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2025

Debt Financing

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PROFILED:

ALBERT TAN

Haynes Boone

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PERSONAL BIOGRAPHY

Albert Tan joined Haynes Boone in 1994 and became a partner in the finance section in 2004. He serves as co-head of the fund finance practice group and is a member of the firm's executive committee, board of directors and partners' compensation committee. He formerly was a member of the appointments committee, which appoints and oversees all the firm's strategic leadership and management roles, a co-chair of the attorney development and inclusion committee, and a co-head of the international practice group. He also spearheaded the launch of Haynes Boone's Shanghai office.

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Q&A WITH ALBERT TAN

What standout moments in your career have significantly shaped your professional journey?

◆ A standout moment in my career was living and working in Hong Kong and across Greater China as chief counsel for Caltex Corporation. That secondment deepened my cultural fluency and sharpened my judgment. When fund finance expanded into Asia, I drew on that experience to help develop subscription line facilities and guide banks entering the market. Another pivotal moment came during the global financial crisis, when a few subscription financings defaulted. The collateral structure was untested, and clients were anxious. We assembled a war room, prepared enforcement documentation, and worked with borrowers to issue capital calls. Despite tensions, the structure held, investors funded their contributions, and lenders fully recovered on the outstanding loan obligations. That success reinforced confidence in the product and laid the foundation for fund finance's global expansion. These experiences shaped my journey.

What qualities and values do you believe are essential for building strong, trusting relationships with clients?

◆ Strong client relationships are built on trust, empathy and a shared commitment to success. I am deeply motivated by the personal and professional bonds I have formed – relationships rooted in mutual respect and a desire to see their businesses thrive. I constantly ask what more our team can do to help our clients grow and elevate their profile. Relationship building must go beyond transactional. Many have evolved into true friendships. I have had the privilege of being invited to personal milestones – birthday dinners, family celebrations, even weddings. That kind of connection is earned through consistency, integrity and showing up when

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it matters most. Being a trusted adviser means anticipating their needs, delivering exceptional service and standing by them through uncertainty. When our clients succeed, we succeed. That alignment of purpose is critical.

What challenges have you faced in your career and how have you overcome them? What lessons did you learn from these experiences?

◆ One of my greatest challenges was growing up as an immigrant in a working-class family with no exposure to the legal profession. My parents, with limited education and no English skills, uprooted our family from Taiwan to Los Angeles in 1976. Watching them work tirelessly, running a corner grocery store, making snacks to sell, building furniture to make ends meet, instilled in me a deep work ethic and sense of purpose. I carried that grit into my legal career, often navigating unfamiliar spaces. Building a successful law practice and breaking into senior leadership has been humbling and motivating. It taught me that opportunity, when paired with perseverance and hard work, can transform lives. I now strive to be visible and supportive for others who may not see themselves reflected in this profession, because representation matters and success should never be limited by background. ■

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REPRESENTATIVE ENGAGEMENTS

- Represented major multinational private, commercial and investment banks across North America, Europe and Asia-Pacific, as joint lead arrangers, letter of credit issuers and lenders in subscription financings with a total value of over $250bn to some of the largest private capital fund sponsors around the world.
- Represented lenders in enforcing subscription facility defaults and successfully facilitated capital calls and repayment during the global financial crisis.
- Advised clients on market entry and form development, including the first subscription facilities to private equity real estate funds in Japan, China, Singapore and Korea.
- Advised clients bidding on loan packages from the Federal Deposit Insurance Corporation and facilitated the review and diligence of the underlying loan facilities.
- Represented lenders across from funds and their investors in the bespoke negotiations surrounding investor documentation for various fund finance transactions.