

PRESS RELEASE

ADVANT Beiten Is Restructuring its Management for the Future

Generational transition at the top: Jan Barth, Ralf Hafner, and Uwe Wellmann take over as managing directors. New governance structure agreed in May gets underway

Munich, 29 September 2026 - Setting the course for its future strategic development, ADVANT Beiten has elected Jan Barth (Freiburg), Ralf Hafner (Munich), and Uwe Wellmann (Berlin) to the management board following the reform of its Articles of Association approved in May 2026. They succeed Barbara Mayer, Martin Fink, and Guido Krüger, who had been a member of the law firm's management board since 2008.

With the reform of its Articles of Association due to take effect at the turn of the year 2027, the firm is consistently developing its structures. A key element of this is the adjustment of the remuneration system, with ADVANT Beiten continuing to rely on lockstep remuneration as a defining feature of its collegiate culture. The new regulation makes lateral hires into the system more attractive while creating long-term performance incentives for partners. Another core element is the introduction of a new management and governance structure, including the establishment of a partner council.

The appointment of the new management team is the first step in implementing this new structure. At the same time, the partnership is combining its strategic realignment with a generational change at the top. Jan Barth (42) succeeds long-time Managing Partner Guido Krüger (67). Together with Ralf Hafner (51) and Uwe Wellmann (58), he will shape the firm's future development with a clear focus on long-term viability, internationalisation and strategic growth. As with the previous management team, three of the law firm's offices are represented on the new management board.

"The market for professional service firms is currently evolving very rapidly and with immense dynamism," says Jan Barth. "We do not just see the risks, but also considerable opportunities. With our professional expertise, our excellent AI infrastructure and our ADVANT alliance, we are in a strong starting position." Ralf Hafner adds: "We will continue to strengthen our national and international positioning, leverage our strengths even more consistently across different offices and

practice groups, and make targeted investments in the future of our law firm. The new structure provides us with the ideal framework for this."

The new management is equally committed to continuity and further development. "We are building on a strong foundation of past successes," Uwe Wellmann comments, "at the same time, we must have the courage to rethink existing practices and initiate changes where they will make us a better firm."

With this new governance structure, ADVANT Beiten also seeks to create the conditions for further sustainable growth and even stronger international cooperation. Particular emphasis will be placed on tailoring the firm's strategic evolution to the needs of its clients, partners and staff.

The partnership would like to express its sincere thanks to Barbara Mayer, Martin Fink, and Guido Krüger for their work on the steering committee to date. Guido Krüger, in particular, as a long-standing member, has played a decisive role in shaping the law firm's development and positioning.

Public Relations

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About ADVANT Beiten

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