

## 2025 Corporate Legal Internship Report

Twenty-four of our students participated in the 2025 Corporate Legal Internship Program with the cooperation of the thirteen member companies of the International Corporate Legal Association (INCA) listed below.

1. LegalOn Technologies Inc.
2. Danone Japan Co., Ltd.
3. Kao Corporation
4. Suntory Holdings Limited
5. Adecco Japan Co., Ltd.
6. The Japan Steel Work Ltd.
7. Unilever Japan K.K.
8. GMO Internet, Inc.
9. Louis Vuitton Japan K.K.
10. Lester Co., Ltd.
11. Nitori Holdings Co., Ltd.
12. Takeuchi Manufacturing Co., Ltd.
13. Japan Airlines Co., Ltd.

### Internship Report

#### **1. Host company: Nitori Holdings Co. Ltd. Fourth-Year Law Student**

This internship offered a valuable opportunity to gain a systematic understanding of the role and scope of corporate legal affairs. Through learning about diverse fields such as governance, legal affairs, intellectual property and compliance, I gained a concrete understanding of how companies manage risks in daily operations and maintain organizational integrity. What I found particularly memorable was the notion that, “the legal department is not a “reactive department that responds after problems occur”, but rather a “department that designs systems to prevent problems from occurring in the first place.”

Furthermore, my research into Contract Lifecycle Management (CLM), as well as my work creating internal materials, gave me a deep understanding of how contracts and information become increasingly complex as companies grow. I also came to appreciate the importance of systems that can efficiently integrate and manage these contracts. Organizing issues and explaining them to employees was a valuable experience that taught me this work requires legal knowledge and the ability to understand the field, identify problems and propose solutions.

Additionally, I received practical and candid advice guidance on shaping my future career during individual consultations with the program’s career advisor. The words, “it’s not a bad idea to try various things before deciding” provided significant insight for me, as I tended to feel uncertain about my path. However, “once you set a goal, it’s crucial to see it through to the end,” provided additional food for thought for someone like me, who tends to feel uncertain about their path. They reaffirmed the importance of building a career foundation and gaining experience in order to understand my own interests and strengths.

This meeting also made me think deeply about taking responsibility. For example, when hosting a meeting, the primary responsibility is to prepare in order to facilitate an efficient discussion. This involves organizing the agenda in advance, identifying the key points and ensuring that all participants, who have taken time out of their busy schedules, can engage effectively. I believe this goes beyond mere task management and reflects an underlying attitude towards the organization. Furthermore, the suggestion that 'an internal director chairs the meeting' was extremely compelling. It was pointed out that internal members have a much deeper understanding of the business context and organizational circumstances, which gives them a much stronger sense of responsibility and ownership. From a corporate legal perspective, I learned that clear accountability is a crucial factor in the quality of decision-making.

Based on these experiences, I set three future goals: Strengthening my expertise in foundational legal areas such

as contract and corporate law; improving my organizational skills and document drafting abilities to ensure the responsible execution of tasks; and cultivating career focus by clarifying my strengths through diverse experiences. The insights gained from this internship were invaluable, influencing not only my graduate school application and bar exam preparation, but also my future career choices and professional outlook.

## **2. Host company: LegalOn Technologies Third-Year Law Student**

My internship at LegalOn Technologies provided me with a clearer understanding of the work performed within the legal department and heightened my motivation to continue studying law.

It's known that the role of any legal department goes beyond simply identifying risks and protecting the business. At LegalOn Technologies, a software development company, I observed legal team members participating in development meetings and providing UI feedback as early adopters of their own products, which made it clear that they function as partners, creating value alongside the business. I also learned that the core value of legal tech businesses lies in AI-driven operational efficiency, which enables legal professionals to transition to more creative work. However, this business constantly faces the issue of 'unlicensed legal practice', which conflicts with Article 72 of the Attorney Act. The methods for navigating regulatory grey zones that I learnt on Day 2 proved extremely valuable for understanding the relationship between new ventures and existing regulations. Furthermore, on the final day, I was deeply impressed by the legal aspects of policy formulation — not merely complying with existing rules, but actively collaborating with ministries to influence guideline development and shape societal rules to achieve business objectives. The contract review exercise on the fourth day was when everything I had learned connected clearly to practical work. Revising a one-sided non-disclosure agreement into fair terms made me realize how the knowledge of civil and corporate law I acquired at university could be applied as a practical tool in the business world too.

After qualifying as a lawyer, I was torn between pursuing a career at a law firm or as in-house counsel. During my five days on this internship, I had the opportunity to hear specific insights about the pros and cons of each path from individuals who had experienced both types of role. Furthermore, during a post-internship interview, I received valuable advice on how to approach my own career path: 'It might be wise to first enhance your expertise as a lawyer at a firm, and then consider an in-house role.'

Moving forward, I intend to consciously apply this advice. I will seek out learning opportunities that involve deep reflection on questions without clear answers, broadening my perspective in the process. I will actively seek out knowledge beyond law, such as IT trends and other areas of interest, with the aim of becoming a legal professional who can view matters from multiple angles.