



## Charlotte Kouo

### Senior Associate

Singapore  
+65.6713.0247

[charlotte.kouo@klgates.com](mailto:charlotte.kouo@klgates.com)

## OVERVIEW

Charlotte Kouo is a dual-qualified associate in the firm's Corporate (Mergers and Acquisitions) and Finance practices. Her legal practice involves a broad range of corporate matters including cross-border and domestic mergers and acquisitions, joint ventures, group restructurings, and licensing and regulatory compliance. She has acted for clients in a variety of industries and has a deep understanding of the impact and implications that the regulatory environment has on businesses incorporating and deploying emerging and advanced technologies across a range of industries. Apart from her corporate practice, Charlotte also regularly acts for and supports clients on various employment law related matters.

## PROFESSIONAL BACKGROUND

Charlotte graduated from the University of Leicester with a LL.B. (Hons) and from Georgetown University Law Center with a LL.M. in Technology Law & Policy. At Georgetown she was awarded a Merit Scholarship, placed on the Dean's List and ranked top of her class in Financial Technology Law.

She was admitted as an Advocate and Solicitor to the Supreme Court of Singapore in 2020 and as a Solicitor of the Senior Courts of England and Wales in 2022.

## PROFESSIONAL / CIVIC ACTIVITIES

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

## EDUCATION

- LL.M., Georgetown University Law Center, 2024 (*Merit Scholar; Dean's List*)
- LL.B., University of Leicester, 2017 (*Hons.*)

## ADMISSIONS

- Advocate and Solicitor, Singapore
- Solicitor of the Senior Courts of England and Wales

## LANGUAGES

- Chinese (Mandarin)
- English

## THOUGHT LEADERSHIP *POWERED BY HUB*

- 2026, Global Employer Guide
- 23 December 2025, Use of Artificial Intelligence in Recruitment Tools and Singapore's Workplace Fairness Act
- 15 September 2022, Recent and Upcoming Enhancements to Singapore's Work Pass Framework
- 3 September 2021, Singapore's Vaccinate or Regular Test Regime: Differentiating Between Vaccinated and Medically-Eligible but Unvaccinated Employees
- 30 April 2021, An Overview: Electronic Signing and the New "Sign with SingPass" Service in Singapore
- 3 September 2020, Amendments to Minimum Salary Thresholds for Singapore Employment Pass and S Pass Applications and Renewals

## OTHER PUBLICATIONS

- 'The Prospects of Introducing Neurochemical Intervention in Crime Policy' [2018] 6(2) Legal Issues Journal
- 'Post-Prest Corporate Group Veil Piercing: Alternative Avenues to Justice' [2016] 4(2) Legal Issues Journal

## NEWS & EVENTS

- 3 October 2023, K&L Gates Advises Live-Streaming Platform 17LIVE on Landmark De-SPAC Business Combination in Singapore
- 4 December 2020, K&L Gates Again Advises Red Ventures on Pending Sale of CNET Content Services to 1WorldSync
- 18 September 2020, K&L Gates Advises Red Ventures on USD \$500 Million Acquisition of CNET Media Group From ViacomCBS

## AREAS OF FOCUS

- Mergers and Acquisitions
- Benefits and ESOPs
- Corporate and Acquisition Finance
- Employment Issues in Business Transactions
- Global Employer Solutions
- Real Estate Finance
- Restructuring and Insolvency
- Securitization and Structured Finance
- Workplace Safety

## REPRESENTATIVE EXPERIENCE

- Acted for a charitable Singapore-headquartered global higher education and professional development institution, valued at approximately S\$450 million in a group restructuring of assets in its corporate group restructuring.
- Advised various international companies with a presence Singapore, including a North American pension fund, on compliance with employer obligations under COVID-19 additional measures and regulations introduced by the Ministry of Manpower, Ministry of Health, Inland Revenue Authority of Singapore and Immigration & Checkpoints Authority.
- Advised a publicly traded multinational conglomerate in the due diligence process of a proposed global acquisition of a multinational catalyst services provider.
- Assisted in the financing of a proposed acquisition of a corporate group operating international schools in Singapore, valued at approximately S\$200 million.
- Assisted in advising and acting for various financial institutions in local and cross-border bilateral and syndicated loan facilities with both domestic and foreign securities.
- Acted for vendors and purchasers in various sales of businesses, factories, dormitories and other real estate, including properties owned under JTC leases and properties with government licensing restrictions.
- Assisted in advising and acting for various financial institutions in asset restructuring exercises, including drafting the relevant documents for public tenders and auctions of various residential properties valued at approximately S\$35 million.

- Acted for a Singapore based lender in extending a loan of US\$10 million to a borrower in Hong Kong secured by various undertakings and assets owned by the borrower's corporate group in the Cayman Islands and Indonesia.
- Assisted in advising and drafting the collective sale agreement, and other related documents, for the redevelopment of a freehold property valued at approximately S\$201 million.