

KOICHI SAITO

Partner

Tokyo

LEGAL AWARDS

The Nikkei "Top-performing Lawyer 2023" Business & Human Rights Practice, Ranked 10th in the ranking of lawyers by companies and 6th in the overall ranking

Thomson Reuter "Stand-out Lawyers 2024"

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

Chambers DEI Awards: Asia-Pacific and Greater China Region 2024 - Diversity & Inclusion: Outstanding Contribution - Shortlisted



Key Practice Areas

Corporate

Sustainability

M&A/Business Restructuring

Support for Start-ups

Internal investigations and organizing third-party committees

TEL:81-3-6775-1095 / FAX:81-3-6775-2095

2023.12.07

The Nikkei " Top-performing Lawyer " in 2023

Koichi Saito is a partner in employee/executive incentive practice group. He is a leading lawyer in this field in Japan. He advises on all aspects of share/cash-based incentive plans. He advises on selection of types of awards, design of the incentive plan, due diligence on legal and tax issues in Japan as well as other jurisdictions, implementation of the incentive plan, and operation of the plan. He advises Japanese listed and private companies on issues relating to incentive plans generally, in M&A situations and on IPO. He advises global corporations on extending their incentive plans into Japan.

He also specializes in business and human rights and other aspects of ESG law. He advises Japanese and multinational corporations, governments and international organizations on preparing policies and their implementation, including risk assessment, human rights due diligence, mitigation of human rights risks, and engagement with stakeholders. He has served as Operating Committee member of Business and Human Rights Lawyers Network Japan since 2019, and he is also a member of Advisory and Mediation Panel of Japan Center for Engagement and Remedy on Business and Human Rights (JaCER).

SERVICES

Practice Areas

Key Practice Areas

/ Corporate

Corporate and Commercial Transactions

Corporate Governance

Shareholders' Meetings and Relationships with Shareholders

Support for Start-ups

/ M&A

M&A/Business Restructuring

Joint Ventures

Startup M&A/Venture Capital

Cross-border M&A

Public M&A

/ Government Investigations and Crisis Management

Internal investigations and organizing third-party committees

/ Intellectual Property

IP Transaction, M&A (License, IP Due Diligence)

/ Sustainability

Related Practice Areas

- Corporate

Shareholder Activism / Corporate Disputes

- Government Investigations and Crisis Management

Data Breach and Cyber incident response /

Media control and public relations

- Labor and Employment

Labor and Employment Disputes /

Workplace Harassment and Other Misconducts /

Labor and Employment Issues Associated with Corporate Restructuring

Executives (Board Members and Auditors) /

Non-regular Employment, Temporary Staffing, Outsourcing, Freelancing

/

- Media and Entertainment
Entertainment/Content Transaction
- Competition/Antitrust
International Cartels and Leniency / Merger Control
- Dispute Resolution
Securities Disputes and Other Corporate Scandals /
M&A and Corporate Disputes / IT Disputes
- International Practice
United States

/ LEGAL AWARDS

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

Chambers DEI Awards: Asia-
Pacific & Greater China Region
2024 - Shortlisted

Thomson Reuters Stand-out
Lawyers - independently rated
lawyers

The Nikkei " Top-performing
Lawyer " in 2023

The Best Lawyers in Japan™ 2024

Best Lawyers 2023

/ RELATED INSIGHTS

ARTICLES Featured Articles and Interview Contents

Legislation related to LGBTQ
Matters

2024.03.13

NEWSLETTERS Newsletters

SEMINARS Seminars

The Developments and
Challenges in Human Rights in...

2024.04.06

Legal matters for management
of foreign subsidiaries -...

2024.01.31

Global Equity Incentive
Seminar: Issues on Legal and...

2023.11.09

PUBLICATIONS Publications

Adoption of Corporate
Sustainability Due Diligence...

2024.05.16

[Media](#)

Legal500 - Environmental,
Social and Governance | Japan...

2024.05.01

[Articles](#)

Japan Legal Update : Legislation
related to LGBTQ Matters

2024.03.13

[Others](#)

CAREER

Mar 1999

The University of Tokyo (LL.B.)

Jun 2008

Harvard Law School (LL.M.)

Sep 2008 - Jun 2009

Visiting Researcher at Harvard Law School

QUALIFICATIONS

Japan (2001) New York (2009)

PROFESSIONAL AND ACADEMIC ASSOCIATION

Dai-ichi Tokyo Bar Association

New York State Bar Association

LANGUAGES

Japanese (first language)

English

