北京德和衡律师事务所
BEIJING DHH LAW FIRM



HE Yan

Senior Joint Partner

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Language Mandarin, English

Practices Construction and Real Estate

Professional Brief

- 13 years of legal and corporate management experience in China.
- 3 years of work experience in the United States.
- 3 years of work experience in Europe.
- Profound legal and business acumen, with extensive experience in legal consulting, corporate management, and investment/financing strategies.
- Graduated with a Bachelor of Law and a Master's in Administration from the China University of Political Science and Law.
- Built a distinguished career in top-tier Chinese law firms (such as Zhonglun and DHH) as an attorney and partner, complemented by senior management roles in leading enterprises.
- Recent legal cases in Europe have further broadened and deepened expertise in international operations.
- Demonstrated proficiency in legal structuring, corporate transactions, and integrated risk management for complex cross-border and domestic investment and financing projects.

Work experience

Senior Marketing Consultant (London)

William & Kateny Legal Firm, London, UK

March 2023 - Present

- Provide legal guidance on market development strategies, compliance, and cross-border investment matters.
- Connect the law firm with Chinese businesses expanding into the UK market.
- Guide the UK team to fulfill legal service requirements as per Chinese clients' needs.

Senior Joint Partner (Beijing)
Beijing DHH Law Firm, Beijing, China
May 2018 - Present

- Lead legal teams specializing in high-profile domestic and international transactions, including IPOs, corporate restructuring, and dispute resolution.
- Advise multinational clients on investment, financing, and operational strategies.
- Manage the team of 10 lawyers.
- Undertake dispute resolution and transactional legal services across industries such as real estate, finance, and technology.

Legal and Risk Management Director (Beijing/San Francisco)
ZhongTuo Capital Investment Co., Ltd. (Beijing Branch), China
July 2014 - September 2018

- Oversaw the company's risk management and advised on financial products from the legal perspective.
- Participated in major investment decision-making.
- Handled risk mitigation and resolution for the invested projects.
- Developed compliance review system for securities and trust-related products.

Associate General Manager, Real Estate Financing Department (Beijing)
Zhongrong International Trust Co., Ltd., Beijing, China
September 2009 - June 2014

- Managed over CNY 3 billion in trust assets without any risk incidents.
- Designed financing structures and ensured regulatory compliance for large-scale real estate projects.
- Conducted feasibility analysis on project investment decisions.

Attorney (Beijing)
Beijing Zhonglun Law Firm, Beijing, China
January 2008 - September 2009

- Specialized in corporate law and provided ongoing legal counsel for clients.
- Contributed to the IPO services of several well-known companies, including SOHO China and Little Sheep on the Hong Kong Stock Exchange.

Attorney (Foshan)
Xingyu Law Firm, Guangdong, China
July 2005 - December 2007

- Represented clients in litigation and arbitration cases, including commercial disputes and contractual disagreement.
- Actively participated in shareholder equality lawsuits for Foshan Lighting and provided legal services for several BOT projects in environmental infrastructure initiated by the Foshan Government.

Key Legal Cases
Domestic Representative Cases

- IPO of Soho China and Little Sheep Hotpot in Hong Kong.
- Led the legal team for Foshan Medical Waste Treatment Plant BOT Project.
- Successfully resolved Foshan Electrical and Lighting Group equity dispute.
- Represented Saifu Fund in arbitration against Legal Mirror Newspaper, with over CNY 100 million in dispute.
- Managed a CNY 4 billion restructuring case over a Shenzhen real estate firm on behalf of a major financial company.

Europe Legal Cases

- Provided a legal opinion for setting up the Belgian subsidiary of Shantui Construction Machinery Co., Ltd.
- Conducted due diligence and risk analysis for Beijing Dongfang Gaosheng Company's investment in GREENSTAR CAPITAL in the Netherlands.
- Assisted IT WAY TRANSGROUP with Sponsorship License Application in the UK.
- Designed investment and tax structures for HOULY LDT in the UK.
- Provided legal opinion for Shanghai Yida International Logistics UK to fulfill the company's IPO requirements.
- Provided legal risk review for COMPANHIA SUL AMERICANA DE PRODUTOS S/A in a $2 billion fuel trade escrow.
- Conducted due diligence for acquisition of UK-based Commercial Vehicle Limited representing Shandong Hi-Speed Group Co., Ltd. (ongoing).

Financing Projects

- Successfully managed over CNY 3 billion in trust assets as a trust manager at Zhongrong Trust, maintaining a zero-risk portfolio.

Skills and Competence

- Proficient in financing structure design, contract management, risk control, negotiation, and cross-border compliance.
- Extensive knowledge of international arbitration and trust law.
- Experienced in liaising with multinational clients and adapting to complex legal jurisdictions

Education and Professional Certifications

- China University of Political Science and Law: Bachelor of Law; Master's in Public Administration
- Licensed Chinese Lawyer
- Member, The Chartered Institute of Arbitrators (ClArb)

Languages

- Fluent in Mandarin and English