

PROFILE

**Director, Corporate and Mergers & Acquisitions
Drew & Napier LLC, Singapore**

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Qualifications

LL.B. (Hons), King's College London, United Kingdom (2013)
Advocate & Solicitor of the Supreme Court of Singapore (2015)
Solicitor of the Senior Courts of England & Wales (2023)

Language

English

JOEL
TAN

ABOUT JOEL

Joel is a Director in the Corporate and Mergers & Acquisitions Practice Groups. He is also a member of the Telecommunications, Media & Technology and Employment Practice Groups.

Joel's key practice areas are in corporate and commercial law, with an emphasis in mergers & acquisitions, information technology, healthcare regulatory and employment matters.

Joel regularly advises clients on mergers & acquisitions and other transactional and corporate commercial matters across a wide variety of industries. In particular, he advises MNCs, listed companies and start-ups on acquisitions, fund raising, and other transactions, including commercial agreements, corporate restructuring, joint ventures and shareholder agreements.

For information technology matters, Joel advises on software services, procurement and other related agreements. He also advises on a range of healthcare regulatory matters, including biotechnology, pharmaceuticals and medical devices.

In relation to employment matters, Joel regularly advises clients on the full range of employment issues (both contentious and advisory), including pre-employment processes and procedures, employment contracts, handbooks and policies, employee share incentive plans, trade unions and collective agreements, retrenchment and termination of employment as well as post-employment related matters such as enforcement of post-employment obligations and restrictive covenants.

Joel also has experience advising on equity capital markets matters, including initial public offerings, equity fund raising exercises such as rights issues and placements, and regulatory compliance matters.

EXPERIENCE

Corporate and Mergers & Acquisitions

- Acted for one of the two Integrated Resorts in Singapore in relation to its further investment in Singapore to expand its non-gaming facilities as well as to obtain certain gaming concessions. The total investment commitment of the two Integrated Resorts amounted to SGD 9 billion.
- Acted for a Chinese property development group, the majority shareholder of a consortium, in the consortium's take-over of a Singapore-headquartered conglomerate listed on SGX. The transaction was valued at approximately SGD 1.83 billion.
- Acted for a Singapore-headquartered conglomerate listed on SGX in relation to the sale of its U.S. biomedical subsidiary to a U.S.-headquartered conglomerate listed on NYSE for a consideration of USD 50 million.
- Acted for the vendors in relation to the sale of a Singapore parking management services company to a Japanese parking systems construction group listed on the Tokyo Stock Exchange for a consideration of SGD 48 million.
- Acted for a Malaysian financial services group listed on Bursa Malaysia in relation to its SGD 40 million investment in a Singapore fintech start-up through a subscription of secured notes.
- Acted for a Belgian specialty chemicals group in relation to the sale of its chemical plant to a Dutch specialty chemicals group for a consideration of EUR 25 million.
- Acted for a Singapore-headquartered content delivery network provider in relation to its Series B funding round led by a Singapore private equity firm raising approximately SGD 29 million.

Employment

- Acted for a Japanese entertainment group in relation to allegations of harassment and poor work environment of its Singapore subsidiary involving an independent investigation into such allegations.
- Acted for an international law firm, headquartered in the U.K., in relation to the retirement of a senior partner's membership from the partnership and the termination of the senior partner's employment.
- Acted for a Singaporean gold jewellery group in relation to an alleged wrongful termination claim by an ex-employee involving issues on how the concept of redundancy is defined under Singapore law.
- Acted for a German automobile group in relation to alleged discriminatory employment practices involving the hiring for a senior management position in its Singapore subsidiary.
- Acted for a Danish coating solutions group in relation to the trade union framework in Singapore involving advice on recognition of the union and the collective agreement with the union.
- Acted for a British oil and gas group in relation to its pension scheme involving amendments to the pension scheme and submissions to IRAS relating to tax exemptions.
- Acted for German athletic apparel and footwear group in relation to its proposed termination of a senior management personnel involving advice on dismissal without notice and redundancy under Singapore law and assisting with the structuring of the employment separation taking into consideration the alleged misconduct.
- Acted for a Dutch brewing group in relation to its proposed termination of a pregnant employee involving advice on maternity protection under Singapore law and assisting with the structuring of the employment separation.

Capital Markets

- Acted Metasurface Technologies Holdings Limited in relation to its initial public offering on HKEX to raise net proceeds of approximately HKD 20.6 million. The share offer was the second new listing on GEM of HKEX since 2022.
- Acted for Orient Capital (Hong Kong) Limited, the sole sponsor, in relation to the initial public offering of Optima Automobile Group Holdings Limited on HKEX to raise net proceeds of approximately HKD 22.2 million.
- Acted for TrickleStar Limited in relation to its initial public offering on SGX to raise net proceeds of approximately SGD 2.4 million.
- Acted for Kinergy Corporation Ltd. in relation to its initial public offering on HKEX to raise net proceeds of approximately HKD 230.2 million.
- Acted as Singapore legal counsel to M&L Holdings Group Limited in relation to its initial public offering on HKEX to raise net proceeds of approximately HKD 39 million.
- Acted for LH Group Limited, a company listed on SGX, in relation to a reverse take-over transaction relating to the acquisition of Pacific Star Development Pte. Ltd. for a purchase consideration of SGD 140 million.
- Acted for ISDN Holdings Limited, a company listed on SGX, in its dual primary listing on HKEX to raise net proceeds of approximately SGD 7 million.

ACCOLADES

Asian Legal Business

Singapore Rising Star 2026

APPOINTMENTS/MEMBERSHIPS

- Member, Law Society of Singapore
- Member, Singapore Academy of Law
- Member, Law Society of England & Wales

PUBLICATIONS

- Singapore chapter of Employment & Labour Law, The Legal 500 Country Comparative Guide, 2026