



## Hiroyuki Kanae

Partner TEL: 81-3-6775-1011

Tokyo Office FAX: 81-3-6775-2011

Hiroyuki Kanae focuses on corporate law, including mergers and acquisitions (domestic and international), corporate reorganizations, joint ventures, labor and employment law (including dispute settlements), corporate governance, IP license agreements, and real estate transactions. He also advises on commercial litigation matters, including domestic and cross-border litigations involving major Japanese and foreign companies.

He represents major Japanese manufacturing companies, foreign financial institutions and high tech companies, as well as private equity funds.

He has been advising on the global development projects mainly for the major Japanese companies investing in North America, Europe and Asia pacific regions and has more than 30 year experiences in the cross-border M&A. In recent years, he has completed M&As and joint ventures not only in Europe and the North America but also in Asian and pacific rim developing countries by collaborating with rich overseas networks in the areas of semi-conductor, high tech, nano-tech, aviation and space, pharmaceutical, medical equipment and software industries.

Through experience of a member of the audit and supervisory board of a major logistic company that has been seeking the global strategy, he advises on the real need of management strategy foreseeing the post-merger integration.

### Practice Areas

Corporate

Corporate and Commercial Transactions    Corporate Governance    Shareholder Activism  
Establishing a Business Presence in

Corporate Disputes    Japan

M&A

M&A/Business Restructuring    Business Alliances    Cross-border M&A

Labor and Employment

Labor and Employment

Disputes Harassment  
 Labor and Employment Issues Associated with Corporate Restructuring  
 Working Conditions including Salary, Retirement Allowance, and Pension  
 Safety and Well-being of Employees including Mental Health Issues  
 Executive (Board Members and Auditors) Issues  
 Drafting and Review of Work Rules and Employment Contracts Immigration-related Services  
 Labor and Employment Law Compliance

Real Estate

Real Estate Real Estate Real Estate Dispute  
 Transactions Investment Resolution

Dispute Resolution

General Commercial Litigation International Litigation and Cross-Border Disputes  
 Labor and Employment Disputes Product Liability Disputes  
 Financial and Securities Dispute Resolution Companies Act related Disputes  
 International Arbitration

International Practice

Mainland China Taiwan Hong Kong Korea India Singapore Indonesia  
 Vietnam Thailand Malaysia Philippines Other ASEAN countries United States  
 Middle East

Government Investigations and Crisis Management

Government investigations Global compliance

Topics

Achievements  
 Apr 18, 2024

The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)

Articles  
 Jul 2023

Sony Insurance USD 150M Fraud Case: Successful International Cooperation to Seize Embezzled Funds Converted to Bitcoin

Articles  
 Apr 2023

Commercial Dispute Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery (Japan Chapter)

Practice Groups

Corporate Transaction Group  
 Asia and Emerging Countries Practice Group

Dispute Resolution Group  
 Data Privacy & Digital Group

Labor Law Group  
 Life Sciences and Health Care Practice Group

Background

Mar 1976	Waseda University (LL.B.)
Jun 1987	University of Illinois Urbana-Champaign College of Law (M.C.L.)
Sep 1987	Coudert Brothers (New York Office)

## Publications

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Sony Insurance USD 150M Fraud Case: Successful International Cooperation to Seize Embezzled Funds Converted to Bitcoin	ICC	Jul 2023
FraudNet Global Annual Report 2023 "FRAUD AND ASSET RECOVERY IN AN UNSTABLE WORLD"		
Commercial Dispute Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery (Japan Chapter)	Commercial Dispute	Apr 2023
Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery 2023		
International Fraud & Asset Tracing 2022 - Japan Law and Practice	Chambers Global Practice Guides	May 2022
Commercial Dispute Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery (Japan Chapter)	Commercial Dispute	Apr 2022
Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery 2022		
Recent Developments in Pursuing Claims Against Organized Crime Group Representatives in Japan	ICC FraudNet Global Annual Report 2022	Feb 2022
International Fraud & Asset Tracing 2021	Chambers Global Practice Guides	May 2021
Commercial Dispute Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery (Japan Chapter)	Commercial Dispute	Mar 2021
Resolution		
Case Study of the Coincheck Cryptocurrency Hack: A Major Japanese Cryptocurrency Exchange Lost "NEM" worth USD \$530 million due to Cyber-Attack	ICC FraudNet GLOBAL REPORT 2021	Jan 2021
Commercial Dispute Resolution - Essential Intelligence: Fraud, Asset Tracing & Recovery (Japan Chapter)	Commercial Dispute	Mar 2020
Resolution		
Crowdfunding changes the Japanese investment style - Grassroot fundraising	"M&A Information Platform" published by INCGROW	Nov 2017
Challenge of Seven-I holdings Co., Ltd in USA - A unique case where a Japanese business acquired its licensor / parent co.	"M&A Information Platform" published by INCGROW	May 2017
Overseas development and localization of Sushi business through franchise	"M&A Information Platform" published by INCGROW	Feb 2017
Basic Understanding of Practical M&A	Shoji Homu Co., Ltd.	May 2015
Essential Points of Japan M&A Practice	Shoji Homu	May 2015
Corporate governance method which promotes the enterprise management - Enhancement of Auditors's role	THE LAWYERS	Feb 2015
Update of US Business Law- Employment and Labor Issues	THE LAWYERS	Apr 2013
Practical Guide of Labor Law for Managers		Feb 2013
Principles, Practice and Forms of New Insolvency Law (Foreign Bankruptcy) 2nd Edition	Minjihokenkyukai Co., Ltd.	Sep 2008

## Lectures

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Case Study: Coincheck Cryptocurrency Hack	ICC FraudNet	Mar 18, 2021
Key issues and negotiation points of Business Alliance and Cross-border M&A	Kinyuzaimukenkyukai	Mar 5, 2019

Dynamics and key points of Cross-border M&A	Financial Management Forums, Inc.	Mar 1, 2018
Dynamics and key points of Cross-border M&A	Financial Management Forums, Inc.	Mar 2, 2017
International Sanctions Compliance Seminar	Anderson Mori & Tomotsune, Hughes Hubbard & Reed LLP, Slaughter and May	Apr 19, 2016

## Achievements

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Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)
Apr 20, 2023	The Best Lawyers in Japan™ 2024
Apr 14, 2022	Best Lawyers 2023
Apr 15, 2021	Best Lawyers 2022
Apr 9, 2020	Best Lawyers 2021
Apr 4, 2019	Best Lawyers 2020

## Professional Admissions

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Japan (1979)  
New York (1988)

## Professional and Academic Associations

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Daini Tokyo Bar Association

## Languages

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Japanese (first language)      English