


Winnie Weng


SENIOR ASSOCIATE | HONG KONG

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Winnie is a senior associate in our corporate team.

She is experienced in a wide range of corporate and commercial matters, with a particular focus on mergers and acquisitions, joint ventures, loan financing, corporate advisory services, corporate re-organisation, etc. Her clients span across various industries, including fin-tech, healthcare, media and advertising, design, manufacturing and trading, food and beverage as well as charities. Winnie has advised clients and negotiated with counterparties coming from a broad spectrum of background ranging from start-ups and small and medium-sized enterprises to listed companies and Fortune 500 companies.

Winnie also frequently handles matters relating to intellectual property and data privacy, including drafting and advising on commercial agreements (such as licensing agreements, franchising agreements, software development agreements, manufacturing and/or distribution agreements etc.), drafting and advising on data policies and best practice, advising on cross-border data transfers, trademark prosecution, advising on filing strategy, conducting due diligence as well as enforcement. Her clients in relation to these matters mostly comprise of luxury brands, media conglomerates as well as consumer electronic corporations.

During her practice, Winnie is often consulted by clients in different aspects of their business and has advised on employment-related matters in these transactions, including advising on employee share incentive schemes, employment contracts and its transfer or termination, employee handbooks, visa applications and related advisory services. She has acted from the perspective of both multinational conglomerates as well as senior executives in their exits and take-ons.

Winnie is enthusiastic, pragmatic and provides practical solutions for her clients. She is dual qualified in Hong Kong and the Greater Bay Area of China, and is also a Notary Public. In 2024, she has been recognised as a 'leading talent of foreign-related lawyers in Guangzhou' by the Guangzhou Lawyers Association.

Track record

World-renowned media conglomerate

Representing a world-renowned media conglomerate in entering into a joint venture with a listed company and to grant a licence to that joint venture in respect of media and networking business in PRC and Taiwan under and by reference to the name of the media conglomerate.

A multinational company

Represented a multinational company in capital reduction by way of share buy-back.

Charity in its spin-off

Represented a charity in the spin-off of its operation of a mobile app and related platform to a new charity, as well as advising on data protection issues.

Investor with other angel investors

Represented an investor in forming a consortium with other angel investors in (i) a joint bid to acquire US IP rights and equipment involved in reflective display modules, (ii) shareholders agreement between the investors and (iii) further funding.

Australian-based software development company

Representing an Australian-based software development company, with their various corporate matters, including (i) an employee share option scheme; (ii) general corporate advice and (iii) employment law issues with its employees.

Global marketing and advertising agency

Representing a global marketing and advertising agency in coming to a mutual termination agreement with its CEO who has been in service for more than 20 years and assisting the company in compiling a master employment contract template for its APAC region.

Global sports marketing agency

Representing a global sports marketing agency in compiling a master employment contract template for its Hong Kong office.

International investment management firm

Represented an international investment management firm in a Series C round investment in a leading Chinese smart electric vehicle by subscribing Series C preferred shares for a total consideration of US\$15,000,000.

International investment management firm

Represented an international investment management firm in its investment in a Beijing-based developer of an open-source, distributed SQL database for real-time analytics by purchasing Series D preferred shares for a total consideration of US\$30,000,000.

Senior executive / co-founder

Representing a senior executive / co-founder in negotiating a service agreement involving share option plans of the US holding entity. The group hiring the individual is a start-up company designing and manufacturing electric vehicles, which is listed on NASDAQ.

Worldwide leader in the development of diverse electronics technologies

Representing a worldwide leader in the development of diverse electronics technologies in advising on their intended data transfer as a result of upcoming corporate demerger.

International investment management firm

Represented an international investment management firm in its investment in a Beijing based developer of an open-source, distributed SQL database for real-time analytics for US\$40 million.

Global media company

Representing a global media company in forming a joint venture with a listed company in Hong Kong in respect of its media and networking business in the PRC and Taiwan.

Australian-based software development company

Represented an Australian-based software development company with their various corporate matters, including designing, discussing and setting up an employee share option scheme.

Data transfer

Representing a Hong Kong based company that provides integrated home solutions to create sophisticated living environment in advising on their intended data transfer as a result of upcoming corporate demerger.

Share awards

Representing an ultra-high net worth individual in negotiating his share awards worth of US\$50 million as at the grant date with a listed company on NASDAQ.

British multinational company

Advised a British multinational company in the business of marketing and trading of car accessories in several rounds of reorganisation and its subsequent merger into one of the world's largest manufacturers of batteries on acquire basis.

Multinational conglomerate

Advised a multinational conglomerate in the business of manufacturing and distribution of hotel supply products in India in selling its majority stake to a listed company.

PRC client

Advised a PRC client in acquiring from a renowned Switzerland manufacturer and designer of surveying products and systems in its PRC manufacturing facilities and business for €23 million.

Multinational group in IoT sector

Advised a multinational group specialising in the manufacture, design and supply of wireless IoT products in the disposal of its holding companies to a NASDAQ-listed US conglomerate for US\$4.9 million.

Multinational group

Advised a multinational group in disposing its production and distribution business of knitted products with land and factory situated in Bangladesh.

Caviar trading and restaurant group

Advised a local client in acquiring from a Swiss company a minority stake of a renowned caviar trading and restaurant business.

Hong Kong music store

Advised one of the most prestigious music stores in Hong Kong in acquiring a majority stake in a leading manufacturer of player piano systems in the US.

PRC water supply business

Advised a Hong Kong client in its disposal of PRC water supply business.

HK holding group

Advised a PRC client in a two-step disposal of a HK holding group with subsidiaries and assets in Daya Gulf for redevelopment purpose.

Japanese client

Advised a Japanese client in a two-step disposal of its PRC business of manufacturing and distribution of surface-mount devices and components.

Lease financing business

Advised a Hong Kong client in setting up a lease financing business in the PRC and its subsequent disposal.

Korean client

Advised a Korean client in the disposal of its restaurant business.

Hong Kong client

Advised a Hong Kong client in the acquisition of a minority stake in an established kindergarten and pre-school education business.

Holding companies

Advised developers in acquiring holding companies of landed properties in Hong Kong for re-development purpose.

Insurance company

Advised an insurance company in the sale of a group of companies holding various licences issued by the Securities and Futures Commission.

Distribution of family assets

Advised a local family in the distribution of family assets which involves financial assistance and whitewash procedure.

Distribution of family assets

Advised one of the most prestigious music stores in Hong Kong in issuing convertible bonds to a famous Japanese music instrument manufacturer and subsequent extension.

Online platform

Advised on the set-up of an online platform offering accredited hotel management courses to the general public via local universities in the Asia Pacific region.

Australian Fintech start-up

Advised an Australian Fintech start-up in the business of online job matching services in its initial set up of various business agreements.

Delaware medical investment

Advised a group of PRC investors in their investment in a Delaware medical company including business expansion and future fund raising.

Hong Kong entertainment park

Advised a local Hong Kong business to obtain a licence and subsequently setting up an entertainment park in Hong Kong.

Michelin-star restaurant

Advised a Michelin 1-star restaurant in its business expansion in the Asia Pacific region including managing its trademark portfolio.

Non-profit organisation

Advised a non-profit organisation in setting up a trust and asset injection.

Taiwanese bank

Advised a Taiwanese bank on collective investment scheme regulated by the Securities and Futures Commission.

Talks

- *'China subcontractors and logistic in the time of covid - useful tips for sourcing from China'*, Confindustria Vicenza - Dec 2021
- *'Data Theft - What Employers Should Know'*, Withers and FTI Consulting - Apr 2021
- *'Protecting Wealth: How to safeguard corporate and personal interests'*, The French Chamber of Commerce - 27 October 2021
- *'Preserving Wealth - What Owners, Entrepreneurs and Founders Need to know'*, The Italian Chamber of Commerce - 12 May 2021

External publications

'Cross-border Data Transfers between Hong Kong and mainland China - what do we need to know?' - July 2022, co-author

'Working and holidaying across Hong Kong and Mainland China, there is tax to consider' - July 2022, co-author

'The Employment (Amendment) Bill 2022 in Hong Kong - a closer look' - Mar 2022, co-author

'Fight Against Doxxing: The Hong Kong Response and Regional Landscape in Mainland China and Singapore', Hong Kong Lawyer - Dec 2021, co-author

'Cross-border employment between Hong Kong and Mainland China' - April 2021, co-author

'A Glance at China's Draft Personal Information Protection Law' - November 2020, co-author

Admissions

Guangdong-Hong Kong-Macao Greater Bay Area, People's Republic of China, 2023

Hong Kong, 2012

Education

University of Hong Kong, P.C.LL., 2010

University of Hong Kong, LL.B., 2009

Languages

Cantonese

English

Mandarin

Shanghainese

Memberships

Hong Kong Society of Notaries - Notary Public, 2020

Law Society of Hong Kong

Key dates

Year joined: 2020

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