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ALB 2017

# CHINA'S TOP GENERAL COUNSELS

## 2017年中国最佳总法律顾问

In March 2017, Asian Legal Business opened the survey of 2017 China's Top General Counsels ranking. ALB has made survey and research of top general counsels in China market for consecutive three years. ALB presented this ranking of top 15 general counsels from different industries of China after several months' research. They have demonstrated their excellent legal skills, deep insight of commercial strategy and forward thinking, leading their legal affairs teams to ensure the development of their companies

This year's survey, exclusively sponsored by East & Concord Partners, was independently carried out by ALB's survey team.

今年三月份，《亚洲法律杂志》（ALB）启动了2017年中国最佳总法律顾问评选，这也是ALB连续第三次观察和调研中国法律市场上优秀的总法律顾问，这个榜单在经过数月的调研后出炉，为您呈现15位来自中国不同行业的顶尖的总法律顾问，他们展现了高超的法律技能、对商业战略的深刻理解以及前瞻性的思维，同时也带领着高质量的法务团队为公司的发展保驾护航。

ALB 2017年中国最佳总法律顾问榜单由天达共和律师事务所独家赞助，ALB调研团队独立完成。



### METHODOLOGY

The research was conducted through following aspects:

- Self-nomination from general counsels;
- Survey to private practice lawyers ;
- ALB editorial input

Some of the key qualities that were taken into consideration were:

- Scope and significance of work handled by the general counsels;
- Any significant initiatives launched by the general counsel in his/her current role;
- Feedback of GC's work from business partners and lawyers;
- Years of experience and previous work history;
- Awards and accolades

### 评选方法

ALB的调研包括以下三个方面：

- 公司总法律顾问提交的材料；
- 向律师发出的调查问卷；
- ALB调研团队对市场的观察和判断

评选标准：

- 总法律顾问工作的难度和重要性；
- 由总法律顾问发起的重大项目；
- 业务部门及外部律师对总法律顾问工作的评价；
- 担任总法律顾问的时长和在法律领域的从业经验；
- 个人获奖经历

ALB proudly presents the ALB Top GCs in China 2017 Ranking. The list is in alphabetical order by winner's last name.  
ALB非常荣幸地宣布2017年中国最佳总法律顾问评选获奖名单，榜单按照获奖者姓氏首字母排序。

Company 公司名称	Top GC's name 最佳总法律顾问得主
Silk Road Fund Co., Ltd 丝路基金有限责任公司	Cao Hui 曹晖
cRRC Corporation Limited 中国中车股份有限公司	Chen Xiaoyi 陈晓毅
stanley Black and Decker Inc. 史丹利百得公司	Cherry Fan 樊翠华
china Huarong Asset Management Co., Ltd 中国华融资产管理股份有限公司	Guo Weihua 郭卫华
sinovation Ventures 创新工场	Lin Ying 林莺
beiqi Foton Motor Co., Ltd 北汽福田汽车股份有限公司	Qian Haifeng 钱海峰
JD.COM 京东集团	Rain Long 隆雨
china Grand Enterprises, Inc. 中国远大集团有限责任公司	Shi Yingchun 史迎春
sony (China) Limited 索尼(中国)有限公司	Tan Zhen 谈臻
bGI Genomics Co., Ltd 深圳华大基因股份有限公司	Xu Qian 徐茜
sinar Mas Paper (China) Investment Co., Ltd 金光纸业(中国)投资有限公司	Xu Xinlin 徐新林
fosun Group 复星集团	Xu Yao 许焱
united Energy Group Limited 联合能源集团有限公司	Leslie Zhang 张伟华
china UnionPay Co., Ltd 中国银联股份有限公司	Maggie Zheng 郑晓琴
schneider Electric (China) Co., Ltd 施耐德电气(中国)有限公司	Allen Zhou 周宇



*Cao Hui*  
曹暉

#### SILK ROAD FUND CO., LTD.

Since joining the Silk Road Fund, Cao Hui has led the legal team to, in accordance with the principles of professionalism, preciseness and practicality, provide a strong legal support to for the company to complete a number of cross-border investment projects under the Belt and Road strategy. The cases of representativeness during the past year include the Silk Road Fund's acquisition of a 10 percent shareholding in SIBUR, a Russian leading vertically integrated gas processing and petrochemical company, and the participation in the development of the UAE Hassyan Clean-Coal Power Project by providing project financing loan. Under the leadership of Cao Hui, the legal team is deeply involved in the whole process of the Silk Road Fund investments, including the strategic planning, the negotiating and reviewing of transaction documents, and the project delivery and post-management. In addition, the legal team also plays an important role in the establishment and improvement of corporate governance and compliance system, as well as risk prevention and control in routine operation. Cao Hui encourages the legal team to provide high value-added professional services for the company's investment and operation activities, not only to identify the legal risks in the transaction, but also to actively propose innovative solutions on the basis of the profound understanding of the business objectives.

Cao believes that a good general counsel must be a compound talent, who should not only have the profound legal knowledge and excellent skills, but also have a keen sense of business, as well as the outstanding capabilities in terms of communication, coordination and comprehensive management to serve the overall interests.

#### 丝路基金有限责任公司

加入丝路基金以来，曹暉带领法律团队秉承专业、严谨、务实的作风，为公司完成一带一路战略下多个跨境投资项目提供了有力的法律支持。过去一年里的代表性案例包括丝路基金收购俄罗斯一体化石化企业西布尔10%股权，股加债方式参与开发阿联酋哈翔清洁燃煤电站等。曹暉率领的法律团队深度参与丝路基金投资全流程，包括战略策划、交易文件的谈判审阅、项目交割及投后管理；此外，在公司治理及合规体系的建立和健全，日常运营的风险防控方面，法律团队也发挥了重要作用。曹暉倡导法律团队要公司的投资经营提供高附加值的专业服务，不仅要善于甄别交易中的法律风险，更要基于对商业目的的深刻理解，积极提出创新性解决方案。

她认为，一名优秀的总法律顾问必须是复合型人才，既要有精深的法律专业知识和技能，还要有敏锐的商业意识、优秀的沟通协调能力，以及服务大局的综合管理能力。



*Chen Xiaoyi*  
陈晓毅

#### CRRC CORPORATION LIMITED (CRRC)

Since starting to serve as the head of the legal affairs department of CRRC six years ago, Chen Xiaoyi leads the legal team to provide a full range of legal support for the company in a number of large projects, including CNR Corporation A shares IPO, CNR Corporation H shares IPO, and the merger of the China CNR Corporation and China CSR Corporation, as well as the company's OFAC compliance management. In the past year, under the leadership of Chen, the legal team provided legal support to help CRRC in its non-public issuance of A shares, overseas mergers and acquisitions projects, as well as other matters. The team is also responsible for the construction of the company's internal control system, legal review of the company's external guarantee matters, and reviewing overseas project guarantee contracts.

Chen said that compliance is the first and foremost requirement for a company's development and achievement of strategic objectives. The company must do the right thing, especially that the company must achieve its strategic goals through the ways and means that comply with the relevant domestic and foreign regulatory requirements and the relevant laws and regulations. A good general counsel should ensure the compliance management and compliance development of the company.

#### 中国中车股份有限公司

自担任法律事务部部长6年来，陈晓毅带领团队为公司多项大型项目提供了全面的法律支持，如中国北车A股IPO、中国北车H股IPO、中国北车与中国南车合并；公司OFAC合规管理等。在过去的一年里，其领导下的团队为中车公司A股非公开发行，境外并购项目A等提供了法律支持；承担了公司内控制度建设；为公司对外担保事项法律审核及境外项目担保合同审核。

陈晓毅表示，公司发展、实现战略目标，首先或前提是要合规，公司要做正确的事。尤其是实现公司战略的路径或方式、手段，要符合境内外相关监管要求，要依法合规。作为一名优秀的总法律顾问，应该确保公司合规经营、合规发展。



Cherry Fan  
樊翠华

**STANLEY BLACK & DECKER**

Since joining Stanley Black & Decker, Fan Cuihua has formed an efficient, highly-trained and capable legal team that has made an outstanding contribution to the company's development in terms of achieving its strategic objectives and making business expansion in Asia. She has directed or personally participated in nearly 30 M&A projects and new investment projects, and played a very important role in project integration and reorganization. She also created a set of effective management system encompassing risk control, compliance and intellectual property right protection. During the last year, Fan Cuihua directed and participated in five M&A projects involving a total amount of approximate USD2 billion, and her team's outstanding performance in the project integration and reorganization has played a critical role in the final success of the M & A projects. Fan and her team also take active measures to effectively combat all kinds of violations of the company's intellectual property rights thus to maintain and enhance the company's century-old brand value and reputation. Furthermore, they provide the company's employees with the compliance and legal knowledge training to vigorously improve their legal awareness, thereby effectively reducing the legal risks and costs incurred from the violations.

Fan said that in order to help the company achieve its strategic objectives, a good general counsel should be like a lighthouse, guiding company's helmsman who steers the for-profit warship, to ensure it will not get lost or deviate from route in the unpredictable stormy business sea; like a head, leading her corps to fight together with front-line comrades in the commercial warfare, charging forward toward the established goals.

**史丹利百得公司**

自加入史丹利百得以来，樊翠华组建了一个高效精干的法务团队，为公司实现其亚洲区的战略目标和业务发展做出了卓越的贡献。她管理和亲自参与了近30个并购及新设投资项目，并在项目整合及重组中发挥了非常重要的作用；她还创建了一套行之有效的风控、合规和知识产权保护的管理体系。在过去一年里，樊翠华管理和参与了涉及金额约20亿美元的5起并购项目，其领导的团队在项目的整合和重组中的出色表现为并购项目的最终成功立下汗马功劳；樊翠华和她的团队积极主动采取各种措施，有效打击各类侵犯公司知识产权的行为，维护和增强公司百年品牌的价值和声誉；此外，还强化对公司员工的合规和法律知识培训，大力提高员工的法律意识，有效降低违规产生的法律风险和费用。

她表示，在帮助公司实现战略目标方面，一名优秀的总法律顾问应当像一座灯塔，指引驾驶着逐利战舰的公司掌舵人，确保其在变幻莫测、惊涛骇浪的商海中不会迷失方向、偏离航线；像一个团长，率领自己的兵团在商战的枪林弹雨中与一线的战友们并肩作战，向着既定的目标冲锋陷阵，勇往直前。



Guo Weihua  
郭卫华

**CHINA HUARONG ASSET MANAGEMENT CO., LTD.**

Years of court work experience helped Guo Weihua accumulate abundant legal practice experience. Since starting to serve as the director of the legal compliance department, Guo Weihua has led the legal team to, through active exploration and innovation, realize the "legal review standardization," "litigation management systematization" and "standardization of compliance management," and provide the high quality and efficient legal support for the whole company. Furthermore, Guo and his team, on a number of occasions, promoted the issuance of the relevant documents by judicial and regulatory authorities to win major benefits for financial asset management companies in terms of the property preservation, mortgage registration and other aspects. Under Guo's leadership, the legal compliance department of China Huarong, over the past year, has played an active role in promoting and ensuring the "service companies returning to A shares," "the improvement of OFAC risk control mechanism" and "the establishment of new business platform," and made efforts to strengthen internal and external communication and exchange, thus ensuring that the legal work has been "done, said and conveyed."

In the view of Guo Weihua, a good general counsel first should respect the legal positions, and understand that that the legal affairs are one of the three key elements of modern corporate governance; the second is to live up to standards for qualified legal professionals – not only to serve, but more importantly to guard the company against any legal risks; and the third is to develop the legal team into a team like an "elephant" – moderate (good interpersonal skills), calm (working well with varying group of people and under pressure), and strong (excellent professional skills and expertise).

**中国华融资产管理股份有限公司**

多年的法院工作经历使郭卫华积累了丰富的法律实践经验。自担任法务总监以来，郭卫华带领团队积极探索、勇于创新，实现了“法律审查标准化”、“诉讼管理系统化”、“合规管理规范化管理”，为全系统提供了优质高效的法律支持，更是多次推动司法机关、监管部门出台相关文件，在财产保全、抵押登记等方面为金融资产管理公司争取到重大利好。在其带领下，过去一年，中国华融法律合规部在“服务公司回归A股”、“健全OFAC风险控制机制”、“新业务平台搭建”等方面积极发挥了保驾护航作用，并努力加强内外沟通与交流，实现了法律工作“做出来、说出来、传出来”。

在郭卫华看来，一名优秀的法律顾问，首先是要“看得起”法务岗位，认识到法务是“三驾马车”之一；其次是要“对得起”法务职责，既要服务，更要把关。要把团队培养成一支“大象”队伍，温和（沟通能力强）、沉稳（心理素质好）而又有力量（专业素质硬）。



*Lin Ying*  
林莺

### SINOVIATION VENTURES

Lin Ying is an experienced legal professional focusing in practice areas including corporate, securities, funds, venture capital, restructuring and mergers and acquisitions. Under her leadership, the legal team has helped the company make successful investments in over 300 project companies, and provided a full range of legal support in the post-investment, directed and participated in a large number of negotiations and consultations, the drafting and reviewing of transaction documents, legal risk control and project management. In 2016, Lin Ying led the legal team to provide comprehensive supports to the company's investment teams in more than 50 investment projects, the follow-up financing for 89 companies, the restructuring and listing of 17 investment companies, and one fund raising project. Meanwhile, the legal team provided strong support for SinoVation Ventures in listing a company on the New Third Board and establishing the artificial intelligence academy.

Lin said that in order to help the company achieve strategic objectives and lead the team development, first of all it requires the deep understanding of the company's strategic objectives, and integration of the company's goals with the team's goals because the effective and efficient implementation is based on the profound understanding. Secondly, it requires the correct positioning of the legal team. On the one hand, our job is to be the watchman for the company, helping the company keep the bottom line then more forward steadily and soundly; on the other hand, we need to share partnership with the business teams as well as other teams of the company, thus joining hands in finding the most effective solutions to problems. And finally, it requires the establishment of the learning mechanism, cooperation mechanism and knowledge management mechanism for the entire team, thereby help everyone in the team to realize self-fulfillment and at the same time promote the overall development of the team.

### 创新工场

林莺长期致力于公司、证券、基金、风险投资、重组并购等领域的法律业务，具有丰富的法律事务从业经验。在其领导下，法务团队为公司成功投资超过300多家项目公司以及进行项目投资后管理提供了全面的法律支持，指导及参与了大量的谈判磋商、交易文件的草拟、审阅、法律风险控制及项目管理。2016年，林莺领导的法务团队为公司投资团队在超过50个投资、89个公司的后续融资、17家投资公司的重组和上市、一支基金的募集等提供了全面的法律支持。同时，也为创新工场在新三板挂牌的公司及新近成立的人工智能工程院提供了强有力的法律支持。

她表示，要想帮助公司实现战略目标和带领团队发展，首先需要深刻理解公司的战略目标，并把公司的目标变成团队的目标与共识，只有理解，才能落实，才有执行；其次，是要端正团队的定位，一方面是要做好公司的守夜人，帮助公司守住底线，安全前行，同时也要做好业务团队及公司其他团队的战友、伙伴，一起研究业务，一起解决问题；最后是建立整个团队的学习机制、合作机制、知识管理机制，让每个人在团队中实现自我价值，在实现自我价值的同时促进团队的整体发展。



*Qian Haifeng*  
钱海峰

### BEIQI FOTON MOTOR CO., LTD.

Qian Haifeng has been working with Beiqi Foton Motor Co., Ltd. for eight years. Over the years, Qian has established the "rule of law" culture in the company. Under his leadership, the legal team made remarkable contributions to the company's decision on major investment projects and M&A projects by offering practical advice, especially in major transactions such as Beijing Foton Daimler joint venture and Beijing Foton Cummins joint venture. Qian also led the legal and intellectual property department of the company to implement the strategic planning of the State and Beijing in the field of independent intellectual property rights protection. In the past year, under the leadership of Qian, the legal team continuously promoted the construction of the legal system of the company; won in several major litigation cases; and carried out negotiations on two joint venture projects and provide a full range of legal support for one overseas equity acquisition project.

Qian believes that a good general counsel should lead the team to constantly provide the company with comprehensive, individualized and efficient legal services to protect the company's tangible and intangible assets, thus ensuring the legitimacy and compliance in business operations (do right things in right ways), and ultimately achieving the company's strategic objectives.

### 北汽福田汽车股份有限公司

加入北汽福田8年以来，钱海峰在公司内部建立起“法治”的文化；其带领下的法律团队在公司决策重大投资并购项目时提出关键意见，特别是支持福田戴姆勒、福田康明斯等重大交易；带领公司法律与知识产权部，在自主知识产权保护领域践行国家及北京市的战略部署。在过去一年里，钱海峰带领的法律团队持续推进集团法律体系建设；在数个重大诉讼中取得胜诉；为两个合资项目谈判，一个境外股权收购项目提供全方位法律支持等。

他认为，一名优秀的总法律顾问应当引领团队，时刻为公司提供全面、贴身、高效的法律专业服务，保护公司有形和无形资产，从而支持业务合法、合规经营（做正确的事和正确的做事），最终实现公司的战略目标。



## Interview with ALB Top GCs in China 2017- Xu Qian, General Counsel of BGI Genomics

### ALB对话2017年最佳总法律顾问评选得主 - 深圳华大基因股份有限公司 法务总监徐茜

**ALB:** As the general counsel of a leading player in the bio-genetics industry, what do you think are some of the special legal issues that the industry has encountered during its development?

**Xu:** Gene is a decisive factor in life and death. Therefore, how to leverage genetic science and technology to benefit the mankind is at the forefront of not only science and technology, but also the law. We are likely to face a situation where the legislation and regulation are relatively weak and lagging against technologies that have matured. In the event of such compliance issues, the in-house legal departments of companies have to be very familiar with relevant legislative and regulatory trends both at home and abroad, anticipating and delineating compliance boundaries for their companies. The in-house departments should promote the culture of compliance across the entire industry with even more vigor when their companies are industry leaders.

**ALB:** In your opinion, how does the in-house team under your leadership create value for the business?

**Xu:** I have a basic requirement for my in-house team: the team should not only be the most competent legal expert within the company, but also the legal team that is the most well versed in our bio-genetic business. This is because an in-house team can better understand business operations, master legal risks and maximize value for the enterprise only by combining the law and business. On the one hand, an in-house team needs to play the role of a shield to defend the enterprise from risks, so as to reduce unnecessary losses. On the other hand, it should also play the role of a spear to help the enterprise explore new business models, capital operation, etc., so as to accelerate business development.

**ALB:** What are some of the proud achievements made by the in-house team of BGI Genomics in the past year?

**Xu:** As a business, BGI Genomics is often seen as low-key and mysterious, and has been referred to by some as the Huawei or Tencent in the bio-industry. 2016 is of great significance to us for being the critical year when we cracked through the entire industry chain of gene sequencing and aligned our business with the capital market. The in-house team has been deeply involved in a number of important strategic decision-making and execution by the company, including



Xu Qian, General Counsel  
徐茜, 法务总监

the protection, innovation and layout of intellectual property rights, the clinching of a number of patents and trademark awards, the push for listing, financing and merger and acquisition, the formulation of the compliance strategies for the global layout of the first ever domestically-manufactured sequencer, etc., effectively providing legal support and managing risks.

**ALB:** What is your biggest takeaway from years' of legal work? What are some of the challenges that you are excited about in the future?

**Xu:** One should always respect and revere the law. Legal work is rigorous and meticulous, and has a bearing on the material interests of individuals, businesses, and even industries and the society at large. Therefore, it is very important to always remain humble and prudent, constantly accumulate and update our knowledge pool, study the latest cases and legislative trends, and get extensively involved in capital markets, international politics and economy and other fields, so as to analyze problems from a high vantage point and multiple angles and provide the best legal solutions. On a personal level, I hope that in the future I can have more time for academic research, and write books to share my experiences with a wider audience.

**ALB:** 作为生物基因行业领头企业的总法律顾问,您认为该行业在发展过程中遇到了哪些特殊的法律问题?

**徐茜:** 基因是生老病死的决定性因素,如何用基因科技造福人类,不仅是科技前沿问题,同样也是法律的前沿问题。我们会面临着技术已经成熟了,但在立法和监管上却相对空白和滞后的问题。遇到这类的法律合规问题,就需要公司法务部非常熟悉国内外相关的立法趋势和监管动向,为企业提前预测并划定好合规的边界,尤其当企业位于领军地位的时候,更加需要积极地推动倡导整个行业的合规文化。

**ALB:** 在您看来,您带领的法务团队是如何为企业创造价值的?

**徐茜:** 我对法务团队的一个基本要求就是,在公司内部最懂法律,在法律行业最懂业务,只有法律和业务相结合,才能更好地读懂企业,把握法律风险,为企业最大程度地创造价值。即一方面,发挥盾的作用,为企业防御风险,降低不必要的损失;另一方面,发挥矛的作用,助力企业探索新的商业模式、资本运作等,推动加快企业发展。

**ALB:** 在过去的一年里,华大基因法务部门取得了哪些可喜的成绩?

**徐茜:** 华大基因是一家低调神秘的企业,有人将我们比喻为生物界的华为或腾讯。2016对华大基因意义非凡,是我们打通基因测序全产业链的关键一年,也是产业和资本市场对接的重要一年。法务部深度参与了公司多项重要战略决策及执行,包括知识产权的保护、创新与布局,荣获多项专利及商标大奖,推动上市及融资并购,以及制定首台国产测序仪全球布局的合规策略等,高效完成了法律支持和风险管理工作。

**ALB:** 从事法律工作,您最深的感悟是什么?有什么工作是您希望将来去挑战的?

**徐茜:** 对于法律要保有敬畏之心,法律是一项非常严谨细致的工作,关系到个人、企业,甚至是行业和社会的重大利益,要保持谦虚谨慎的态度,不断积累和更新知识储备,研究最新的司法案例和立法动向,并广泛涉猎资本市场、国际政治经济等领域,多角度高层次的分析问题,提供最佳的法律解决方案。我希望将来可以多做一些学术研究,著书立说,分享经验。

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*Rain Long*  
隆雨

#### JD.COM INC.

Long Yu joined JD.com Inc. and set up the legal affairs department in 2012, fostering a team consisted of legal professionals in various practice areas as well as comprehensive management talents. Over the past five years, the legal affairs department has grown into a team of 86 people, while initially there were only 16 people.

And the legal affairs department has provided comprehensive legal support for major projects such as the strategic cooperation between JD.com and Tencent, the successful listing of JD.com on the United States Nasdaq, the merger of JD.com and Dada, and the JD.com and Wal-Mart global strategic cooperation. In 2016, under the leadership of Long, the legal affairs department started to give comprehensive supports concerning legal affairs in the business system which involves hundreds of thousands of people, covering the business aspects of e-commerce platform, proprietary e-business companies, cross-border e-business companies, and express delivery and logistics; carried out legal affairs IT construction; completed 20 investment and M&A projects; set up the system for intellectual property right protection; and established the international legal team, with which the legal services will be extended to Indonesia and Russia, to achieve the legal support localization.

Long Yu said that JD.com has set the strategic goal as "technology leads the future," therefore the legal team will help the realization of this goal by making efforts in the following four areas: "IT construction for legal work," "legal professionals smart applications," "ecological development concerning legal impact" and "legal services platform construction."

#### 京东集团

2012年，隆雨建立和发展了京东集团法务部，培养各领域法务专业人才及综合管理人才，5年内京东集团法务部从16人的团队壮大到86人。五年来，京东法务部在重大项目，如京东与腾讯战略合作、京东成功登录美国纳斯达克、京东与达达合并、京东与沃尔玛全球战略合作等项目方面提供了全面的法律支持。2016年，在隆雨的带领下，法务部全面支持数十万人的业务体系的法律事务，业务面涉及电商平台、自营电商、跨境电商、快递物流等诸多方面；开展法务信息化建设；完成了20个投资并购项目；搭建了知识产权保护体系；搭建了国际法务团队，将法务服务地域延伸至印尼、俄罗斯，实现法务支持的本土化。

隆雨表示“京东集团在科技引领未来的公司战略下，法务团队将以“法务工作信息化”，“法务人才智慧化”，“法务影响生态化”和“法务服务平台化”四个方向助力公司战略的实现。”

*Shi Yingchun*  
史迎春



#### CHINA GRAND ENTERPRISES, INC.

As a general counsel, Shi Yingchun has continuously provided targeted tailor-made and practical solutions to problems found in business areas, including proposing and realizing the higher-level of work value of in-house lawyers – the value of ensuring safe business operation. She has been adhering to the contractor system and the "contract visualization" approach. Furthermore, in order to completely change the awkward situation where the transaction-heavy international M&A environment eventually leads to high failure rate of mergers and acquisitions, she put forward the "POST" theory. Regarding the legal system construction and personnel training, Shi has been implementing the "T" shaped talent selection and cultivation concept. Through her efforts over the past year, the legal team has initially achieved the change from a conventional legal team towards an assistive legal team. She is also committed to strengthening contract review and management, resulting in a solid drop in litigations and disputes related legal affairs for a number of consecutive years. She made efforts to set up standards and workflow for handling legal affairs and has been implementing information-based management. She also developed and revised five systems in the company to carry out systematic management, thereby realizing pre-control of risks.

Shi Yingchun believes that in-house lawyers should, in addition to their legal expertise, learn about knowledge in other related fields and exchange ideas with people from other business areas, thus improving the value of the in-house legal team and meanwhile helping the company achieve operational goals and safety objectives.

#### 中国远大集团有限责任公司

担任总法律顾问以来，史迎春不断根据业务领域出现的问题，有针对性地提供切实可行的解决方案，包括提出并实现了企业法务更高位阶的工作价值——安全运营价值；始终坚持合同承办人制度及“合同可视化审查”的方法；为彻底改变国际并购重交易轻整合最终导致并购失败率居高不下的尴尬局面，提出了“POST”理论；在法务体系建设和人才培养方面，践行“T”字形人才选用和培养观。通过其过去一年的努力，法律团队已初步实现了集团法务从事务型法务向助力型法务的转变；加强了合同审核与管理，诉讼和纠纷类法律事务连续多年较大幅度下降；实现了法务工作的标准化、流程化、信息化；通过制定、修订五项制度进行系统化管理提前防控风险。

史迎春认为法务人员应该跨界学习、跨界交流，才能提高企业法务的价值，并助力公司同时实现运营目标和安全目标。



Tan Zhen  
谈臻

**SONY (CHINA) LIMITED**

As the vice president and legal and general counsel of Sony China, Tan Zhen leads and manages a legal and compliance team of 15 Chinese and foreign professionals, which helped Sony China to achieve more than US\$ 5 billion in sales and operating income in the 2016 fiscal year, making Sony China ranked among the top global sales of Sony's global electronics business, becoming one of the most important profit contributors of Sony Group worldwide. Tan and his team's effective compliance mechanism for more than ten corporate entities in China, including Sony China, has made compliance an integral part of Sony's corporate culture. In the Sony Group's global compliance assessment program, the compliance work carried out by Sony China achieved outstanding results. The recognition and incentive mechanism established and implemented by Tan in his team has been recognized as Sony China's talent management innovation and demonstration project.

Tan Zhen believes that the general counsel should be a particularly trustworthy strategic adviser in whom the board of directors and the top management of the company have confidence, and who is really willing to listen. And forward thinking, business language and professional skills are the important elements that company lawyers should possess in order to create value for the company and to achieve their own professional growth.

**索尼（中国）有限公司**

作为索尼中国副总裁兼总法律顾问，谈臻领导和管理的一支由15名中外专业人士组成的法务及合规团队有效助力索尼中国2016财年成功实现逾50亿美元的销售和营业收入，索尼中国由此位列索尼公司全球电子业务销售总额的榜首，成为索尼集团全球范围内最重要的利润贡献者之一。谈臻和他的团队通过为包括索尼中国在内的索尼在华10余家法人实体实施的有效合规机制，已使合规成为索尼企业文化不可分割的组成部分，在索尼集团全球合规评估项目中索尼在华开展的合规工作取得全球领先的优异成绩。谈臻在他的团队中建立和实施的认可及激励机制成为索尼中国在人才管理方面的创新和示范项目。

谈臻认为，总法律顾问是公司董事会和最高管理层特别值得信赖、真正愿意倾听的战略顾问，而前瞻思维、商业语言和专业技能是公司律师为企业创造价值和实现自身职业提升的重要因素。



Xu Qian  
徐茜

**BGI GENOMICS CO., LTD.**

Xu Qian joined BGI-Shenzhen in 2013 as the general counsel and secretary of the board of directors, responsible for the company's global legal affairs. Over the years, she has been leading the legal team to provide legal support and risk management for the company's business development, participating in the company's strategic decision-making and promoting the company's compliance governance. She successfully led the domestic and foreign acquisitions, financing and listing and other major projects. In 2016, under the leadership of Xu, the legal affairs department was deeply involved in making and implementing a number of important strategic decisions of the company, including the advocacy of intellectual property right protection, innovation and international distribution, and help the company win a number of awards, including the patent and trademark of the year. The legal team was committed to promoting listing and financing M&A, and played a key role in fostering connections between the company and the capital market. The team also led the formulation of the compliance strategy for the global layout of the first China-made sequencer, and provided a full range of legal compliance support for the whole industry chain of the company, where the upstream chain manufactures sequencing equipment and reagent, the midstream provides sequencing services, and the downstream constructs the precision medical research center.

She believes that a good legal counsel, first of all, should participate in the formulation and implementation of the company's strategy, and the legal affairs department should not only be positioned as a support department for front-end business; in fact, it itself should become a strategic sector; Secondly, a good legal counsel should understand every aspect of the company's business model, thus achieving full control of legal risks; And thirdly, he or she should promote the concept of compliance, so that everyone would play the game.

**深圳华大基因股份有限公司**

徐茜于2013年加入深圳华大基因股份有限公司，担任总法律顾问及董事会秘书，负责公司全球法律事务，带领法务团队为公司业务发展提供法律支持及风险管理，参与公司战略决策并推动公司合规治理，成功主导了境内外收购、融资及上市等重大项目。2016年法务部在徐茜的带领下，深度参与了公司多项重要战略决策及执行，包括倡导知识产权的保护、创新与国际布局，公司荣获年度专利及商标等多项大奖；推动上市及融资并购，在公司与资本市场的对接中，发挥了关键性作用；主导首台国产测序仪全球布局的合规策略制定等，为公司打通全产业链，实现上游测序仪器、试剂生产，中游提供测序服务及下游建设精准医学中心，提供全面的法务合规支持。

她认为，作为一名优秀的法律顾问，首先，参与公司战略的制定和执行，法务部的定位不仅是前端业务的支撑部门，更应该成为战略部门；其次，了解公司商业模式的每一个环节，实现法律风险的全面管控；再次，推广合规理念，使每一个人都成为合规的参与者。



## Xu Xinlin

### 徐新林



#### SINAR MAS PAPER (CHINA) INVESTMENT CO., LTD.

Xu Xinlin has been working with Sinar Mas Paper (China) Investment Co., Ltd. for 18 years. Under Xu's leadership, the legal team has accomplished the following outstanding achievements: helping the Group work through the difficulties in the Asian financial crisis; properly resolving the corporate debt risk through the restructuring of the debt structure and reconstruction of the firewall; rationally optimizing the organizational structure to ensure the healthy development of the company – now the Group ranks top three in the world pulp and paper industry while it ranked top ten when Xu joined the company; initiating China's first case after its accession to the WTO, the coated paper anti-dumping case, which helped Chinese enterprises to regain the domestic market advantage; dealing with dozens of anti-dumping duty and countervailing duty investigations initiated by foreign countries, which cleared the way for products to enter the international market; completing equity acquisition of the Jin Hong Qiao real estate project, and full participating in the first high-rise Puxi Platinum Plaza project – from the construction land auction, to the completion check of the construction project, and to the bringing in and opening the Hotel W; and assisting in the completion of the first case of restructuring a foreign-funded bank to a joint-stock commercial bank.

Xu said that a general counsel should strive to build a suitable legal team and make reasonable adjustments to it according to the Group's development planning – selecting appropriate candidates according to requirements of different positions to build a formidable legal team with excellent teamwork and strong cohesiveness. A good general counsel should also, on the premises of compliance and legitimacy, try as much as possible to balance the interests of all parties, and maintain a strong sense of social responsibility while helping the enterprise to create the greatest commercial value.

#### 金光纸业（中国）投资有限公司

加入公司18年来，徐新林带领其团队取得如下突出业绩：帮助集团在亚洲金融危机中度过难关，通过重组债务结构和重构防火墙等方式妥善化解企业债务风险，合理优化集团组织结构，促使企业更健康发展，集团在世界浆纸业综合排名由入职时的前十位上升至目前的前三位；发起中国入世第一案铜版纸反倾销，帮助中国企业重拾国内市场优势，应对数十起国外“双反”调查案件，为产品进入国际市场扫清障碍；完成金虹桥地产项目股权收购，并全程参与浦西第一高楼白玉兰广场从拿地到项目竣工验收再到引进W酒店及开业；协助完成第一例外资银行改制成为股份制商业银行等。

他表示，总法律顾问应努力构建恰当的法务组织并根据集团发展规划合理调整，根据不同岗位定位选择合适人选，组建配合默契、有凝聚力的强大法务团队；以合规合法为前提，尽可能平衡各方利益，在为企业创造最大的商业价值的同时保持较强的社会责任感。



## Xu Yao

### 许垚

#### FOSUN INTERNATIONAL LIMITED

Since starting to serve as the general counsel of Fosun International four years ago, Xu Yao led the legal team to participate in all kinds of complex transaction at home and abroad, providing comprehensive legal support and guarantee for a series of investment projects of the company. During the past year, under the leadership of Xu, the legal team provided a full range of legal support in Fosun's sale of the specialty insurance company Ironshore at the price of US\$3 billion, and Fosun's acquisition of Harumi Island Triton Square Office Tower Y; successfully handled matters related to the U.S. CFIUS regulatory approval; established and improved Fosun's global risk control and compliance system; and on basis of the Internet Plus technological innovation, established the Fosun next-generation online control system concerning legal affairs.

With regard to the role of a general counsel, he said that he worked as a close partner at the value end; tried to build a life organization with flexibility and evolvability.

#### 复星集团

自担任集团总法律顾问4年来，许垚带领复星法务团队深度参与了国内国际各类复杂交易，为公司的一系列投资项目提供全面的法律支持和保障。过去一年中，在许垚的带领下，法务团队为30亿美元出售Ironshore特殊险公司、对价收购位于东京的晴海大厦等项目提供了全面的法律支持；成功处理美国CFIUS监管审批事务，建设和完善了复星的全球风控合规体系；同时还以“互联网+”的技术革新手段为基础，建立了复星新一代的法务在线管控系统。

关于总法律顾问的角色，他表示，努力成为价值端的紧密伙伴；尝试建立一个具有弹性和进化能力的生命组织。

## Success is rooted in assisting others to achieve.

成功，始于助人成功。

### > 关于我们

天达共和律师事务所系由原天达律师事务所与原共和律师事务所于2014年合并而成立的一家大型综合合伙制律师事务所。原天达律师事务所与原共和律师事务所分别成立于1993年及1995年，均系国内最早成立的，颇具实力和影响力的知名律师事务所。合并后的天达共和，总部位于北京，并在上海、深圳、武汉、杭州设有办公室。天达共和现有专业人士300余名。我们的合伙人及顾问结构成熟稳定，由逾30年执业经验的业界元老、拥有国家部委、法院、检察院、国际仲裁机构、国际知名律所工作经验的法律专家和相当数量曾在欧美、澳洲、日本、新加坡和港台等国家和地区接受法律教育或执业经验的中青年律师组成。中文、英语、日语、法语等多种语言是我们的日常工作语言。

### > 业务领域

天达共和致力于为客户提供专业化法律服务，经过20多年的不断积累及锐意进取，已经在以下业务领域取得行业领先地位，赢得了客户的高度信任与赞誉，并连续多年被业界知名媒体如《钱伯斯》、《亚太法律500强》、《国际金融法律评论》、《律师杂志》、《亚洲法律评论》、《亚洲法律杂志》、《商法》、《中国法律与实务》等推荐或报道：

收购与兼并、资本市场与证券、争议解决、刑事诉讼、银行与金融、融资租赁与商业保理、反倾销反补贴、反垄断、知识产权、外商投资、海外投资、文化体育传媒、基础设施项目、房地产与建筑工程、能源与自然资源。

### > Overview

The merger between the East Associates Law Firm and Concord & Partners in 2014 brought into being East & Concord Partners, one of the largest and the most comprehensive law firms in China. Briefly, East Associates Law Firm and Concord & Partners were established in 1993 and 1995 respectively, are among the earliest established law firms in China and both have nationwide influence and reputation. We are headquartered in Beijing and have branches in Shanghai, Shenzhen, Wuhan and Hangzhou. The firm has over 300 professionals. And the structure of partners and consultants is mature and stable. In addition to experienced partners and consultants who have practiced law for more than 30 years, our firm is comprised of legal experts who have years of working experience in national ministries, courts, procuratorate, international arbitration institution and prestigious law firms and young and middle-aged attorneys who have gained qualifications and hands-on experience in law schools and firms throughout United States, Europe, Australia, Japan, Singapore, Hong Kong and Taiwan. Our working languages include Chinese, English, Japanese and French.

### > Practice Areas

East & Concord Partners is committed to providing professional legal assistance to our clients and with 20 plus years of experience has gained a leading position and earned clients' trust and recognition and has been frequently recommended and reported by well-known international legal media such as *Chambers*, *Legal 500*, *IFLR1000*, *The Lawyer*, *Asialaw Profiles*, *ALB*, *China Business Law Journal*, *China Law and Practice* and so forth in the following practice areas:

Mergers and Acquisitions, Securities and Capital Markets, Dispute Resolution, Criminal Litigation, Banking and Finance, Financial Lease and Commercial Factoring, Anti-dumping and Countervailing, Antitrust, Intellectual Property, Foreign Direct Investment, Overseas Investment, Entertainment and Sports, Infrastructure and Project Financing, Real Estate and Construction, Energy and Natural Resources.





*Leslie Zhang*  
 张伟华

#### UNITED ENERGY GROUP LIMITED

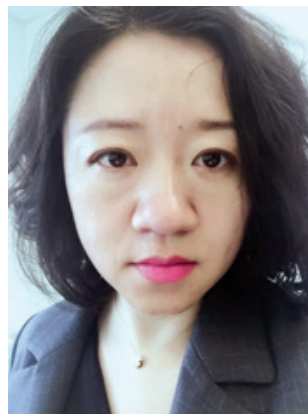
Before joining United Energy Group Limited, Zhang Weihua served as the project management director of the legal department of the China National Offshore Oil Corporation. This experience helped Zhang to gain solid professional skills and accumulate abundant management experience. Since joining United Energy Group Limited, Zhang has established for the legal team a global coordination mechanism and the knowledge management system, and implemented the whole-process tracking by in-house lawyers for M&A projects. During the previous year, Zhang Weihua led the legal team to carry out M&A projects where each of the projects involved a transaction amount of more than USD1 billion, establish a group-wide legal management system and expand the legal team. The team is also responsible for matters related to compliance monitoring, government regulation, project operations and litigation risks. Zhang Weihua also writes books about his practices and experiences. In 2016, he published two books on cross-border M&A transactions: the Practical Guide on Overseas M&A Transactions and Case Analysis and the Era of M&As: Capital Strategy and Practice.

In Zhang's opinion, the responsibilities of a general counsel include participating in the development of the company's strategy and selection of the suitable team members to help the company to achieve the business objectives, communicating with the board of directors and management teams, providing solutions from the business perspective, and obtaining resources for the legal team to have opportunities for more exposures and career development along with the growth of the company.

#### 联合能源集团有限公司

曾在中国海洋石油总公司担任法律部项目管理处处长的经历，为张伟华奠定了坚实的专业能力并积累了丰富的管理经验。自加入联合能源以来，他为法律团队建立了全球协调机制、知识管理系统，在并购项目实行内部律师全程跟踪等管理模式。在过去一年，张伟华带领的团队从事了十亿美元级别以上并购项目，建立了集团层面法律管理体系及扩充法律团队；以及监控合规、政府监管、项目运营及诉讼风险。除此之外，张伟华还专注于将其实践经验著书立说，在2016年出版了《海外并购交易全程实务指南与案例评析》和《并购大时代：资本的谋略与实战》两本关于跨境并购交易的专著。

在其看来，总法律顾问需要参与公司战略制定、选择合适团队以达成公司商业目标的实现。应与董事会及管理层经常沟通、从商业角度提供问题解决方案、获取资源为团队在公司发展过程中取得更多经验及职业上升机会。



*Maggie Zheng*  
 郑晓琴

#### CHINA UNIONPAY CO., LTD.

Since joining China UnionPay Co., Ltd., Zheng Xiaojin has gained an in-depth understanding of and insight into the legal issues of the bank card organization which is a platform-based multi-participant business model. Her practice areas include, among other things, cross-border payment business, financial supervision, business cooperation and intellectual property rights. She led the legal team to provide legal support from the industry perspective in the China-US e-payment dispute; to provide comprehensive legal support for the company's major mobile payment cooperation program (CUP-ApplePay project); to establish and construct the compliance work system for the company in order to prevent and handle business-related compliance risks; to provide comprehensive legal support for the company's holding shares in EMVCo; and to represent China UnionPay Co., Ltd. to participate in legislation discussion concerning the "E-commerce law", the "Administrative Measures for Bank Card Payment and Settlement" and other industry related laws and regulations.

In her opinion, to help the company achieve its strategic objectives, a general counsel should ensure the balance between legal risk control and business development, and on the basis of that, provide a full range of legal support to push forward the company's key strategic projects. In terms of team building, a clear division of labor and explicit authorization are necessary; and meanwhile it is necessary to help team members be familiar with the businesses by providing deeper legal services for the company's business lines, thereby improving professional skills and finding a sense of professional accomplishment in the work.

#### 中国银联股份有限公司

自加入中国银联以来，郑晓琴对银行卡组织这一基于平台化多参与方的业务形态下的法律问题有深刻的理解和洞察，涉及跨境支付业务、金融监管、商业合作、知识产权等领域。她带领法律团队为中美国际贸易争端中的电子支付案提供了产业方面的法律支持；为公司具重大影响的移动支付合作项目（银联-ApplePay项目）提供全面法律支持；构建了公司的法律合规工作体系，防范及处理公司业务有关的合规风险；为公司入股国际芯片卡标准组织EMVCO提供了全面法律支持；代表公司参与了《电子商务法》《银行卡支付清算管理办法》等产业相关法律法规的立法研讨。

她认为，在帮助公司实现战略目标方面，应当做好法律风控及业务拓展之间关系的平衡，在此基础上为公司重点战略项目的推进提供全方位的法律支持；在团队建设方面，明确的分工和授权是必要的，同时通过对业务线更深度的法律服务使团队成员熟悉业务，提升专业技能，在工作中找到专业成就感。



## Allen Zhou 周宇

### SCHNEIDER ELECTRIC (CHINA) CO., LTD.

Zhou Yu recruited and formed the legal team of Schneider Electric Greater China, and has been committed to the development of legal expertise in mergers and acquisitions, joint ventures, private equity, commercial law, corporate law, real estate and intellectual property. The team now has more than 30 legal professionals with an average of over 10 years of relevant experiences and practice qualifications. During the eight years of working with Schneider Electric, Zhou developed the Schneider Electric commercial/labor arbitration and litigation strategy to coordinate the achievement of the company's business objectives. He developed the strategy to efficiently protect Schneider Electric's trademark, patents and other intellectual property rights. And under the leadership of Zhou, the legal team has provided supports to more than 40 M&A projects in Greater China. During the past year, the team led a number of M&A joint venture projects, including a case where a joint venture party withdraws from the joint venture company, the establishment of a new joint venture company, and the acquisition of a domestic enterprise. The team also updated the company's policy in light of the new development (such as dealer management) in areas related to the anti-monopoly law and anti-unfair competition law, proposed alternative business model, and provided the business team of the company with a full range of training.

### 施耐德电气(中国)有限公司

周宇招聘并组建了施耐德电气大中华地区的法律团队，致力于并发展了并购、合资企业、私募股权投资、商法、公司法、不动产及知识产权等法律专长。团队现拥有30多位法律专业人士，平均拥有超过10年的执业资格和经验。在施耐德电气任职8年来，周宇制定了施耐德电气商事/劳动仲裁和诉讼策略以配合公司商业目标的实现；制定了高效的施耐德电气商标、专利及知识产权保护策略；其领导下的团队支持了超过40个在大中华区域的并购及合资项目。在过去一年里，团队主导了多个并购合资项目，包括一项合资公司退出项目，新设一家合资公司，和收购一家内资企业；针对反垄断法和反不正当竞争法领域的新发展（例如经销商管理）更新了公司政策，建议了可替代的商业模式，并对商业团队进行了全方位的培训。

## ASIAN LEGAL BUSINESS

亚洲法律杂志 - 中文版 CHINA

## SCHEDULE OF RANKINGS 2017 2017年榜单安排



NAME OF RANKING 榜单	MONTH OF PUBLICATION 发布月	NOMINATIONS OPEN* 提名开始日*
ALB China Firms to Watch 2017 年中国精品律所	January 一月	21-November-2016
2017 ALB Top 15 China Litigators 十五佳诉讼律师	February 二月	16-December-2016
2017 ALB Top 10 M&A Lawyers in China 中国十佳并购律师	March 三月	28-December-2016
ALB Employer of Choice 2017 最佳雇主	April 四月	6-February-2017
ALB IP Rankings 2017 知识产权排名	May 五月	21-February-2017
ALB Top GCs in China 2017 最佳总法律顾问	June 六月	23-March-2017
ALB Rising Lawyers in China 2017 中国律师新星	July 七月	25-April-2017
ALB Client of Choice 2017 客户首选律师	August 八月	23-May-2017
ALB M&A Rankings 2017 并购排名	September 九月	15-June-2017
ALB Fastest Growing Firms in China 2017 中国最佳成长律所		22-June-2017
ALB Top Female Lawyers in China 2017 中国最佳女律师	October 十月	25-July-2017
ALB 2017 Top 50 Largest Law Firms 亚洲最大50家律师事务所	November 十一月	22-August-2017
ALB Top In House Teams in China 中国最佳公司法务团队	December 十二月	7-September-2017
ALB Top IP Lawyers in China 2017 中国最佳知识产权律师		14-September-2017

\* These dates are subject to change. Please contact ALB for the most up-to-date schedule.  
截止日期可能会有调整，请联系ALB获取最新的报名时间和截止日期。

欲了解更多提名信息，请联系：

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