北京德和衡律师事务所
BEIJING DHH LAW FIRM



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Brief Introduction?

Lawyer Xing Zhifan holds a Master of Laws degree from East China University of Political Science and Law (ECUPL), as well as a dual bachelor's degree in Law and Business Administration from Chongqing University. She possesses the Chinese Legal Professional Qualification Certificate, the Forensic Certified Public Accountant (FCPAi) qualification from the United States, and the Certified Information Security Professional (CISP) qualification. Lawyer Xing serves as a member of the Corporate Compliance Professional Committee of the Shanghai Lawyers Association, a practical instructor at the School of International Education of ECUPL, and a mediator at the Baoshan Pan-Asia International Mediation Center in Shanghai. She has participated in the Pudong-University of Cambridge Joint Training Program on Foreign-Related Rule of Law. Additionally, Lawyer Xing actively contributes her insights and advice within the International Bar Association (IBA) and the Chartered Institute of Arbitrators (CIArb) in the UK.

Lawyer Xing joined the Beijing DHH(Shanghai) Law Firm in 2018 and currently serves as the Deputy Director and Senior Equity Partner of DHH(Shanghai), focusing on domestic and foreign-related commercial dispute resolution, corporate compliance, and labor law. Due to her outstanding performance and market reputation, she was selected by Thomson Reuters' Asian Legal Business (ALB) as the Preferred Lawyer for Clients in the Yangtze River Delta region.

Lawyer Xing boasts extensive practical experience in complex dispute resolution. She excels at handling complex commercial disputes through systematic approaches and has represented clients in numerous large-scale dispute resolution cases before domestic courts at all levels and arbitration institutions. Her team has handled hundreds of cases with a total value exceeding RMB 10 billion.

Lawyer Xing has provided daily legal services to numerous representative enterprises across various industries. She is adept at establishing effective commercial compliance systems for enterprises, offering daily compliance-related

consultations, and leading or participating in internal compliance investigations. She has also provided appropriate legal advice to enterprises in response to government investigations, dawn raids, and other matters, enabling effective communication with law enforcement authorities and successfully minimizing losses for clients.

Since starting her legal practice, Lawyer Xing has also provided daily compliance and specialized labor law services to foreign government institutions in China and several Fortune 500 companies. She is well-versed in and proficient at applying labor laws and regulations, capable of offering enterprises comprehensive legal services throughout the entire process, ranging from system establishment, employee recruitment, and daily management to departure management, layoffs, employee setting during enterprise closures, mergers, and transfers, as well as dispute resolution.

Representative Cases?

I. Performance Cases:

- Acted as an agent in a foreign-related arbitration case involving a payment-in-installments sales contract dispute between a wholly foreign-owned enterprise within China and an overseas French company
- Acted as an agent in an arbitration case concerning a repurchase agreement for securities bonds between a state-owned securities company and a local securities firm
- Acted as an agent in multiple arbitration cases involving private equity fund disputes between high-net-worth individuals and asset management companies;
- Acted as an agent in multiple arbitration cases concerning lease contract disputes for a leading Japanese fast-moving consumer goods brand
- Acted as an agent in a private equity fund dispute between an investment company and a Shanghai-based private equity fund manager
- Acted as an agent in multiple cases confirming the priority right to compensation for construction projects and claiming project payments
- Acted as an agent in an arbitration dispute regarding the return of an earnest deposit for a commercial real estate transaction between a domestic company and a well-known real estate operation company
- Acted as an agent in a lawsuit for the dissolution of a company between the surviving family members of a founding shareholder and other shareholders
- Acted as an agent in a lawsuit concerning equity transfer between a Hong Kong investment company and a domestic invested enterprise
- Acted as an agent in a dispute over equity exit and a valuation adjustment mechanism (VAM) agreement between shareholders and a well-known online gaming listed company
- Acted as an agent in hundreds of infringement cases for a leading domestic e-commerce platform, including disputes over product liability, information network sales contracts, and intellectual property infringement
- Acted as an agent in multiple labor arbitrations/lawsuits for senior management/employees of a state-owned securities company
- Provided specialized legal services on data compliance for a Shenzhen-based multinational company

- Provided specialized legal services on data compliance for a US-funded multinational company
- Provided legal services on labor employment and anti-fraud compliance for a European Fortune 500 company
- Provided legal services on anti-fraud compliance for a Japanese retail giant
- Provided legal services for trademark disputes in the Philippines for a domestic tobacco company
- Conducted due diligence legal services for a domestic tobacco company expanding its distribution business in Europe
- Provided legal services including due diligence, review, and revision consultation of investment documents for the merger between a leading central state-owned enterprise and a Japanese steel company
- Provided full-process legal services for a Malaysian listed company in the sale of its equity stake in a large logistics company in China to a renowned US-funded real estate fund
- Represented a large US non-profit educational institution in providing full-process legal services for its direct investment to establish a wholly-owned educational investment company in China's Free Trade Zone
- Represented a Japanese company in providing legal services on equity structure design and state-owned equity exit in sectors restricted to foreign investment;
- Provided legal services on cross-border dispatch of senior executives for a leading domestic new energy vehicle company
- Provided Chinese labor law consultation for a Singaporean government agency's representative office in China in dispatching representatives and hiring Chinese employees
- Provided full-process legal services for the restructuring of the Chinese domestic structure of a globally leading steel group
- Conducted labor compliance due diligence services for the Chinese subsidiaries of a globally leading independent ship supplier's factories in China
- Provided Chinese labor law consultation for a Fortune 500 company in the automotive industry during a global investigation on labor safety and working conditions;
- Provided Chinese labor law consultation for a foreign-funded bank during a global investigation on the labor conditions of banking employees
- Provided full-process legal services for the transfer and resettlement of employees across five locations caused by the internal structural reorganization of a leading company (Fortune 500) in the enterprise application industry
- Represented a domestic bank in providing full-process legal services for the guarantee behavior of overseas affiliated companies of domestic borrowers
- Served as a member of the legal service panel for overseas human resources services for a mining listed company in Fujian
- Provided perennial legal services for multiple large enterprises, including large state-owned enterprises, foreign-invested enterprises, and private enterprises

II. Public Interest Services:

- Invited as a judge to participate in the 3rd and 4th International Competitions on Practical Negotiation for the

Belt and Road Initiative

- Invited as a judge to participate in the 4th Mainland-Hong Kong-Macau University Student Mock Trial (Arbitration Court) Competition

Publications?

- Series of Books on *International Economic Administrative Law*, published by Fudan University Press, May 2025, Policy and Legal Practice Consultant
- *A Brief Discussion on the Current Status of the Property Independence of Contractual Private Equity Investment Funds in Judicial Practice*, Daduizhang Finance, May 21, 2021
- *The Battle for Official Seals: Who is Eligible to be the Plaintiff*, April 2021
- *Investor Rights Protection "Upgrade": The Representative Action System for Securities Disputes Arrives!*, August 2020
- *When Theory Meets Reality: A Quick Read of the Key Points from the Bond Meeting Minutes* , July 2020
- *Exploring the "Hidden Corners": Discussing Transfer Guarantees Again After the Promulgation of the* ,July 2020
- *Update on the U.S. Department of Justice's <Evaluation of Corporate Compliance Programs (June 2020)>*, Compliance and Risk Control, June 8, 2020
- *The Civil Code Says No to Workplace Sexual Harassment*, June 4, 2020
- *Salary and Employment Management During the Pandemic*, Shanghai Lawyers Association, February 25, 2020
- *Compilation of Corporate Compliance Laws*, Corporate Legal Affairs Alliance, February 9, 2020
- *Interpretation of the U.S. Department of Justice's <Evaluation of Corporate Compliance Programs (April 2019)>*, May 7, 2019
- *Social Insurance and Individual Income Tax Collection for Foreigners Employed in China*, ComplianceandRiskControl, March 26, 2019
- *Establishment and Recognition of Labor Relations for Foreigners within China*, A Guide to Exploration and Practice in Cross-border Trade Law, September 30, 2018
- *Defects and Improvements in the Filing Mechanism for Administrative Litigation: A Survey Report Based on a Sample from a District Court in Shanghai*, Sole author, published in Shanghai Legal News, March 18, 2014
- *Exploration of Administrative Regulation on Administrative Monopoly*, Co-authored (First author), published in Enterprise Economy (a Chinese core journal and a source journal for the CSSCI expanded edition), July 2014 issue
- Social Survey Project at East China University of Political Science and Law: *The Current Status and Improvement of the Filing Mechanism for Administrative Litigation: A Sample from Basic-level Courts in Shanghai*
- Research Project of the Health Law Research Association of the Shanghai Law Society: *Causes and Preventive Measures for Medical Disputes in Infectious Disease Hospitals*