



QIU Qifeng

Partner, Attorney at Law.

Member of M&A Law Committee of Shanghai Bar Association

Mr. QIU graduated as a bachelor of law from International Economic Law School of East China University of Politics and as a Juris Master from Fudan University; obtained the Lawyer License in 2004 (License No.: 1310120*****15).

Before establishing Leezhao Law Office, Mr. QIU firstly worked in a large comprehensive law office in Shanghai which focuses on foreign legal affairs. As the backbone in both business operation and management, Mr. QIU engaged in dealing with the business operation of many key clients as well as management of electronic operation system and business quality management system as well as management of business quality management system, electronic operation system and legal information etc.

Over the past two decades, Mr. QIU has provided professional legal services for many multinational corporations (including Global Fortune 500 companies and industry-leading companies), foreign invested enterprises and domestic companies, etc, whose industries range from electronic manufacturing, commercial trade, semiconductor, auto parts, e-commerce, finance lease, investment and finance, food, finance, chemistry, papermaking, tobacco, logistics, entertainment, real estate, etc. The scope of Mr. QIU's legal practice covers daily company affairs/ businesses, investment/ M&A/ reorganization/ withdrawal of investment, labor/ employment, dispute settlement, customs, compliance/anti-corruption, real estate, intellectual property, capital market, anti-monopoly and anti-unfair competition, etc.

Committed to providing customers with reassuring, practical and constructive legal services, Mr. QIU has extensive practical experience and practical skills in dealing with common legal issues involved in the company's daily operations, and is particularly good at handling various types of cases in areas of investment/M&A, dispute settlement and compliance. The typical legal affairs of Mr. QIU are as follows:

1. Provide long-term assistance to foreign investors in handling inspection and comparison of site selection, negotiation of investment intentions and preferential conditions, design of investment framework and making legal documents, handling the establishment procedures and various licenses, reviewing construction documents and procedures, construction of company rules and other professional legal services (among which, the highest total investment of the project is about 2 billion dollars).
2. Provide long-term assistance to clients in providing full legal services of business transformation such as M&A, reorganization and withdrawal, including: comparative selection of M&A plan, organizing lawyers to do due diligence (among which, the most complicated due diligence involved

38 target companies nationwide, and coordinated arrangement of financial and environmental due diligence), coordinating with relevant parties, assisting in employee compensation, responding to mass incidents(among which the largest number of mass incidents involving more than 1500 people), and making related documents, etc.,

3. Engaged in litigation and arbitration for a long term, especially good at dealing with debt recovery, labor disputes, golf membership rights protection, finance lease contract disputes, steel trade disputes, fire accidents disputes, product quality disputes and other cases, which obtained desirable results and client's high praise, as well as good at dealing with disputes with Alternative Dispute Resolution(ADR).
4. Accumulated adept coping skills and social connections through long-term legal practice in response to government investigations and penalties such as customs, industry and commerce, taxation, environmental protection, labor, safety supervision, etc., as well as good at finding legal ways to solve problems and conducting active coordination and communication.
5. Assisted clients to find and implement practically beneficial solutions in embezzlement, commercial bribery, conflict of interests, and other misconduct compliance cases, by investigating background and evidence, and studying the psychology and expectations of the target personnel,.

Mr. QIU also focuses on accumulation and study of professional legal knowledge, and has published professional papers on foreign investment, and participated in writing *Legal Manual on Business Disputes of the Japanese Invested Enterprises in China*. In addition, as the keynote speaker, Mr. QIU was invited to hold lectures for Japan External Trade Organization (JETRO), Intellectual Property Group (IPG), Japanese Enterprise Logistics Association, Japan Aichi-ken Small and Medium Enterprises and other clients, with the topics covering investment, M&A, withdrawal, transaction risk prevention, compliance(embezzlement, commercial bribery, interests conflicts, employee business ethics, etc.), labor law/labor contract law, advertisement law, intellectual property, food safety law, hazardous chemicals management, etc.

Mr. QIU's working languages are Chinese and English.