

Nobuki Wada

Partner

Tokyo
+81.3.6205.3632

nobuki.wada@klgates.com

OVERVIEW

Nobuki Wada is a partner in the firm's Commercial Disputes practice group but has a broad general practice that encompasses many legal areas. With more than twenty years of experience, he has advised on a broad range of corporate, commercial, dispute resolution, and intellectual property matters in Japan and on cross-border transactions, and brings extensive experience in these areas.

He is a leader in the Labor law field in Japan, and is a member of the firm's Labor, Employment, and Workplace Safety practice. He is recognized in the area of Employment by *Chambers Asia-Pacific and* has also been highly ranked in the Labor and Employment category by *The Legal 500 Asia Pacific* continuously since 2018. In addition, he has been selected for inclusion in *The Best Lawyers in Japan* in the field of Labor and Employment.

In addition to being a Japanese lawyer, he is registered in Japan as a *Benrishi*, a licensed legal specialist in Japanese intellectual property matters. As a *Benrishi*, he is uniquely qualified to advise on matters involving patents, trademarks, copyrights, trade secrets and unfair competition laws in Japan. He has a broad experience with technology transactions including IP assets sales and transfers, licensing arrangements, development contracts, and various forms of M&A targeting IP.

PROFESSIONAL BACKGROUND

Prior to joining the firm, Nobuki practiced as an associate with a local Japanese law firm in Tokyo for over eight years.

ACHIEVEMENTS

- Recognized by *The Legal 500 Asia Pacific* as a Next Generation Partner for Labour and Employment: International Firms and Joint Ventures in Japan, 2018-2026
- Listed in *Best Lawyers in Japan*™ for Labor & Employment Law, 2020

SPEAKING ENGAGEMENTS

- "Know-how A to Z for Collecting and Using Personal Information - Recent Trend of Information Security", July 2013
- Restructuring and Handling Low Achiever, February 2012

EDUCATION

- The Legal Training and Research Institute of Japan, 2006
- M.A., Doshisha University Graduate School of Law, 2004
- LL.B., Doshisha University, 1999

ADMISSIONS

- Benrishi registered with the Japan Patent Attorneys Association
- Japan (Dai-ichi Tokyo Bar Association)

LANGUAGES

- English
- Japanese

THOUGHT LEADERSHIP *POWERED BY HUB*

- 2026, Global Employer Guide
- 20 April 2020, COVID-19: Japanese Economic Stimulus Package is Unveiled
- 25 March 2020, COVID-19: Employment Policies and Factsheet for Companies in Japan

OTHER PUBLICATIONS

- A quick regulatory guide to telehealth services in Japan, *Healthcare IT News*, 9 June 2022
- "Rights and Duties for Representative for Executives - Code of Conduct under acquisition of control", *Shoji Homu* No.1992, March 5, 2013
- "Issues of Corporate Law of Inspection or Copy of Voting Forms", *Shoji Homu* No.1932, co-author, May 25, 2011

NEWS & EVENTS

- 16 April 2026, More Than 80 K&L Gates Lawyers Across Asia-Pacific Recognised in 2027 Best Lawyers, Ones to Watch Editions
- 14 January 2026, K&L Gates Recognised in *The Legal 500 Asia Pacific* 2026
- 15 January 2025, The Legal 500 Recognises K&L Gates In 2025 Asia Pacific Edition
- 17 January 2024, The Legal 500 Recognises K&L Gates in 2024 Asia Pacific Edition
- 3 October 2023, K&L Gates Advises Live-Streaming Platform 17LIVE on Landmark De-SPAC Business Combination in Singapore
- 16 January 2023, The Legal 500 Recognizes K&L Gates in 2023 Asia Pacific Edition
- 13 January 2022, Legal 500 Recognizes K&L Gates in 2022 Asia Pacific Guide
- 2 March 2018, K&L Gates Names 34 New Partners Across Global Platform

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Appellate Litigation
- Class Action Defense
- Collective Labor and Works Councils
- Commercial Disputes
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Mass Tort
- Mergers and Acquisitions
- Product Liability
- Wage and Hour
- Workplace Safety

INDUSTRIES

- Life Sciences

REPRESENTATIVE EXPERIENCE

Corporate

- Advising and representing venture companies in connection with stock option (share subscription rights) issuances, investment agreements and shareholders' agreements.
- Advising and representing clients in connection with mergers, share transfers, divestitures of target companies' businesses and other M&A transactions, as well as a wide range of commercial agreements.
- Advised and represented electric power supply agreements with TEPCO under Japanese renewable energy regulations (including Feed-in Tariff scheme).

IP Filings, Negotiations and Dispute Resolution

- Representation of a subsidiary in Japan of a global sports goods manufacturing company in connection with a damages claim and license associated with copyright infringement of products.
- Representing clients in invalidation trials against infringing trademarks, actions to revoke JPO decisions (including before the IP High Court) and trademark infringement litigation, including provisional injunctions, injunctions and claims for damages.
- Advising and representing an international consumer electronics manufacturer in connection with patent applications relating to its products, including office actions, amendments and patent grant procedures.

Life Science Regulatory and Compliance

- Advising and representing clients in connection with the conduct of clinical trials and post-marketing surveillance (PMS); licensing negotiations and agreement reviews; investigations and seminars relating to fair competition codes; and communications, negotiations and reporting with the Fair Trade Council of the Ethical Pharmaceutical Drugs Marketing Industry.
- Conducted trainings for sales persons for healthcare professionals and formulated rules in connection of bribery/anti-corruption relevant laws in Japan (the Government Anti-Corruption Rules, etc.).

Dispute Resolution Representation (Japan Qualification)

- Representation of a domestic financial institution in a case where about 200 plaintiffs filed a lawsuit to seek the refund of a leasing fee.
- Representation of a US-based machinery distributor in connection with litigation which involves potential conflict of interest under international arbitration procedure and international jurisdiction.
- Representing Japanese companies in commercial litigation, including matters involving commercial jurisdiction, provisional remedies and actions on the merits relating to shareholder meetings, injunctions

against new share issuances, disputes over corporate control, provisional attachments, damages claims, provisional injunctions and other commercial disputes.

Labor, Employment and Workplace Safety

- Representation of a subsidiary in Japan of a global medical device for cardiac company in connection with a provisional disposition, a labor tribunal and a formal lawsuit brought by an ex-employee seeking invalidation of dismissal after probation period and reinstatement to the company.
- Representation of a subsidiary in Japan of a global surgical goods company in connection with collective bargaining and Labor Relations Commission associated with harassment, work-related injury and termination of employment.
- Advised a client on work-related injury or death, as well as represented a client in a workers compensation insurance process, mediation and any other relevant processes.
- Conducted an internal investigation on behalf of a subsidiary in Japan of a major multinational e-commerce company in connection with financial fraud against a business customer.