



Tasha Wie

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LL.B. (Hons), University of Birmingham, United Kingdom

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

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ABOUT TASHA

Tasha is an Associate Director in the Corporate and Mergers & Acquisitions Practice Group and is also a member of the Employment and Healthcare Practice Groups.

Tasha's practice encompasses advising on a broad range of transactional and advisory matters, with a particular focus on mergers and acquisitions, employment law, and healthcare-related regulatory and commercial work.

In her corporate practice, Tasha acts on a wide range of mergers & acquisitions and general corporate transactions, supporting clients through the full lifecycle of deals, including structuring, due diligence, and documentation. In addition to transactional work, Tasha also regularly advises on day-to-day corporate matters, including shareholder arrangements, corporate governance, regulatory compliance, and commercial issues.

Tasha also has extensive experience in employment law, routinely advising a diverse client base comprising multinational corporations, small and medium enterprises, and high-net-worth individuals on the full spectrum of employment-related matters from cradle to grave. This includes employment contracts and policies, employee exits and retrenchments, union-representation, workplace disputes, and employee share incentive and equity arrangements.

In addition, Tasha advises on healthcare regulatory and commercial issues, acting for both multinational corporations and government-linked entities on matters within the healthcare sector.

EXPERIENCE

Some notable matters that Tasha has handled include:

Mergers & Acquisitions; Capital Markets

- Acted for the founders of a Singapore-based technology company in relation to the sale of shares to an overseas strategic acquirer, including pre-sale restructuring and associated employment law considerations.
- Acted for 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 a leading Bhutanese alcohol producer in relation to its joint venture with a Singapore entity to produce, market and distribute gin and related spirits in the Kingdom of Bhutan.
- Acted for a fintech acquirer in relation to the acquisition of the assets of a Singapore-based payments group, including the transfer of operating entities and related commercial and regulatory considerations.
- Acted for a healthcare group in relation to the acquisition of a Singapore-based healthcare provider operating multiple specialist clinics, by way of share purchase from existing shareholders.
- 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.

General Corporate

- 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 Druk Holding & Investments Limited, the sovereign investment arm of the Kingdom of Bhutan, in relation to a landmark collaboration with a prominent global cryptocurrency mining and blockchain technology company concerning the establishment and operation of cryptocurrency mining farms in Bhutan.
- Acted for a subsidiary of a leading American multinational food manufacturing company in relation to a contract transformation initiative involving the review, consolidation, and standardisation of its template agreements, and the development of a comprehensive contract playbook to support business-wide contracting practices.
- Acted for a leading Singapore telecommunications company in relation to its negotiation and structuring of cloud management platform agreements with key vendors.
- Acted for a leading Southeast Asian consumer electronics and furniture retailer in relation to its Buy Now, Pay Later (BNPL) offering, advising on the framework, consumer-facing documentation and related contractual arrangements.
- Acted for a major international sports network in relation to the capitalisation of inter-company payables as part of its group financing and corporate restructuring arrangements.
- Acted for a Singapore-based culinary brand in relation to the structuring and documentation of its expansion strategy, including franchise, licensing and operational arrangements.
- Acted for a global cybersecurity company in relation to loan-to-equity conversions and capitalisation exercises, including the review and preparation of related corporate documentation.

Employment

- Acted for an international technology company headquartered in Thailand in

relation to the design and rollout of an equity incentive plan for employees and external personnel, with a focus on securities law and corporate law considerations under Singapore legislation.

- Acted for a British multinational online food and grocery delivery company in relation to its retrenchment exercise and cessation of Singapore operations, including employment law compliance, workforce restructuring, and associated regulatory considerations.
- Advised a global digital asset platform on employment law considerations in connection with its proposed acquisition of a financial technology group, including employee transfer and post-acquisition integration issues.
- Acted for a multinational healthcare company in relation to mediation proceedings arising from a sensitive employment dispute involving alleged wrongful dismissal and issues relating to statutory pregnancy protections.
- Advised a multinational conglomerate headquartered in South Korea on a wide range of employment law issues, including employment compliance, workforce management, union-representation and human resource-related advisory matters.
- Acted for a multinational aviation group in relation to employment law matters, including the review of template employment contracts and union-related advisory issues.
- Acted for a multinational conglomerate in relation to a sensitive employee dispute involving alleged misappropriation of company funds and related employment law and disciplinary issues.
- Acted for a multinational conglomerate in relation to the structuring and review of a phantom share incentive scheme and related employee incentive arrangements.
- Acted for a leading global media organisation in relation to the review and update of its employee handbook to ensure compliance with applicable employment law and internal human resource policies.

Healthcare

- Advised a leading healthcare group in Asia on the legal and regulatory implications of upcoding practices, including assessment of enforcement risks, statutory penalties, and compliance considerations.
- Acted for a U.S.-headquartered biopharmaceutical company specialising in the discovery, development, and commercialisation of RNA interference (RNAi) therapeutics, in relation to the drafting and review of a distribution agreement supporting the distribution of its products in key markets.
- Acted for a leading life sciences organisation in relation to a licence agreement relating to the development and commercialisation of vaccine vector technology.
- Advised a U.S.-headquartered pharmaceutical company on regulatory and compliance issues relating to the development and commercialisation of non-invasive prenatal testing (NIPT) products and services.
- Acted for a Swiss-headquartered multinational pharmaceutical company in relation to regulatory, compliance, and commercial matters, including the negotiation and review of key commercial agreements.
- Acted for a Swiss-headquartered multinational healthcare group in relation to negotiations with the Singapore Ministry of Health on subsidy and MediShield Life reimbursement arrangements.

APPOINTMENTS/MEMBERSHIPS

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