

Hiroaki MATSUI

Partner

Qualifications

Admitted in Japan (2009)

Admitted in New York (2019)

National Government Licensed Guide Interpreter (2020)

Certified Fraud Examiner (2026)



Education

2018 University of Pennsylvania Wharton School (WBLC)

2018 University of Pennsylvania Law School (LL.M.)

2008 Waseda Law School (J.D.)

2006 Waseda University (LL.B.)

Professional Experience

2025 - Member of the Independent Committee of Japan Sport Council

2022 - Outside Corporate Auditor, Matsumoto Inc.

2022 - Specially Appointed Professor and Assistant to the President at Shinshu University

2020 - Legal Advisor, Global Brain Co., Ltd.

2018 - 2019 Okada Law Firm (Hong Kong)

2010 - 2019 Nishimura & Asahi

Major Achievements

Member of the Investigation Committee for the corporate investigations at HOKKAN HOLDINGS LIMITED

Legal representation in labor litigation for Mercedes-Benz Finance Co., Ltd. (Court decision officially released)

Legal advisory and representation for a Japanese Ambassador during their overseas diplomatic mission

Member of the Qualification Screening Committee for a Japanese government-affiliated licensing agency (domestic licenses and overseas visas)

Legal advisory regarding labor and human resources issues and organizational restructuring for a Japanese government-affiliated financial institution

Legal advisory and representation for foreign government organizations in Japan (embassies and branch offices)

External expert for whistleblowing reporting channels (for government agencies, public entities, universities, and foreign/Japanese companies)

Whistleblowing investigations and labor/employment matters (employer-side representation)

Legal advisory for the Faculty of Medicine and the Affiliated University Hospital of a National University Corporation

Member of the Investigation Committee for internal embezzlement cases at a major general contractor and a leading TV network

Member of the Investigation Committee for harassment cases at a major securities firm, a leading web services company, and a major venture capital firm



Legal advisory and representation for a leading TV network
Legal counsel and advisory for a major consulting firm
Member of the Investigation Committee for a whistleblowing case at the Japanese subsidiary of a UK-based company (conducted in English)
Member of the Investigation Committee for a whistleblowing case at the Japanese subsidiary of a US-based company (conducted in English)
Member of the Investigation Committee for a whistleblowing case at the Japanese subsidiary of a China-based company (conducted in English and Mandarin)
Legal counsel and advisory for a US company (conducted in English)
Post-incident legal support for a US company's regulatory violation (conducted in English)
Legal counsel and advisory for the President of a European company regarding intra-group damages claims (conducted in English)
Legal counsel and representation for both employer and employee sides in dismissal-related litigation and labor tribunal proceedings (conducted in English and Mandarin)
Negotiation and legal advisory for both employer and employee side regarding employee dismissal (conducted in English and Mandarin)
Representation for both employer and founder sides in a dispute over retirement benefit claims by a company founder
Labor union matters and cases involving petitions for remedial orders for unfair labor practices at the Labor Relations Commission (employer side)
Advisory and representation for Japanese companies (resource, IT, and restaurant industries, etc.) regarding overwork-related death (Karoshi) (employer side)

Major Publications

Japan Chapter, KMI ANDANCORS WORKSHOP ON DISTANT WATER FISHING CREW LABOUR STANDARDS: (Co-Author, Western and Central Pacific Fisheries Commission 2021)
Japanese-English Model Work Rules [3rd Edition] (Author-Editor, Chuou-Keizaisha, 2019)
Japanese-English Model Work Rules [2nd Edition] (Co-Author, Chuou-Keizaisha, 2014)

Recognition

2026 Best Lawyers: Labor and Employment Law, The Best Lawyers in Japan 2027
2025 Global Law Expert: Employment Law Expert of the Year in Japan, Global Law Experts & Global Advisory Experts Awards 2025
2025 Best Lawyers: Labor and Employment Law, The Best Lawyers in Japan 2026
2025 Leaders in Law: Lawyer of the Year in Japan, Global Awards 2024/25
2015 - 2018 Certification of Appreciation, World Bank

Languages

Japanese, English, Mandarin