



Ang Wei Shuen 洪伟轩

Associate Director, Dispute Resolution & Information Technology

LL.B. (Magna Cum Laude), Singapore Management University (2019)

Advocate & Solicitor of the Supreme Court of Singapore (2020)

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ABOUT WEI SHUEN

Wei Shuen is an Associate Director in Drew & Napier's Dispute Resolution & Information Technology practice. He advises clients navigating complex challenges at the intersection of technology, data, employment law, and commercial disputes. His particular strengths lie in software and SaaS disputes, cybersecurity incident response, data protection compliance, workplace investigations, senior executive matters, and cross-border commercial disputes.

His clients include financial institutions, technology companies, telecommunications operators, insurers, listed companies, educational institutions, and growth-stage businesses, typically involving complex systems, sensitive data, regulated processes, or reputationally delicate employment matters.

His experience spans ransomware attacks and data breaches, IT vendor and platform disputes, cross-border arbitration and enforcement, breach of confidence claims, team-lift and non-solicitation matters, wrongful dismissal allegations, and the intersection of employment law and data protection.

Clients have described Wei Shuen as being "*sharp and incisive*", "*often identifying angles that might otherwise be overlooked*" in problems at the intersection of law, technology and institutional risk. His advice is valued for its clarity, restraint and practical utility, particularly where clients need to make defensible decisions quickly and with an eye to litigation, regulatory and workplace consequences.

EXPERIENCE

Information Technology

Regulated entities

- Advised a major Singapore financial institution on a high-value enterprise software licensing and maintenance

dispute, including contractual interpretation, audit and compliance risk assessment, and dispute strategy with the vendor.

- Advised one of the largest insurance providers in the Asia-Pacific region on cyber and technology risk issues, including vulnerability disclosure programmes and the use of electronic signing solutions and cryptographic signatures.
- Advising a major telecommunications operator on a refresh of its template agreements for contracting with SaaS vendors.
- Advised a major insurance institution on the integration of SaaS and PaaS into its IT systems.
- Advised a major insurance institution on issues arising from cybersecurity research and vulnerability disclosure.
- Advising a Fortune 500 company on compliance with the Online Safety (Relief and Accountability) Act 2025.

Technology implementation

- Advising an Indian conglomerate on the establishment of data centres and cross-border data processing.
- Advising a group of ASEAN property-sector companies on a refresh of their technology stack to improve interoperability, harmonise software solutions and support legal compliance across the region.
- Advising an entity in the shipping and container industry on the use and licensing of port management software.
- Advising an award-winning individual in the biofuels and sustainability space on the development of a mobile application for sustainability compliance tracking.

- Conducting training for various SMEs on identifying and mitigating legal risks arising from the implementation of artificial intelligence systems under the AI.dea programme, supported under the SkillsFuture Queen Bee network.

Data breaches and disputes

- Advising a technology company specialising in anonymous internet browsing on responding to a cyberattack involving interception of airdropped cryptocurrencies, including coordinating technical and crisis communications experts in Singapore and China.
- Advised the Singapore subsidiary of a Japanese listed company on a ransomware attack and related personal data and cybersecurity issues.
- Advised an Indian data analytics entity on its dispute with its US MNC client in respect of data leakage caused by server misconfiguration.
- Advised a company listed on the Singapore Exchange on a ransomware attack affecting personal and corporate data.
- Advised a private bank and affiliated entities on an IT vendor dispute involving trading and connectivity issues and quantified losses, including early-stage dispute strategy, cost scoping and mediation-first options.
- Advised a multinational telecommunications company on a dispute with its technology service provider concerning migration issues to a new platform.
- Advised a major aviation company on legal issues arising out of SaaS procurement and contracts relating to a proposed roll-out of robotic baggage handling services.
- Advised a multinational company on issues arising out of data centre leases, claims against designers and manufacturers, and building safety following a major accident.
- Advised a charitable institution on a ransomware attack affecting service providers processing data on its behalf.

- Advised on personal data and cybersecurity issues arising in the employment context, including the collection and use of employee-related data for investigatory and disciplinary purposes.
- Conducting data privacy training and cybersecurity incident response for various SMEs under the Cyber Elevate programme, supported under the SkillsFuture Queen Bee network.
- Acting for one of Singapore's largest software developers in a claim against its subcontractor arising out of the defective design and supply of a software product.
- Advised a major social media provider on various issues related to contractual indemnities.

Employment

Corporate and regulatory compliance

- Advised a NYSE-listed entity on establishing a Singapore presence, including regulatory and market-standard requirements for hiring a leadership cadre.
- Advised various clients, including a global strategy consulting firm and state-affiliated entities, on refreshing employment contracts, handbooks, and policies for general use for rank-and-file staff, partner-level employees, and seafarers.

Senior executive employment and compensation

- Advised various clients, acting for both employers and employees, including a major international financial institution, on negotiating employment for senior roles, dealing with highly customised terms relating to remuneration and relocation arrangements.

Investigations and disciplinary actions

- Advised a cryptocurrency project on allegations of sexual and financial misconduct made against a senior member of leadership.
- Advised various educational institutions on investigations into allegations of sexual misconduct and abuse.

Employment disputes and separation

- Advised an international aviation entity on employee rights arising out of an asset purchase agreement.
- Advised an international fund management entity on a contentious separation with a senior employee involving coordination with legal counsel from Singapore, the United Kingdom, and Switzerland.
- Advised a multinational insurance broker on a team-lift, including forensic analysis and enforcement strategy relating to breaches of non-solicitation and confidentiality obligations.
- Advising various employers in the financial, medical, educational and biofuels sectors on employment disputes and employee claims, including strategy and document preparation for TADM processes and risk-managed responses to allegations of wrongful dismissal.
- Advised a senior employee in a European financial institution who was dismissed after an internal investigation disclosed no misconduct, including coordination with European counsel on issues relating to European capital regulations.

Dispute Resolution and Advisory

- Acted for a Chinese state-owned entity in an ICC arbitration against a Canadian counterparty arising from an energy-sector data acquisition contract, including enforcement-related workstreams across multiple jurisdictions.
- Successfully acted for a distributor of Caterpillar equipment in a Court of Appeal case involving a multimillion-dollar claim against a buyer who refused to take delivery of ordered equipment (*Pacific Ocean Engineering & Trading Pte Ltd v Tractors Singapore Limited* [2021] SGCA 31).
- Successfully acted for a global financial services company in a claim for fraud, conspiracy, and breach of trust, and successfully discharged a freezing injunction against the same defendants (*B High House International Pte Ltd v MCDP Phoenix Services Pte Ltd & anor* [2023] SGHC 12).
- Defended an Indonesian pulp mill (part of the Sinar Mas group) in a claim brought against it by its Indian piping supplier in the construction of a pulp mill (*Sunrise Industries (India) Ltd v PT OKI Pulp & Paper Mills & anor* [2023] SGHC 3) and a related cross-appeal (*PT OKI Pulp & Paper Mills v Sunrise Industries (India) Ltd and another appeal* [2023] SGHC(A) 38).
- Successfully struck out a claim by a third-party purchaser of utility tokens on a private blockchain against the issuer of the tokens, who had forked the blockchain to prevent a fraud perpetrated against it.
- Acting for a SaaS logistics solutions provider in a dispute with a logistics provider which used the logistics solutions provided.
- Advised an educational institution on issues arising out of a breach of confidence by a former employee.
- Advised an insurance major on issues arising out of a breach of confidence by a former employee.
- Advised a multinational company on the applicability of *force majeure* clauses in light of pandemic restrictions.
- Representing an educational institution in a dispute over the implementation of an off-the-shelf student management system.
- Acting for an insurance major in relation to claims against a former agent for IP-related issues and contractual liabilities.
- Advised on cross-border distribution arrangements, including risk allocation, payment terms and dispute resolution architecture (governing law, jurisdiction / arbitration provisions) to support commercial negotiations.

ACCOLADES

The Legal 500 Asia Pacific

TMT 2026 – Recommended Lawyer

“Ang Wei Shuen brings a sharp and incisive mind, often identifying angles others might miss.”

Labour and Employment 2024 – Recommended Lawyer

Ang Wei Shuen is “...dedicated to [his] professional work.”

PUBLICATIONS

- “*Diabolus ex machina - Artificial (un)Intelligence and liability*” (Drewtech Series Chapter 4, 18 February 2020)
- “*Bringing Hygiene Online - The MAS Notice on Cyber Hygiene*” (Drewtech Series Chapter 5, 28 April 2020)
- “*Signing without signing – contactless contracts*” (Drewtech Series Chapter 6, 16 July 2020)
- “*My Kingdom for a Horse – When your Systems are Held to Ransom*” (Drewtech Series Chapter 7, 22 January 2021)
- “*New risks in new skins - Updates to the Guidelines on Risk Management Practices – Technology Risk*” (Drewtech Series Chapter 8, 3 March 2021)
- “*Of blockchains and stumbling blocks*” (Drewtech Series Chapter 9, 21 July 2021)
- “*Large language models and larger legal minefields*” (Drewtech Series Chapter 11, 4 April 2023)
- “*Beset on all sides – liability for data breaches*” (Drewtech Series Chapter 12, 19 July 2023)
- “*Pitfalls of user-generated content*” (Drewtech Series Chapter 13, 18 October 2023)
- “*Red queen races – vulnerability disclosure programs*” (Drewtech Series Chapter 14, 1 August 2024)
- “*Looking at the man in the middle (in a cyber breach) – allocation of risk*” (Drewtech Series Chapter 15, 5 March 2025)
- “*Speak, friend, and enter - access controls and authorised users*” (Drewtech Series Chapter 16, 28 May 2025)
- “*I love the smell of AI in the morning – a review of an AI-generated letter of demand*” (Drewtech Series Chapter 17, 12 November 2025)

APPOINTMENTS/MEMBERSHIPS

- Member, Law Society of Singapore
- Member, Singapore Academy of Law