



Pradeep Pillai

Managing Director

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CURRICULUM VITAE



QUALIFICATIONS / EDUCATION

Barrister-at-Law, Middle Temple, 1997

Solicitor (England & Wales)

Advocate & Solicitor, Singapore, 1998

LLB (Hons), Queen Mary & Westfield College, University of London, 1996

Fellow of the Chartered Institute of Arbitrators (FCIArb)

MATTER EXPERIENCE

Banking/Insolvency

- Acting for the judicial managers of CNA Group Limited. The judicial management involved advising on the company's various computer and systems installation contracts; assisting in the negotiation of the sales of some of the company's assets and business; representing the company in an ICC arbitration in Doha, Qatar and 4 separate arbitrations in Dubai administered by the Dubai International Arbitration Centre;
- Acting for the judicial managers in relation to the S\$350 million insolvency and restructuring of electronics manufacturers, Jurong Technologies Industrial Corporation Ltd and Jurong Hi-Tech Industries Pte Ltd. Succeeded in the High Court in setting aside two major transactions with banks as unfair preferences. The decisions were upheld by the Court of Appeal;
- Acting for the liquidators of the Singapore distributor of Skoda motor vehicles in Singapore and advising on the competing claims made by various parties in respect of the vehicles;
- Acting for the liquidators of Pars Ram Brothers (Pte) Ltd, a large spice and commodity broker, in a S\$160 million insolvency;
- Acting for the State Bank of India in High Court and Court of Appeal proceedings against eSys Technologies Pte Ltd to enforce a share charge;
- Acting for ING Bank in contested winding up proceedings against a foreign company registered in Singapore involving a debt of approximately US\$91 million. The High Court's decision is a landmark decision clarifying the law relating to the liquidation of foreign companies;
- Acting for Otto Marine Limited in successfully applying to place the company in judicial management. The offshore marine company (with 70 subsidiaries & associated companies in several jurisdictions) was on the brink of financial collapse with debts of S\$1.15 billion. This insolvency represented one of the largest insolvencies in 2018;
- Acting for Emporium Shokuhin (a Japanese gourmet food emporium in Marina Square, Singapore) to apply for judicial management;
- Acting for one of the companies in the Mary Chia group of companies in insolvency proceedings relating to a joint venture dispute;

- Acting for former mainboard-listed sofa maker, HTL International Holdings Pte Ltd, in successfully applying to place the company (with 16 subsidiaries incorporated in various jurisdictions) under judicial management and acting for the appointed judicial managers of the company. The judicial managers carried out an internal restructuring of the subsidiaries and successfully divested its stake in the various subsidiaries for a total of US\$100 million resulting in a capital surplus after payment of all outstanding debts owed to creditors;
- Acting for a leading energy player in relation to matters pertaining to the judicial management of Hin Leong Trading Pte Ltd and Ocean Tankers Pte Ltd;
- Acting for a founder of a chain of dermatology clinics to place the relevant companies into judicial management;
- Acting for United Overseas Bank Limited in successfully applying to place Yongnam Engineering & Construction (Private) Limited and Yongnam Holdings Limited in judicial management; and
- Acting for a large construction group, CKR Group, in moratorium applications under s 64 of IRDA for the purposes of a scheme of arrangement

Commercial Disputes (Litigation / Arbitration)

- Acting for a Hong Kong company in Singapore High Court litigation involving a dispute over a copper mining concession in Laos;
- Acting for a top Turkish fashion conglomerate in an SIAC arbitration against a large Indian apparel company in a shareholder dispute relating to a joint venture in India;
- Acting for a major foreign bank in an SIAC arbitration involving a shareholder dispute under Indonesian law;
- Acting for an Indian construction company to set aside an international arbitration award in relation to a construction project in India;
- Acting for minority shareholders in a minority oppression action involving a family owned company in the hotel business;
- Acting for a large in-store advertising company in a licensing dispute with their Malaysian licensees both in the High Court and Court of Appeal;
- Acting for the minority shareholder of Tong Guan Food Products Pte Ltd in a minority oppression action in the High Court;
- Acting for an Indonesian company engaged in the mining and production of coal in several SIAC arbitrations commenced against them in a dispute relating to alleged breaches of marketing and sale and purchase agreements;
- Acting for a former executive chairman of a now insolvent shipping company in an appeal from a decision of the Singapore International Commercial Court which awarded damages of approximately US\$32 million for breaches of letters of support;
- Acting for a former director of a Singapore listed company in High Court defamation proceedings in relation to a whistle blowing report;
- Acting for a Chinese state-owned enterprise in arbitration proceedings relating to the sale & purchase of shares in a company which owned and operated water desalination plants;
- Acting for a Japanese businessman in the High Court and the Court of Appeal in relation to allegations of cross-border fraud involving US\$180 million. The matter also required oversight of litigation in Hong Kong, Cambodia and Luxembourg;
- Acting for a shareholder/director in a High Court minority oppression claim involving a cross-border jewellery business;
- Acting for the Managing Director, Co-Chief Investment Officer and Head of Private Equity of a multinational asset manager in a dispute involving a long-term incentive plan which resulted in the first reported decision in Singapore adopting the Extended Fiona Trust Principle in the context of determining the applicable jurisdiction clause in a contract; and

- Acting for a global technology equity venture capital firm in a dispute with its partners relating to their capital contributions to the fund.
- Representing parties summoned to give evidence before the Singapore court pursuant to letters of request issued by the United States Bankruptcy Court, Southern District of New York in relation to proceedings commenced by the Trustee of the Estate of Bernard Madoff.

Employment

- Acting for Dell's former Asia-Pac Vice President in Singapore High Court proceedings commenced by Dell to enforce a restrictive covenant preventing the client from joining Dell's competitor Hewlett-Packard Co;
- Acting for a senior money broker in Singapore High Court litigation in a claim for wrongful dismissal against an employer in relation to a fixed term employment contract;
- Acting for a large international travel logistics and travel solutions company in the High Court and Court of Appeal proceedings which involved the company suing seven of its former directors and senior management team for breach of fiduciary duties and breach of contract;
- Acting for six former employees of BP Singapore Pte Ltd in defending a claim by BP for breach of fiduciary duty and misuse of confidential information;
- Acting for a senior money broker in a High Court action to strike down a restrictive covenant preventing her from joining a competitor;
- Acting for a director of a company listed on the Australian stock exchange in High Court and Court of Appeal litigation in an employment dispute;
- Acting for two fuel brokers in High Court litigation Acting for two fuel oil brokers in a Singapore High Court suit and successfully resisting an injunction application commenced against them by their previous employer for an alleged breach of a restrictive covenant;
- Acting for an employee of a leading mining corporation in a claim against him for malicious falsehood;
- Acting for an independent expert services and litigation consulting organization in a Singapore High Court suit relating to claims of conspiracy and inducing a breach of contract;
- Acting for the former Director of a digital marketing company as lead counsel in Singapore High Court litigation against, amongst others, the company and its directors for claims for wrongful termination and breach of the partnership agreement;
- Acting for the General Counsel of a large mining corporation and assisting with negotiations relating to the termination of his employment and exit from the company;
- Acting for an Executive Director of a multinational investment bank and assisting him with disciplinary proceedings in relation to alleged claims of harassment;
- Advising a large mining corporation on its internal investigation and disciplinary proceedings against a senior employee for sexual harassment; and
- Acting for the Chief Executive Officer of a creative advertising agency and advising her on an investigation into allegations of misconduct and inappropriate behavior.

PUBLICATIONS

Pradeep contributed to the Singapore section of the PLC Global Employment and Employee Benefits multi-jurisdictional guide 2012/13 (Volume 1, 11th Edition).

ACCOLADES

Pradeep has been recognised as a leading dispute resolution, international arbitration, employment and restructuring and insolvency lawyer by various publications.

*Chambers Asia-Pacific 2024 ranked Pradeep in **Band 1 for Employment**, stating that he a market-leading employment litigator who is experienced in handling a wide variety of cases, often acting for individual employees. Pradeep was also ranked in **Band 4 for Restructuring/Insolvency**. One source observes that he is "an impressive dispute resolution and insolvency lawyer who can unpack complex issues and provide sound legal advice and commercial solutions, based on his wealth of experience." Another source also mentioned "a very, very strong lawyer."*

Who's Who Legal (WWL) has ranked Pradeep as Recommended for Restructuring & Insolvency in the 2024 National Guide. Pradeep has been described as having "sharp judgement" and "provides good advice borne from deep and wide experience".

*Chambers Asia-Pacific 2023 ranked Pradeep in **Band 1 for Employment**, stating that he a market-leading employment litigator who is experienced in handling a wide variety of cases, often acting for individual employees. One source observes that he is "a subject-matter expert and provides practical advice grounded in a thorough understanding of the applicable law and regulations." Another source also mentioned "he is always very sensitive to the commercial and human dimensions" and "is always alive to the larger strategic concerns, and is unfailingly prompt and thoughtful." Pradeep was also ranked in **Band 4 for Restructuring/Insolvency**.*

Who's Who Legal (WWL) named Pradeep in the 2022 National Guide as one of the top 33 practitioners in South East Asia for Labour and Employment. Pradeep has been described as "superb" and singled out for his "distinguished advisory and dispute resolution work".

*Chambers Asia-Pacific 2022 ranked Pradeep in **Band 1 for Employment**, stating that he a market-leading employment litigator who is experienced in handling a wide variety of cases, often acting for individual employees. One source observes that he is "measured and situationally aware." Pradeep was also ranked in **Band 4 for Restructuring/Insolvency**.*

*Chambers Asia-Pacific 2021 ranked Pradeep in **Band 1 for Employment**, stating that he is a market-leading employment lawyer who is "very smart, commercially astute and really pleasant to deal with". It was also stated that he is "a very strong cross-examiner." Pradeep was also ranked in **Band 3 for Restructuring/Insolvency**.*

*Chambers Asia-Pacific 2020 ranked Pradeep in **Band 1 for Employment**, stating that he is highly regarded in the market. It was also stated that he "...is particularly strong at cross-examination.....is a strategic thinker and can explain complex things to the client...is very patient and sincere." Pradeep was also ranked in **Band 3 for Restructuring/Insolvency**.*

*Chambers Asia-Pacific 2019 recognised Pradeep's considerable expertise in employment litigation and ranked Pradeep in **Band 1 for Employment** stating that he comes highly recommended by clients, with one remarking: "He gives practical advice and goes above and beyond. He genuinely cares about his clients. He is always insightful and intelligent in his advice. He is also extremely hands-on".*

*Chambers Asia-Pacific 2019 ranked Pradeep in **Band 3 for Restructuring/Insolvency with clients remarking "a very experienced insolvency practitioner who is sharp and provides practical legal solutions.***

Chambers Asia-Pacific 2018 recognised Pradeep's considerable expertise in employment litigation and ranked Pradeep as the only lawyer in Band 1 for Employment with clients stating that he is "very, very responsive". Pradeep was also ranked for Restructuring and Insolvency. In *Chambers Asia-Pacific 2017*, clients say he is "sharp in his analysis and provides commercial solutions to the issues we face, which are fast and cost-effective." The directory also notes that Pradeep "He has a lot of energy and is extremely responsive. He has broad experience in commercial litigation which he is able to bring to employment matters.

Chambers Asia-Pacific 2014 stated that Pradeep is "highly rated by clients, one of whom noted: 'I was very impressed by his availability and the fact that he struck a good balance between commercial expediency and legal value.' He handles employment disputes, and is also well known for his broader litigation capabilities."

Noting Pradeep for his expertise in employment, *Asialaw Profiles 2013* quoted a client who commended him: "He's very good in court... He's an extremely hard fighter but a very fair fighter. In terms of accessibility, he's very good. I've always been able to contact him."

APPOINTMENTS

Pradeep is a member of the Inquiry Panel and the Admissions Committee of the Law Society of Singapore. He also sits as a member of disciplinary tribunals convened to investigate professional misconduct.