



Partner

Ryotaro Yamamoto

Japan (2009) , Daini Tokyo Bar Association, Japan Federation of Bar Associations

Location

Tokyo Office

Practice Areas

Corporate and M&A

General Corporate Practice / Corporate Litigations, Disputes and D&O Liabilities / M&A, Reorganization, and Business Alliance / Private Equity / Corporate Governance/Shareholders Meeting / Venture and Startup Support

Risk Management & Compliance

Corporate Investigation / Global Compliance

Intellectual Property Law

Intellectual Property Transactions / License and Franchise

Dispute Resolution

Corporate Litigations, Disputes and D&O Liabilities / Labor Disputes and Proceedings / International Dispute Resolution

Finance and Insurance

Insurance / FinTech / Acquisition Finance / Project Finance / Fund/Investment Management / Venture Capital and Venture Finance

Employment Law

Employment Consulting / Labor Disputes and Proceedings / HR, Pensions and Benefit Programs

International Practice

International Commercial Contracts / International Dispute Resolution

Pro Bono Practice

Domestic Pro Bono Practice / International Pro Bono Practice

Life Science, Pharmaceutical and Healthcare

Research and Development / Business-Academia Collaboration / Dispute Resolution / M&A

Personal Data, AI, IT and Digital

FinTech

Major Cases Handled

M&A and establishment of joint ventures

- Providing advice to a major Chinese consumer electronics maker on the acquisition of the refrigerator, washing machine and other white

goods electronics products businesses in Japan and Southeast Asia of a major Japanese consumer electronics maker

- Providing advice to a major domestic resource development company on the acquisition of a subsidiary of another major domestic competitor
- Providing advice to a Singaporean listed company on an acquisition of semiconductor related business from a Japanese company
- Providing advice to a major domestic consulting company on the sale of a subsidiary of an M&A consulting company to a foreign investment fund
- Providing advice to a major domestic telecommunications company on the establishment of a joint venture with a US electronic payments company

Support for start-up ventures

- Providing advice to a domestic apparel venture on launching a new brand simultaneously in Japan and the United States
- Providing advice to a domestic health-care-related venture on the acquisition of a competitor
- Providing advice to a domestic environmental-related technology venture on an ODM agreement with a Chinese company
- Providing advice to a domestic IT venture on the development of an application for Facebook to be used in foreign countries
- Providing advice to a U.S. IT venture on the establishment of a joint venture with a major domestic IT company
- Providing advice to a U.S. IT venture on the launch of business in Japan

Employment related matters

- Representation of a former representative director of an international IT vender ' s subsidiary regarding enforceability of a non-compete obligation
- Representation of various companies in a case concerning a request for a reversal of a dismissal
- Representation of a foreign investment advisory company in a labor tribunal concerning a request for payment of unpaid wages
- Representation of a foreign publishing company in a litigation concerning a subcontracting agreement with a former employee
- Representation of a foreign manufacturer in a collective bargaining with a labor union regarding a request for reversal of a dismissal
- Representation of a foreign pharmaceutical company in collective bargaining with labor unions regarding a request for reversal of a dismissal and power harassment complaint
- Representation of an international software company in a collective bargaining with a labor union regarding a performance improvement plan

Litigation, arbitration and disputes

- Representation of a construction company in Mongolia in a JCAA arbitration concerning sales of construction equipment in Mongolia
- Providing advice to a consortium formed by Japanese general contractors in a matter with ICC arbitration concerning an expressways construction project in Africa
- Representation of an international social media company in a provisional dispositional case regarding request for disclosure of a sender information
- Representation of a foreign food maker in a provisional disposition case regarding cancellation of a contract with a significant business partner
- Providing advice to a foreign investment fund in a dispute about control over a domestic listed company
- Providing advice to infrastructure consulting companies in terms of restructuring of infrastructure scheme for a toll road
- Providing advice to an international construction company in a dispute in connection with a solar power generation project

Education & Professional Experience

Education

2004

Faculty of Policy Management, Keio University, B.A. (Policy Management)

2007

Nagoya University Law School (J.D.)

Professional Experience

2009 - 2011

Tokyo Office, Linklaters (Gaikokuhou Kyodo-Jigyo Horitsu Jimusho Linklaters)

2011

BNP Paribas Securities Japan (Limited) (Secondment)

2012 - 2015

White & Case Law Offices (Registered Association)

2015 -

Oh-Ebashi LPC & Partners (2019 - Registered Partner)

Activities

Part-time lecturer, Faculty of Policy Management, Keio University (Laws related to ventures)

Part-time lecturer, School of International and Area Studies, Tokyo University of Foreign Studies (Business laws)

Auditor, WASSHA Inc.

Auditor, Liberta Co., Ltd.

Auditor, Specified Non-Profit Organization Kamonohashi Project

Publications

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|------------|--|
| 2025.12.01 | PANORAMIC NEXT - Labour & Employment 2025 - Japan Chapter |
| 2025.06.18 | [Court Case] A Case in which Status as a Person in a Position of Supervision or Management was Recognized for a Manager of a Used Car Dealership |
| 2025.03.19 | PANORAMIC NEXT - Labour & Employment - Japan Chapter |
| 2024.09.18 | [Court Case] Obligation to Pay Wages for Non-working Hours due to 'Maternity Harassment' |
| 2023.09.13 | [Court Case] A Case in which the Client ' s Breach of the Duty of Care for Safety was Recognized with Respect to Harassment toward a Freelancer |
| 2023.04.28 | The Legal 500 Country Comparative Guides -Japan Doing Business In |
| 2022.10.03 | An Introduction to Startup Investments by Business Companies (Part) |
| 2022.07.01 | An Introduction to Startup Investments by Business Companies (Part I) |
| 2022.01.25 | Employment and Immigration Law Guide 2022 Jurisdiction:Japan |
| 2020.12 | Start-up Investment Agreement – Model Agreement and Commentary Thereon |
| 2020.09 | Doing Business in Asia Pacific - IBA Asia Pacific Regional Forum, September 2020 |
| 2019.06 | Best Practices of Forming Venture Capital Funds - A Commentary on the New Model Contract and the Market-Value Valuation Method |
| 2018.12.21 | The Regulatory Sandbox in Japan |
| 2018.09.15 | Publication of “ A Limited Partnership Agreement for Investment (Template) and an Explanation Thereof ” (2) |
| 2018.09 | Business Transfer Practices – Everything about Legal, Labor, Accounting and Tax |
| 2018.09.01 | Publication of “ A Limited Partnership Agreement for Investment (Template) and an Explanation Thereof ” (1) |
| 2018.08.28 | The Act on Special Measures for Productivity Improvement (Part 2) - Outline of the System to Facilitate Data Sharing and Collaboration |
| 2018.08.10 | The Act on Special Measures for Productivity Improvement (Part 1) - What does the “ Regulatory Sandbox ” mean? |
| 2018.01 | Global Legal Insights : Employment & Labour Law 2018, 6th Edition : Chapter Japan |
| 2017.09.12 | Employee Hiring Guidelines in Japan |
| 2017.07 | Establishment of the First Law on Sharing Economy -Gist of the New “ Minpaku ” Law |
| 2017.02 | The Features of Annual General Meetings of Shareholders Held in 2016 and the Analysis thereon, |
| 2016.12 | Global Legal Insights : Employment & Labour Law 2017, 5th Edition : Chapter Japan |

Seminars/Lectures

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| 2025.09.30 | 【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (5) |
| 2025.11.09 | Review of Consultation Cases on Clinical Ethics of Medical Practitioners and Legal Professionals - |

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| 2025.05.27 | 【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (4) |
| 2025.05.26 | Importance of Medical Records Entry Learned from Recent Court Cases - Thoughts on Medical Records Entry that can be Used in Daily Practice |
| 2025.01.29 | [Medical Safety Seminar (7) in Kagawa Prefecture] Understanding the Importance of Medical Record Entries Based on Recent Court Cases and Medical Safety Managers' Concerns - From the Perspective of a Medical Safety and Clinical Ethics Lawyer - |
| 2024.12.20 | 【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (3) |
| 2024.10.30 | 【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (2) |
| 2024.09.20 | "Diagnostic Errors" in the Emergency Department: Risk Reduction Using the Information Sharing System with Patients |
| 2024.06.28 | 【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (1) |
| 2023.05.16 | 【Online Seminar】 Seminar on Legal Practices for Companies Expanding Their Business Abroad (1): Basics of Investment in Startups in the U.S. |
| 2022.12.20 | 【Online Seminar】 New Series of International Legal Practice Seminars (14): International Labor Affairs - Issues Relating to Overseas Secondment and Overseas Assignments |
| 2021.07.30 | 【Free Online Seminar for a Limited Audience】 Legal Seminar for Foreign Companies, Series 2 : Basics of Labor Disputes (Labor Litigation, Labor Tribunal Proceedings and Collective Bargaining) |
| 2021.07.01 | 【Free Online Seminar for a Limited Audience】 Legal Seminar for Foreign Companies, Series 1 : Considerations on Voluntary Retirement and Unilateral Termination |
| 2020.01.30 | Symposium: Insights into the New Era of Industrial Innovation and Related Legal Issues |
| 2019.10.29 | 【Osaka】 Risk Management & Compliance Seminar Responses to Crises in Labor Relations - Points to Note in Handling Harassments, Misconducts and the Like and Case Studies |
| 2019.10.23 | 【Tokyo】 Risk Management & Compliance Seminar Responses to Crises in Labor Relations - Points to Note in Handling Harassments, Misconducts and the Like and Case Studies |
| 2019.09.19 | Important Issues in Business Legal Affairs in View of Latest Developments - Investment Agreement and Shareholders Agreement for Venture Investment |
| 2019.06.14 | Responding to the Legislation for the Promotion of Work Style Reforms to be enacted on April 1, 2020 - Legal Explanation by an Attorney on Practical Responses to Resolve Unreasonable Discriminatory Treatment |
| 2019.03.07 | Soon to be Enacted! A Commentary by an Attorney on the Final Review of the "Legislation for the Promotion of Work Style Reforms" |
| 2018.09.20 | Latest Movement concerning Flexible Work Styles - Summary of Issues concerning Second Job/Side Job, as well as Diverse Work Styles not based on an Employment Relationship |
| 2018.09.11 | 【Tokyo】 Seminar on Smooth Business Succession for Global Companies |
| 2018.06.26 | An Explanation of the Sample Investment Limited Partnership Agreement Revised Mainly for VC Funds |
| 2017.10.26 | Commentary Based on the Outline of Bills on Work Style Reform - Check Points that Companies Should Comply with. |
| 2017.04 | Deregulation Being Lead by Companies - An Introduction to Use the System to Eliminate Regulatory Gray Zones and the Special System for Corporate Field Tests |

