Baker McKenzie FenXun.
奋讯·贝克麦坚时



Henry Chen

Senior Counsel

Shanghai

FenXun Partners

Henry Chen has over 17 years of professional experience in the field of cross-border compliance, ethics, and investigations. As a US and PRC trained lawyer, he has assisted numerous multinational corporations in managing a wide range of compliance and risk management matters, including anti-corruption, anti-bribery, anti-money laundering, anti-unfair competition, customs, data protection, cybersecurity, employee misconduct, ESG, financial crimes, fraud, and whistleblower allegations.
Henry has conducted numerous complex, multijurisdictional investigations for companies in the healthcare, TMT, energy and infrastructure, manufacturing, and consumer goods and retail sectors. He regularly assists MNCs in designing and implementing compliance programs, conducting risk assessments and due diligence in M&A transactions, providing compliance and ethics training to employees and high-risk vendors, and advising on responding to government investigations and dawn raids.

Prior to joining the Firm, Henry served as the Asia-Pacific Director for Investigations at a Fortune 500 pharmaceutical company, where he led the company's regional compliance investigations. In addition to Shanghai, he had also practiced compliance in Washington, DC, Hong Kong, and Beijing.

Additionally, Henry frequently advises on dispute resolution matters. He has handled complex arbitration, litigation, and mediation arising from cross-border transactions.

Professional experience

Representative Legal Matters

- Led a nationwide internal investigation in China on behalf of a global food producer, securing material evidence substantiating serious allegations against local management for accepting significant kickbacks from distributors and vendors.
- Represented a major US medical device company in response to dawn raids and anti-bribery investigations conducted by the Shanghai Market Supervision Bureau, assisting in achieving a favorable settlement with the regulator.
- Represented a major US sports apparel and equipment company in internal anti-corruption investigations in China and self-reporting to the US Securities and Exchange Commission (SEC) and the Department of Justice (DOJ).
- Represented a Finnish company in response to a World Bank investigation into alleged sanctionable practices identified in its China projects, including preparing defense briefs for the World Bank Integrity Vice Presidency.
- Managed a whistleblower program in China for a world-leading mining and energy company, assisting with complaint intake, allegation assessment, matter triage, and internal investigations in compliance with applicable data protection laws and best practices.
- Assisted a Japanese pharmaceutical company with an internal review of marketing and distribution activities by its China subsidiary, providing risk assessment and compliance enhancement recommendations.
- Represented a US-listed manufacturing company in conducting FCPA due diligence on acquisition targets and employees across Asia Pacific countries to ensure compliance and manage successor liability.
- Assisted a US-listed retail corporation in conducting third-party due diligence on its joint venture partner, construction contractors, and major external vendors in China.
- Represented a US-listed pharmaceutical company with significant operations in China in connection with a 10b-5 securities class action in the US and alleged FCPA violations.
- Defended a US information service provider in arbitration proceedings before the China International Economic and Trade Arbitration Commission (CIETAC).

Location & Information

Shanghai

+86 21 6105 8521

Practices

Dispute Resolution / Investigations, Compliance & Ethics

Languages spoken

English / Mandarin

Recognition

Professional Honors

- Corporate Investigations/Anti-Corruption: Foreign Legal Consultants (PRC Firms), Chambers Greater China, 2025-2026
- Corporate Investigations/Anti-Corruption: Foreign Legal Consultants (PRC Firms), Chambers Global, 2025
- Next Generation Partner: Regulatory & Compliance, The Legal 500 Asia Pacific, 2021-2026
- Exclusive Winner of the Client Choice Award for Investigations for China, Lexology, 2024
- Future Leader: Investigations, Who's Who Legal, 2022-2023
- 40 under 40 Leading Young Investigations Specialists from around the World, Global Investigations Review, 2020
- China Top 15 Rising Lawyer, Asian Legal Business (ALB), 2020

Qualifications & Education

Admission

- New York, 2011

Education

- New York University School of Law (LL.M.) (2010)

  Dean's Scholar; Dean's Graduate Award
- Shanghai University of International Business and Economics School of Law (LL.M.) (2007)
- Shanghai University of International Business and Economics School of Law (LL.B.) (2004)

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