

MORI HAMADA

Value. Growth. Impact.



/ Introduction

Mori Hamada provides the highest quality services to clients across a broad range of legal practice areas, based on the fundamental principles of maintaining and enhancing our reputation as a leading full-service international law firm, encouraging the development of young talent, and contributing to the public interest.

Our firm boasts a wealth of practical experience accumulated from handling myriad legal matters and significant cases over many years while also actively incorporating cutting-edge technology into our services. In addition to our numerous locations in Japan and overseas, we have established a robust network with top law firms across the globe. Our proactive application of these resources enables us to respond with precision and agility to our clients' wide-ranging needs and to provide you with the steadfast support made possible by a formidable team of diverse and highly specialized professionals collaborating as one unified team.

We will continue to create sustainable value for our clients and our communities, now and into the future.



16th Floor, Marunouchi Park Building 2-6-1 Marunouchi, Chiyoda-ku Tokyo 100-8222, Japan
E-mail : info@morihamada.com / www.morihamada.com
<Managing Partner> Gaku Ishiwata <Bar Association> Daini Tokyo Bar Association

OUR MISSION

With integrity and resilient efforts, we create value for clients, provide a place of growth for our professionals, and have a positive impact on our community.

Value

- Delivering ideal outcomes for our clients -

For every matter we handle, we are able to assemble a team of uniquely-talented lawyers to collaborate in their areas of specialization. We focus on the intentions and interests of the parties involved, making use of the practical knowledge and expertise expected of a major law firm, as well as cutting-edge technology. We investigate and carefully consider the facts in order to devise and implement optimal solutions for our clients. Our aim is to create value and deliver ideal outcomes for our clients.

Growth

- Providing an unsurpassed environment for our professionals -

We are proud of our open-minded and inclusive culture that offers opportunities for growth to a diverse range of professionals who will lead the next generation. Since the establishment of our predecessor firm in 1949, we have always fostered young talent to lead the way into ever-expanding fields of practice. Our lawyers hone their expertise through collaboration and pass their knowledge on to new generations of professionals. Our firm will continue to offer an unsurpassed environment for professional growth.

Impact

- Making a sustained and positive contribution to the public interest -

Geopolitical and environmental issues continue to intensify on a global scale, and technology is evolving rapidly, portending an era of radical change. Against this backdrop, our firm serves the public interest not only in providing pro bono legal services, but also in advocating for and contributing to the development of legal systems and practices, offering knowledge and expertise for the purpose of resolving social issues, and supplying skilled personnel to public institutions, among other initiatives. Our firm will retain a keen focus on our duty to contribute to the public interest in a meaningful way.

OUR VISION

Firm of Choice

- Striving to be the first choice for all stakeholders -

We aim to be the firm our clients rely on and come to first when facing their most critical issues and most complex challenges that require swift resolution. We also aim to promote the concepts of diversity, equity and inclusion and to provide a rewarding workplace environment for our members, and to be an organization that everyone is proud to be part of.



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| 1949 ● Mori Ryosaku Law Office established in Tokyo | 2015 ● Bangkok office opened |
| | ● Nagoya office opened |
| 1971 ● Reorganized as Mori Sogo Law Offices
(Number of lawyers upon reorganization: 4) | 2016 ● Jakarta Desk established |
| 1974 ● Chandler & Thong-ek established in Bangkok | 2017 ● Business integration with
Chandler & Thong-ek Bangkok office
reorganized as Chandler MHM Limited |
| 1975 ● Hamada & Matsumoto established in Tokyo
(Number of lawyers upon establishment: 3) | 2018 ● Ho Chi Minh City office opened |
| 1981 ● Matsuda Masayuki Law and Patent Office
established in Tokyo
(reorganized as Max Law Offices in 1991) | 2020 ● Takamatsu office opened |
| 1987 ● Hamada & Matsumoto opened office in London
(closed in 1994) | ● Mori Hamada & Matsumoto
Intellectual Property Co., Ltd.
established in Beijing |
| 1998 ● Mori Sogo opened office in Beijing | 2022 ● Hanoi office opened |
| 2002 ● Mori Sogo and Hamada & Matsumoto
merged to become Mori Hamada & Matsumoto | 2023 ● Jakarta office* opened
* Member firm |
| 2005 ● Shanghai office opened | ● New York office opened |
| ● Merger with Max Law Offices | ● Sapporo office opened |
| 2012 ● Singapore office opened | 2024 ● Strategic relationship established with
Tayag Ngochua & Chu in the Philippines |
| 2013 ● Bangkok Desk established | ● Yokohama office opened |
| ● Fukuoka office opened | 2025 ● Kochi office opened |
| 2014 ● Osaka office opened | ● San Francisco Bay Area office opened |
| ● Yangon office opened | |



We provide a one-stop service for our clients that comprehensively covers legal issues in terms of practices involved, our clients’ industries, national and regional jurisdiction, and other related factors.

M&A

Mori Hamada is at the forefront of high-profile, complex M&A transactions, and serves a significant role in Japan’s corporate-acquisition legislative process. With our wealth of experience, we are committed to constantly building on our cutting-edge knowledge in M&A transactions. As the global M&A landscape changes at a dizzying pace, our practice group can be called on to guide our clients through all aspects of the transaction process. We handle a wide array of transactions, including corporate reorganizations, private equity and start-up acquisitions, cross-border mergers, and unsolicited M&A, which have become increasingly prevalent in Japan.

- M&A / Reorganizations / Capital and Business Alliances
- Private Equity
- Unsolicited M&A
- Start-Ups
- Cross-Border M&A
- Distressed M&A

Capital Markets

Since the 1970s, we have been at the forefront of capital markets practice in Japan. Our extensive work with domestic and international issuers and underwriters has earned us high ratings from several media outlets as a leading firm in this field and empower us to deliver high-quality legal services in this area. We support our clients in a broad spectrum of capital markets transactions, including financing methods such as issuing common stock, class shares, and corporate bonds, as well as listings in primary markets in Japan and abroad. Beyond primary market expertise, we also advise on secondary market activities like tender offers and stock repurchases. We handle issues related to activist shareholders, financial transaction regulations, insider trading, market manipulation, short selling and interactions with regulatory authorities concerning violations of securities law, and securities-related litigation.

- Equity Finance
- Debt Finance
- Financial Transaction Regulations
- Disclosure

Corporate Law

Mori Hamada has years of experience advising and supporting corporations in all aspects of corporate law, including corporate governance, organizing and administering shareholders’ meetings, activism defense/proxy solicitation, officer remuneration, and corporate and commercial disputes. Our deep expertise in corporate law, together with our strong litigation practice in corporate and commercial disputes, allows us to provide practical advice and assistance in establishing effective corporate governance structures, catching up with accelerating law revisions and the latest practices, and addressing all kinds of governance issues as they arise.

- Corporate Governance
- Shareholder Relations
- Activism Defense / Proxy Solicitation
- Officer Remuneration
- Corporate and Commercial Disputes

Structured Finance / Banking

In addition to our market-leading traditional banking practice, we have played a pivotal role in the development and adoption of innovative financial techniques. Our commitment to staying at the forefront of the financial industry is reflected in our continuous involvement in some of the most complex and large-scale transactions, not only in Japan but also internationally. Our team of skilled lawyers combines deep industry knowledge with cutting-edge expertise to offer strategic, practical and creative legal solutions for an ever-evolving landscape of financial transactions. By structuring financing deals, providing insight on emerging trends and advising on issues of changing regulations, we are committed to delivering legal services that meet the highest standards and address the unique needs of each transaction.

- Securitization
- Real Estate Financing
- Project Finance
- LBO Finance
- Derivatives
- Aircraft Finance / Ship Finance
- Rescue Finance
- Banking

Asset Management / Investment Funds

We provide a full suite of services for investment funds, from advising on offering securities in Japan to implementing their transactions through drafting contracts, preparing securities registration statements, and ensuring compliance with filing requirements. We represent offshore issuers in Japan, assisting them with compliance obligations for investment funds established in foreign jurisdictions such as Luxembourg, Ireland and the Cayman Islands. We also provide legal services for structuring instruments issued by investment funds, documenting these transactions, and managing day-to-day operations. In addition, our large team of professionals, including lawyers and paralegals, offers legal advice and ancillary services for all stages of the asset management process. This includes guidance on solicitation and investment regulations, securities registration, marketing of financial products, corporate disclosure compliance, drafting agreements and other post-offering requirements.

- Investment Funds
- Private Equity / Venture Capital
- REITs
- Infrastructure Funds

Real Estate / REITs

Our leading real estate practice advises clients on all aspects of real estate in Japan, including investment, sales and purchases, leasing, development, investment trusts, land rezoning, and urban redevelopment projects. Recognizing the importance of corporate real estate (CRE) strategy across all industries, we provide tailored legal services that consider the multiple parties involved, diverse regulations, and the complex structuring of each transaction. In the field of REITs, where multiple legal fields converge, we have developed a system that allows us to offer comprehensive advice on all related legal issues. By harnessing the collective strength of our firm and through the collaboration of our highly specialized lawyers across various practice areas, we ensure thorough and expert guidance.

- Real Estate Transactions
- Real Estate Financing
- REITs
- Real Estate Disputes
- Construction Disputes

Dispute Resolution

Since Mori Hamada’s establishment, we have been an unshakeable dispute resolution powerhouse, successfully fighting for our clients’ rights and legitimate interests time and time again. Whether the dispute is within or outside Japan, and whether it be litigation, arbitration, mediation, or some other form of dispute resolution, we are dedicated to our clients’ interests across various dispute areas. In recent years, disputes have become more specialized and complex, so our highly experienced and specialized lawyers collaborate with each other more and more, utilizing our extensive knowledge accumulated over the years.

- Corporate and Commercial Disputes
- International Disputes / International Arbitration
- Arbitration / ADR
- Financial Services Disputes
- Intellectual Property Disputes
- Tax Investigations and Disputes
- Employment Disputes
- Real Estate Disputes
- Construction Disputes
- Consumer Litigation
- Environmental Disputes
- IT System Disputes
- Administrative Disputes
- White Collar Crime
- Corporate Misconduct Defense
- Competition Disputes

Energy / Infrastructure

We have extensive experience in energy and infrastructure transactions, including power source development projects like offshore wind power and battery energy storage systems; corporate PPAs and environmental attributes; emissions trading and carbon credits; utilization of hydrogen, ammonia and other decarbonized fuels; carbon capture, usage and storage (CCUS) projects; and domestic and international infrastructure projects (PPP/PFI and official development assistance (ODA)). We offer highly reliable advice on all aspects of regulations in the energy and infrastructure field, including those on electricity and gas, based on our knowledge of the latest trends gained through our close relationships with regulatory authorities, quasi-governmental organizations, industry associations and major players as well as involvement in regulatory reforms in Japan.

- Power Generation / Battery Storage
- Renewable Energy / Environmental Attributes
- Electricity / Gas
- Natural Resources / Fuels
- Hydrogen & Ammonia / CCUS
- Infrastructure / PPP
- Infrastructure Funds

Financial Regulation

Our firm provides comprehensive legal support to banks, insurance companies, securities firms, and other financial institutions as well as fintech companies. Our services cover every aspect of financial business, ranging from obtaining licenses, giving consultations about the launch of new products and services, and providing advice on compliance with laws and regulations, to establishing internal control systems for governance and compliance, crafting communication strategies with regulators, and even handling mergers and acquisitions.

- Banking
- Insurance and Pensions
- Trusts
- Financial Instruments Business
- Moneylending
- Payment Services
- Fintech

Restructuring

The success of our sizable insolvency practice stems from our broad experience representing various parties in all types of restructuring proceedings involving listed companies and small and medium-sized enterprises. We draw upon the expertise of our corporate, M&A and finance practices to navigate increasingly complex insolvency cases. The depth and breadth of our practice enable us to offer a comprehensive range of services for transactions and proceedings involving financially distressed companies. Mori Hamada also acts as a one-stop law firm for international insolvency and restructuring cases, as well as for the withdrawal of Japanese companies from overseas businesses, by working in close collaboration with leading overseas law firms.

- Out-of-Court Workouts (Turnaround ADR)
- In-Court Insolvency Proceedings
- International Bankruptcy
- DIP Financing
- Distressed M&A

Crisis Management / Compliance

We have substantial experience in advising clients on crisis management and related disputes. Our lawyers provide guidance in conducting internal investigations, communicating with the media and markets, and dealing with regulatory authorities. We assist clients with civil litigation by investors and consumers as well as administrative disputes, and we also provide advice on strategies to help prevent crises, including support for day-to-day compliance matters and recommendations for managing subsidiaries.

- Internal Investigations
- Global Compliance
- White Collar Crime
- Corporate Misconduct Defense
- Whistleblowing
- Human Rights
- Anti-Corruption/Anti-Bribery
- Anti-Social Forces

Competition / Antitrust

We have one of the largest and most established competition and antitrust practices in Japan. We are regularly involved in the most high-profile and challenging cases in antitrust enforcement in Japan, Asia and beyond. Our track record of successful clearance and favorable outcomes for our clients speaks for itself, and we strive to be the best competition and antitrust practice group in Japan. Consistently top-ranked in the leading legal directories, our Competition and Antitrust Practice Group consists of highly qualified lawyers who have prior experience studying and working abroad, working for the Japan Fair Trade Commission (JFTC), and regularly providing support for government authorities building competition policies such as the JFTC and the Ministry of the Economy, Trade and Industry (METI).

- Merger Control
- Government Investigations (including leniency applications)
- Competition Disputes
- Various Competition/Antitrust Counseling (including compliance with subcontracting and advertising regulations)

TMT (Technology, Media & Telecom)

The competitive landscape for businesses is evolving rapidly with the advent of new technologies. As many of our lawyers have served on government councils and have experience working with relevant authorities in Japan, they are well-versed in laws related to the TMT field, including intellectual property laws, the Telecommunications Business Act, the Radio Act, the Broadcasting Act, and the Act on the Protection of Personal Information. We are also recognized as a leading Japanese law firm for our advice and expertise in TMT-related litigation, M&A, privacy, data protection, AI technology, cybersecurity and related areas.

- Web Services
- Data Privacy
- Fintech
- AI
- Web3 / Metaverse
- Telecoms
- Cybersecurity
- Autonomous vehicle / Mobility

Employment & Labor

Our Labor Law Practice Group provides advice on a comprehensive range of labor matters, including human resources, employee benefits and compensation, and tax and regulations, in connection with general labor matters, complex business transactions, and disputes and litigation. We serve diverse clients, including companies, boards of directors, board committees, management teams, and individual employees, executives and business owners. With our history of engaging in a broad variety of general and complex labor matters, we are able to provide effective, practical and innovative advice based on the latest developments and risks in labor and other relevant law, and business practices.

- Labor Law Compliance
- Employment Disputes
- Employee Fraud / Harassment

Intellectual Property

We offer comprehensive legal services in the area of intellectual property (IP), including patents, trademarks, copyrights and trade secrets. Our services encompass representing clients in infringement litigation, arbitration and other dispute resolution processes, as well as advising on invalidation trials, appraisals and the strategic use of IP. We have managed numerous large-scale and complex infringement litigation and arbitration cases both in Japan and overseas. Additionally, we have significant experience and a strong track record in complex transactional matters related to IP, such as licensing, collaborative R&D, and technology transfer. Our team is also experienced in a plethora of cutting-edge topics, such as the utilization of AI and the protection of content in the metaverse.

- Patents
- Trademarks and Designs
- Copyright and Entertainment
- Unfair Competition Prevention Law
- Intellectual Property Transactions
- Intellectual Property Disputes

Tax

Our Tax Practice Group comprises both lawyers and a licensed tax accountant, including professionals who have held senior positions at the Japanese tax authority or otherwise have work experience there or at tax accountant corporations. Our team brings the necessary depth of experience to navigate this intricate and evolving area, ensuring our clients receive tailored advice that reflects the most current tax regulations and rulings. Our firm's tax-related services cover a wide range of areas, including tax planning, wealth management, tax audits and tax litigation.

- Tax Planning
- Tax Investigations and Disputes

Wealth Management

Mori Hamada serves numerous high-net-worth individuals who seek the strategic advice of our tax practitioners. Our firm offers bespoke solutions to meet the diverse needs of these clients, who include private business owners, founders and major shareholders of listed companies, and private investors. Our services encompass business succession planning, establishing trust funds to secure assets, advising Japanese residents on overseas investments, supporting cross-border inheritance cases, advising high-net-worth non-residents investing in Japan, and family dispute resolution. Our Wealth Management Practice Group comprises lawyers and licensed tax accountants proficient in Japanese and international corporate reorganizations, M&A, trusts, and asset and international taxation, collaborating with a network of overseas firms and professionals when necessary.

Consumer Law

Consumer law covers a wide range of areas, including consumer transactions, advertising, prize regulations, and product safety. As such, companies are required to comprehensively address each of these areas. In addition, with the recent amendments to major consumer-related laws and regulations, there is an increasing need for legal services based on the latest practices. At our firm, attorneys with expertise and broad experience in consumer-related laws and administrative enforcement practices provide a range of support services to prevent, contain and resolve disputes. This includes the creation of terms of use and privacy policies, compliance with advertising and labeling regulations, prize regulations, and product safety and recall issues.

- Advertising Regulations
- Consumer Contracts / E-Commerce
- Recalls / Product Liability
- Consumer Litigation

Sustainability / Environmental Law

Sustainability is a critical concern in today's corporate landscape. Environmental regulations are becoming stricter, and legal disputes in this area are increasingly complex. As one of Japan's largest law firms, we draw on our expertise across various legal disciplines, including financing, corporate disclosure, corporate governance, shareholders relations, business and human rights, dispute resolution and international trade, to help our clients plan and implement effective strategies and resolve complex issues, ensuring they can grow sustainably while protecting the global environment.

- Sustainability
- Environmental Law
- Environmental Disputes
- Emissions Trading / Carbon Credits
- Decarbonization / Green Transformation

Life Sciences / Healthcare

We advise on a wide range of matters in the life science and healthcare industries including transactions, regulatory advice, disputes, investigations and crisis management, as well as IP and data-related issues. We are committed to providing the best solutions, drawing on our extensive expertise and experience, as well as our attorneys' secondments to the regulators. Our clients in this field include Japanese and international pharmaceutical and medical device companies; bio ventures; universities and other research institutions; healthcare and nursing care service providers; various public institutions; and food and beverage, supplements, and cosmetics businesses.

- Pharmaceuticals and Medical Devices Regulations
- Mergers and Acquisitions (Pharmaceutical and Medical Device Companies and Medical Institutions) / Licenses / Alliances
- Misconduct Investigations, Dealing with Relevant Authorities, and Other Crisis Management
- PL Litigation, Patent Litigation, and Other Dispute Resolutions Related to Life Science and Healthcare Businesses
- Data Privacy

International Trade

We leverage our extensive expertise and global network to advise clients on trade law issues, including the WTO Agreement, FTAs/EPAs, investment treaties, ISDS, tariffs, trade remedies, export controls, economic sanctions and FDI. Recognized as a leading practice in Japan, we have supported numerous corporations and government agencies in navigating trade regulations and overcoming trade barriers. In recent years, we have been increasingly assisting our corporate and government clients on issues arising from legal developments in the area of economic security, business and human rights, and the environment.

Public Policy

We provide comprehensive public policy services to assist with lobbying efforts in the public sector, supporting the enactment and revision of laws and regulations as well as obtaining permits and licenses necessary to meet business needs. In Japan's rule-making process, the authorities and procedures of many formal and informal parties and organizations, including political parties, the Diet, and administrative bodies, as well as various key persons, are intricately intertwined. Thus, persuading the appropriate parties and key persons in a timely fashion is crucial for businesses' success. Through in-depth involvement even before the rule formation process, we also offer support in securing an advantageous position at the enforcement stage. In the event of an unexpected situation like a dispute, we provide thorough support in cooperation with our legal teams by fully utilizing their expertise and experience.

- Lobbying
- Legislative Policy Research and Analysis



Food / Agriculture / Biotechnology

In an increasingly volatile global environment, the centrality of food security has been reaffirmed, and the demand for sustainable agriculture, forestry and fisheries continues to grow. Climate change, geopolitical tensions and supply-chain disruptions underscore the urgent need for resilient food systems. Regulatory scrutiny and investor expectations are intensifying in parallel, prompting governments worldwide to accelerate the enactment and revision of agri-food laws and regulations.

Mori Hamada helps clients anticipate and navigate these shifts, advising on policy, transactions and compliance in Japan and abroad. Our agile, one-stop team delivers sector-specific counsel across agriculture, forestry, fisheries and food-related businesses—including agri-tech and food-tech—while seamlessly integrating expertise in M&A, corporate governance, venture and start-up support, international trade, finance, capital markets, distribution, antitrust, intellectual property, labor, litigation, crisis management and sustainability. We combine legal rigor, commercial insight, ESG know-how, and cross-border experience to craft pragmatic, future-proof solutions aligned with each client's strategic goals.

Construction

Mori Hamada has superior expertise in regulation, contract management, risk management and dispute resolution, along with extensive experience in large-scale, complex EPC projects within the energy and infrastructure sectors. We support our clients in both contract negotiation and dispute resolution (litigation and arbitration) at all stages of their projects.

Metals / Mining / Resources Recycling

Mori Hamada has extensive experience in the metals, mining and resources recycling industries. We provide up-to-date information about the laws, systems and regulations related to these fields to address complex legal issues faced by our clients. We support our clients' businesses in various situations by leveraging our strength as a full-service law firm with resources across a wide range of practice areas.

Electricity / Gas

We provide comprehensive advice on both regulatory matters and transactions across the electricity and gas industry, covering sectors from upstream to downstream, including power generation, wholesale trading, transmission and distribution, and electricity retailing.

A key strength of our firm is the diverse background of our lawyers, many of whom have experience working with institutions such as the Agency for Natural Resources and Energy, the Electricity and Gas Market Surveillance Commission, the Organization for Cross-regional Coordination of Transmission Operators (OCCTO), and power companies in Japan.

By leveraging this specialized expertise and staying abreast of the latest industry trends, we advise our clients on their innovative business schemes and cutting-edge transactions, offering practical, forward-thinking solutions tailored to their needs.

Electronics / Machinery / Other Manufacturing

Manufacturers are the foundation of the industrial base in Japan and worldwide. They encounter myriad legal issues, ranging from corporate and labor laws to real estate, environmental, foreign exchange and data protection laws. Additionally, due to the increasingly global nature of today's economy, manufacturers must remain vigilant about compliance with various laws and regulations impacting their operations throughout the world.

Mori Hamada continually broadens the scope of our legal services to align with our manufacturing clients' expanding businesses, technological advancements and societal changes. As one of the largest full-service law firms in Japan, we are well-positioned to provide precise and practical advice on cutting-edge legal issues. We also deliver top-tier counsel on legal matters specific to the countries where manufacturers operate, through our offices in Japan and overseas, and through our network of premier law firms around the world.

Consumer Goods

We offer comprehensive support grounded in our up-to-the-minute knowledge of consumer products and services.

Consumer goods, including endless varieties of food and beverages, fast-fashion apparel, and bespoke beauty products and services, are as diverse as their customer base in this dramatically fluctuating industry. In Japan, specific regulations govern areas such as product labeling to ensure consumer safety, fair transactions, and informed consumer choices.

Mori Hamada's lawyers are fully versed in the latest practices across all relevant legal fields in the consumer goods sector. Drawing on our specialized knowledge and extensive experience, we deliver a wide range of services, including support for M&A and other transactions, overseas expansion, intellectual property strategies, crisis management, and litigation and dispute resolution.

Semiconductors and Semiconductor Manufacturing Equipment

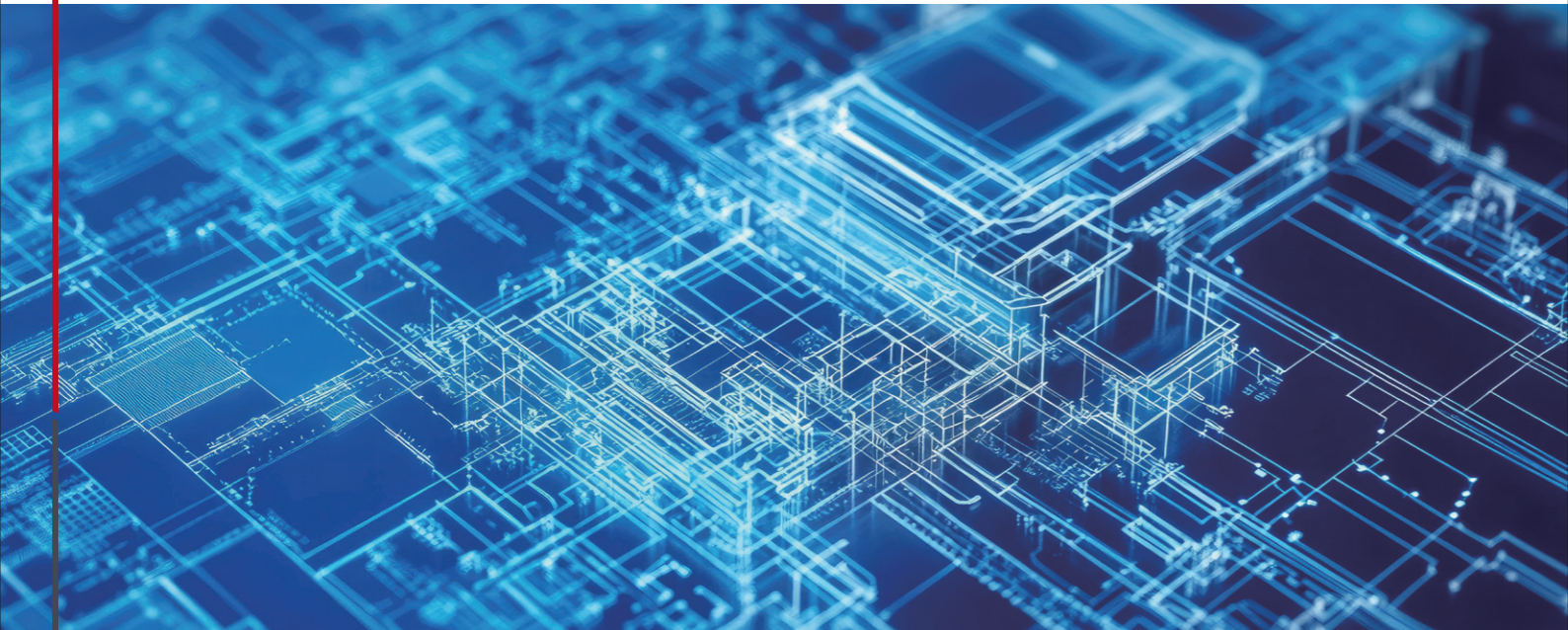
Mori Hamada has extensive practical experience and specialized expertise in international trade, economic security, competition law, information security, intellectual property, environmental law, and other pertinent areas of law. We also maintain a global network through close collaboration with our offices in the US and Asia, as well as other leading overseas law firms. By leveraging these resources, we provide our clients with the essential knowledge and valuable insights necessary for strategic decision-making in addressing the complex and challenging issues unique to the semiconductors field. We stand by our clients, working together to explore solutions and strategies.

Chemicals

The chemicals industry is vital to supporting the foundations of society by providing a wide array of products and technologies to consumers. It drives innovation across numerous industries, including heavy industry, automobiles, electronics, healthcare, pharmaceuticals, packaging and agriculture. Technology in this field continues to advance to meet evolving business and societal needs, with further growth anticipated. However, it also requires harmony with the environment and sustainable growth and development alongside society.

Mori Hamada provides legal advice on laws and regulations surrounding the chemicals industry, as well as practical support based on our cutting-edge expertise and extensive practical experience. Our services are tailored to our clients' needs, including establishing and investing in new ventures, business integrations, M&A in Japan and abroad, and fundraising.





Automotive / Auto Parts

We leverage our deep knowledge and experience to address the industry-specific issues encountered by automotive and auto parts manufacturers, including advanced mobility services like MaaS and automated driving.

For many years, Mori Hamada has supported both Japanese and overseas manufacturers with regulatory compliance, transactions, M&A, litigation, IP, human resources, labor relations, data protection, cybersecurity, and crisis management.

Our team includes lawyers with experience on Japanese government committees and in key departments such as the Ministry of Land, Infrastructure, Transport and Tourism's Logistics and Road Transport Bureau. This background enables us to deliver optimal solutions to our clients' challenges.

Telecommunications / Media

We provide support to businesses navigating the risks and legal challenges associated with emerging communications technologies and methods.

Technological innovations and competition in the information and communications sector continue to undergo significant changes, including digitization, advanced mobile communications, and the advancement of IoT. Additionally, the concept of media is changing dramatically with the growing use of social media and websites for swift and effective public relations and marketing.

Mori Hamada's lawyers are experts in Japanese laws governing telecommunications and media, including the Telecommunications Business Act, the Radio Act, the Broadcast Act, and the Act on the Protection of Personal Information.

Life Sciences / Healthcare

We advise on a wide range of matters in the life science and healthcare industries including transactions, regulatory advice, disputes, investigations and crisis management, as well as IP and data-related issues. We are committed to providing the best solutions, drawing on our extensive expertise and experience, as well as our attorneys' secondments to the regulators. Our clients in this field include Japanese and international pharmaceutical and medical device companies; bio ventures; universities and other research institutions; healthcare and nursing care service providers; various public institutions; and food and beverage, supplements, and cosmetics businesses.

IT / Technology / AI

Mori Hamada's decades of experience in the IT and technology sectors place us in an exceptional position to provide timely, appropriate and practical assistance to help our clients address their legal issues. The combined experience of our lawyers in the information technology practice dates back to the dawn of the commercial internet, which enables us to offer invaluable solutions, insights and advice to clients, ranging from major players to start-ups across every field and at different stages of development. We put our accumulated knowledge and extensive capabilities to work, transforming our clients' ideas into reality in these sectors, including cutting-edge domains such as AI.

Land Transport / Logistics

We offer peerless legal support in this field, drawing on our extensive experience and industry-specific knowledge, including advanced mobility services like MaaS and automated driving.

Mori Hamada provides comprehensive advice to a diverse range of clients, from transportation companies such as bus, taxi, rail and truck operators to software development firms. Our services encompass regulatory compliance, transactions, M&A, start-up investment, litigation, IP, human resources, labor relations, data protection, cybersecurity, and crisis management.

Several of our lawyers have served on government committees and in key departments such as the Ministry of Land, Infrastructure, Transport and Tourism's Logistics and Road Transport Bureau. This background enables us to deliver optimal solutions to our clients' challenges.

Trading / Wholesale

In the trading and wholesale sectors, the diversification and globalization of products and services, along with the growing importance of international commerce and economic security, necessitate compliance with commercial practices and regulations tailored to the specific characteristics of the products and businesses involved.

Mori Hamada boasts a team of lawyers with practical experience on government committees and in key departments such as the Ministry of Economy, Trade and Industry's Commerce and Information Policy Bureau. We combine that experience with cutting-edge expertise to tackle the complex issues unique to this field. Our approach ensures effective and efficient support by selecting the optimal solution for each situation based on close cooperation with experts in neighboring legal fields, relevant administrative agencies, and overseas law firms.

Aviation / Space / Maritime

We provide one-stop services grounded in up-to-the-minute knowledge in the aviation, space and maritime fields, where technological innovation is continually advancing.

Aviation and Unmanned Aerial Vehicles (UAVs)

We manage financial transactions related to air transportation and aircraft manufacturing, and we are actively engaged with recent developments in the UAV sector.

Space

Mori Hamada has a wealth of experience handling cases for clients in the space industry, from established public organizations and businesses to emerging start-ups. As this industry rapidly develops worldwide, we support our clients across all areas, including rocket and satellite manufacturing and operation, and space debris removal, offering advice based on the latest global legal trends and industry developments.

Ships and Maritime Affairs

We address matters involving ship financing, maritime transport legal advice, and marine business restructuring. Recently, we have been actively supporting the realization of automated ship operations from a legal perspective.

Retail

Our team of lawyers, with extensive experience in the consumer and retail industry, provides multifaceted legal support to our clients.

From department and discount stores to convenience stores and online shopping, the retail industry is constantly evolving, leading to increasingly complex legal challenges.

Mori Hamada has several lawyers with practical experience on Japanese government committees and in key departments such as at the Consumer Affairs Agency and the Personal Information Protection Commission. To deliver optimal solutions, our lawyers draw on their in-depth knowledge and experience across multiple legal fields to provide comprehensive legal advice to our clients to address the issues they encounter.





Banking

Recent amendments to the Banking Act and other regulations have enabled banks, which have traditionally played crucial financial roles, to broaden their business scope and engage in various new ventures. In response to these dramatic changes in the business environment, the banking industry is advancing and transforming its business models.

Leveraging our accumulated experience and cutting-edge knowledge, Mori Hamada offers practical legal services tailored to our clients' needs, aimed at furthering the development of the banking industry and enhancing the convenience of banking services.

Insurance

We offer world-class solutions for insurance businesses in Japan in this era of accelerating globalization.

Liberalization of the Japanese insurance market has resulted in diversification of industry players, including the entry of foreign insurers and increased M&A activity. As Japan's population continues to decline and the market matures, major domestic insurers are focusing on incorporating overseas market growth into their strategies.

Mori Hamada's insurance practice provides both traditional services, such as insurance litigation and regulatory compliance, as well as advanced solutions, such as reinsurance and captives, assistance with licenses and permits, domestic and international M&A transactions, financing transactions, and group governance development. We also address international financial sanctions and the structuring of products and services to align with the changing times, covering areas like wellbeing, cybersecurity, disaster prevention and decarbonization. Our approach emphasizes a holistic perspective, considering trends among regulatory authorities in Japan and other markets.

Securities

We offer optimal support, drawing on a wealth of accumulated knowledge to resolve wide-ranging legal issues in the diversifying field of securities services.

Mori Hamada provides practical support for financial instruments businesses, covering everything from examining laws and regulations to negotiating with authorities. Additionally, a number of our lawyers have experience working with these authorities, such as the Financial Services Agency and the Securities and Exchange Surveillance Commission. This enables us to offer advice that considers both the contingency and enforcement aspects of each situation.

Non-Bank Lending / Payments / Alternative Financial Services

In today's rapidly evolving financial landscape, innovative services—particularly in fintech—are reshaping financial transactions beyond traditional banking, insurance and securities. Mori Hamada has a proven track record in advising on a broad spectrum of non-bank financial services, including financing, guarantees, leasing, factoring, payments and remittances (e-money, BNPL), credit card services, embedded finance, and blockchain-based finance involving cryptoassets, stablecoins, digital securities and DeFi.

With a deep team of experienced professionals and a history of handling pioneering matters, we offer practical, forward-looking legal solutions tailored to each client's business model and regulatory landscape. We are a trusted partner to clients navigating legal complexities and pursuing growth in this dynamic industry.

Asset Management / Investment Funds

We offer a wide range of services related to investment funds, such as private equity funds. Our expertise includes structuring investment funds and preparing agreements, subscription documents, side letters and other necessary documents for the formation of limited partnerships, limited liability partnerships, and other types of investment funds. We assist with regulatory compliance, including registration as a financial instruments business operator and notifications for relying on exemptions, and offer experienced legal advice to navigate the increasingly complex financial regulations of recent years. Our services also encompass guidance on the solicitation of non-Japanese funds in Japan, risk analysis of contracts related to non-Japanese funds, and negotiations on contract terms.

Tourism and Travel / Hotels

Among tourism businesses, inbound tourism has surged in Japan due to government-wide policies and growing global appreciation of the country's tourism resources. We advise our clients on Japanese laws and regulations, such as the Hotel Business Act and the Travel Agency Act, which are particularly important in the travel and tourism sectors.

Mori Hamada delivers legal services to both Japanese and overseas clients engaged in various rapidly expanding tourism-related businesses. We are among the first large corporate law firms in Japan to establish a Tourism Law Practice Group. Since its establishment in 2018, we have been offering comprehensive legal services on cutting-edge topics across all areas of the tourism industry.

Real Estate / REITs

Our leading real estate practice advises clients on all aspects of real estate in Japan, including investment, sales and purchases, leasing, development, investment trusts, land rezoning, and urban redevelopment projects. Recognizing the importance of corporate real estate (CRE) strategy across all industries, we provide tailored legal services that consider the multiple parties involved, diverse regulations, and the complex structuring of each transaction. In the field of REITs, where multiple legal fields converge, we have developed a system that allows us to offer comprehensive advice on all related legal issues. By harnessing the collective strength of our firm and through the collaboration of our highly specialized lawyers across various practice areas, we ensure thorough and expert guidance.

Sports / Entertainment

Our firm's entertainment practice encompasses a broad range of areas, including movies, music, the arts and games. These fields demand not only legal expertise but also a profound understanding of industry practices and customs. Our lawyers, with their exceptional knowledge and experience in these sectors, support clients in various aspects of their businesses and help resolve issues based on that understanding.

We also provide comprehensive legal support in the professional sports business sector to all stakeholders, including international and national associations, leagues, clubs, players and sponsors. Our services range from fundraising, including finance and sponsorship, broadcasting and merchandising rights, and handling scandals and player labor issues, to publicity management, esports, and the use of the metaverse. Additionally, our lawyers, as experienced arbitrators for the Court of Arbitration for Sport (CAS) and the Japan Sports Arbitration Agency (JSAA), achieve prompt and appropriate dispute resolution tailored to the unique characteristics of the sports industry.



Education, Research and Culture & Arts

Mori Hamada provides a comprehensive range of legal services that extend beyond contract negotiations and dispute resolution for clients in the education, research, culture and art sectors. For educational and research institutions, we offer assistance with mergers and acquisitions (M&A), industry-academia collaboration, joint research, and governance structuring. For clients in the culture and art sectors—including museums, theaters, galleries and artists—we support the planning of business models, the establishment and management of museums, and the purchase and sale of artworks. Leveraging our strong network of international experts, Mori Hamada is well-equipped to handle cross-border matters with flexibility and precision. We are committed to contributing to the creation of social value driven by educational, research, cultural and artistic activities through our legal services.

Public Institutions

We provide unparalleled advice from the perspectives of both public and private sectors on a wide range of matters relating to national and local governments and public authorities.

The Japanese government and various public institutions at national and local levels have been actively promoting public-private partnerships that utilize the creativity and ingenuity of the private sector to effectively use fiscal funds and improve administrative efficiency. Realizing these partnerships requires not only knowledge of public administration laws and regulations but also expertise in collaborating and structuring contracts with the private sector. Mori Hamada offers practical advice on public-private partnerships, backed by our practical experience.

Many of our lawyers have hands-on experience in government departments and public institutions, enabling us to provide advice with up-to-date expertise on laws and regulations across multiple fields, from both public and private sector perspectives.

Staffing and Recruiting

The human resource services industry in Japan operates within a constantly evolving market environment and under stringent regulations. New service models are often confronted with existing regulations, making it challenging to determine the best course of action.

Mori Hamada provides seamless support to clients in this industry. Our team includes many lawyers who have been seconded to the Ministry of Health, Labour and Welfare, giving them a deep understanding not only of labor law regulations but also of their purpose and practical application. Their extensive experience in this field allows them to grasp the needs of human resource service practices effectively.

Public Interest

Lead advancements in legal practice both in Japan and overseas

The firm's lawyers possess formidable experience in a broad range of legal practice and play important roles in academia and legislative circles. The firm benefits from the presence of scholars, judges, former public prosecutors, and other experts who leverage their expertise and experience not only to make contributions through the practice of law but also to actively engage in advancing legal practices in Japan, through academic writings, lectures, and the like.

Actively engage in public interest

The firm actively participates in educational activities at law schools, international activities involving associations overseas, including the International Bar Association (IBA) and the Inter-Pacific Bar Association (IPBA), as well as pro bono activities related to refugees and issues surrounding sexual minorities.

- Pro Bono Projects
- Public Sector Activities
- Bar Association Activities
- International Pro Bono Activities
- Educational Activities

Culture of Inclusion

We have established a task force that is composed of professional staff members from different backgrounds, and that undertakes various initiatives to build an organization where each person can perform to the best of their abilities, grow, take on new challenges, and play an active role.

The examples on the right are only a snapshot of our current initiatives. The forms that we should take will change according to changes in our organization and the times, and thus we intend to continue to develop and further enhance our initiatives going forward.



Sustainability

The firm has established a Sustainability Committee composed of its attorneys and members of staff as a framework for promoting sustainability. The Sustainability Committee plays a central role in the promotion of sustainability at the firm by, among other means, formulating and implementing policies for such promotion and conducting awareness-raising activities within the firm in accordance with our Sustainability Policy.

We are also actively making efforts to reduce our environmental load, by such means as conserving energy and electricity, transitioning to paperless operations, reducing and sorting waste, recycling, promoting the distribution and use of reusable shopping bags, and replacing the plastic water bottles provided in the firm's offices with aluminum cans. The buildings in which our Tokyo, Osaka, and Nagoya Offices are located as tenants have already changed all electrical systems to renewable energy sources, thereby decarbonizing their operations. In addition, the Tokyo Office has also changed its gas systems for heating and cooling to carbon neutral LNG.

Offices & Location



● Mori Hamada Offices (as of May 2025)
(including branch offices of Mori Hamada & Matsumoto LPC and member firms)

Domestic	Overseas
Tokyo	New York Mori Hamada US LLP
Osaka*	San Francisco Bay Area Mori Hamada US LLP
Nagoya*	Beijing
Fukuoka*	Chinese Intellectual Property Company (Beijing)
Takamatsu*	Shanghai
Sapporo*	Singapore Mori Hamada Singapore LLP
Yokohama*	Bangkok Chandler Mori Hamada Limited
Kochi*	Yangon Myanmar Legal Mori Hamada Limited
	HCMC Mori Hamada Vietnam HCMC Office
	Hanoi Mori Hamada Vietnam Hanoi Office
	Jakarta* ATD Law in association with Mori Hamada
	Manila* Tayag Ngochua & Chu, a member firm of Mori Hamada

* Member firms

We use "Mori Hamada & Matsumoto," "Mori Hamada" and "our firm" as group names to collectively refer to Mori Hamada & Matsumoto, the principal and branch offices of Mori Hamada & Matsumoto LPC, and our overseas locations.