

EY | Building a better working world

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

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About EY Law Co.

EY Law Co. is an EY member firm. By collaborating closely with various professionals of law, tax, accounting and others in Japan and overseas, we provide valuable legal services corresponding to our clients' needs and contribute to build a better working world. For more information, please visit ey.com/en_jp/about-us/ey-law-co.

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EY Law Co.

Corporate profile

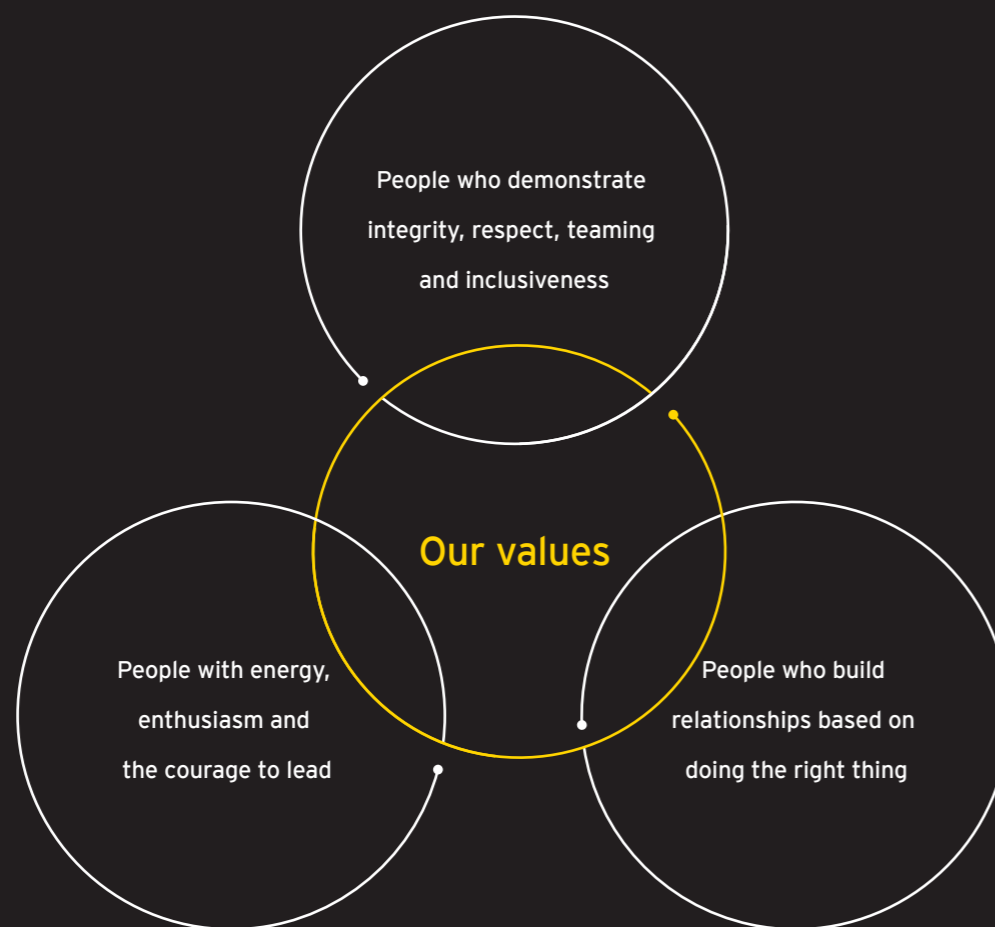
The better the question. The better the answer.
The better the world works.



Building a better working world

Building a better working world - this is our purpose.

By offering superior insight and high-quality services, we contribute to building trust in capital markets and the world economy. We develop outstanding team leaders to deliver on our promises to all our stakeholders. By doing this, we play an important role in building a better working world for EY people, clients and society.



Leader's message

We are committed to strengthening the capability of our firm to support clients who are making a social contribution to achieve a sustainable world

Managing Partner, EY Law Co.

Dan Matsuda



Our purpose is to help our clients achieve business success by solving the complex legal issues they face. Progress toward globalization and the accelerating development of AI and information and communication technologies have made the modern business environment extremely complex and dynamic, adding to the many other challenges faced by companies expanding overseas, such as language barriers, cultural differences and varying legal systems and business practices.

As the provider of legal solutions within EY, EY Law Co. leverages multi-disciplinary collaboration across a global network to provide a one-stop system for handling these challenges. Not only legal experts, EY member firms count tax, finance, accounting and corporate valuation among our range of consulting expertise. This one-stop system uniquely positions us to comply with laws and regulations in multiple countries and regions, while also eliminating the communication gap between legal and other departments, such as business, finance or tax. This enables us to quickly and efficiently provide high-value-added advice tailored to actual businesses of each client.

Technological evolution, exemplified by generative AI, is bringing about major changes in the way law firms provide client services. As a world-leading firm of multi-disciplinary professionals, EY invests in and employs the latest technology on a global scale to deliver faster and more efficient services. As a member of one of few such firms of global professionals, EY Law Co. strives to make the most of cutting-edge technology in the work we do every day.

EY Law Co.'s pursuits in the field of business focuses on transaction law, especially mergers and acquisitions (M&A), corporate transformation law to optimize governance and tax efficiency, labor and employment law in response to global mobility, digital law that presumes an understanding of technology, sustainability law that is a management issue for companies, as well as both startup support and private clients law for high net worth individuals.

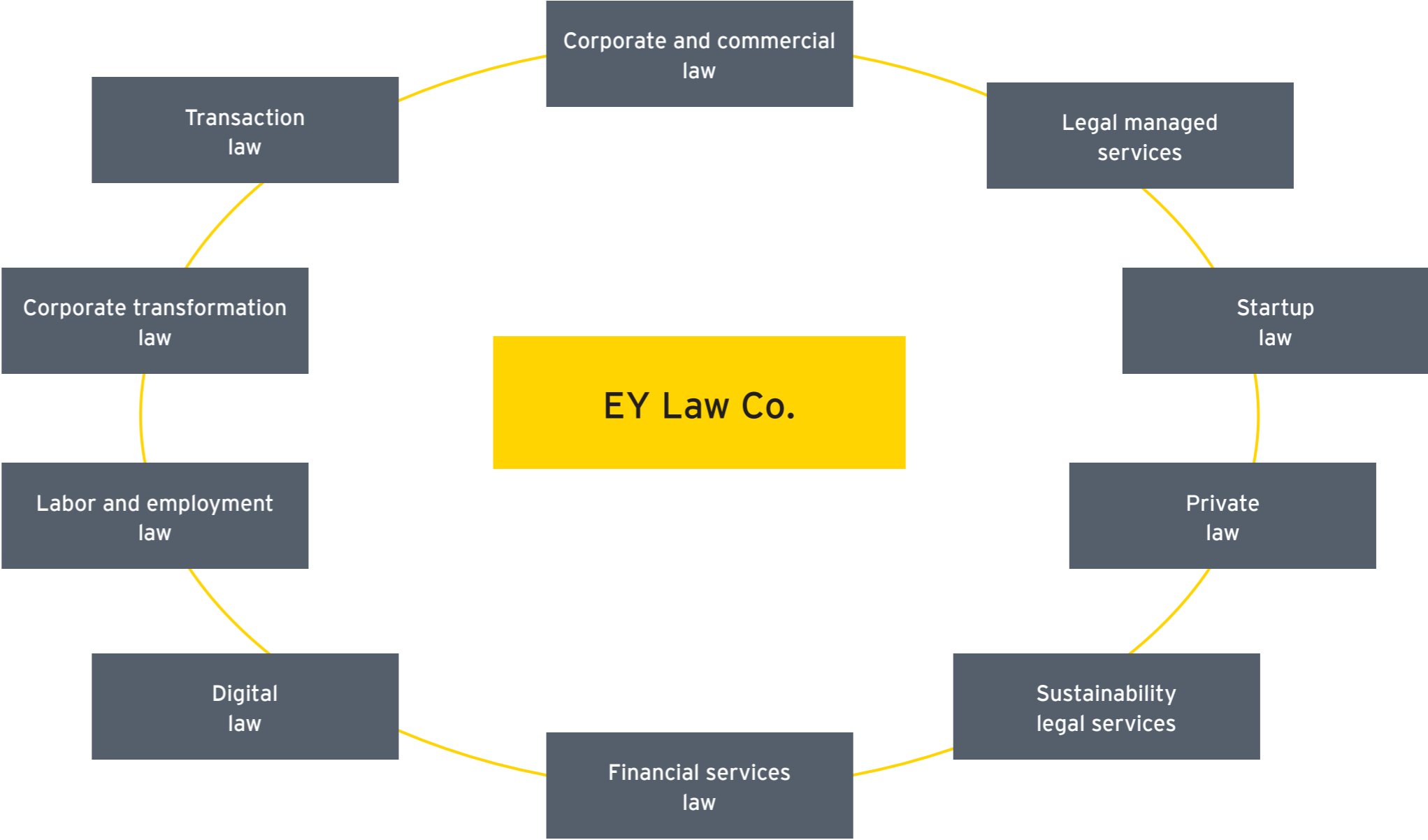
Aside from the legal advisory services, we provide legal managed services, demonstrating through action the role and raison d'être of a law firm unlike any that has come before, allowing us to better help our clients develop their business and improve their corporate value.

Our services

EY professionals support business growth of clients

EY Law Co. was established in 2013, as a member firm of EY in Japan, an integrated firm of multi-disciplinary professionals in a network of over 150 countries and regions worldwide. We work to bring value to our clients and society at large, solving problems through a more comprehensive and integrated approach than a single law firm is capable of by leveraging our three core strengths: (1) possessing one of the world's largest global networks (with offices in over 90 countries and regions); (2) collaboration with multi-disciplinary experts within the EY network; (3) expertise and technology transcending the boundaries of a conventional law firm.

We provide a wide range of services in which we offer high added value to our clients by collaborating with multi-disciplinary professionals and harnessing EY's expertise and international coverage. We bring value to both our clients and society at large through these services, striving daily to contribute to the purpose of the entire EY network: Building a better working world.



sectors

Teams of EY professionals with experience in each

sector monitor industry trends and provide solutions tailored to meet the different needs of each industry.

Technology /
Media and
entertainment /
Telecommunications

Advanced
manufacturing /
Mobility

Consumer
products and
retail

Private equity

Government and
public sector /
Real estate

Healthcare /
Life sciences

Energy

Trading house

Financial
services

Legal services tailored to business issues




Service details

EY Law Co. offers a wide range of services tailored to meet the unique needs and challenges, including the legal issues faced by both Japanese companies expanding overseas and international companies entering Japan. Our main services are as follows:

Transaction law	<ul style="list-style-type: none"> ■ Structuring advice for domestic and international M&As and support for legal due diligence, drafting and negotiation of transactional agreements, and the closing of the transaction ■ Structuring advice for joint ventures, capital and business alliances, minority investment, etc., and support for legal due diligence, drafting and negotiation of transactional agreements ■ Analysis to determine necessity of and support for filing merger notifications
Corporate transformation law	<ul style="list-style-type: none"> ■ Support for both domestic and international corporate group restructurings at every stage from planning to closing ■ Support for corporate restructurings at pre-M&A and PMI phases ■ Support for recapitalization through capital increase/reduction and debt-equity swap
Corporate and commercial law	<ul style="list-style-type: none"> ■ Support for incorporation and liquidation of local entities as well as establishment and closure of local branches ■ Research on domestic and international laws and regulations ■ Support for drafting and negotiating commercial contracts
Labor and employment law	<ul style="list-style-type: none"> ■ Labor law advice, including regulatory compliance, contract and policy drafting, and dispute resolution ■ Support for labor and employment law issues related to organizational restructuring, personnel reform and personnel reductions ■ Advice on stock-based compensation and other incentive plans
Digital law	<ul style="list-style-type: none"> ■ Advice on laws and regulations related to AI, data, privacy and cybersecurity ■ Research and advice on law and regulations related to information technology, including intellectual property law ■ Support for e-commerce and web business planning, as well as for drafting legal documents including contracts and terms and conditions
Financial services law	<ul style="list-style-type: none"> ■ Advise on financial regulations relating to banking, securities, insurance, asset management, trusts, financial instruments exchange, etc. ■ Advice and contract drafting/negotiation relating to financial services, including corporate finance, asset finance, payment services and fintech ■ Support for financial service license and permit acquisition, and compliance design and implementation
Sustainability legal services	<ul style="list-style-type: none"> ■ Energy transition ■ Domestic and international environmental law and regulation, and carbon pricing ■ Business and human rights ■ Sustainability finance
Private law	<ul style="list-style-type: none"> ■ Support for planning and implementation of business succession, inheritance planning and international asset inheritance ■ Family charter planning support, family enterprise governance construction support and family business consulting
Startup law	<ul style="list-style-type: none"> ■ Advice for startups on regulatory compliance, contracts, intellectual property and labor/employment issues ■ Advice on startup capital strategy, fundraising and stock options ■ Investor support, including venture capitals and business companies
Legal managed service	<ul style="list-style-type: none"> ■ Outsourcing services for contract review (CLM) ■ Support for efficient and effective management and compliance of domestic and international subsidiaries ■ Research and regulatory mapping

Legal services for business growth

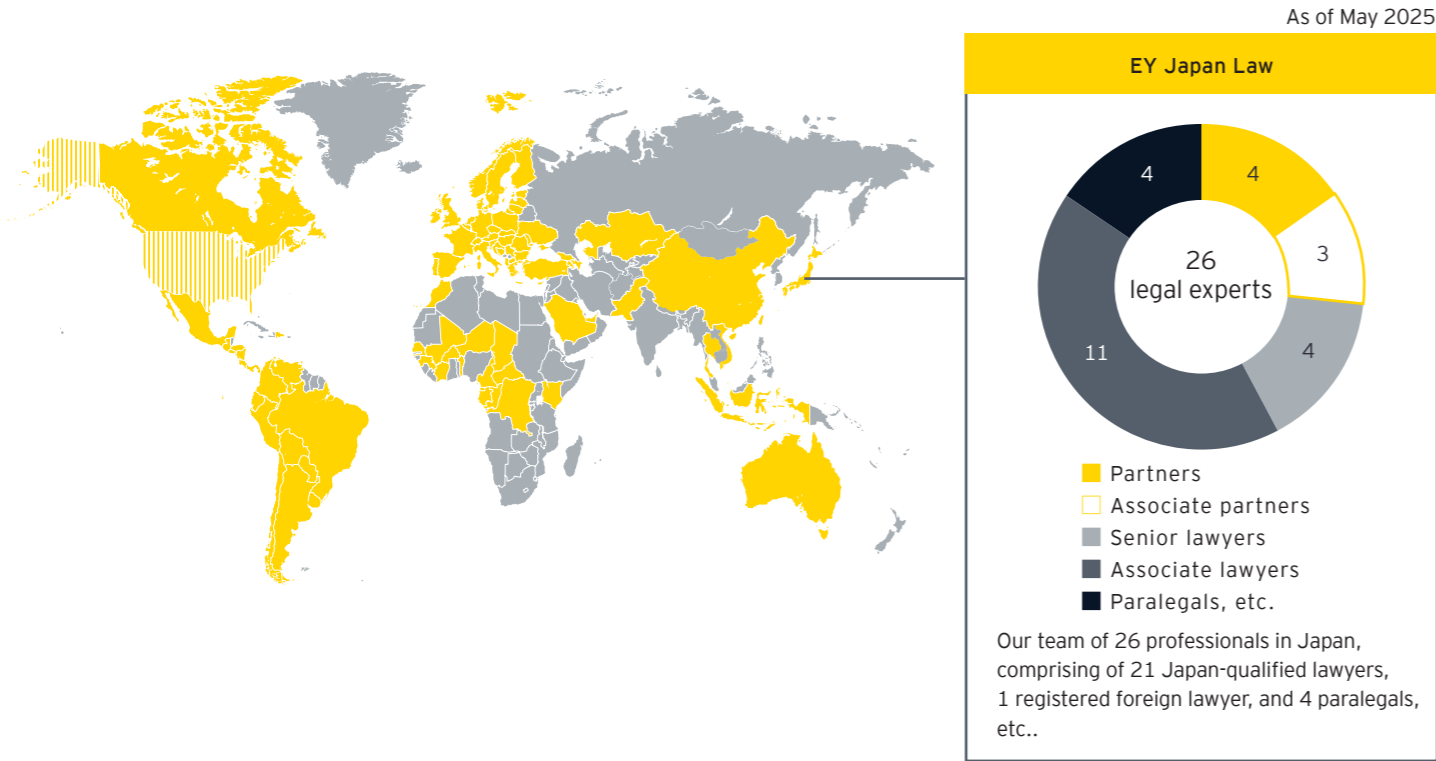
The business environment is changing rapidly amid various legal reforms taking place around the world and shortages of legal personnel. EY Law Co. seeks to respond to these increasingly global and complex legal issues by expanding the scope of our services to support sustainable corporate growth of our clients.

Digital Law	 <p>Digitalization is transforming legal and contractual relationships between businesses, individuals and governments. Digital transformation requires businesses to be on guard against possible regulatory penalties and reputation risk - and to do so at the rapid pace that digital enables. EY Digital Law team can help identify and address risks and meet the legal challenges in the areas of AI, data privacy, cyber security, intellectual property, regulatory and e-commerces.</p>
Private law	 <p>We provide innovative legal solutions to overcome stock distribution issues faced by founding families of major companies, ensuring smooth succession from one generation to the next. We also provide restructuring support to help owner-operated companies handle inheritance tax and stock price issues, and advise on asset management from a global perspective through overseas asset consolidation and support for personal estate and property matters. We additionally provide inheritance health checks and offer advice to ensure the continued safety and sustainable growth of assets. Through these services, we help protect client assets and build optimal business environments.</p>
Sustainability legal services	 <p>EY provides strategic legal services for ESG issues to improve corporate sustainability and long-term value (LTV). Working with experts and services across our global network, EY legal team provides support throughout the client's journey towards improved corporate sustainability, from strategy formulation, tax guidance and supply chain planning, to cultural and social impact assessment, green infrastructure projects and reporting.</p>
Legal managed services	 <p>In the face of changing and expanding risk profiles, as well as a shrinking workforce, it is essential for Japanese companies to focus their resources on higher value-added tasks and achieve an optimal mix of internal and external resources to enhance their legal functions. At EY, we provide legal managed services to our clients, thereby enabling our clients to achieve an optimal resource mix that maximizes the effectiveness of their legal functions.</p>

About EY

The EY legal network

Combining global reach with local knowledge of **3,000+** professionals **88** jurisdictions



Americas (21)				Asia-Pacific (9)	
Argentina	Costa Rica	Mexico	Uruguay	Australia	Taiwan
Bolivia	Dominican Rep	Nicaragua	US*	China Mainland	Thailand
Brazil	Ecuador	Panama	Venezuela	Hong Kong	Vietnam
Canada	El Salvador	Paraguay		Indonesia	
Chile	Guatemala	Peru		Japan	
Colombia	Honduras	Trinidad and Tobago		Singapore	
EMEIA (58)					
Albania	Central African R.	Finland	Ivory Coast	Niger	Slovenia
Armenia	Chad	France	Kazakhstan	Norway	Spain
Austria	Congo-Brazzaville	Gabon	Kenya	Pakistan	Sweden
Azerbaijan	Croatia	Georgia	Latvia	Poland	Switzerland
Belgium	Cyprus	Germany	Lithuania	Portugal	Turkey
Benin	Czech Republic	Greece	Luxembourg	Romania	Ukraine
Bosnia and Herz	Denmark	Guinea Conakry	North Macedonia	Saudi Arabia	UAE
Bulgaria	DR Congo	Hungary	Mali	Senegal	UK
Burkina Faso	Equatorial Guinea	Ireland	Morocco	Serbia	
Cameroon	Estonia	Italy	Netherlands	Slovakia	

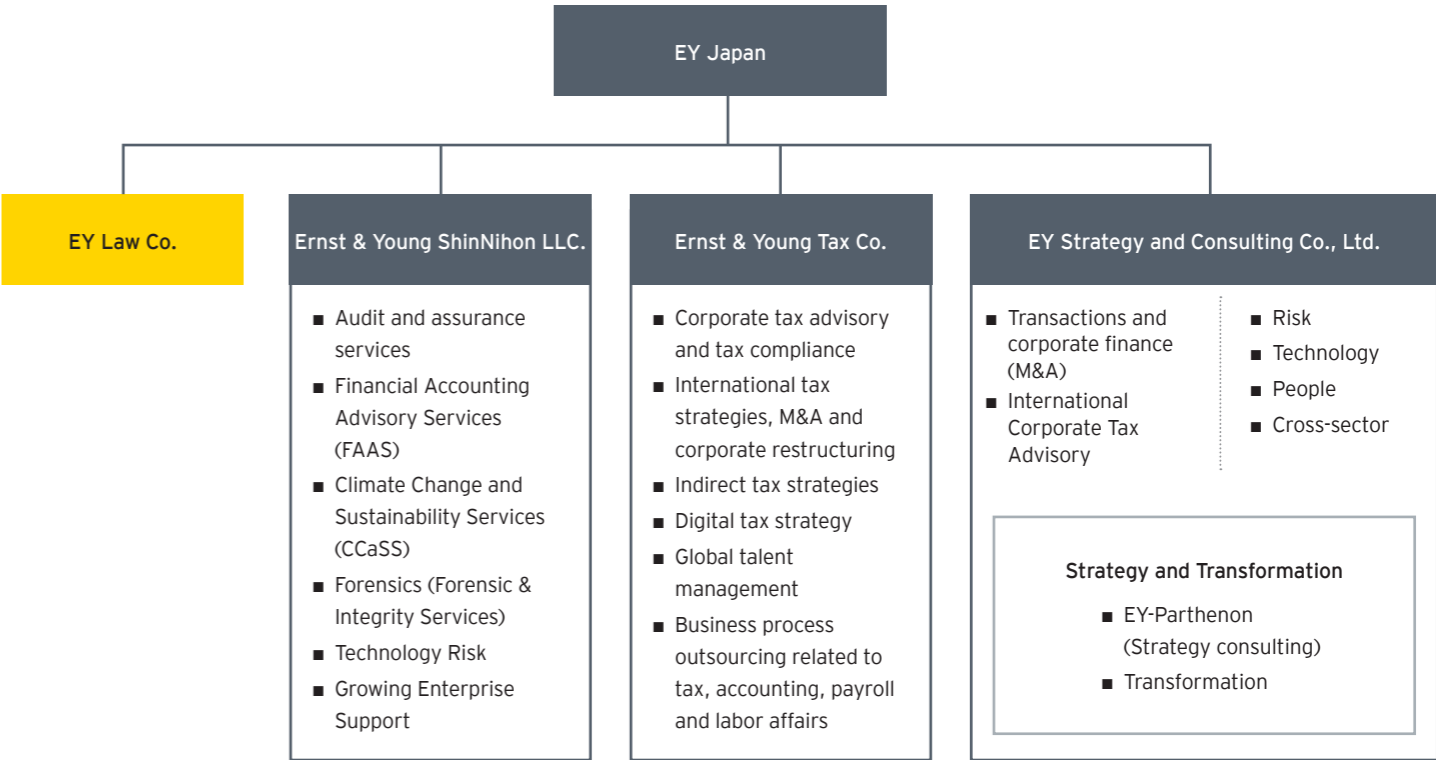
*EY member firms do not practice law in the United States and no legal advice will be provided in the United States.



EY Japan

EY Japan refers to the member firms of EY in Japan. Each of these firms is a separate legal entity and provides services through mutual collaboration.
At EY Japan, teams of experienced professionals from Ernst & Young ShinNihon LLC, Ernst & Young Tax Co., EY Strategy and Consulting Co., Ltd. and other member firms work together to provide clients with high-value services which incorporate the most recent and global perspective in solutions to the diverse challenges facing companies.

Principal services offered by EY Japan (as of September 2024)



Other EY member firms	
EY Business Partner Co., Ltd.	Ernst & Young Solutions Co., Ltd.
EY Immigration Corporation	EY Forensic & Integrity LLC
EY Social Insurance and Labor Advisors Corporation	EY Japan Co., Ltd.
EY Professional Support Co., Ltd.	EY Japan LLC

EY's initiatives for Building a better working world



Diversity, Equity & Inclusiveness (DE&I)

Diversity and inclusiveness are not “nice to haves.” They are business imperatives. To achieve our purpose of Building a better working world, EY Japan is working to offer an attractive workplace and create an environment where diverse employees, including women and people from minority backgrounds or with physical or developmental differences, can work comfortably and demonstrate their full potential.



ey.com/en_jp/diversity-inclusiveness



Sustainability

Leveraging the experience and expertise accumulated through 20 years of offering sustainability and ESG services, EY helps drive a value cycle where companies accelerate sustainability through business and create business opportunities through improved sustainability.



ey.com/en_jp/sustainability

Ranking 1st overall in Nikkei Woman's 100 Best Companies Where Women Actively Take Part
Winner of Gold and Rainbow awards in the PRIDE Index, an indicator for corporate LGBT+ initiatives



EY Japan was ranked No.1 overall in the 2025 edition of “100 Best Companies Where Women Actively Take Part”^{*1}. EY Japan has also been awarded Gold in the PRIDE Index, an indicator for corporate LGBT+ initiatives, for seven consecutive years since 2017, and has earned the Rainbow award for the third consecutive year since 2021. In 2023, EY Japan was also named the Company of the Year^{*2} in recognition of its engagement in diversity, equity and inclusiveness (DE&I) across various areas.

^{*1} Overall rankings based on the results of a survey conducted by Nikkei Woman and Nikkei Womenomics Project (Nikkei Inc. group) on “Female Worker's Workplace Opportunity.” EY Japan was placed 1st overall out of 467 companies surveyed, making the top 10 for three years in a row.
^{*2} British Business Award (BBA) hosted by the British Chamber of Commerce in Japan (BCCJ) recognizes achievements in various Japan-UK business activities and sustainability/corporate responsibility initiatives. The Company of the Year title was the fourth BBA earned by EY Japan, following category wins in 2019 (innovation), 2020 (D&I) and 2022 (DE&I).



Corporate responsibility

Our people are devoting their knowledge, skills and experience to build a better working world through “EY Ripples,” our global corporate responsibility program. If society fails to act, the issues facing the world today are predicted to worsen further by 2030: climate change will push more than 100 million additional people into extreme poverty^{*1}, two billion people will lose their jobs to automation^{*2}, and the population of developing countries will reach 7.2 billion^{*3}. To help offset these predictions, EY is already working to build a world where everyone can contribute to, and benefit from, sustainable economic growth, and where people's lives are changed for the better. EY is committed to positively impacting one billion lives around the world by 2030 in order to contribute to the achievement of the Sustainable Development Goals (SDGs). To play its part in this mission, EY Japan also promotes activities focusing on the following three key areas: next generation education and professional support, collaboration with entrepreneurs who can impact society and initiatives to achieve a sustainable environment.

Three focus areas of EY Ripples

- Supporting the next generation workforce
- Working with impact entrepreneurs
- Accelerating environmental sustainability

^{*1} World Bank, Shock Waves
<https://www.worldbank.org/en/topic/climatechange/brief/shock-wavesmanaging-the-impacts-of-climate-change-on-poverty-background-papers>
^{*2} Oxford Economics, How Robots Change the World
<https://cdn2.hubspot.net/hubfs/2240363/Report%20-%20How%20Robots%20Change%20the%20World.pdf>
^{*3} United Nations, Population 2030
<https://www.un.org/en/development/desa/population/publications/pdf/trends/Population2030.pdf>



ey.com/en_jp/corporate-responsibility

EY Law Co. corporate profile

Name

EY Law Co.
(Dai-ni Tokyo Bar Association)

Managing Partner, Leader of EY Japan Law

Dan Matsuda
(Member of Dai-ni Tokyo Bar Association)

Established

2013

Address

Tokyo Midtown Hibiya, Hibiya Mitsui Tower
1-1-2 Yurakucho, Chiyoda-ku Tokyo 100-0006

Tel: 03 3509 1661 (main)