

ALB 2015 CHINA'S TOP GENERAL COUNSEL ALB 2015最佳总法律顾问

ALB PICKS CHINA'S LEADING GENERAL COUNSEL IN ITS TOP GENERAL COUNSEL RANKINGS 2015. FOLLOWING A MONTHS-LONG PROCESS OF SELECTION, WHICH INVOLVED TAKING INTO ACCOUNT INPUTS FROM IN-HOUSE LAWYERS, LAW FIRMS, AS WELL AS ALB'S OWN EDITORIAL TEAM. THE FINAL LIST BELOW IS IN ALPHABETICAL ORDER.

THE GCS HAVE BEEN SELECTED ON THE BASIS OF THE SCOPE AND SIGNIFICANCE OF WORK HANDLED BY THEM, SIGNIFICANT INITIATIVES LAUNCHED, ACHIEVEMENTS AND ACCOMPLISHMENTS, AWARDS AND ACCOLADES AND OTHER FACTORS.

WRITTEN BY **MARIAN MA**

《亚洲法律杂志》(ALB)在首届中国最佳总法律顾问的榜单中为您呈现一批中国最卓越的公司总法务。这个榜单在经历了一个多月的调研后出炉,我们参考了总法务自荐文件,律师事务所填写的调查问卷,以及ALB长期以来对中国法律市场的观察和洞悉。榜单按照获奖者姓氏首字母排序。

我们选取的标准包括总法务工作的难度和重要性,总法律顾问发起的重大项目,获奖经历和其他信息。

作者 马源

METHODOLOGY

The three-pronged research involved a self-nomination process for general counsel, a survey requesting feedback on their in-house counterparts, as well as editorial input.

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

1. Scope and significance of work handled by the general counsel
2. Any significant initiatives launched by the general counsel in his/her current role
3. Years of experience and previous work history
4. Awards and accolades
5. Other relevant information (including, but not limited to, pro-bono work, charity work, social service, etc.)

评选方法

调研过程将采取“三管齐下”的方式，我们会参考公司法务总监自荐、律所合伙人和律师的推荐以及ALB研究团队自身对市场的判断。

我们关注的领域：

1. 总法律顾问工作的难度和重要性
2. 由总法律顾问发起的重大项目
3. 担任总法律顾问的时长和在法律领域的从业经验
4. 个人获奖经历
5. 其他信息（包括但不限于在法律援助，慈善活动，社会公益工作等）



Company 公司名称	Top GC's name 最佳总法律顾问得主
58.com 58同城	Chen Yi 陈怡
Franshion Properties 方兴地产	Gai Jiagao 盖剑高
COSCO Pacific 中远太平洋	Hung Man, Michelle 洪雯
Tencent 腾讯	Brent Irvin 艾文博
China Life Investment 国寿投资	Kang Le 康乐
Henkel 汉高公司	Victor Shen 沈悦志
DSM CHINA 帝斯曼中国	Catherine Wang 王雪珍
Honeywell Asia 霍尼韦尔亚洲	Gerard F. Willis
China Orient Asset Management Corporation 中国东方资产管理公司	Wu Guangyao 吴光焱
China Power International Development Limited 中国电力国际发展有限公司	Xu Wei 徐薇
BP 英国石油	Xu Xiangmin 许向民
Fosun International 复星集团	Xu Yao 许焱
Ping'An Insurance Group 平安保险集团	Yao Jun 姚军
ICBC 中国工商银行	Zhang Wei 张炜
Schneider Electric 施耐德电气	Allen Zhou 周宇

ALB proudly presents the 2015 China's Top General Counsel Ranking. The list is in alphabetical order by winner's last name.

ALB非常荣幸地宣布中国最佳总法务获奖名单，按姓氏首字母排序。

CHEN YI, 58.COM

As the general counsel of 58.com, Chen Yi established and developed 58.com's legal department during her four-year tenure. She successfully helped the company carry out its IPO on the New York Stock Exchange in 2013, and finished a Second Public Offering within a year. Chen played an important role during a series of investment activities, including obtaining \$736 million in finance from Tencent, achieving strategic investment in ganji.com, merging Anjuke.com and ChinaHR.com, etc. Furthermore, the team led by her, supported and kept the operation of the wide-ranging online marketing business of 58.com running smoothly. 58.com comprises of housing, jobs, used goods, automotive, pet, tickets, yellow pages, finance business and other local services, which involves approximately 10,000 staff. Chen has also established an IPR system for the company, including

completing a trademark system, and launching the development of its patent portfolio. She has also co-authored the book "Network Infringement and News Infringement," published in 2010 by China Legal Publishing House. Before joining 58.com, Chen worked as a legal counsel with Baidu.com and senior legal counsel with Tencent.



CHEN YI
陈怡

58同城 陈怡

陈怡作为58同城的总法律顾问，在任职四年的时间里，建立和发展了58同城的法务部门。其作为重要的一员，帮助公司于2013年成功在美国纽交所挂牌上市，并在随后不到一年的时间内，完成了公司在资本市场的增发。陈怡在58同城的一系列投资活动中扮演了非常重要的角色，包括58同城获取腾讯7.36亿美元的融资，完成对赶集网的战略投资，并购安居客及中华英才网等。除此之外，她的团队还支持着公司近万人的业务体系的法律事务，58同城的业务广泛而复杂，包括房产、招聘、二手、汽车、宠物、票务、黄页、金融等各个生活服务领域。她带领法务团队建立了公司的知识产权保护体系，完善了商标体系建设，启动了专利建设。陈怡还与人合著了《网络侵权与新闻侵权》一书，于2010年在法制出版社出版。在加入58同城之前，她曾在百度和腾讯分别担任法律顾问和高级法律顾问。

GAI JIANGAO, FRANSHION PROPERTIES

Graduating from Beijing University with a master's degree, Gai Jianguo has worked at Sinochem Corporation and Frانشion Properties (China) Limited for 15 years, during which he was involved with the integration of its acquisition of Jin Mao Group Co., Ltd, and later spun it off by using a business trust structure that was listed on the Hong Kong Stock Exchange, and hosted the setting up of a private equity fund. Gai has been general counsel for four years since 2011, and leads a team of 24 members. He was in charge of risk management and art auctions at Rongbaozhai from 1997 to 2000, after which he joined Sinochem Group in 2000, becoming deputy GM of the legal affairs department in 2005, before joining his current company in 2007. In 2008, he became a member of the Hong Kong Institute of Chartered Secretaries. According to Gai, the key to success is being upright and gentle.



GAI JIANGAO
盖剑高

方兴地产 盖剑高

盖剑高毕业于北京大学，获硕士学位，在中国中化集团公司、方兴地产（中国）有限公司工作了15年。在此期间，他完成了公司对金茂集团的整合收购，之后对金茂集团酒店资产包分拆设立商业信托，并于香港联交所挂牌上市，此外，他还主持设立了私募股权基金，并投资于自有项目。盖剑高自2011年获聘公司总法律顾问，他担任总法务顾问一职4年来，带领一支24人的团队。1997年至2000年，盖剑高负责荣宝斋的风险控制与艺术品拍卖工作，2000年他加盟中国中化集团公司，自2005年担任法律事务部副总经理，此后于2007年加入公司。2008年，他成为香港特許秘书公会联席成员。对盖剑高而言，成功的关键是方正平和。

58同城 58.COM



■ 陈怡 总法律顾问
Chen Yi, General Counsel

ALB INTERVIEW WITH CHEN YI, GENERAL COUNSEL OF 58.COM AND WINNER OF THE TOP GENERAL COUNSEL

ALB: As the General Counsel of 58.com and with past experiences at Tencent and Baidu, you have ample in-house counsel experience in the Internet industry. What are the similarities and differences in handling legal affairs in these Internet companies?

Chen: To me, 58.com is more precious. The four years I am with 58.com is when it has been forging ahead and developing rapidly. I was fully involved in 58.com's IPO and follow-on issue, took part in Tencent's investment in 58.com as well as 58.com's strategic investment in ganji.com and acquisition of anjuke.com and chinahr.com. The sense of accomplishment and happiness that 58.com has brought me can be replaced by nothing. I want to work even harder to keep up with its fast development.

The work experience in Baidu and Tencent made me more efficient in dealing with internet legal affairs. I have been keeping in close touch with the former colleagues in Baidu and Tencent until now. In Tencent's US\$736mn investment in 58.com, Tencent's legal team named the project as "Project Joy", Joy being my English name when I worked at Tencent. My former colleagues at Tencent told me that they thought of me when they learned about the deal. They are happy for my professional development at 58.com and for 58.com's own development, and considered naming the project as Project Joy as a gift to me.

ALB: Tell us about your team, and their help to you and contribution to the company.

Chen: 58.com's legal team is only set up after I joined the company, so it is a very young team. Our legal department has 15 staff members, some from other well-known Internet companies and some from top law firms. This is a team with formidable strength. It supports 58.com's increasingly complex business empire with more than 10,000 employees. As the company grows rapidly and its business expands after a series of M&As, each department of the company, including the legal department, is taking in new talents. Contact us if you are interested in investment, M&A, intellectual property rights or litigation and compliance.

ALB: As a corporate legal counsel in the Internet industry, what is the most useful advice you have been given so far?

Chen: My son once asked me: "Mom, if the life of the Earth is considered as one day, dinosaurs would have survived 52 minutes. Do you know how long human beings would have existed? Only 9.2 seconds." When he asked me this question, I was struggling with some issues of career planning and interpersonal relationships, which made me distracted even when accompany him reading his favorite dinosaur books. But this answer really shocked and enlightened me. Jump out of your small circle and keep your mind open.

ALB对话最佳总法律顾问 奖得主、58同城总法律顾问 陈怡

ALB: 您有足够深的互联网行业法务经验，之前是腾讯和百度，现在是58同城的总法务。处理这些互联网公司的法律事宜有什么相通之处和不同之处？

陈怡: 于我而言，58同城是更珍贵的。因为，我在58的四年时光里，正是它披荆斩棘、迅猛发展的四年。我全程参与了58的上市、增发；参与了腾讯入资58；参与了58战略投资赶集、并购安居客、中华英才网等一系列的投资并购项目。58带给我的成就感和幸福感是任何事都无法替代的。我常常担心自己不够好，想要更努力一些，紧紧跟着他风一样的奔跑速度。

百度和腾讯的经历给了我很多的历练，教会我很多处理互联网法律事务的方法。到现在我依然跟百度和腾讯的伙伴保持着紧密的联络。在腾讯7.36亿美元投资58的项目中，腾讯的法务部门把项目命名为"Project Joy"，Joy是我在腾讯工作时的英文名。腾讯的前同事告诉我，他们知道这个deal的时候，就想起我来，都为我在58和58的发展感到开心，算是送我的一份礼物。

ALB: 介绍一下您的团队，以及他们对您的帮助和对公司的贡献？

陈怡: 58的法务团队是我加入58以后慢慢组建的，所以还非常年轻。现在法务部门一共有15个人，团队的伙伴有的来自其他知名互联网公司、也有来自知名的律师事务所。这是一个非常有战斗力的团队，支撑着公司上万人的日益复杂的业务体系。随着公司快速的成长，以及并购后业务的扩张，公司的各个体系，包括法务都在吸收新鲜的血液加入进来。无论想从事投资并购、知识产权、诉讼合规都欢迎你联系我们。

ALB: 作为互联网行业的公司法务，你至今听到的最有用的建议是什么？

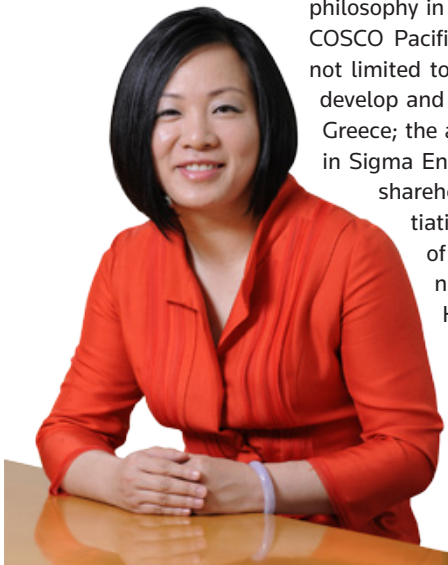
陈怡: 我儿子问我，妈妈你知道如果把地球的生命比喻成1天的话，恐龙存活了52分钟呢，那人类存在了多久吗？只有9.2秒。他问我这个问题的时候，我正在纠结一些职业规划与人际方面的事情，陪他看他最爱的恐龙书的时候也有些心不在焉。但是这个答案却给了我很大的震撼，让我豁然开朗。跳出你的小圈子、突破你的小心胸，一切都放在一个更大的、更大的视角里来观察，那么一切就都不再是问题。



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HUNG MAN (MICHELLE), COSCO PACIFIC

Hung Man has served as the General Counsel of COSCO Pacific Group and as the Company Secretary of COSCO Pacific since 1996 and 2001, respectively. Hung is a practicing solicitor of the High Court of the Hong Kong Special Administrative Region and is qualified in England and Wales. She believes in aiming for perfection and has practiced the philosophy in her past 18 years as the General Counsel of COSCO Pacific. Michelle's achievements include, but are not limited to, the acquisition of the concession rights to develop and operate Piers 2 and 3 of the Piraeus Port in Greece; the acquisition of a 13.7 percent effective interest in Sigma Enterprises Limited to increase the Company's shareholding in Yantian Terminals after tough negotiations within a tight schedule; and the disposal of 21.8 percent equity interest in China International Marine Containers (Group) Co., Ltd. Hung was named among the top 25 "in-house high flyers" and "the best in Asia" for three consecutive years (2006-08) by Asian Legal Business Magazine, and was granted the "Asian Company Secretary of the Year Recognition Award" for two consecutive years (2013-14) by Corporate Governance Asia.



HUNG MAN MICHELLE
洪雯

中远太平洋 洪雯

洪雯自1996年起担任中远太平洋集团总法律顾问，2001年起兼任中远太平洋的董事会秘书。洪律师为香港执业律师，同时亦拥有英国律师资格。她认为精益求精是达成目标的最佳理念和思维方式，洪律师在担任中远太平洋总法律顾问的18年中始终践行着这一理念。在此期间，洪律师取得的成就包括但不限于协助公司获得开发并运营希腊比雷埃夫港口二号和三号码头的特许经营权；尽管谈判过程艰难、时间紧迫，仍成功使公司收购了Sigma Enterprises Limited的13.7%实际权益，增持了盐田码头的股份；协助公司成功出售持有的中集集团21.8%的股权。洪律师由2006年至2008年连续三年被法律界知名杂志《Asian Legal Business》评选为「亚洲25位最杰出的企业法律顾问」之一，并在2013年及2014年连续两年荣获企业管治杂志《Corporate Governance Asia》颁发的「最佳亚洲公司秘书」奖项。

BRENT IRVIN, TENCENT

Before joining Tencent, Brent Irvin worked in Silicon Valley as a lawyer for seven years, first at Shearman & Sterling and then at Wilson Sonsini Goodrich & Rosati. His five-year tenure as general counsel of Tencent has been marked by a series of accomplishments such as growing an in-house legal team of 175 people from a mere two dozen members in five years; leading groundbreaking legal work relating to litigation, M&A, privacy protection and capital markets; establishing a unique public policy function to legal and regulatory trends that impact the company both in China and globally; and using self-developed technology to improve work efficiency in terms of IP enforcement, patent registration, copyright management. "Bureaucracy is easy; timely and value-add legal advice is what is hard" is the principle which motivates Irvin to work hard towards what he believes is critical to the modern world. Tencent is the first internet company that set up a cyberlaw research center in China. His work in the IP protection field has been profiled by the Financial Times, Corporate Counsel etc.



BRENT IRVIN
艾文博

腾讯 艾文博

加盟腾讯之前，艾文博曾在美国硅谷做了7年律师，先是谢尔曼·思特灵律师事务所，之后是威尔逊·桑西尼·古奇·罗沙迪律师事务所。他在担任腾讯总法务顾问的5年来，取得了一系列成就，如在5年间把只有二十几人的公司法务团队壮大到175人；领导了与诉讼、并购、隐私保护和资本市场有关的法律工作；为无论是在国内还是国际对公司都有影响的法律和监管趋势建立了独有的公共政策职能；以及使用自主开发的技术提升知识产权执法、专利注册、版权管理等方面的工作效率。“官僚主义很容易；（提供）及时、有附加值的法律意见才难”，正是这一点促使艾文博在他认为对现代世界至关重要的领域努力工作。腾讯是首家在中国设立了互联网法律研究中心的互联网公司。《金融时报》、《公司律师》等刊物曾报道了艾文博在知识产权保护方面所做出的的努力。

腾讯控股有限公司 TENCENT HOLDINGS LIMITED

INTERVIEW WITH BRENT IRVIN, WINNER OF THE TOP GC AND GENERAL COUNSEL OF TENCENT HOLDINGS LIMITED

ALB: What expertise have you taken from Silicon Valley to Tencent? Which one(s) do you find most useful here?

Brent: I think the best lawyers in Silicon Valley are very connected to the environment in which they work, especially with regard to the technology and business practices that make Silicon Valley what it is. It is not enough to be a good technical lawyer, you also need to be able to understand the products that your clients use. This is the type of attitude that I've tried to bring to Tencent Legal, which I think is important as it is difficult to give meaningful legal advice on topics such as privacy, data, IP, etc. without a deep knowledge of how digital products work.

ALB: In China, law is playing catch-up with the internet. In what ways has Tencent helped in shaping internet laws? Any particular examples?

Brent: I think our case with Qihoo 360 has had a strong impact, providing strong guidance for what is (and what is not) abuse of dominance in the internet space. Both this case and a related lawsuit in which we sued Qihoo were recently recognised as two of the most important PRC Supreme Court cases since its founding in 1949. I think we've also played a leading role in improving IP enforcement in China, including securing the first preliminary injunctions in the digital music space and acting as the lead complainant against Qvod (快播) for large-scale copyright infringement of video content.

ALB: How many lawyers does your team consist and how does the structure work as a whole?

Brent: The entire legal team consists of around 170 lawyers, mostly in China but with growing numbers in the US and Europe to support our international expansion. The legal team is structured into two general groups, (1) product teams that support different products lines (eg, media, platform, etc.) and speciality teams such as IP and transactions.

ALB: What would you say is the most "fun" part of being Tencent's General Counsel?

Brent: Playing "We Fire"

ALB: What advice would you give other in-house counsels working in China's internet companies?

Brent: Not sure if I want to help my competitors... joking aside, I think in general the legal teams at other internet companies in China are quite strong, so wouldn't want to presume that there is that much to learn from me. I would emphasise the point about the in-house team being close to our products—that is important.

最佳法务总顾问奖得主、腾讯控股有限公司公司法务总顾问艾文博采访

ALB: 你从硅谷给腾讯带来了什么专业特长?你觉得在这里最有用的是其中的哪个(哪些)?

艾文博:我觉得硅谷最好的律师都是与他们从事业务的环境紧密相连的,尤其是那些使得硅谷扬名的科技和商业实践领域。做一名优秀的技术律师并不够,你还需要能够理解你的客户所使用的产品。这种态度正是我尝试带给腾讯法务部的东西。我认为这很重要,因为如果对数字产品的运作方式缺乏深入了解,就很难对诸如隐私、数据、知识产权等问题给出有意义的法律建议。

ALB: 在中国,法律正在追赶互联网的发展。腾讯以何种方式帮助塑造了互联网法律?有什么具体事例吗?

艾文博:我认为我们与奇虎360的案子有很大的影响力,对什么是(和不是)互联网领域滥用支配地位的情况提供了有力的指引。最近,这个案子连同我们起诉奇虎的另一起相关案件被承认为是中国最高人民法院自1949年成立以来最重要的两起案例之一。同时,我认为我们在改善中国的知识产权执法方面也发挥了带头作用,包括取得数字音乐领域的第一份初步强制令,以及作为快播视频内容大规模版权侵权的首席上诉人。

ALB: 你的团队有多少名律师?团队整体是如何运作的?

艾文博:整个法务团队约由170名律师组成,大部分在中国,但美国和欧洲的律师人数正在不断增加,以支持我们的国际化扩张。法务团队分为两大部分,一个是产品团队,为不同的产品线提供支持(比如媒体、平台等),另一个是专门团队,针对知识产权和交易等。

ALB: 你觉得作为腾讯的法务总顾问,最“有趣”的部分是什么?

艾文博:玩“全民突击”(腾讯的一款游戏)。

ALB: 你对在中国的互联网公司工作的其他公司法务顾问有什么建议?

艾文博:不太确定我是不是想帮助竞争对手...当然是开玩笑的。我认为总体而言,中国其他互联网公司的法务团队也相当强,因此我不认为他们有多需要从我这里学的东西。我想强调的一点还是公司法务团队要贴近自己的产品,这很重要。

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KANG LE, CHINA LIFE INVESTMENT

Kang Le, the General Manager of Risk Management, Legal & Compliance Department, China Life Investment Holding Company Limited, is in charge of risk management, legal affairs and internal control and compliance of the company. She also provides professional legal support to alternative investments by China Life. She applies her professional advantages to innovate risk control system and alternative investment methods, adheres to international vision and commitment for the integration and promotion of legal affairs and investment financing business and sets the industry benchmark to enhance the internal control and compliance levels. China Life Investment Holding Company Limited, as the China Life's alternative investment platform, is in the forefront of alternative investment companies in terms of its scientific assessment of the risk status, professional legal service level and optimization of the company management system, which has become the leading institution of non-standard investment within China. Kang has received several accolades including the Top Ten Outstanding Youth of China Life in 2009, Exemplary Female Employee of China Life in 2012 and National Financial Youth 4th May Medal in 2014. Kang believes that it is better to be sure-footed than to be opportunistic.



KANG LE
康乐

国寿投资 康乐

康乐，现任国寿投资控股有限公司风险管理合规部总经理，全面负责公司的风险管理、法律事务、内控合规工作，为中国人寿另类投资提供了全程法律支撑。她发挥专业优势，创新另类投资风控体系和方法；坚持国际化视野，致力于法律事务与投融资业务的融合与提升；树立行业标杆，着力提升内控与合规水平。国寿投资公司，作为中国人寿的另类投资平台，凭借其科学的风险评估方法、专业的法律服务水准和完善的风险管理体系走在了行业前列，成为国内非标投资的领军机构。康乐也多次受到业内肯定，荣获2009年“中国人寿十大杰出青年”、2012年“中国人寿巾帼标兵”和2014年“全国金融青年五四奖章”。她坚信，“至拙胜于至巧”。

VICTOR SHEN, HENKEL

Before joining Henkel, Victor Shen used to work in a leading global retail conglomerate, a leading Japanese FMCG company and a Chinese mobile communication company, which together equipped him with a sharp sense of different industry sectors and business practices. Shen's philosophy, "quest for excellence," has led him to what he is today. He established and ironed his team's image as a "business partner and enabler" among Henkel Greater China & Korea by closing share deals; advising and implementing four corporate infrastructure investment projects with a total contract value of 800 million yuan. He is also instrumental in concluding various asset deals, among which Shen designed, implemented and closed a deal with a transaction value of 220 million yuan involving a plant of 45,000 square meters and 400 employees in 2011, which led him to being recognised by the company's Asia-Pacific's regional management.



VICTOR SHEN
沈悦志

汉高公司 沈悦志

加盟汉高之前，沈悦志曾在一家全球一流的零售集团、领先的日本快消品公司和中国移动通信公司工作，这些经历让他对不同行业和商业实践具备了敏锐的触觉。他“追求卓越”的理念引领他取得了今日的成就。通过完成股份交易，他在汉高大中华区和韩国建立并巩固了法务团队“业务合作伙伴和促成者”的形象；为4个公司基础设施投资项目提供建议并组织实施，合同总价值8亿元人民币；此外，沈悦志还领导完成了多项资产交易，其中在2011年设计、实施并完成了一笔金额为2.2亿元人民币的资产交易，涉及45000平方米的厂房和400名员工，这些成就令他获得公司亚太区管理层的认可。

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CATHERINE WANG
王雪珍

CATHERINE WANG, DSM CHINA

The different roles in Catherine Wang's career – judge, law lecturer, attorney, legal officer and general counsel – have more than adequately reflected her motto of “keep learning, keep improving.” Catherine joined DSM (China) Limited in 2007 and has served as general counsel and board member since then. In her position, she leads the DSM China legal team to provide solution-oriented legal services, and also successfully led several acquisitions in China as well as quite some CAPEX projects in DSM. In addition to the legal affairs, Catherine also took a leading position to establish the Women Inspiration Network of DSM China focusing on the care and career development of the female colleagues.

帝斯曼中国 王雪珍

王雪珍女士的职业生涯的不同角色：法官、法律讲师、律师、法务官和总法律顾问，充分反映出她的座右铭“不断学习、不断进步”。王雪珍女士于2007年加入帝斯曼（中国）有限公司，并担任总法律顾问及董事会成员至今。作为总法律顾问，她带领帝斯曼中国法律团队提供以解决问题为目的的法律服务，并作为业务部门的合作伙伴，同时也成功主导了多项收购及资本性项目。法律工作之外，王雪珍女士主导建立了帝斯曼Women Inspiration Network，积极关怀女性员工及女性员工的职业发展。

GERARD F. WILLIS, HONEYWELL ASIA

Inspired by the line “All experience is an arch where through gleams that untraveled world whose margin recedes forever as I move” from the poem Ulysses, Gerard F. Willis has sought to see the “untraveled world” through his roles as corporate associate, chief counsel and senior legal counsel at various companies in cities such as Los Angeles, Hong Kong, Singapore and Seoul. The Honeywell Asia Pacific legal department, under Willis' leadership, vice president & general counsel Asia Pacific since 2005, consists of 70 attorneys and contract professionals. In 2014, the legal team worked in close coordination with the Honeywell Government Relations team to create and execute a unique contractual arrangement for an electricity auto demand response project in China in collaboration with the U.S. and Tianjin governments. In 2014-15 the legal department also provided leadership in the development of several major production facilities. Willis' efforts have led business leaders to acknowledge the legal team as a “true business enabler.”

霍尼韦尔亚洲 Gerald F. Willis

受到诗歌《尤利西斯》中的诗句“一切经历都是一道拱门，闪耀着未知世界的光，我从中走过，那边缘的光亮消退，不复出现”的影响，Gerard F. Willis通过在洛杉矶、香港、新加坡和首尔等地多家公司担任公司协理、首席法务顾问和高级法务顾问等职务，力求看一看这“未知的世界”。Willis自2005年起任霍尼韦尔亚太区公司副总裁兼总法务顾问，该公司亚太区法务部由他领导，共有70名律师和合同专业人士。该法务团队与霍尼韦尔政府关系团队密切合作，于2014年与美国和天津市政府携手，创建并签署了一份针对中国电动汽车需求响应项目的独特的合同安排。2014到2015年间，法务部领导了多个大型生产设施的开发。凭借Willis的努力，公司的商业领导视他带领的法务团队为“真正的业务促成者”。



GERARD F. WILLIS

WU GUANGYAO,
CHINA ORIENT ASSET MANAGEMENT CORPORATION



WU GUANGYAO
吴光焱

"Persistence, calmness, honesty and braveness" have been the motto of Wu Guangyao, the general manager of China Orient Asset Management Corporation (COAMC) legal department. In the last five years, Wu, who has been practicing law since 1998, with his solid legal foundation and rich practical experience, has participated in nearly every strategic project of COAMC, including assisting his company in cases such as the acquisition of China United Insurance Holding Company, effectively cultivating the reputation of China Orient Asset Management Corporation in the market. Apart from this, Wu had also promoted the administrative innovation and the standardisation of legal documents in his company. He led his team to win three consecutive first prizes as the best department within the company for three fiscal years.

中国东方资产管理公司 吴光焱

"恒、恬、诚、勇"，系中国东方资产管理公司法律事务部总经理吴光焱先生的座右铭。吴光焱先生自1998年起从事法律工作，具备深厚的法学功底与丰富的实践经验，过去五年中，吴先生几乎参与了东方资产每一个重大战略项目，成功协助东方资产完成了包括收购中华联合财产保险公司等一系列交易，为东方资产在市场上的地位奠定了良好基础。除此之外，吴光焱先生在集团内部大力推进管理型创新及法律文本标准化。他带领团队在东方资产总部各部门中连续三个财年获得"优秀部门"称号。

XU WEI,
CHINA POWER INTERNATIONAL DEVELOPMENT LIMITED

Xu Wei's success as the general counsel of China Power International Development Limited is a rebuke to people's tendency to judge a person based on their gender. Before entering China Power, Xu worked as an external advisor for China's Ministry of Finance, supervising the initiating and editing of documents related to the management and reform of state-owned assets. State-owned Supervision and Administration Commission of the State Council (SASAC) had named her as an Excellent Enterprise Counsel, which laid a solid foundation for her when it came to solving problems in this area. During the past ten years, Xu has led her team in completing a large number of seemingly incredible tasks, including but not limited to a 1.67 billion yuan M&A deal of shares in Shanghai Electric Power in 2006, a bulk purchasing project with Australia worth a market value of more than 10 billion yuan, and issuing \$300 million commercial papers in America. Hard work and business success are the driving forces for Xu, who also manages a harmonious family.



XU WEI
徐薇

中国电力国际发展有限公司 徐薇

徐薇作为中国电力国际发展有限公司总法律顾问所取得的成功对那些习惯以性别取人的人是有力的回击。加入中国电力之前，她曾作为外部顾问为中国财政部工作，撰稿财政部国有产权管理改革相关法律工作辅导材料，并曾被国务院国资委授予"杰出企业法律顾问"称号，这为她解决这一领域的问题打下了坚实的基础。过去十年中，徐薇带领她的团队完成了多起看似不可能的任务，包括但不限于2006年价值16.7亿元人民币的上海电力股份并购交易、与澳大利亚合作的市场价值超过100亿元人民币的大宗贸易，和在美国成功发行3亿美元商业票据。努力工作和职业成就只是徐薇丰富人生的一个侧面，她同时还拥有一个和睦的家庭。



XU XIANGMIN
许向民

XU XIANGMIN, BP

With “do it well if you do it at all” being his major principle in life, Xu Xiangmin is qualified to practice law in Ontario (Canada), England and Wales and Hong Kong. With more than 25 years experience in corporate, commercial law and project finance, Xu has spent the last 14 years first as General Counsel, BP China and, since 2010, as General Counsel, BP Global Petrochemicals, leading his team to provide advice to the company’s businesses in China including service stations, LPG, Air BP, Solar, Wind, Lubricants, Upstream and Petrochemicals and its global petrochemicals businesses in China, Taiwan, Korea, Malaysia, Japan, India, Indonesia, the United Kingdom, Belgium and the United States. His recent achievements include leading his team and external counsel in providing legal support to multi-billion petrochemicals M&A projects in the Middle East, India, Indonesia and China. In addition to his dedication to work, Xu has spent a vast amount of private time in sharing his expertise and experience through his publications and public speech. He has published more than 15 articles in leading legal magazines and journals in the world. He is a co-founder and an active participant in the Shanghai In-house Forum.

英国石油 许向民

许向民的人生信条是“要做就要做到最好”。他先后取得安大略（加拿大）、英格兰和威尔士以及香港的律师执业资格。凭借在公司、商法和项目融资方面25年以上的工作经验，许向民担任BP中国总法律顾问14年，并自2010年起，他同时担任BP全球化工业务总法律顾问。他带领他的团队，对公司的中国业务（包括加油站零售、LPG、航油、太阳能、风能、润滑油、上游及化工业务）和全球化工业务（包括中国大陆、台湾、韩国、马来西亚、日本、印度、印尼、英国、比利时和美国）建言献策。他最近取得的成就包括带领内部和外部律师团队对对公司化工并购项目提供总法律支持，这些项目总投资几十亿美元，分别位于中东、印度、印尼和中国。除此之外，许向民把业余时间投入到通过出版刊物和公开演讲分享自己的理念和经验上：他已在全球一流法律杂志和期刊发表了超过15篇文章。此外，他还是上海市公司法律顾问论坛的联合发起人之一，并一直积极推进论坛的各项活动。



XU YAO
许焱

XU YAO, FOSUN INTERNATIONAL

Hard work has always been the priority for Xu Yao as, according to him, “I learn the meaning of hard work by working hard.” Previous working experience in Dewey & LeBoeuf has laid a solid foundation for Xu’s later career as the co-initiator of the legal team in Fosun Group. Despite the fact that Xu has been appointed the general counsel (international) and the general manager of the international legal department for only one year, he has supervised the recruitment, work assignment and building Fosun Group’s legal team, and created a young, professional and passionate team with 12 lawyers. And within this one year, Xu and his team closed more than 30 transactions estimated at the value of \$14.26 billion. These cases include buying Fidelidade (\$1.4 billion) and One Chase Manhattan Plaza (\$725 million). Awards include being named the Best International Team of Fosun and In-House Teams of Distinction-ALM the Asia Legal Award.

复星集团 许焱

工作于许焱而言，是生活重要且有趣的一环。按他所言，“通过奋斗，我了解努力工作的意义”。在加入复星之前，许焱曾在杜威路博国际律师事务所工作，这为他日后的工作奠定了坚实的基础。这是许焱在复星的第五个年头，也是他担任总法务顾问（国际）和国际法务部总经理的第二年。在过去的一年多时间里，他监督了复星集团国际法务团队的招聘、岗位匹配和团队建设，打造了一支由12名律师组成的年轻、专业并充满激情的团队。在这一年中，许焱和他的团队完成了30多笔交易，价值估计达142.6亿美元。这些交易包括收购Fidelidade（14亿美元）和大通曼哈顿广场一号（7.25亿美元）等。出色的表现使得这支年轻的法务团队力在国际法律权威媒体ALM主办的亚洲法律大奖颁奖典礼上压群雄脱颖而出，被评为“亚洲年度最佳公司法务团队”。

YAO JUN, PING'AN INSURANCE GROUP

Before joining Ping'An, Jun Yao served as one of the partners of Commerce & Finance Law Offices, during which he mainly focused on equity, M&A, JV, real estate projects. Since he joined Ping'An Insurance Group in 2003, he established the legal team. Under his leadership, the legal team has established comprehensive risk management system, thoroughly and scientifically regulated the litigation, non-litigation, IP, internet finance legal issues, legal training matters, and provided legal support to the successful listing of Ping'An Insurance Group on the SSE and HKSE, the acquisition of Shenzhen Commercial Bank and Shenzhen Development Bank, the reorganization of Ping'An Bank, and the issuing of convertible bonds by Ping'An Insurance Group, which was awarded ALB Top Ten In-House Counsel in 2009 and Chinese Public Company In-House Team of the Year in 2011.

平安保险集团 姚军

在加入平安之前，姚军是北京通商律师事务所的合伙人，在此期间他主要从事证券、公司重组/兼并、合资、房地产等方面的业务。自2003年加入中国平安以来，姚军创建了集团法律部。在他的直接领导下，集团建立了完整的法律风险管控制度体系，全面、科学地规范了诉讼法律事务、非诉法律事务、知识产权事务、互联网金融法律事务、法律培训等各项法律工作，并为平安集团A+H股上市，收购深圳商业银行和深圳发展银行，重组平安银行，平安集团发行可转债等重大项目提供了法律支持。这些杰出的工作令姚军所带领的集团法律部获得了ALB 2009年“年度十佳公司法务大奖”和2011年“年度最佳上市公司法务大奖”。



YAO JUN
姚军

王雪珍 (Catherine Wang) 女士为帝斯曼 (中国) 有限公司董事及总法律顾问。荷兰皇家帝斯曼集团 (DSM) 以科技为立足之本，在全球范围内活跃于健康、营养和材料领域。

王雪珍女士拥有丰富的法律从业经历，在加入 DSM 之前担任过律师、法学院老师、并在中国法院及外国政府司法厅工作过，目前已在跨国公司法律部担任负责人超过 16 年的时间。王雪珍女士目前还担任中国并购公会并购仲裁委员会仲裁员、上海国际经济贸易仲裁委员会仲裁员及协力工匠律师事务所教授。

王雪珍女士一直致力于培养年轻一代法务人员、及提高法务人员自身能力，希望能够与法律界同行们一起提高法务人员的地位和业务水平。为此经常积极参加各类中、外法律业务会议、参加大学法学院学术交流，同时也经常与各种类型公司 (包括国企、外企和民营企业) 的法务人员就各类公司在日常运营中的各种法律问题、解决方法和途径交流经验。

作为一名女性资深人士，王雪珍女士也一直积极参与帮助女性的职业发展，作为 DSM 中国 WIN 的主席，多次举办了 WIN 活动，关怀 DSM 女性员工。





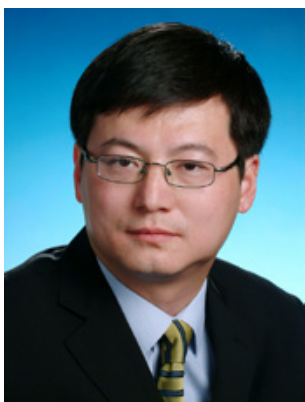
ZHANG WEI
张炜

ZHANG WEI, ICBC

As the chief legal executive of the biggest bank in China, Zhang Wei has led a team of about 1,000 full-time legal staff and 600 part-time legal staff for more than ten years, providing legal support to the development of ICBC. The legal team has dealt with more than 234,000 cases in just the past year alone. During the past few years, it has provided legal support to the opening of ICBC branches all over the world, including New York, Germany, France, Italy, Peru and Brazil. Zhang has kept updating the risk management of ICBC in order to effectively avoid major economic losses. Under the leadership of Zhang, the legal team has created an estimated benefit of 143.5 billion yuan by dealing with 60,000 lawsuits. Additionally, Zhang has published award-winning articles and dedicated himself to charity aside from his work. Zhang was also instrumental in ICBC providing constant support to China Legal Foundation, by not only donating money but also providing volunteers for the betterment of 19 provinces that lack in lawyers.

中国工商银行 张炜

作为中国规模最大银行的首席法务官，张炜十多年来带领一支由1000余名专职法律人员和600多名兼职法律人员组成的法律团队，为工行改革发展提供优质法律服务，维护工行合法权益。法律团队仅去年一年就完成了超过234000件法律咨询审查事项。他带领工行总行法律团队为工商银行在全球开设分行提供法律支持，包括纽约、德国、法国、意大利、秘鲁和巴西等多个国家和地区。张炜不断发展健全工行集团的法律风险管理工作，从而有效避免了重大经济损失。去年，张炜带领工商银行法律团队，办理各类诉讼案件6万余件，收回各类资产120.71亿元。此外，他还主编多部银行法律专业著作。除了工作，张炜还积极参与慈善事业。在他的倡议下，工商银行持续支持中国法律援助基金会，通过提供资金支持和派遣律师志愿者方式帮助了包括19个省在内的无律师县和律师资源严重短缺县。



ALLEN ZHOU
周宇

ALLEN ZHOU, SCHNEIDER ELECTRIC

As the General Counsel of Schneider Electric (China) Co., Ltd., Allen Zhou recruited and established SE Greater China legal team of about 30 professionals, composed of qualified lawyers from China, U.S., Australia and HK. He has led the team to develop expertise in M&A, JV, PE, commercial law, corporate law, real estate and IP protection. In the past 6 years, Zhou not only established SE policies and procedures for internal control and risks management, but also led the legal team in providing professional service in the areas of transactions, dispute resolution, IP protection and compliance, which included legal support to over 40 M&A and JV projects in Greater China, including acquisition and integration of Areva Distribution business, acquisition of Leader Harvest, Telvent and Invensys, establishment of new JVs, and restructure of more than 5 JVs. Under the Zhou's leadership, the GCN legal team as part of the SE Global legal team won the Best European Legal Department 2013 Award by International Legal Alliance Summit & Awards. Aside from his work, Zhou also engages himself in charitable work, such as offering assistance to orphans in Hebei province.

施耐德电气 周宇

作为施耐德电气（中国）有限公司（“施耐德电气”）的总法律顾问，周宇先生招聘并组建了施耐德电气大中华地区的法律团队，该团队一共有30多位法律专业人士，团队中有具备中国、美国、澳大利亚以及香港的律师执照的律师，在周的带领下致力并发展了并购、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。在过去的六年里，周不仅制定了施耐德电气有关内部控制和风险管理的公司政策及流程，还带领法务团队在并购交易、争议解决、知识产权保护、合规等领域提供了专业的法律支持。这些成就包括，但不限于支持了超过40个在大中华区域的并购及合资项目，包括阿海珐配电业务的收购及整合，利德华福、泰尔文特和英维思的收购，数个新合资企业的设立，以及对超过5个合资企业的重组。在周的带领下，施耐德电气中国法律团队作为施耐德电气全球法律团队的一部分，被国际法律联盟峰会评选为2013年最佳欧洲法务团队。除了周的日常工作的日常工作，他还致力于公益事业，例如为河北省的孤儿提供生活补助。

施耐德电气 SCHNEIDER ELECTRIC

INTERVIEW WITH ALLEN ZHOU, WINNER OF THE TOP GC AND VICE PRESIDENT AND GENERAL COUNSEL OF SCHNEIDER ELECTRIC GREATER CHINA LEGAL DEPARTMENT.

ALB: You were once a partner in Paul Hastings Shanghai office. What motivated you to join Schneider Electric and become an in-house counsel?

Zhou: My direct manager, Peter Wexler who is the global general counsel of Schneider Electric is a great leader in the global legal department. We made a connection during our first interview and he completely trusted me and empowered me to lead the Greater China legal team and support the business.

ALB: What are the most important qualities someone in your role must possess?

Zhou: As a General Counsel, you must not only have solid legal and financial knowledge, but also possess an outstanding business acumen and management skills.

ALB: How many lawyers does your team consist and how does the structure work as a whole?

Zhou: I recruited and established Schneider Electric Greater China legal team with about 30 professionals, and with over 300+ years of post qualification experience, composed of qualified lawyers from China, U.S., UK, Australia and Hong Kong. I encouraged my team to develop legal knowledge to not only cover general corporate and commercial law as legal generalist, but also serve as subject matter experts in M&A, JV, PE, real estate, labour dispute, commercial litigation and IP protection.

ALB: What can in-house counsel do to make themselves an indispensable part of the organisation?

Zhou: You should not only be a legal advisor, but also a trusted business partner so that you can provide alternative legal solutions to solve business problems.

ALB: What were the key development of Schneider's legal team in the past 12 months. What areas will your legal team focus on to suit China's needs in the coming year?

Zhou: I built and developed a very strong legal team for the past two years and won ALB top in-house team awards and ILO Asia Pacific Corporate Counsel awards. I would like my team to focus on government investigation, commercial litigation, labour dispute, compliance and IP protection areas to meet current challenges in coming year.

最佳法务总顾问奖得主、施耐德电气大中华区副总裁兼法务总顾问周宇采访。

ALB: 你曾经担任美国普衡律师事务所上海代表处的合伙人。是什么促使你加入施耐德并成为公司法律顾问？

周宇: 我的直属上司Peter Wexler是施耐德电气的全球法务总顾问，是全球法务部门的杰出领导者。在第一次会面时，我们就建立了很好的关系，他完全信任我，并给我足够的权力领导大中华区法务团队，为业务提供支持。

ALB: 担任你这个职位的人必须具备的最重要的素质是什么？

周宇: 作为法务总顾问，你必须不仅具备坚实的法律和财务知识，还必须拥有过人的商业敏锐度和管理技巧。

ALB: 你的团队有多少名律师？团队整体上是如何运作的？

周宇: 我招聘了大约30名专业人士，建立了施耐德电气大中华区的法务团队。团队成员合计拥有300多年的从业经验，是在中国大陆、美国、英国、澳大利亚和香港有执业资格的律师。我鼓励我的团队提升法律知识，不仅要成为公司法和商法领域的全才，还要成为并购、合资、私募股权、房地产、劳动纠纷、商业诉讼和知识产权保护等方面的专业领域专家。

ALB: 公司法律顾问应如何，使自己成为公司不可或缺的一部分？

周宇: 你应该不仅仅只是法律顾问，还必须是值得信赖的业务伙伴，这样你就能提供变通的法律解决方案来解决商业问题。

ALB: 施耐德法务团队过去一年的主要进展是什么？明年你的法务团队将侧重于哪些方面以满足公司中国发展的需求？

周宇: 过去两年来，我建立并发展了一支非常强大的法务团队，获得ALB最佳公司法务团队奖和ILO亚太区公司法律顾问奖。我希望我的团队明年能侧重于政府调查、商业诉讼、劳动纠纷、合规和知识产权保护领域，以迎接当前的挑战。

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