carrying amounts of trade and other receivables approximate their fair values.

13. Deferred expenditures and deferred grants

| | FY 2023 S\$ | FY 2022 S\$ |
|------------------------------------------------|----------------|----------------|
| Deferred expenditure | | |
| <i>Pro Bono SG</i> | | |
| - Just Laugh 2020 | - | 2,250 |
| Grants for project to be completed: | | |
| - Within 12 months - Current | - | 2,250 |
| Deferred grants | | |
| <i>General fund</i> | | |
| Balance at the beginning of the financial year | 75,000 | 211,986 |
| - Grant received for JSS | - | 68,754 |
| - Amortisation of Jobs Support Scheme | - | (180,740) |
| - Disbursement of SBF grant | (25,000) | (25,000) |
| Balance at the end of the financial year | 50,000 | 75,000 |
| <i>Pro Bono SG</i> | | |
| Balance at the beginning of the financial year | 396,500 | 149,736 |
| - Grant received from NCSS | - | 98,281 |
| - Grant received from Tote Board | - | 42,050 |
| - Grant received from MinLaw | 348,000 | 232,000 |
| - Deferred grants recognised | (634,127) | (42,524) |
| - Amortisation of other deferred grants | (100,000) | (83,043) |
| Balance at the end of the financial year | 10,373 | 396,500 |
| Total | 60,373 | 471,500 |
| Grants for project to be completed: | | |
| - Within 12 months - Current | 10,373 | 396,500 |
| - More than 12 months - Non-current | 50,000 | 75,000 |
| | 60,373 | 471,500 |

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.

The deferred grant income – Jobs Support Scheme (JSS) will be recognised as a grant income, on a systematic basis, over the estimated 17 months of economic uncertainty until August 2021 in which the entity recognises the related salary costs.

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

| | 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 2021 | 149,217 | 68,821 | 875,127 | 6,495 | 25,000 | 4,842,879 | 5,967,539 |
| Additions | 37,763 | 9,438 | - | - | - | - | 47,201 |
| Write-off | (450) | - | (1,954) | - | - | - | (2,404) |
| At 31 March 2022 | 186,530 | 78,259 | 873,173 | 6,495 | 25,000 | 4,842,879 | 6,012,336 |
| Additions | 35,711 | 22,324 | 77,848 | - | - | 1,445,679 | 1,581,562 |
| Discharge of lease | - | - | - | - | - | (4,314,146) | (4,314,146) |
| Write-off | (28,410) | - | - | - | - | - | (28,410) |
| At 31 March 2023 | 193,831 | 100,583 | 951,021 | 6,495 | 25,000 | 1,974,412 | 3,251,342 |
| Accumulated depreciation | | | | | | | |
| At 1 April 2021 | 69,064 | 29,482 | 173,357 | 974 | 7,917 | 1,357,530 | 1,638,324 |
| Depreciation charge | 30,623 | 24,142 | 108,880 | 955 | 5,000 | 833,144 | 1,002,744 |
| Write-off | (450) | - | (1,954) | - | - | - | (2,404) |
| At 31 March 2022 | 99,237 | 53,624 | 280,283 | 1,929 | 12,917 | 2,190,674 | 2,638,664 |
| Depreciation charge | 39,832 | 12,800 | 126,024 | 955 | 5,000 | 577,934 | 762,545 |
| Discharge of lease | - | - | - | - | - | (1,955,031) | (1,955,031) |
| Write-off | (21,133) | - | - | - | - | - | (21,133) |
| At 31 March 2023 | 117,936 | 66,424 | 406,307 | 2,884 | 17,917 | 813,577 | 1,425,045 |
| Net carrying amount | | | | | | | |
| At 31 March 2022 | 87,293 | 24,635 | 592,890 | 4,566 | 12,083 | 2,652,205 | 3,373,672 |
| At 31 March 2023 | 75,895 | 34,159 | 544,714 | 3,611 | 7,083 | 1,160,835 | 1,826,297 |

14. Property, plant and equipment (Cont'd)

| | Computer S\$ | Office equipment S\$ | Renovation S\$ | Furniture and fittings S\$ | Air- conditioners S\$ | Library books S\$ | Right-of-use assets S\$ | Total S\$ |
|-------------------|-----------------|----------------------------|-------------------|----------------------------------|-----------------------------|----------------------|-------------------------------|------------------|
| Comprises: | | | | | | | | |
| FY 2022 | | | | | | | | |
| General fund | 41,508 | 8,074 | 545,479 | 4,566 | 12,083 | - | 2,366,424 | 2,978,134 |
| Pro Bono SG | 45,785 | 16,561 | 47,411 | - | - | - | 285,781 | 395,538 |
| | <u>87,293</u> | <u>24,635</u> | <u>592,890</u> | <u>4,566</u> | <u>12,083</u> | <u>-</u> | <u>2,652,205</u> | <u>3,373,672</u> |
| FY 2023 | | | | | | | | |
| General fund | 25,141 | 1,940 | 501,357 | 3,611 | 7,083 | - | 975,955 | 1,515,087 |
| Pro Bono SG | 50,754 | 32,219 | 43,357 | - | - | - | 184,880 | 311,210 |
| | <u>75,895</u> | <u>34,159</u> | <u>544,714</u> | <u>3,611</u> | <u>7,083</u> | <u>-</u> | <u>1,160,835</u> | <u>1,826,297</u> |

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\$141,585 (2022: S\$47,201).

14. Property, plant and equipment (Cont'd)

Depreciation of property, plant and equipment is charged as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|------------------------------------------|----------------|------------------|
| General Fund | 614,112 | 854,770 |
| Compensation Fund - Library | - | 1,950 |
| Pro Bono SG | | |
| - General fund | 50,999 | 47,046 |
| - Criminal Legal Aid Scheme ("CLAS") | 95,991 | 96,041 |
| - Community law centre ("CLC") | 630 | - |
| - Family Justice Support Scheme ("FJSS") | 813 | 813 |
| - Invictus fund | - | 2,124 |
| | <u>762,545</u> | <u>1,002,744</u> |

15. Investment property

| | General Fund | |
|----------------------------------------|------------------|------------------|
| | FY 2023 S\$ | FY 2022 S\$ |
| Cost | | |
| At beginning and end of financial year | <u>7,776,606</u> | <u>7,776,606</u> |
| Accumulated depreciation | | |
| At beginning of financial year | 3,680,927 | 3,525,395 |
| Depreciation charge | <u>155,532</u> | <u>155,532</u> |
| At end of financial year | <u>3,836,459</u> | <u>3,680,927</u> |
| Carrying amount | <u>3,940,147</u> | <u>4,095,679</u> |

The following amounts are recognised in the consolidated statement of comprehensive income:

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------------------------------------------------------------|----------------|----------------|
| Rental income from investment property | 600,000 | 600,000 |
| Direct operating expenses arising from investment property (including depreciation charge) | <u>215,532</u> | <u>215,532</u> |

15. Investment property (Cont'd)

| | Fair value measurements at financial year end using | | |
|---------------------------------------|-----------------------------------------------------------------------|------------------------------------------------------|--------------------------------------------------|
| | Quoted prices in active markets for identical assets (Level 1) S\$ | Significant other observable inputs (Level 2) S\$ | Significant unobservable inputs (Level 3) S\$ |
| Investment properties: - Shophouse | | | |
| As at 31 March 2023 | - | 30,709,000 | - |
| As at 31 March 2022 | - | 35,000,000 | - |

As at 31 March 2023 and 31 March 2022, 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.

16. Investment in subsidiary

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------------|----------------|----------------|
| Unquoted equity shares, at cost | - | - |

Details of subsidiary are as follows:

| Name of subsidiary | Country of incorporation | Principal activities | Effective interest held by the Group | |
|---------------------------------------|--------------------------|--------------------------------------------------------------------------------------------------------------------------|--------------------------------------|--------------|
| | | | FY 2023 % | FY 2022 % |
| Pro Bono SG* (audited by Fiducia LLP) | Singapore | To identify opportunities for pro bono legal services and oversee all pro bono legal services initiatives of Pro Bono SG | 100 | 100 |

*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's debts and liabilities in the event of liquidation, up to \$10 per member. Pro Bono SG is an approved Institution of a Public Character and its fund balance is disclosed separately on balance sheet of the Group (Note 24.2).

During the financial year, the Society has the following significant transactions with its subsidiary on terms agreed between the parties:

| | FY 2023 S\$ | FY 2022 S\$ |
|-------|----------------|----------------|
| Sales | 1,828 | 3,831 |

17. Investment in associate

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-------------------------|----------------|------------------------------|
| Investment in associate | <u>136,970</u> | <u>84,580</u> |

Details of associate are as follows:

| Name of associate | Country of incorporation | Principal activities | Effective interest held by the Group | |
|---------------------------------------------------------------------------------------------------------|-----------------------------|------------------------------------------------------|-----------------------------------------|--------------|
| | | | FY 2023 % | FY 2022 % |
| 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 investment as the associate is a company limited by guarantee whereby every member of the company undertakes to contribute to meet the debts and liabilities of the company in the event of its liquidation to an amount not exceeding \$10 for each member.

The summarised financial information of the associate based on its audited financial statements and reconciliation to the carrying amount of the investments in the consolidated financial statements is as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------------------------------------------------------------------------------------|------------------|------------------|
| Revenue | 496,928 | 221,655 |
| Profit / (Loss) after tax | <u>104,780</u> | <u>(34,055)</u> |
| Non-current assets | 4,138 | 3,073 |
| Current assets | 408,731 | 281,089 |
| Current liabilities | <u>(138,930)</u> | <u>(115,003)</u> |
| Net assets | <u>273,939</u> | <u>169,159</u> |
| Group's share of net assets based on proportion of ownership interest, representing net carrying amount of investment | <u>136,970</u> | <u>84,580</u> |

18. Intangible assets

| | Computer software development costs S\$ | Computer software S\$ | Total S\$ |
|---------------------------------|-----------------------------------------------------|-----------------------------|--------------|
| Cost | | | |
| At 1 April 2021 | 942,603 | 57,402 | 1,000,005 |
| Additions | - | - | - |
| At 31 March 2022 | 942,603 | 57,402 | 1,000,005 |
| Additions | 257,414 | - | 257,414 |
| Written off | (8,397) | - | (8,397) |
| At 31 March 2023 | 1,191,620 | 57,402 | 1,249,022 |
| Accumulated amortisation | | | |
| At 1 April 2021 | 806,996 | 42,043 | 849,039 |
| Amortisation charge | 34,541 | 11,479 | 46,020 |
| At 31 March 2022 | 841,537 | 53,522 | 895,059 |
| Amortisation charge | 35,347 | 1,861 | 37,208 |
| Written off | (8,397) | - | (8,397) |
| At 31 March 2023 | 868,487 | 55,383 | 923,870 |
| Net carrying amount | | | |
| At 31 March 2022 | 101,066 | 3,880 | 104,946 |
| At 31 March 2023 | 323,133 | 2,019 | 325,152 |

18. Intangible assets (Cont'd)

| | Computer software development costs S\$ | Computer software S\$ | Total S\$ |
|-------------------|-----------------------------------------------------|-----------------------------|----------------|
| Comprises: | | | |
| FY 2022 | | | |
| General fund | 33,637 | 3,880 | 37,517 |
| Pro Bono SG | 67,429 | - | 67,429 |
| | <u>101,066</u> | <u>3,880</u> | <u>104,946</u> |
| FY 2023 | | | |
| General fund | 21,409 | 2,018 | 23,427 |
| Pro Bono SG | 301,725 | - | 301,725 |
| | <u>323,134</u> | <u>2,018</u> | <u>325,152</u> |

The computer software development costs were mainly incurred for computerisation of General Pro Bono SG Office's workflows for implementation of a customer relationship management system.

Amortisation is charged as follows:

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------|----------------|----------------|
| General Fund | 14,090 | 13,283 |
| Pro Bono SG | | |
| - Criminal Legal Aid Scheme ("CLAS") | <u>23,118</u> | <u>32,737</u> |
| | <u>37,208</u> | <u>46,020</u> |

19. Interfund - amount due from/(to)

| | General fund S\$ | Compensation Fund S\$ | Other funds S\$ | Monies held in trust S\$ | Total S\$ |
|-----------------|------------------------|-----------------------------|-----------------------|--------------------------------|--------------|
| FY 2023 | | | | | |
| Amount due from | - | 1,740,213 | - | - | 1,740,213 |
| Amount due to | (51,175) | - | (177,999) | (1,511,039) | (1,740,213) |
| Total | <u>(51,175)</u> | <u>1,740,213</u> | <u>(177,999)</u> | <u>(1,511,039)</u> | <u>-</u> |
| FY 2022 | | | | | |
| Amount due from | 1,082,792 | 1,030,680 | 87,653 | - | 2,201,125 |
| Amount due to | (907,766) | (887,296) | (281,433) | (124,630) | (2,201,125) |
| Total | <u>175,026</u> | <u>143,384</u> | <u>(193,780)</u> | <u>(124,630)</u> | <u>-</u> |

Relates to transactions/transfers between the different funds of the Society.

20. Trade and other payables

| FY 2023 | General Fund S\$ | Compensation fund S\$ | Other funds S\$ | Sub Total S\$ | Pro Bono SG S\$ | Grand Total S\$ |
|----------------------------------------|------------------------|-----------------------------|-----------------------|---------------------|-----------------------|-----------------------|
| Trade payables | | | | | | |
| - Third parties | - | - | - | - | 103,712 | 103,712 |
| Other payables | | | | | | |
| - Accrued operating expenses | 104,943 | - | - | 104,943 | 1,023,896 | 1,128,839 |
| - Tenant's deposit | 150,000 | - | - | 150,000 | - | 150,000 |
| - Sundry payables | 812,718 | 72 | (3,322) | 809,468 | - | 809,468 |
| Total before inter-segment elimination | 1,067,661 | 72 | (3,322) | 1,064,411 | 1,127,608 | 2,192,019 |
| Inter-segment elimination | - | - | - | - | - | - |
| Total after inter-segment elimination | 1,067,661 | 72 | (3,322) | 1,064,411 | 1,127,608 | 2,192,019 |
| Comprises: | | | | | | |
| - Current | 917,661 | 72 | (3,322) | 914,411 | 1,127,608 | 2,042,019 |
| - Non-current | 150,000 | - | - | 150,000 | - | 150,000 |
| | 1,067,661 | 72 | (3,322) | 1,064,411 | 1,127,608 | 2,192,019 |
| FY 2022 (restated) | General Fund S\$ | Compensation fund S\$ | Other funds S\$ | Sub Total S\$ | Pro Bono SG S\$ | Grand Total S\$ |
| Trade payables | | | | | | |
| - Third parties | - | - | - | - | 90,304 | 90,304 |
| Other payables | | | | | | |
| - Accrued operating expenses | 996,784 | - | - | 996,784 | 545,048 | 1,541,832 |
| - Tenant's deposit | 207,500 | - | - | 207,500 | - | 207,500 |
| - Sundry payables | 505,782 | 11,769 | 8,693 | 526,244 | - | 526,244 |
| Total before inter-segment elimination | 1,710,066 | 11,769 | 8,693 | 1,730,528 | 635,352 | 2,365,880 |
| Inter-segment elimination | - | - | - | - | - | - |
| Total after inter-segment elimination | 1,710,066 | 11,769 | 8,693 | 1,730,528 | 635,352 | 2,365,880 |
| Comprises: | | | | | | |
| - Current | 1,502,566 | 11,769 | 8,693 | 1,523,028 | 635,352 | 2,158,380 |
| - Non-current | 207,500 | - | - | 207,500 | - | 207,500 |
| | 1,710,066 | 11,769 | 8,693 | 1,730,528 | 635,352 | 2,365,880 |

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

| | FY 2023 S\$ | FY 2022 S\$ (restated) |
|----------------------------------------------------------------------------|--------------------|------------------------------|
| Pursuant to section 74 of the Legal Profession Act ("Section 74 money") | 5,277,751 | 5,817,005 |
| Unclaimed Money Fund | 1,343,894 | 1,008,763 |
| Education Fund under compulsory professional indemnity scheme | - | 1,226,507 |
| | <u>6,621,645</u> | <u>8,052,275</u> |
| | FY 2023 S\$ | FY 2022 S\$ (restated) |
| Cash and cash equivalents (Note 8) | 8,132,684 | 7,168,142 |
| Inter-fund receivables/payables (Note 19) | <u>(1,511,039)</u> | <u>(124,630)</u> |
| | <u>6,621,645</u> | <u>7,043,512</u> |

22. Lease liabilities

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------|------------------|------------------|
| Current | 579,232 | 783,465 |
| Non-current | <u>606,737</u> | <u>2,086,495</u> |
| | <u>1,185,969</u> | <u>2,869,960</u> |
| Comprises: | | |
| General Fund | 1,003,399 | 2,563,046 |
| Pro Bono SG | <u>182,570</u> | <u>306,914</u> |
| | <u>1,185,969</u> | <u>2,869,960</u> |
| Current: | | |
| General Fund | 467,589 | 677,255 |
| Pro Bono SG | <u>111,643</u> | <u>106,210</u> |
| | <u>579,232</u> | <u>783,465</u> |
| Non-current: | | |
| General Fund | 535,810 | 1,885,791 |
| Pro Bono SG | <u>70,927</u> | <u>200,704</u> |
| | <u>606,737</u> | <u>2,086,495</u> |

22. Lease liabilities (Cont'd)

The carrying amount of right-of-use assets classified within property, plant and equipment in the statement of financial position are as follows:

| | General Fund S\$ | Pro Bono SG S\$ | Total S\$ |
|--------------------|------------------------|--------------------|------------------|
| FY 2023 | | | |
| Lease of premises | 906,744 | 165,057 | 1,071,801 |
| Lease of equipment | 69,211 | 19,823 | 89,034 |
| | <u>975,955</u> | <u>184,880</u> | <u>1,160,835</u> |
| FY 2022 | | | |
| Lease of premises | 2,328,783 | 259,390 | 2,588,173 |
| Lease of equipment | 37,641 | 26,391 | 64,032 |
| | <u>2,366,424</u> | <u>285,781</u> | <u>2,652,205</u> |

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 three to five years (2022: two to six years). The Society's lease of an office premise expires in March 2025; 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:

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------------|----------------|----------------|
| Depreciation of right-of-use assets | 577,934 | 833,144 |
| Interest expense on lease liabilities | 84,055 | 96,216 |
| Lease expense not capitalised in lease liabilities: | | |
| - Operating lease expense - office | 14,400 | 480 |
| | <u>676,389</u> | <u>929,840</u> |

Total cash outflows:

During the financial year, the Group had total cash outflows for leases of S\$669,165 (2022: S\$798,066).

22. Lease liabilities (Cont'd)

Reconciliation of movements of lease liabilities to cash flows arising from financing activities:

| | 1 April 2022 S\$ | Cash flows S\$ | Disposal S\$ | Non-cash changes | | | | | 31 March 2023 S\$ |
|--------------------|---------------------|-------------------|-----------------|----------------------------------|------------------|------------------------------|---------------------------|--------------|----------------------|
| | | | | Accretion of interests S\$ | Addition S\$ | Discharge of lease S\$ | Rent concession S\$ | Other S\$ | |
| Liabilities | | | | | | | | | |
| - Current | 783,465 | (654,765) | - | 84,055 | 1,439,977 | (2,553,258) | - | 1,479,758 | 579,232 |
| - Non-current | 2,086,495 | - | - | - | - | - | - | (1,479,758) | 606,737 |
| | <u>2,869,960</u> | <u>(654,765)</u> | <u>-</u> | <u>84,055</u> | <u>1,439,977</u> | <u>(2,553,258)</u> | <u>-</u> | <u>-</u> | <u>1,185,969</u> |

| | 1 April 2021 S\$ | Cash flows S\$ | Disposal S\$ | Non-cash changes | | | | | 31 March 2022 S\$ |
|--------------------|---------------------|-------------------|-----------------|----------------------------------|-----------------|------------------------------|---------------------------|--------------|----------------------|
| | | | | Accretion of interests S\$ | Addition S\$ | Discharge of lease S\$ | Rent concession S\$ | Other S\$ | |
| Liabilities | | | | | | | | | |
| - Current | 811,432 | (797,586) | - | 96,216 | - | - | - | 673,403 | 783,465 |
| - Non-current | 2,759,898 | - | - | - | - | - | - | (673,403) | 2,086,495 |
| | <u>3,571,330</u> | <u>(797,586)</u> | <u>-</u> | <u>96,216</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>2,869,960</u> |

As at 31 March 2023 and 31 March 2022, the Group does not have any commitments for short-term lease.

23. General fund

Accumulated general fund is expendable at the direction of the Council in furtherance of the Group's objectives.

| | Note | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-----------------------------------------------------------------------------------------------------------|-------|-------------------|------------------------------|
| Income | | | |
| Subscriptions from members | 23.1 | 6,227,832 | 6,054,718 |
| Surplus from self-financing projects | 23.2 | 1,231,191 | 695,041 |
| Government grants | 23.3 | 261,050 | 656,628 |
| Rental income | | 600,000 | 600,000 |
| Income from operating activities | 23.4 | 326,114 | 248,793 |
| Other income | 23.5 | 1,346,298 | 787,027 |
| | | <u>9,992,485</u> | <u>9,042,207</u> |
| Less: Expenditure | | | |
| Expenditure for operating activities | 23.6 | 262,495 | 281,079 |
| Administrative expenses | 23.7 | 1,355,698 | 2,070,713 |
| Personnel expenses | 23.8 | 5,992,123 | 5,376,088 |
| Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/SBF Foundation | 23.9 | 468,926 | 675,067 |
| Disciplinary Proceedings costs | 23.10 | 445,538 | 238,175 |
| Interest on lease liabilities | | 71,120 | 78,111 |
| | | <u>8,595,900</u> | <u>8,719,233</u> |
| | | 1,396,585 | 322,974 |
| Share of results of associate (net of tax) | | <u>52,390</u> | <u>(17,027)</u> |
| Surplus before tax | | 1,448,975 | 305,947 |
| Tax expense | | <u>(262,457)</u> | <u>(114,657)</u> |
| Surplus for the financial year | | 1,186,518 | 191,290 |
| Balance brought forward | | 20,703,757 | 20,512,467 |
| Transfer of funds from Compensation Fund – Library | | - | - |
| Balance carried forward | | <u>21,890,275</u> | <u>20,703,757</u> |

23.1 Analysis of subscriptions from members

| | FY 2023 S\$ | FY 2022 S\$ |
|-------------------------------------|------------------|------------------|
| Subscription from Non-Practitioners | 57,742 | 8,321 |
| Subscription from Practitioners | 6,170,090 | 6,046,397 |
| | <u>6,227,832</u> | <u>6,054,718</u> |

23. General fund (Cont'd)

23.2 Analysis of surplus from self-financing project

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------------------------------------|------------------|----------------|
| Annual dinner | | |
| Income | 59,449 | - |
| Expenditure * | (66,135) | - |
| Deficit | (6,686) | - |
| Continuing Professional Development Programmes/Advocacy | | |
| Income | 1,427,657 | 1,196,848 |
| Expenditure * | (427,012) | (405,865) |
| Surplus | 1,000,645 | 790,983 |
| Conference | | |
| Income | 327,766 | 65,200 |
| Expenditure * | (90,534) | (161,142) |
| (Deficit)/Surplus | 237,232 | (95,942) |
| Total surplus | 1,231,191 | 695,041 |

* Relates to direct expenditure only and does not include secretariat staff or admin overheads.

23.3 Analysis of government grants

| | FY 2023 S\$ | FY 2022 S\$ |
|-------------------------------------------------------|----------------|----------------|
| Jobs Support Scheme | - | 180,740 |
| Ministry of Law | | |
| - Grant for Singapore Law Practices Project | - | 254,549 |
| - Grant for rental subsidy | 83,412 | - |
| Reimbursement for Anti-Money Laundering Inspection | 110,062 | - |
| National Heritage Board | - | 179,339 |
| Enterprise Singapore – Lawyers go global | 42,611 | 42,000 |
| Others | 24,965 | - |
| | 261,050 | 656,628 |

23. General fund (Cont'd)

23.4 Analysis of income from operating activities

| | FY 2023 S\$ | FY 2022 S\$ |
|----------------------------------|----------------|----------------|
| Advertising – Online directory | 57,765 | 57,703 |
| Advertising – Online Law Gazette | - | 2,500 |
| Classified advertising | 100,915 | 132,590 |
| Penalty for not voting | 86,836 | 56,000 |
| Others | 80,598 | - |
| | <u>326,114</u> | <u>248,793</u> |

23.5 Analysis of other income

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|------------------|----------------|
| Interest income on fixed deposits | 383,662 | 126,563 |
| Investment income | 110,383 | 186,574 |
| Contribution from Lockton | 170,210 | - |
| Payables written off | 17,855 | - |
| Gain on discharge of lease | 194,143 | - |
| Fair value gain on financial assets, at FVTPL | 227,826 | - |
| Prior year adjustment | - | 85,914 |
| Sponsorship | 71,713 | - |
| Certificate of good standing | 51,938 | 41,441 |
| Miscellaneous | 118,568 | 346,535 |
| | <u>1,346,298</u> | <u>787,027</u> |

23.6 Analysis of expenditure for operating activities

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------------------|----------------|----------------|
| Meetings, events and other Council expenses | 230,672 | 51,850 |
| Council budgets for special projects/expenditure | 31,823 | 229,229 |
| | <u>262,495</u> | <u>281,079</u> |

23. General fund (Cont'd)

23.7 Analysis of administrative expense

| | FY 2023 S\$ | FY 2022 S\$ |
|------------------------------------------------------------------|------------------|------------------|
| Amortisation of intangible assets | 14,091 | 13,283 |
| Auditor's remuneration | | |
| - External - Current year | 40,000 | 12,000 |
| - External - Prior year | - | 12,000 |
| - Internal - Current | 4,474 | 11,409 |
| Bank charges | 1,550 | 1,367 |
| Delivery charges | 230 | 260 |
| Depreciation of property, plant and equipment | 614,112 | 854,770 |
| Depreciation of investment property | 155,532 | 155,532 |
| Fair value loss on financial assets, at FVTPL | - | 121,900 |
| Insurance | 22,092 | 7,047 |
| LawCare member | - | 17,222 |
| Loss on disposal of property, plant and equipment | 7,277 | - |
| Miscellaneous | 7,528 | 11,233 |
| Newspapers, periodicals and binding services | 1,500 | 2,070 |
| Pantry supplies | 5,411 | 1,243 |
| Photocopier metered charges and paper costs | 699 | 7,831 |
| Postage and courier charges | 10,505 | 12,892 |
| Printing and stationery | 3,107 | 496 |
| Professional fees | 83,576 | 458,371 |
| Refund of unutilised tech start for law grant | 90,301 | - |
| Rental | 1,561 | 480 |
| Research grant disbursement | 15,675 | 813 |
| Repairs and maintenance | | |
| - High Court bar room | 4,120 | 4,039 |
| - Premises at 39 South Bridge Road | 105,115 | 91,634 |
| - Secretariat equipment and website at Maxwell Chamber Suites | 66,357 | 151,466 |
| - State Courts bar room | 36,315 | 37,857 |
| Storage charges | 14,400 | 12,773 |
| Subscription for online accounts | 22,331 | 35,963 |
| Telephone, facsimile and email broadcast charges | 27,839 | 34,762 |
| | <u>1,355,698</u> | <u>2,070,713</u> |

23. General fund (Cont'd)

23.8 Analysis of personnel expense

| | FY 2023 S\$ | FY 2022 S\$ |
|--------------------------------------------------------------------|------------------|------------------|
| Central Provident Fund and Skills Development Levy | 740,357 | 1,392,845 |
| Temporary staff and employment agency fees | 142,738 | 202,766 |
| Salaries (including temporary staff), bonuses and related expenses | 4,953,889 | 3,655,136 |
| Earned leave entitlement | 69,306 | - |
| Staff allowances | 8,116 | 4,168 |
| Staff welfare | 16,559 | 51,760 |
| Staff medical fees and group hospital insurance | 58,053 | 65,350 |
| Staff training fees | 3,105 | 4,063 |
| | <u>5,992,123</u> | <u>5,376,088</u> |
| Personnel expenses | 5,992,123 | 5,428,723 |
| Less: Allocation to Compensation Fund (Note 24.1) | 0 | (52,635) |
| | <u>5,992,123</u> | <u>5,376,088</u> |

23.9 Analysis of Donations/Grants/Contributions to Singapore Institute of Legal Education/Pro Bono SG/ SBF Foundation

| | FY 2023 S\$ | FY 2022 S\$ |
|-------------------------------------------------------------|----------------|----------------|
| Book prizes | 2,100 | 3,600 |
| Contributions to the Singapore Institute of Legal Education | 410,602 | 627,937 |
| Contributions to SBF Foundation Compassion Fund | 56,224 | 43,530 |
| | <u>468,926</u> | <u>675,067</u> |

23.10 Analysis of Disciplinary Proceeding costs

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------|----------------|----------------|
| Expenses * | 445,538 | 344,912 |
| Less: Penalties collected | - | (20,000) |
| Less: Costs recovered | - | (86,737) |
| | <u>445,538</u> | <u>238,175</u> |

* 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:

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.

| | FY 2023 | FY 2022 |
|---------------------------------------------------------------------------------------------|-------------------|-------------------|
| | S\$ | S\$ |
| Income | | |
| Contributions received | 680,850 | 673,559 |
| Interest income on fixed deposits | 43,103 | 14,301 |
| Investment income | 137,607 | 209,195 |
| | <u>861,560</u> | <u>897,055</u> |
| Less: Expenditure | | |
| Bank charges | - | 23 |
| Expenses relating to establishment, maintenance, administration and application of funds | - | 52,635 |
| Fair value loss on financial assets | - | 142,024 |
| | <u>-</u> | <u>194,682</u> |
| Surplus for the financial year | 861,560 | 702,373 |
| Balance at beginning of financial year | 15,253,060 | 14,774,183 |
| Transfer of fund to | | |
| Compensation Fund – Library | - | (223,496) |
| Balance at end of financial year | <u>16,114,620</u> | <u>15,253,060</u> |

24. Restricted funds (Cont'd)

24.1 Compensation fund (Cont'd)

Compensation Fund - Library

A fund established for the purposes of purchasing or maintaining a library for the use of the members and amounts of S\$NIL (2022: S\$NIL) have been transferred from the Compensation Fund to the Compensation Fund - Library for these purposes.

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------------------------------------|----------------|----------------|
| Income | | |
| Interest income on fixed deposits | 24,369 | 8,450 |
| Less: Expenditure | | |
| Depreciation of property, plant and equipment | - | 1,950 |
| Others | 1,800 | - |
| Surplus for the year | 22,569 | 6,500 |
| Balance at beginning of financial year | 1,552,633 | 1,322,637 |
| Transfer of fund from Compensation Fund | - | 223,496 |
| Transfer of fund to General Fund | - | - |
| Balance at end of financial year | 1,575,202 | 1,552,633 |
| Total Compensation Fund at end of financial year | 17,689,822 | 16,805,693 |

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's 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 2023. The status has been renewed subsequently for the period from 1 April 2022 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.

24. Restricted funds (Cont'd)

24.2 Pro Bono SG (Cont'd)

Pro Bono SG's sole member is the Society. As such, the immediate and ultimate parent of the Pro Bono SG is the Society.

The principal activities of the Pro Bono SG is to identify opportunities for pro bono legal services and oversee all pro bono legal services initiatives of Pro Bono SG, including the Pro Bono SG's General fund ("General Fund"), Criminal Legal Aid Scheme ("CLAS"), Community Law Centre Fund ("CLC"), Family Justice Support Scheme ("FJSS"), Law Awareness Fund and Bar Memorial Scholarship Fund ("BMSF"). The purpose of the Pro Bono SG is to implement the Society's vision and initiatives as to the provision of pro bono legal services in Singapore.

24.2.1 General Pro Bono SG

Accumulated General Pro Bono SG is expendable at the direction of the Board of Directors in furtherance of the Pro Bono SG's objectives.

24.2.2 Criminal Legal Aid Scheme

The Criminal Legal Aid Scheme fund is established to aid impecunious accused persons. This programme offers pro bono criminal defence representation for needy accused persons facing non-capital charges, regardless of nationality.

24.2.3 Community Law Centre Fund

The community law centre fund is to support the establishment and operations of law centres with resident lawyers in the neighbourhood communities to provide the last mile access to legal help for the most vulnerable, working in concert with community partners such as social services and charitable organisations.

24.2.4 Family Justice Support Scheme

The Family Justice Support Scheme is established for the purpose of offering legal representation to litigants facing family law issues.

24.2.5 Law Awareness fund

The Law awareness fund is a fund established for the purpose of reaching out members of the public to increase understanding of how the law applies in their daily lives. This is implemented through free public legal education talks, webinars, seminars, exhibitions and information booklets.

24.2.6 Bar Memorial Scholarship fund

The scholarship fund is established for an annual award given to Singaporean candidates who have obtained admission to, or who are currently taking a course in subjects of study relating to law. Other than the financial needs of the students, the Pro Bono SG also considers their academic results and track record, testimonials and volunteering experience when awarding the scholarship.

24.2.7 Invictus fund

Invictus fund is received from National Council of Social Service to support the Pro Bono SG in maintaining service delivery and serving clients safely and effectively during the pandemic.

24. Restricted funds (Cont'd)

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.

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|-----------------|-----------------|
| Income | | |
| Sale of publications | - | 55 |
| Sale of gifts and souvenirs | 16,700 | 17,611 |
| Contributions | - | 155,000 |
| | <u>16,700</u> | <u>172,666</u> |
| Less: Cost of sales | | |
| Opening inventories | 41,476 | 44,227 |
| Purchases and related costs | (990) | 7,871 |
| Closing inventories (Note 11) | <u>(35,954)</u> | <u>(41,476)</u> |
| | <u>4,532</u> | <u>10,622</u> |
| Gross profit from sales | 12,168 | 162,044 |
| Interest income from fixed deposits | 594 | 158 |
| | <u>12,762</u> | <u>162,202</u> |
| Less: Expenditure | | |
| Bank charges | - | 105 |
| Miscellaneous expense | 440 | 31,836 |
| | <u>440</u> | <u>31,941</u> |
| Surplus for the financial year | 12,322 | 130,261 |
| Balance at beginning of financial year | <u>373,698</u> | <u>243,437</u> |
| Balance at end of financial year | <u>386,020</u> | <u>373,698</u> |

24.4 Pastoral Care Fund

A fund established to promote pastoral care programs for practitioners.

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-----------------------------------------------|----------------|------------------------------|
| Balance at beginning of financial year | - | (15,870) |
| Restatement | <u>-</u> | <u>15,870</u> |
| Balance at end of financial year | <u>-</u> | <u>-</u> |

24. Restricted funds (Cont'd)

24.5 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.

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|------------------|------------------|
| Income | | |
| Other Golf Competition fees recovered | 1,709 | 7,008 |
| Less: Expenditure | | |
| Other games | 8,963 | 2,025 |
| Singapore/Malaysia Law Games ® | 1,259 | 5,214 |
| | <u>10,222</u> | <u>7,239</u> |
| Deficit for the financial year | (8,513) | (231) |
| Balance at beginning of financial year | <u>(232,313)</u> | <u>(232,082)</u> |
| Balance at end of financial year | <u>(240,826)</u> | <u>(232,313)</u> |
| <u>SINGAPORE/MALAYSIA LAW GAMES ®</u> | | |
| Expenditure | | |
| Games' Day Expenses | 900 | 4,052 |
| Training | 359 | 1,162 |
| | <u>1,259</u> | <u>5,214</u> |

24. Restricted funds (Cont'd)

24.6 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.

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|----------------|----------------|
| Other Income | - | - |
| Bank charges | - | - |
| Surplus for the financial year | - | - |
| Balance at beginning of financial year | 22,263 | 22,263 |
| Balance at end of financial year | 22,263 | 22,263 |

24.7 Library Fund

The fund was set up for the establishment of a library and the acquisition or rental of offices to house the library.

| | FY 2023 S\$ | FY 2022 S\$ |
|-----------------------------------------------|----------------|----------------|
| Interest income from fixed deposits | 288 | 190 |
| Bank charges | - | - |
| Surplus for the financial year | 288 | 190 |
| Balance at beginning of financial year | 52,553 | 52,363 |
| Balance at end of financial year | 52,841 | 52,553 |

24.8 Practice Resilience Fund

A fund established to assist members, who are proprietors of their own legal practice and facing temporary financial difficulty in relation to their practice, to meet short-term needs that will help them to stay in practice.

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|-----------------------------------------------|----------------|------------------------------|
| Balance at beginning of financial year | - | 2,000 |
| Restatement | - | (2,000) |
| Balance at end of financial year | - | - |

25. Remuneration paid to key management personnel

The Society

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------------------------------|----------------|----------------|
| - Salaries and other short-term employee benefits | 503,753 | 222,120 |
| - Post-employment benefits – contributions to CPF | 39,045 | 12,240 |
| | <u>542,798</u> | <u>234,360</u> |

No remuneration is paid to any member of the Council.

Pro Bono SG

| | FY 2023 S\$ | FY 2022 S\$ |
|---------------------------------------------------|----------------|----------------|
| - Salaries and other short-term employee benefits | 778,795 | 729,510 |
| - Post-employment benefits – contributions to CPF | 73,006 | 69,851 |
| | <u>851,801</u> | <u>799,361</u> |

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 2023 | FY 2022 |
|---------------------------|----------|----------|
| Number of staff in bands: | | |
| S\$100,000 to S\$199,999 | 3 | 2 |
| S\$200,000 to S\$299,999 | <u>1</u> | <u>1</u> |

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.

During the financial year, the Group employed an average of 106 (2022: 118) staffs.

26. Financial instruments

The financial assets and liabilities of the Group as at the end of financial year are as follows:

| | FY 2023 S\$ | FY 2022 S\$ (Restated) |
|---------------------------------------------------------|-------------------|------------------------------|
| Financial assets | | |
| At amortised cost | | |
| - Fixed deposits, bank and cash balances | 41,323,805 | 41,142,149 |
| - Contract assets | 240,741 | 64,007 |
| - Trade and other receivables (excluding prepayments) | 5,029,567 | 3,950,639 |
| | <u>46,594,113</u> | <u>45,156,795</u> |
| Financial assets, at FVTPL | 2,044,120 | 1,816,293 |
| Financial assets, at FVOCI | <u>4,616,523</u> | <u>5,484,596</u> |
| | <u>53,254,756</u> | <u>52,457,684</u> |
| Financial liabilities | | |
| At amortised cost | | |
| - Trade and other payables (excluding advance receipts) | 2,192,019 | 2,365,880 |
| - Lease liabilities | 1,185,969 | 2,869,960 |
| - Monies held in Trust | <u>6,621,645</u> | <u>8,052,275</u> |
| | <u>9,999,633</u> | <u>13,288,115</u> |

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.

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

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.

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 categorises 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 |

27. Financial risk management (Cont'd)

27.1 Credit risk (Cont'd)

ii) Impairment of financial assets (Cont'd)

As at 31 March 2023 and 2022, 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.

Financial assets at amortised cost

Financial assets at amortised cost include contract assets, trade and other receivables and cash and cash equivalents. Credit risk exposure in relation to financial assets at amortised costs as at 31 March 2023 and 31 March 2022 is insignificant, and accordingly no credit loss allowance is recognised as at 31 March 2023 and 31 March 2022.

The Group has no financial assets that are either past due and/or impaired at 31 March 2023 and 31 March 2022.

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 2023, the Group's financial assets at fair value through other comprehensive income amounted to S\$4,616,523 (2022: S\$5,484,596). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease equity by approximately S\$461,000 (2022: S\$548,000).

As at 31 March 2023, the Group's financial assets at fair value through profit or loss amounted to S\$2,044,120 (2022: S\$1,816,293). A 10% increase/decrease in the underlying equity prices at the reporting date would increase/decrease surplus by approximately S\$204,000 (2021: S\$181,000).

27. Financial risk management (Cont'd)

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:

| | FY 2023 S\$ | FY 2022 S\$ |
|-------------------------------|-------------------|-------------------|
| Fixed rate instruments | | |
| <u>Financial assets</u> | | |
| Fixed deposits | <u>19,276,889</u> | <u>18,746,403</u> |
| <u>Financial liabilities</u> | | |
| Lease liabilities | <u>1,185,969</u> | <u>2,869,960</u> |

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.

27. Financial risk management (Cont'd)

27.4 Liquidity risk (Cont'd)

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:

| | Within one year S\$ | Later than one year but not later than five years S\$ | Total S\$ |
|-------------------------------------------------------|---------------------------|----------------------------------------------------------------|-------------------|
| FY 2023 | | | |
| Financial assets, at amortised cost | | | |
| Fixed deposits, bank and cash balances | 41,323,805 | - | 41,323,805 |
| Contract assets | 240,741 | - | 240,741 |
| Trade and other receivables (excluding prepayments) | 5,029,567 | - | 5,029,567 |
| | 46,594,113 | - | 46,594,113 |
| Financial assets, at FVTPL | 2,044,120 | - | 2,044,120 |
| Financial assets, at FVOCI | 4,616,523 | - | 4,616,523 |
| | 53,254,756 | - | 53,254,756 |
| Financial liabilities, at amortised cost | | | |
| Trade and other payables (excluding advance receipts) | (2,042,019) | (150,000) | (2,192,019) |
| Lease liabilities | (663,136) | (670,478) | (1,333,614) |
| Monies held in Trust | (6,621,645) | 0 | (6,621,645) |
| | (9,326,800) | (820,478) | (10,147,278) |
| Net financial assets / (liabilities) | 43,927,956 | (820,478) | 43,107,478 |
| | Within one year S\$ | Later than one year but not later than five years S\$ | Total S\$ |
| FY 2022 (restated) | | | |
| Financial assets, at amortised cost | | | |
| Fixed deposits, bank and cash balances | 41,142,149 | - | 41,142,149 |
| Contract assets | 64,007 | - | 64,007 |
| Trade and other receivables (excluding prepayments) | 3,950,639 | - | 3,950,639 |
| | 45,156,795 | - | 45,156,795 |
| Financial assets, at FVTPL | 1,816,293 | - | 1,816,293 |
| Financial assets, at FVOCI | 5,484,596 | - | 5,484,596 |
| | 52,457,684 | - | 52,457,684 |
| Financial liabilities, at amortised cost | | | |
| Trade and other payables (excluding advance receipts) | (2,158,380) | (207,500) | (2,365,880) |
| Lease liabilities | (907,614) | (1,990,889) | (2,898,503) |
| Monies held in Trust | (8,052,275) | - | (8,052,275) |
| | (11,118,269) | (2,198,389) | (13,316,658) |
| Net financial assets / (liabilities) | 41,339,415 | (2,198,389) | 39,141,026 |

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.

28.2 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 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 2023 remain the same as those for the financial year ended 31 March 2022.

30. Restatement

The prior year's comparative figures have been restated to adjust for the effects of the following:-

During the financial year ended 31 March 2021:

- (i) Payables amounting to S\$195,758 was recorded as prepayment in error;
- (ii) S\$883 of prepaid expenses was erroneously recorded in excess of its total prepaid amount, as a result there was a net credit balance of prepayment recorded within the financial statements;
- (iii) S\$13,870 was erroneously recorded as cash and cash equivalents, the amount was a result of prior year accounting entries posted in error;
- (iv) Payables amounting to S\$89,581 were erroneously recorded as payables when the Society had not become a party to any contractual provision of any instrument;
- (v) Monies held in trust amounting to S\$264,183 were omitted entirely from the books of the Society;
- (vi) Equity Accounting for the share of profit of an associate amounting to S\$101,607 were omitted entirely from the books of the Society;
- (vii) Cash with brokers amounting to S\$2,899,679 were reclassified to cash and cash equivalent;

During the financial year ended 31 March 2022:

- (viii) Cash with brokers amounting to S\$7,015,030 were reclassified to cash and cash equivalent;
- (ix) S\$100 of prepaid expenses was erroneously recorded in excess of its total prepaid amount, as a result there was a net credit balance of prepayment recorded within the financial statements;
- (x) Bank receipts amounting to S\$31 were omitted entirely from the books of the Society;
- (xi) Payables amounting to S\$85,783 were erroneously recorded as payables when the Society had not become a party to any contractual provision of any instrument;
- (xii) Monies held in trust amounting to S\$1,008,763 were classified as trade and other payables;
- (xiii) Equity Accounting for the share of loss of an associate amounting to S\$17,027 were omitted entirely from the books of the Society;

30. Restatement (Cont'd)

Below is a reconciliation of the Group's financial statement reported reflecting the above: (Continued)

| | As previously reported S\$ | (i) S\$ | (ii) S\$ | (iii) S\$ | (iv) S\$ | (v) S\$ | (vi) S\$ | (vii) S\$ | As restated S\$ |
|----------------------------------------------------------------|-------------------------------------|------------|-------------|--------------|-------------|------------|-------------|--------------|-----------------------|
| Society | | | | | | | | | |
| Statement of financial position as at 31 March 2021 | | | | | | | | | |
| <u>Current assets</u> | | | | | | | | | |
| Cash and cash equivalents | 26,849,349 | - | - | 13,870 | - | 264,183 | - | 2,899,679 | 30,027,081 |
| Financial assets, at FVTPL | 2,010,529 | - | - | - | - | - | - | -129,824 | 1,880,705 |
| Financial assets, at FVOCI | 8,695,130 | - | - | - | - | - | - | -2,769,855 | 5,925,275 |
| Trade and other receivables | 3,814,301 | 195,758 | 883 | - | - | - | - | - | 4,010,942 |
| Investment in associate | - | - | - | - | - | - | 101,607 | - | 101,607 |
| <u>Current liabilities</u> | | | | | | | | | |
| Trade and other payables | -1,620,975 | - | - | - | 89,581 | - | - | - | -1,531,394 |
| Monies held in trust | -6,834,434 | - | - | - | - | -264,183 | - | - | -7,098,617 |
| <u>Accumulated funds</u> | | | | | | | | | |
| | -36,284,693 | -195,758 | -883 | -13,870 | -89,581 | - | -101,607 | - | -36,686,392 |

30. Restatement (Cont'd)

| | As previously reported S\$ | (i) S\$ | (ii) S\$ | (iii) S\$ | (iv) S\$ | (v) S\$ | (vi) S\$ | (vii) S\$ | As restated S\$ |
|-----------------------------------------------------------------------------|----------------------------------|-----------------|-------------|----------------|----------------|------------|-----------------|--------------|-----------------------|
| Group | | | | | | | | | |
| Consolidated statement of financial position as at 31 March 2021 | | | | | | | | | |
| <u>Current assets</u> | | | | | | | | | |
| Cash and cash equivalents | 31,270,931 | - | - | 13,870 | - | 264,183 | - | 2,899,679 | 34,448,663 |
| Financial assets, at FVTPL | 2,010,529 | - | - | - | - | - | - | -129,824 | 1,880,705 |
| Financial assets, at FVOCI | 8,695,130 | - | - | - | - | - | - | -2,769,855 | 5,925,275 |
| Trade and other receivables | 4,002,578 | 195,758 | 883 | - | - | - | - | - | 4,199,219 |
| Investment in associate | - | - | - | - | - | - | 101,607 | - | 101,607 |
| <u>Current liabilities</u> | | | | | | | | | |
| Trade and other payables | -2,472,808 | - | - | - | 89,581 | - | - | - | -2,383,227 |
| Monies held in trust | -6,834,434 | - | - | - | - | -264,183 | - | - | -7,098,617 |
| <u>Accumulated funds</u> | <u>-40,298,645</u> | <u>-195,758</u> | <u>-883</u> | <u>-13,870</u> | <u>-89,581</u> | <u>-</u> | <u>-101,607</u> | <u>-</u> | <u>-40,700,344</u> |
| Consolidated statement of comprehensive income for FY2021 | | | | | | | | | |
| Other income | 1,114,477 | 195,758 | 883 | 13,870 | 89,581 | - | - | - | 1,414,569 |
| Share of results of associate (net of tax) | - | - | - | - | - | - | 101,607 | - | 101,607 |

30. Restatement (Cont'd)

| | As previously reported S\$ | (i) S\$ | (ii) S\$ | (iii) S\$ | (iv) S\$ | (v) S\$ | (vi) S\$ | (viii) S\$ | (ix) S\$ | (x) S\$ | (xi) S\$ | (xii) S\$ | (xiii) S\$ | As restated S\$ |
|------------------------------------------------------------|-------------------------------------|------------|-------------|--------------|-------------|------------|-------------|---------------|-------------|------------|-------------|--------------|---------------|-----------------------|
| Society | | | | | | | | | | | | | | |
| Statement of financial position as at 31 March 2022 | | | | | | | | | | | | | | |
| <u>Current assets</u> | | | | | | | | | | | | | | |
| Cash and cash equivalents | 29,684,792 | - | - | 13,870 | - | 264,183 | - | 7,015,030 | - | 31 | - | - | - | 36,977,906 |
| Financial assets, at FVTPL | 2,169,563 | - | - | - | - | - | - | -353,270 | - | - | - | - | - | 1,816,293 |
| Financial assets, at FVOCI | 12,146,356 | - | - | - | - | - | - | -6,661,760 | - | - | - | - | - | 5,484,596 |
| Trade and other receivables | 3,797,464 | 195,758 | 883 | - | - | - | - | - | 100 | - | - | - | - | 3,994,205 |
| Investment in associate | - | - | - | - | - | - | 101,607 | - | - | - | - | - | -17,027 | 84,580 |
| <u>Current liabilities</u> | | | | | | | | | | | | | | |
| Trade and other payables | -2,707,155 | - | - | - | 89,581 | - | - | - | - | - | 85,783 | 1,008,763 | - | -1,523,028 |
| Monies held in trust | -6,779,329 | - | - | - | - | -264,183 | - | - | - | - | - | -1,008,763 | - | -8,052,275 |
| <u>Accumulated funds</u> | | | | | | | | | | | | | | |
| | -37,255,065 | -195,758 | -883 | -13,870 | -89,581 | - | -101,607 | - | -100 | -31 | -85,783 | - | 17,027 | -37,725,651 |

30. Restatement (Cont'd)

| | As previously reported | (i) | (ii) | (iii) | (iv) | (v) | (vi) | (viii) | (ix) | (x) | (xi) | (xii) | (xiii) | As restated |
|------------------------------------------------------------------|------------------------------|----------|------|---------|---------|----------|----------|------------|------|-----|---------|------------|---------|-------------|
| | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| Group | | | | | | | | | | | | | | |
| Statement of financial position as at 31 March 2022 | | | | | | | | | | | | | | |
| <u>Current assets</u> | | | | | | | | | | | | | | |
| Cash and cash equivalents | 33,849,035 | - | - | 13,870 | - | 264,183 | - | 7,015,030 | - | 31 | - | - | - | 41,142,149 |
| Financial assets, at FVTPL | 2,169,563 | - | - | - | - | - | - | -353,270 | - | - | - | - | - | 1,816,293 |
| Financial assets, at FVOCI | 12,146,356 | - | - | - | - | - | - | -6,661,760 | - | - | - | - | - | 5,484,596 |
| Trade and other receivables | 4,254,515 | 195,758 | 883 | - | - | - | - | - | 100 | - | - | - | - | 4,451,256 |
| Investment in associate | - | - | - | - | - | - | 101,607 | - | - | - | - | - | -17,027 | 84,580 |
| <u>Current liabilities</u> | | | | | | | | | | | | | | |
| Trade and other payables | -3,342,507 | - | - | - | 89,581 | - | - | - | - | - | 85,783 | 1,008,763 | - | -2,158,380 |
| Monies held in trust | -6,779,329 | - | - | - | - | -264,183 | - | - | - | - | - | -1,008,763 | - | -8,052,275 |
| <u>Accumulated funds</u> | -41,066,817 | -195,758 | -883 | -13,870 | -89,581 | - | -101,607 | - | -100 | -31 | -85,783 | - | 17,027 | -41,537,403 |
| <u>Consolidated statement of comprehensive income for FY2022</u> | | | | | | | | | | | | | | |
| Other income | 1,272,343 | - | - | - | - | - | - | - | 100 | 31 | 85,783 | - | - | 1,358,257 |
| Share of results of associate (net of tax) | - | - | - | - | - | - | - | - | - | - | - | - | -17,027 | -17,027 |

30. Restatement (Cont'd)

| | As previously reported | (iii) | (viii) | (ix) | (x) | (xi) | (xiii) | As restated |
|------------------------------------------------------------|---------------------------|--------|-----------|------|-----|---------|---------|----------------|
| Consolidated statement of cash flow as at 31 March 2022 | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ | S\$ |
| Surplus before tax | 882,829 | - | - | 100 | 31 | 85,783 | -17,027 | 951,716 |
| Share of results of associate (net of tax) | - | - | - | - | - | - | 17,027 | 17,027 |
| Trade and other receivables | -211,187 | - | - | -100 | - | - | - | -211,287 |
| Trade and other payables and monies held in trust | 1,146,161 | - | - | - | - | -85,783 | - | 1,060,378 |
| Movement in margin accounts with brokers | -1,001,818 | - | 4,115,351 | - | - | - | - | 3,113,533 |
| Cash and cash equivalents at beginning | 24,436,497 | 13,870 | 2,899,679 | - | - | - | - | 27,350,046 |
| Cash and cash equivalents at end | 26,958,946 | - | 7,015,030 | - | 31 | - | - | 33,974,007 |

31. Comparative figures

The financial statements for the financial year ended 31 March 2022 were audited by another firm of auditors.

32. Authorisation of financial statements

The financial statements of the Group for the financial year ended 31 March 2023 were authorised for issue by the Council of the Society on 25 September 2023.

Audit Committee Report

The role of the Audit Committee (**AC**) is to function as an independent committee (i) from time to time and as tasked by the Council of the Law Society of Singapore (**Council**), to advise and review the internal controls framework of the Law Society of Singapore (**LSS**) and its internal and external audit processes; (ii) in respect of each financial year, to review the annual audited consolidated financial statements of LSS; and (iii) following such review to report its findings and make its recommendations to the Council for their consideration. The AC may also be directed by 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, Patrick Ang, Leon Yee and Jacqueline Loke to form the Audit Committee for 2023.

In the course of the audit process for the financial year ended 31 March 2023 (**FY23**), the external auditor, Lau Chin Huat & Co (**LCH**) was unable to reconcile historical unreconciled but accumulated balances carried forward from previous financial years. After an extended process of review, and with the assistance of LSS' new Finance Manager and his team, LCH has satisfied itself that all assets and liabilities of LSS are fully accounted for, and that there is a reasonable basis to attribute the unreconciled balances to accounting errors accumulated over several years. LCH has therefore recommended that the financial statements for the financial years ended 31 March 2021 and 31 March 2022 respectively be restated to address these prior years' errors (**Restatements**). With these Restatements, LCH has given its unqualified audit opinion on the financial statements of LSS for FY23.

Arising from the Restatements, it was also noted that LSS has been maintaining a significant amount of cash with brokers in margin accounts. The AC was advised that the cash comprised proceeds of divested investments and uninvested monies from both the General Fund and the Compensation Fund of the LSS. As LSS does not undertake any margin trading, the AC has recommended that immediate action be taken to transfer all such sums from LSS's margin accounts with the brokers to LSS's bank accounts, and that care should be taken in future to ensure that uninvested monies are either promptly reinvested or withdrawn and transferred to LSS's bank accounts pending investment.

Also arising from the Restatements, the AC noted that sums representing unclaimed monies held by LSS in trust had been omitted/wrongly classified in prior years' financial statements. These have been fully accounted for and it has been established by LCH that the funds in question have at all times remained in the designated trust accounts.

On behalf of the Audit Committee

Robson Lee

Chairperson

