

MARIKO KIMOTO

Special Counsel

Nagoya

LEGAL AWARDS

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

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Key Practice Areas

Labor and Employment

Drafting and Review of Work Rules and Employment Contracts

Workplace Harassment and Other Misconducts

Corporate and Commercial Transactions

Vietnam

TEL: 81-52-533-4880 / FAX: 81-52-533-4772

Mariko Kimoto is primarily handling labor and employment matters as well as general corporate matters. She provides domestic and overseas clients with a wide range of legal services including representation in litigations and other dispute resolution procedures, harassment investigations, advices on compliance and other employment-related issues or matters. Besides, she regularly handles corporate transactions in Vietnam and other ASEAN countries with her experience working at a Vietnamese law firm and other public and academic organizations in Vietnam.

SERVICES

Practice Areas

Key Practice Areas

/ Labor and Employment

Labor and Employment Disputes

Dealing with the Regulators

Workplace Harassment and Other Misconducts

Severance Matters

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

Executives (Board Members and Auditors)

Non-regular Employment, Temporary Staffing, Outsourcing, Freelancing

Drafting and Review of Work Rules and Employment Contracts

Social Insurance and Labor Insurance

Labor and Employment Law Compliance

Labor and Employment Disputes

/ International Practice

Vietnam

Related Practice Areas

- Corporate
- M&A
Public M&A
- Dispute Resolution
Civil and Commercial Disputes (General)
- Restructuring/Insolvency and Bankruptcy
Withdrawal From Foreign Markets

Industries

Banks

Securities

Insurance

Trust

Transportation and Logistics

Telecommunication, Media, and Entertainment

IT, Internet and Security

Automotive, Ship and Machinery

Consumer Product and Retail

Education and HR

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RELATED INSIGHTS

PUBLICATIONS Publications

"【SDGs／ESG】No area of Business is Irrelevant to SDGs....	Labor Law Reforms in Asian Countries--- Latest...	Startup Law
2022.08.10 <div>Others</div>	2022.04.21 <div>Articles</div>	2022.03.22 <div>Books</div>

CAREER

Apr 1999	International Christian University (Bachelor of Arts)
Apr 2004 - Oct 2005	The Legal Training and Research Institute of the Supreme Court of Japan
May 2011	graduate study, Columbia Law School (LL.M)
Nov 2011 - Sep 2012	Associated with LEADCO Legal Counsel, Hanoi
Nov 2012 - Mar 2014	Long Term Expert, JICA Vietnam Technical Assistance for the Legal and Judicial System Reform
Mar 2013 - Jun 2018	Secretary of Committee on International Relations, the Japan Federation of Bar Associations
Aug 2017 - Aug 2020	Designated Assistant Professor at Graduate School of Law Nagoya University, Research and Education Center for Japanese Law, Hanoi Law University
Oct 2020 -	Adjunct Lecturer, Nagoya University Graduate School of Law

QUALIFICATIONS

Japan (2005)

PROFESSIONAL AND ACADEMIC ASSOCIATIONS

Aichi Bar Association

LANGUAGES

Japanese (first language)
English