



## Christopher Tan

Partner and Director of K&L Gates Straits Law  
LLC

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### OVERVIEW

Christopher Tan is a partner in the firm's Corporate (Mergers and Acquisitions) practice. He has more than two decades of experience. His areas of focus include corporate and commercial (with a focus on cross-border mergers and acquisitions and corporate restructurings) as well as employment law (covering both Singapore and South East Asia).

Christopher has represented private equity firms, multinational corporations, and private companies on outbound and inbound investments in the region using both equity as well as hybrid structures, and has handled transactions covering Singapore, Vietnam, Indonesia, China, as well as Mongolia, among others. He also acts on the management side on a full range of employment related matters covering Singapore and South East Asia.

He is an active member of the firm's Corporate (Mergers and Acquisitions) practice, as well as the Labor and Employment practice in Singapore and South East Asia. He has most recently been ranked for Employment: International by *Chambers Asia-Pacific* and has also been recognized for labour and employment in every edition of *The Legal 500 Asia Pacific* since 2017. In addition, he has also been recognized by *The Legal 500 Asia Pacific* as one of only three Leading Individuals in Singapore in the field of labour and employment: foreign firms.

Over the years, Christopher and his team have received numerous commendations and commentaries from Chambers and Partners as well as *The Legal 500 Asia Pacific*, including the following:

*"Christopher Tan is sought after by clients in the media, entertainment, technology, and engineering sectors to assist with a wide variety of employment-related aspects."*

*"Particularly good and quite unique in his qualities."*

*"Has extensive and invaluable experience practising both international and Singapore employment law in a global firm context, and he also has a strong disputes and transactional background which is invariably useful."*

*"Christopher is responsive, agile, approachable, commercial-minded and solid with Singapore employment law."*

*"[Christopher] is efficient at providing quick and practical advice."*

*"Senior and very well regarded."*

"Very responsive and a pleasure to work with."

"They have fast turnaround time and are commercial."

"The team combines local employment knowledge with notable cross-border capabilities, stemming from the firm's regional network of offices', and are particularly adept at assisting clients in the TMT sector."

"Interviewees value the team's business acumen and the quality of its client service, with one saying: 'They provided outstanding customer service and demonstrated good commercial awareness by proposing practical solutions while protecting our business interests.'"

## PROFESSIONAL BACKGROUND

Christopher started out at one of the largest top-tier local law firms in Singapore and, prior to joining K&L Gates, was working in the Singapore office of a top-tier international firm (which was operating in a joint law venture with a local firm).

He has given presentations on various topics, including on directors' duties and liabilities to the Board of Directors of an international bank. He has also been featured in publications like the Oil Council's publication "Drillers and Dealers", as well as in "Australia's Paydirt" magazine:

- Are Asia's capital markets a good place for international oil and gas companies to seek future funding at present, *Drillers and Dealers*, April 2013 Edition
- Myanmar on the Move, *Australia's Paydirt*, September 2013 Edition

## ACHIEVEMENTS

- Recognized by *Chambers Asia-Pacific* for Employment: International in Singapore, 2019-2026
- Recognized by *The Legal 500 Asia Pacific*
  - Leading Partner for Labour and Employment: Foreign Firms in Singapore, 2023-2026
  - Next Generation Lawyer for Labour and Employment: Foreign Firms in Singapore, 2019-2022
  - Recommended Lawyer for Foreign Firms in Malaysia, 2021-2022, 2026
  - Recommended Lawyer for Labour and Employment: Foreign Firms in Singapore, 2017-2018
- Recognized by Marine Money Offshore for counsel role in its Leasing Deal of the Year, 2014

## EDUCATION

- LL.B., National University of Singapore, 2000 (*Honours*)

## ADMISSIONS

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

## LANGUAGES

- Chinese (Mandarin)
- English
- German

## 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
- 6 February 2024, Strengthening National Security in Investments: Exploring the Implications of the Significant Investments Review Bill
- 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
- 28 April 2020, COVID-19: Overview of Asia-Pacific Measures and Reliefs
- 3 April 2020, COVID-19: Singapore's Ministry of Health Promulgates Infectious Diseases (Workplace Measures to Prevent Spread of COVID-19) Regulations 2020
- 27 March 2020, COVID-19: What Does Singapore's Response to the Global Pandemic Mean for Businesses in Singapore?
- 11 March 2020, COVID-19: Navigating the Issues Faced by Employers in Singapore
- 29 April 2019, Amendments to the Singapore Employment Act
- 11 April 2018, What Constitutes "Due Inquiry" in a Dismissal for Misconduct Scenario?
- 10 April 2018, Review of the Singapore Employment Act: What to Expect

- 8 November 2017, Preparing a Performance Reference for an Employee – What is Expected of an Employer?
- 25 May 2017, A Bridge Over Troubled Water: Singapore's New Restructuring & Insolvency Framework Is Being Introduced When It Is Most Needed
- 22 December 2016, Termination of Employment Contracts for Misconduct: Practical Guidelines
- 6 December 2016, Singapore's Restructuring Focus Singapore - The New Hub of Asia Pacific Restructuring
- 7 July 2016, Singapore's Personal Data Protection Act: Time to Take it Seriously

## OTHER PUBLICATIONS

- Co-Author, "Singapore Investment Activities: Legal Perspective," *Asia Business Law Journal*, 26 October 2023
- Co-Author, "[Expert Briefing: Investment Activities in Singapore: A Legal Perspective](#)," *Asia Business Law Journal*, 19 October 2023

## NEWS & EVENTS

- 14 January 2026, K&L Gates Recognised in *The Legal 500 Asia Pacific 2026*
- 11 December 2025, *Chambers Asia-Pacific 2026* Guide Recognises K&L Gates
- 3 November 2025, K&L Gates Assists Australian Charity Healthy Strides Foundation Establish First International Clinic in Singapore
- 15 January 2025, The Legal 500 Recognises K&L Gates In 2025 Asia Pacific Edition
- 17 January 2024, The Legal 500 Recognises K&L Gates in 2024 Asia Pacific Edition
- 14 December 2023, *Chambers Asia-Pacific 2024* Guide Recognises K&L Gates
- 3 October 2023, K&L Gates Advises Live-Streaming Platform 17LIVE on Landmark De-SPAC Business Combination in Singapore
- 16 January 2023, The Legal 500 Recognizes K&L Gates in 2023 Asia Pacific Edition
- 13 January 2022, Legal 500 Recognizes K&L Gates in 2022 Asia Pacific Guide
- 16 December 2020, K&L Gates Recognized in *Chambers 2021 Asia Pacific and FinTech* Guides
- 2 March 2018, K&L Gates Names 34 New Partners Across Global Platform
- 31 July 2015, K&L Gates Again Advises Republic of Indonesia on Billion Dollar Eurobond Issuance

## OTHER MEDIA MENTIONS

- Quoted, "[Hiring or firing with AI? Employers face potential legal exposure, says lawyer](#)," *Human Resource Director Asia*, 16 June 2025
- Quoted, "[AI in Hiring and Firing: Why Employers Remain Legally Accountable for HR Decisions](#)," *Complete AI Training*, 17 June 2025
- Mentioned, "[K&L Gates Guides First Ever De-Spac Merger on SGX](#)," *Asian Legal Business*, 16 October 2023

## AREAS OF FOCUS

- Mergers and Acquisitions
- Capital Markets
- Collective Labor and Works Councils
- Contract Workers
- Corporate and Acquisition Finance
- Debt Capital Markets
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Global Employer Solutions
- Human Resource Advice and Compliance
- Public Companies
- Wage and Hour
- Workplace Safety