



Dear Friends,

On 1st July 2013, Dato Benny passed the baton of JTJB leadership to me. Now, after 10 and a half years, the time has come for me to pass on the baton in turn. So, on 1st February 2024, John Sze will be taking over as the Managing Partner of the Firm.

Planned succession and renewal are key elements to the successful longevity of any organisation. It is always important, and indeed necessary, to have an injection of fresh ideas, approaches, perspectives and energy.

It is the right time for the change – right for me, right for John and most importantly, right for the Firm. John has been the Deputy Managing Partner for 8 years. He knows the Firm and will bring that injection of fresh ideas, approaches, perspectives and energy.

The date of 1st February 2024 is also meaningful as it is the (36th) anniversary of the Firm's founding.

It has been both a tremendous privilege and responsibility to have been the Managing Partner of JTJB. My tenure has certainly been eventful and there were challenging events, not the least having to navigate the Firm through Covid 19 (and an office move on the eve of the lockdown in Singapore!).

There were also many highlights, some of which are:

- Our grand 30th anniversary bash in 2018.
- Seeing the Firm successfully diversify its practice and getting ranked in the 4 major legal directories in areas beyond our traditional stronghold of shipping.
- Being named as one of Singapore's Best Law Firms for 4 years in a row.
- Seeing the growth and development of our lawyers, in particular, the promotion of a number of our associates to partners.
- Adopting technology and going paperless.
- Embracing flexible working.
- Hosting the ADVOC Joint Conference in Singapore.
- Moving to our new office in Capital Tower.
- Our Brand refresh.

It goes without saying that I could not have done my job as Managing Partner without the help of all my colleagues, past and present, and my fellow Exco members. My heartfelt thanks for all their support over these 10 and a half years.

Finally, for the avoidance of doubt, this is NOT a retirement. I will still be part of the Exco, actively involved in the practise of law and will continue to contribute to the Firm.

I am just transitioning from an old Managing Partner to a Young Senior Partner!

Best regards,

K. Murali Pany

Managing Partner