



## Takefumi Sato

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Takefumi Sato is a partner specializing primarily in the areas of commercial litigation, arbitration, mediation and other dispute resolution proceedings. His experience covers a broad range of disputes, such as, securities litigations, M&A and Joint Venture related disputes, franchise business lawsuits, disputes over control of a company, and defective products lawsuits. He also has a broad experience in the areas of labor and employment, including, advising revision of company rules, strategic advice in a pre-dispute phase, negotiation with protesting employees, handling lawsuits, preliminary injunction and labor tribunal, and advising on collective bargaining with labor unions.

### Practice Areas

#### Key Practice Areas

Corporate

Labor and Employment

Corporate Disputes

Labor and Employment

Disputes

Labor Unions

Dealing with the

Regulators

Harassment

Labor and Employment Issues Associated with Corporate

Severance Matters

Restructuring

Working Conditions including Salary, Retirement Allowance, and

Pension

Safety and Well-being of Employees including Mental Health

Issues

Executive (Board Members and Auditors)

Non-regular

Issues

Employment

Drafting and Review of Work Rules and Employment

Contracts

Social Insurance and Labor Insurance

Immigration-related Services

Labor and Employment Law

Compliance

Dispute Resolution

General Commercial Litigation    International Litigation and Cross-Border Disputes  
Labor and Employment  
Alternative Dispute Resolution    Disputes  
Tax Litigation and Dispute Resolution    Administrative Disputes    Product Liability Disputes  
Real Estate Dispute  
Financial and Securities Dispute Resolution    Franchise Disputes    Resolution  
Corporate Scandal Related Securities and Other Civil Litigation    Competition-Related Litigation  
Estate and Business Succession Dispute  
Companies Act related Disputes    Resolution  
Consumer-related Disputes

## Related Practice Areas

Government Investigations and Crisis Management

Internal investigations and organizing third-party committees  
Quality control, product liability and product fraud

Accounting fraud

Finance and Financial Institutions

Financial and Securities Dispute Resolution

Real Estate

Real Estate Dispute Resolution

Tax

Tax Litigation and Dispute Resolution

## Topics

Achievements  
Apr 18, 2024

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

Articles  
Aug 2023

Chambers Global Practice Guides - Enforcement of Judgments 2023

Achievements  
Apr 20, 2023

The Best Lawyers in Japan™ 2024

## Practice Groups

Dispute Resolution Group

Labor Law Group

## Background

Mar 1994

Musashi High School

Mar 1999

The University of Tokyo (LL.B.)

Oct 2000

The Legal Training and Research Institute of the Supreme Court of Japan

Apr 2011 - Mar 2014

Worked as an Adjunct Lecturer at The University of Tokyo

Sep 2016 -

Working as an Adjunct Lecturer at The University of Tokyo Graduate Schools for Law and Politics

## Publications

Chambers Global Practice Guides - Enforcement of Judgments 2023 Judgments 2023	Chambers Global Practice Guides - Enforcement of	Aug 2023
Chambers Global Practice Guides - Enforcement of Judgments 2022 - Japan Law & Practice Enforcement of Judgments 2022	Chambers Global Practice Guides -	Aug 2022
Chambers Global Practice Guides - Enforcement of Judgments 2021 - Japan Law & Practice Enforcement of Judgments 2021	Chambers Global Practice Guides -	Sep 2021
Lessons to Learn from International Lawsuits in terms of Conflict Prevention	JCA Journal (Dec 2020)	Dec 2020
Key Points to Note for Companies to Avoid Appearing on the "Evil Corporation List"	Corporate Law A 2 Z	Sep 2017
Case Case Study - International Private Law	Yuhikaku	Jan 2015
A Prohibitory Injunction Against Illegal Actions of Directors for Practitioners - Corporate Governance"	Jurist Special Edition "Selected Court Cases with Comments Oriented	Dec 2013
Recent Trends in Administrative Litigation		Jun 2009
Key Point of Debt Collection for Chinese Companies	Business Law Journal	Sep 2008
Requirements for Litigators Handling Commercial Disputes in Light of More Complex and Cross-border Activities by Business Enterprises	The Lawyers	Dec 2006
Case Commentary on Secondment, Employment Transfer, Retirement and Dismissal	Dai-ichi Hoki Publishers	Mar 2002

## Lectures

Labor Employment Workshop - Wage, Bonus and Severance Benefits, with a focus on the Principle of Equal Pay for Equal Work. Junior Executive Council of Japan		Apr 15, 2022
Amendment to the Personal Information Protection Act and the Whistleblower Protection Act	Junior Executive Council of Japan	Feb 16, 2022
Labor Employment Workshop - Wage, Bonus and Severance Benefits, with a focus on the Principle of Equal Pay for Equal Work and the Supreme Court Judgments.	Junior Executive Council of Japan	Apr 16, 2021
Legal Implications of Remote Work under the Covid-19 Pandemic	Junior Executive Council of Japan	Feb 17, 2021
Prevention of Troubles with Foreign Employees	Junior Executive Council of Japan	Feb 12, 2020
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits	Junior Executive Council of Japan	Apr 12, 2019
Labor Case Seminar - "SNS" and Labor Law	Junior Executive Council of Japan	Feb 13, 2019
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits – Response Required for "Equal Pay for Equal Work" Junior Executive Council of Japan		Apr 13, 2018
Labor Case Seminar - Recent Issues of Employing Foreign Workers	Junior Executive Council of Japan	Feb 14, 2018
Labor Case Seminar – Reasonableness of the Difference of Labor Condition between Fixed-term and Non Fixed-term Employees - Principles of Equal Pay for Equal Work, and Response Required for Various Problems of Overtime Pay	Junior Executive Council of Japan	Jul 12, 2017
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits – Response Required for "Equal Pay for Equal Work" and "Zero Overtime Pay"	Junior Executive Council of Japan	Apr 14, 2017
Labor Case Seminar - Minorities and Labor Law	Junior Executive Council of Japan	Jul 13, 2016
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits	Junior Executive Council of Japan	Apr 15, 2016
Labor Case Seminar - Various Issues of International Aspects of Labor Law	Junior Executive Council of Japan	Jun 10, 2015
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits	Junior Executive Council of Japan	Apr 17, 2015
Labor Case Seminar - Trade Secrets and Non-competition Clause	Junior Executive Council of Japan	Oct 15, 2014
Labor Employment Workshop -Wage, Bonus Payment and Severance Benefits	Junior Executive Council of Japan	Apr 12, 2013
Labor Case Seminar - Formation of Implied Contract - Points to consider regarding Amended Worker Dispatch Act-, / Violation of Worker Dispatch Act and Tort	Junior Executive Council of Japan	May 16, 2012
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits	Junior Executive Council of Japan	Apr 13, 2012
Labor Employment Workshop - Wage, Bonus Payment and Severance Benefits - Legislative Response to Planned Outage and Suspension of Operation	Junior Executive Council of Japan	Apr 15, 2011
Labor Case Seminar - Effectiveness of Recent Cases of Dismissal for the Purpose of Reorganization / Human Rights Violation Concerning Flyer Contents Distributed by Union Members	Junior Executive Council of Japan	Sep 15, 2010

Recent Labor Related Key Words and Risk Management	Junior Executive Council of Japan	Jul 31 - Aug 1, 2009
Labor Case Seminar - Key Point in Extending Employment and Decreasing Wage of Employees Aged 60 or Older	Junior Executive Council of Japan	Sep 17, 2008
Points of Latest Significant Labor Law Related Cases	The Association of Japanese Corporate Legal Departments	Apr 30, 2008

## 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

## Professional Admissions

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Japan (2000)

## Professional and Academic Associations

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Daini Tokyo Bar Association

## Languages

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Japanese (first language)      English