

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

2026.11.04	Lexology Panoramic Next - Labour & Employment 2026 - Japan Chapter
2026.08.24	No more troubles with this! Handbook for Dealing with Pay-Harassment
2025.12.17	[Court Case] A Case in which Worker Status was Denied with Respect to a Writer of Internet Articles
2025.12	Business Transfer Practices – 2nd Edition
2025.12.01	Lexology 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	Lexology Panoramic Next - Labour & Employment 2024 - 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 Ⅱ)
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

2026.10.28	【Online Seminar for Healthcare Professionals】Series of Seminars on Legal and Employment Affairs of Hospitals: Handling of Harassment -- Protecting Employees Through a Systematic Approach (3)
2026.09.15	【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (8)
2026.07.10	【Online Seminar for Healthcare Professionals】Series of Seminars on Legal and Employment Affairs of Hospitals: Handling of Harassment -- Protecting Employees Through a Systematic Approach (2)
2026.06.16	【Online Seminar for Healthcare Professionals】 Series of Seminars on Legal and Employment Affairs of Hospitals: Handling of Harassment -- Protecting Employees Through a Systematic Approach (1)
2026.05.19	【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (7)
2026.01.20	Japanese Red Cross Society Training Workshop for Medical Safety Promotion Officers: "Responding to Patient Harassment"
2025.12.23	【Online Seminar for Healthcare Professionals】 Seminar on Improvement of Healthcare Quality and Patient Safety (6)
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 - Addressing the Issue of a Family Member Giving "Consent on Behalf of a Patient"
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	【Onilne Seminar】Seminar on Legal Practices for Companies Expanding Their Business Abroad (1): Basics of Investment in Startups in the U.S.
2022.12.20	【Onilne 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 ③ 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 ③ 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

Languages

Japanese, English