



Wenhao Chen

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PRACTICE AREAS

- Data protection
- Corporate compliance

PROFESSIONAL EXPERIENCE

Prior to joining Han Kun Law Offices, Mr. Chen served as a partner at AllBright Law Offices and Merits & Tree Law Offices, and previously practiced in the area of compliance at Orrick, Herrington & Sutcliffe, King & Wood, and Kirkland & Ellis. Mr. Chen has over 15 years of experience in compliance practice, with a focus on data protection, artificial intelligence, and corporate compliance. He has advised companies on data compliance matters, serving clients across a wide range of industries, including retail, hospitality, big data, artificial intelligence, advertising and marketing, life sciences, and automotive.

Mr. Chen excels in delivering comprehensive and practical data compliance solutions that meet regulatory requirements. Leveraging his deep understanding of industry-specific characteristics, he effectively communicates with corporate data management and technical personnel to provide compliance advice throughout the entire data lifecycle. He frequently offers data compliance due diligence and remediation services for complex transactions, including domestic and overseas IPOs, investments, mergers, and acquisitions.

Mr. Chen is actively engaged in cutting-edge data legal services, representing numerous clients in completing or conducting artificial intelligence and algorithm security assessments, as well as personal information protection compliance audits. He also provides outbound data transfer compliance services to a diverse range of Chinese and foreign enterprises, including conducting cross-border data transfer security assessments, assisting clients in signing cross-border data transfer agreements with overseas data recipients, and conducting internal personal information protection impact assessments. Additionally, in cross-border business contexts, Mr. Chen supports many well-known domestic clients with overseas data compliance matters, ensuring their global operations align with both domestic and international data compliance regulatory requirements.

Mr. Chen frequently represents companies in complex internal investigations and assists Chinese and multinational corporations in responding to a variety of government investigations. He also possesses extensive experience in advising companies on white-collar crime matters and managing crisis incidents. The compliance investigation cases he has handled cover a wide range of areas, including but not limited to cybersecurity, commercial bribery, unfair competition, antitrust, non-compete obligations, employee fraud, false advertising, consumer protection, and vendor

investigations.

EDUCATION

Fudan University, Master of Laws; Harbin Engineering University, B.S. of Economics.

QUALIFICATIONS

Member of the PRC Bar

HONORS AND AWARDS

2026 Chambers & Partners (Global Legal Guide): Data Protection and Privacy

2023-2026 Chambers & Partners (Greater China Region): Data Protection and Privacy

2024-2026 The Legal 500: Recommended Lawyer in Data Protection

2025 ALB China: Top 15 Lawyers for Cybersecurity and Data Compliance

2023-2024 China Law & Practice: Rising Star

2023 LEGALBAND: Top 20 Lawyers for New Economy

2022 ALB China: 15 Rising Stars in Yangtze River Delta Area

WORKING LANGUAGES

Chinese, English



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业务领域

- 数据保护
- 公司合规

工作经历

在加入汉坤律师事务所之前，陈律师曾先后在锦天城及植德律师事务所担任合伙人，并在美国奥睿律师事务所（Orrick）、金杜律师事务所、美国凯易国际律师事务所（Kirkland & Ellis）从事合规业务。陈律师拥有超过 15 年的合规业务经验，专注于数据保护、人工智能及公司合规领域，长期为企业提供数据合规法律服务，行业覆盖零售、酒店、大数据、人工智能、广告与市场营销、生命科学及汽车等。

陈律师擅长为客户提供切实可行、符合监管要求的全套数据合规解决方案，善于根据相关行业的特点，与企业内部数据管理人员、技术人员进行有效沟通，在深刻理解客户需求的基础上，提供数据全生命周期的合规意见。陈律师经常在境内外 IPO、投融资并购等复杂交易中为客户提供数据合规尽职调查与整改服务。

陈律师活跃在数据法律服务前沿领域，代表多家客户完成或正在进行人工智能与算法安全评估、个人信息保护合规审计等工作。陈律师还为来自不同行业的诸多中外企业提供数据出境法律服务，包括申报数据出境安全评估、协助客户与境外数据接收方签订数据跨境传输协议、进行企业内部个人信息保护影响评估等。此外，在出海业务中，陈律师还为多家国内知名客户提供海外数据合规支持，确保其全球运营符合海内外数据合规监管要求。

陈律师还经常代表公司处理复杂的内部调查案件，并协助中外企业应对各类政府调查，同时具有协助公司处理白领犯罪以及应对突发性危机事件的丰富经验。陈律师处理过的合规调查案件类型包括但不限于网络安全、商业贿赂、不正当竞争、反垄断、竞业限制、员工欺诈、虚假宣传与消费者保护、供应商调查等。

教育背景

复旦大学法律硕士；哈尔滨工程大学经济学学士。

执业资格

中华人民共和国律师执业资格

荣誉与奖项

2026 年钱伯斯（Chambers & Partners）全球指南：数据保护与隐私榜单推荐律师

2026、2025、2024、2023 年钱伯斯（Chambers & Partners）大中华区指南：数据保护与隐私榜

单推荐律师

2026、2025、2024 年 Legal 500：数据保护推荐律师

2025 ALB China 十五佳网络安全和数据保护律师

2023-24 年度 China Business Law Journal 《商法》The A-List 法律精英-Rising Stars 律师新星

2023 年 LEGALBAND 菁英榜：数字经济 20 强律师

2024、2023 年名律堂《中国知名企业法总推荐律师》TMT 行业网络安全与数据合规专业推荐律师

2022 年 ALB 长三角地区十五佳律师新星

工作语言

中文、英文