



Koichi Saito

Partner

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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).

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Practice Areas

Key Practice Areas

M&A

M&A/Business Restructuring

Government Investigations and Crisis Management

Corporate

Corporate Governance

Competition/Antitrust

Merger Control Competition Compliance

Dispute Resolution

General Commercial Litigation

Related Practice Areas

Labor and Employment	Labor and Employment Law Compliance
Dispute Resolution	International Litigation and Cross-Border Disputes Franchise Disputes
Competition/Antitrust	Interplay of IP and Competition Law
International Practice	Mainland China United States

Topics

Media May 2024	Adoption of Corporate Sustainability Due Diligence Directive
Articles May 2024	Legal500 - Environmental, Social and Governance Japan Chapter
Achievements Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)

Practice Groups

Corporate Transaction Group Dispute Resolution Group Corporate Crisis Management Practice Group

Background

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

Publications

Adoption of Corporate Sustainability Due Diligence Directive	Shojihomu Portal	May 2024
Legal500 - Environmental, Social and Governance Japan Chapter	Legal500 - Environmental, Social and Governance Japan Chapter	May 2024
Japan Legal Update : Legislation related to LGBTQ Matters		Mar 2024
Practice of Introduction and Operation of Equity Incentive Plan for Employees (II)	Shiryoban Shoji Homu No.476 (2023.11)	Nov 2023
Practice of Introduction and Operation of Equity Incentive Plan for Employees (I)	Shiryoban Shoji Homu No.475 (2023.10)	Oct 2023
"Partial amendment to "Treatment of Income Taxes in relation to the Act on Special Measures Concerning Taxation" (notification to interpret laws and regulations)", released by the National Tax Agency Japan	Shojihomu Portal	Jul 2023
Cabinet decides to enforce the act for increasing public awareness and understanding of the diversity in sexual orientation and gender identity on the 23rd	Shojihomu Portal	Jul 2023
EU Law Newsletter (August 2022)	AMT Newsletters	Aug 2022
Human Rights Due Diligence (III-2): Based on International Trends in Business and Human Rights	Junkan Shoji Homu, No. 2300	Jul 2022
Human Rights Due Diligence (III-1): Based on International Trends in Business and Human Rights	Junkan Shoji Homu, No. 2299	Jul 2022
Human Rights Due Diligence (II): Based on International Trends in Business and Human Rights	Junkan Shoji Homu, No. 2298	Jun 2022
Human Rights Due Diligence (I) : Based on International Trends in Business and Human Rights	Junkan Shoji Homu, No. 2297	Jun 2022

Case Study of Global Equity Incentive Plan	Shiryoban Shoji Homu No.438 (2020.09)	Sep 2020
Practice of Global Equity Compensation Plan — Aiming at True Globalization —	Shoji Homu #2241	Sep 2020
Analysis on cases of institutional shareholder's policy of exercising voting rights - focus on agenda of appointment of directors	Junkan Shoji Houmu, No. 2121	Dec 2016
Legal Consultation for Non Profit Organizations	Eiji Press	Sep 2016
Whistle-blowing system and investigation by external experts	Nikkei Business Daily	Apr 2016
The mind of "Noblesse Oblige" - contributing to the society with your professional knowledge and skill	The Lawyers	Sep 2015
Pro-bono activities by business lawyers (52nd story in a series, Asahi Judiciary "Windowsill of Business Law Practices")	Asahi Online	Apr 2013

Lectures

The Developments and Challenges in Human Rights in Japan	IBA	Apr 6, 2024
Legal matters for management of foreign subsidiaries - including risk controls and incentive compensations -	Shoji Homu Co., Ltd.	Jan 31, 2024
Global Equity Incentive Seminar: Issues on Legal and Taxation of Global Equity Compensation under Japanese law	Global Shares	Nov 9, 2023
Global Equity Incentive Webinar: Issues on Legal and Taxation of Global Equity Compensation under Japanese law	Global Shares	Nov 17, 2022
Introduction to overseas legal matters – based on experience of supports for clients as a lawyer	Shoji Houmu Business Law School	Jul 15, 2022
Equity Incentive Seminar for UK subsidiaries of Japanese Companies	Global Shares	Nov 12, 2020
Global Equity Incentive WEB Seminar	Global Shares	Nov 6, 2020
Success factors of the cross-border M&A transactions in the EU	Anderson Mori & Tomotsune	Jul 4, 2019
Key Negotiation Points in Cross-Border M&A Contracts	Anderson Mori & Tomotsune	Mar 20, 22, 2018
Points to remember in designing global share reward systems by Japanese companies	Anderson Mori & Tomotsune	Oct 4, 2017
Meaning and practice of a dialogue-type shareholders meeting	General Incorporated Association "Kigyo Kenkyu Kai"	Feb 27, 2017
Points in reviewing whistle-blowing systems and internal governance systems to prevent scandals	General Incorporated Association "Kigyo Kenkyu Kai"	Sep 27, 2016

Achievements

Apr 18, 2024	The Best Lawyers in Japan™ • Best Lawyers: Ones to Watch in Japan™ (2025 Edition)
Mar 12, 2024	Chambers DEI Awards: Asia-Pacific & Greater China Region 2024 - Shortlisted
Feb 21, 2024	Thomson Reuters Stand-out Lawyers - independently rated lawyers
Dec 7, 2023	The Nikkei " Top-performing Lawyer " in 2023
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

Professional Admissions

Japan (2001)
New York (2009)

Professional and Academic Associations

Dai-ichi Tokyo Bar Association
New York State Bar Association

Languages

Japanese (first
language)

English