

Wenhao CHEN

Partner

Regulatory and Compliance | Dispute Resolution Antitrust and Competition



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Shanghai

Wenhao Chen is a partner at Merits & Tree. Prior to joining in Merits & Tree, Mr. Chen was a partner at AllBright Law Offices. Mr. Chen also worked at Kirkland & Ellis, King & Wood Mallesons and Orrick, Herrington & Sutcliffe.

Mr. Chen mainly practices in corporate compliance, cyber security, anti-bribery, corporate internal investigation, government regulatory matters and disputes resolution. Mr. Chen frequently provides service to the clients from industries such as big data, internet, Hi-Tech, medical devices, automobile parts manufacture, retail, construction engineering, etc.

Mr. Chen has extensive experience in company internal investigation and assists clients dealing with governmental regulatory and investigation. Mr. Chen also advises clients in white collar crimes and critical incidents. Mr. Chen's compliance experience relates to matters of data security and personal information protection, anti-bribery, anti-unfair competition, anti-monopoly, internal fraud, consumer protection, etc.

Mr. Chen represented clients in multiple types of contentious cases before PRC courts, including construction and real estate disputes, corporate control contest, investment disputes, labor disputes and tort disputes.

Achievements

Data Compliance

- Provided comprehensive data compliance service, including data compliance system construction, business data compliance examination and demonstration, to a world famous chain restaurants.
- Provided all-round data compliance service, including data governance architecture design to a world leading agricultural technology group.
- Provided comprehensive data compliance and rectification service, including cross-border data transfer consultation to a well-known international resorts.
- Provided data compliance gap analysis and rectification service to a world-renowned security equipment manufacturer.
- Provided data compliance service to a famous chip company.
- Provided data compliance service, including GDPR compliance, to a well-known domestic AI company.
- Provided cross-border data transfer compliance service to a world-famous luxuries company.
- Provided cross-border data transfer compliance service to a famous multinational hotel group.
- Provided cross-border data transfer compliance service to a well-known multinational automobile parts manufacturer.
- Providing cross-border data transfer compliance audit service to a famous e-commerce company.
- Provided data compliance due diligence service in a major assets reorganization project of a China listed company.
- Provided data compliance service to a nationwide commercial group for its new type medical project.

Regulatory and Compliance

- Advised a state-owned large airport in reviewing the personal information protection memorandum submitted by foreign airline company.
- Provided data compliance advice to a state-owned digital communication company in the new business.
- Advised a state-owned company in the personal information transfer in the cooperation with a third party.
- Advised a world-famous consumer electronics company in its user information storage compliance project.
- Reviewed the user privacy policy and providing compliance advice to multi-national retail chain stores.
- Assisted clients handling sensitive person information in several internal investigations.
- Assisted a world leading pharmaceutical company with its internal investigation on commercial bribery issue. Cooperating with a Wall Street law firm in FCPA investigation.
- Advised the client on commercial bribery, private data protection and state secret from PRC law aspect.
- Represented a luxury automobile company in nation-wide consumer fraud complaint and AIC investigation.
- Assisted an international famous retailer with its internal investigation regarding commercial bribery and food safety issue. Representing the client to deal with the investigation conducted by AIC and PSB. Assisting the client in relevant crisis management.
- Advised a famous agricultural product company as witness in the criminal investigation initiated by Anti-smuggling Bureau of China Customs.
- Assisted a multinational instrument manufacturer in the investigation against its management and technical employees regarding non-competition issue.
- Assisted a foreign listed company in its internal investigation against its Chinese employee regarding the fraud matter. Representing the client in both the criminal and civil actions to recover the economic loss.
- Represented domestic famous appliance retailer and international leading medical device manufacturers to deal with the administrative investigation conducted by AIC in China different regions.
- Represented a world-famous software company in AIC anti-monopoly dawn raid.
- Represented a multinational automobile part supplier in QTSB product quality investigation.

- Cooperated with a US law firm in the investigation on the sensitive recruitment matter of a world famous investment bank in China.
- Advised an international petroleum company in its safety production crisis management system establishment for its Chinese affiliates.
- Advised a nation-wide agricultural products supplier in the large-scale market fire disaster.

Dispute Resolution

- Represented a famous traditional second-hand automobile company in the unfair competition litigation against a well-known online competitor.
- Represented a Chinese fertilizer manufacturer in the unfair litigation with a US company.
- Represented a multinational retailer in series of commercial real estate leasing disputes.
- Advised various foreign and domestic investors in the corporate control disputes. Assisting the client to successfully control the company and file relevant lawsuit against other investors or corporate management.
- Defended famous luxury brands group and well-known automobile company in the litigation related to consumer fraud.
- Represented domestic steel manufacturer in the trade financing disputes litigation with relevant bank.
- Represented an overseas instrument manufacturer in the CIETAC arbitration against a domestic company and successfully filing the enforcement application before PRC court.
- Represented various multinationals in the unfair competition litigations regarding commercial secrets and commercial defamation.
- Assisted an international commodity trading company responding to the criminal report made by its oil trade business partner.

Honors

- 🏆 2023-2025 Chambers TMT: Data Protection & Privacy - Up and Coming
- 🏆 2024-2025 The Legal 500 Data protection: PRC firms - Recommended Lawyer
- 🏆 2025 ALB China Top 15 Cybersecurity & Data Protection Lawyers
- 🏆 2023 LEGALBAND Under 40: Top 20 New Economy Lawyers
- 🏆 2022 ALB Yangtze River Delta 15 Rising Stars

Social Positions

- Expert of the Personal Information Protection Compliance Audit Promotion Group, China Academy of Information and Communications Technology
- Member of the Data Compliance and Cybersecurity Committee, 12th Shanghai Bar Association

Education

LL.M., Fudan University
B.S. in Economics, Harbin Engineering University

Admissions

PRC Bar

Language

Chinese、English