



## Hikaru Ito

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### PROFILE

Mr. Ito has extensive experience in a wide range of legal services, including dispute resolution such as legal consultation, negotiation, and litigation, covering both corporate and general civil matters.

Leveraging his experience working in-house at a company, he specializes in advising on governance, compliance, and HR matters, including handling whistleblower hotlines. Recently, he has also focused on supporting the management of startups and medical clinics.

As a specialized area, Mr. Ito also handles sports and entertainment law, providing various legal support for both professional and amateur sports. Furthermore, he contributes to the development of future legal professionals by teaching at universities.

### QUALIFICATIONS/REGISTRATION

2016 Admitted to the bar  
(Dai-ichi Tokyo Bar Association)

### BACKGROUND

2012 Chuo University (LL.B.)  
2014 Keio University Law School (J.D.)  
2017-2024 Law firm in Tokyo  
2018-2020 Secondment to Nippon Professional Baseball Organization  
2025 Sparkle Legal

- Training Supervisor, 76<sup>th</sup> and 78<sup>th</sup> Class of Legal Trainees, Dai-ichi Tokyo Bar Association
- Arbitration and Mediation Specialist at Japan Sports Arbitration Agency
- Member of Japan Sports Law Association
- Member of the Arbitration Committee, Japan Basketball Association (JBA)
- Lecturer, Civil Procedure Law, Chuo University Legal Profession Program
- Part-time Lecturer, Sports Law, Faculty of International Management, Kyohei University
- Secretariat, Japan International Mediation Center in Kyoto

### ACTIVITIES

- Member of the Corporate Law Research Committee at the General Legal Research Institute, Dai-ichi Tokyo Bar Association
- Deputy Chairperson of Sports Law Research Committee, Dai-ichi Tokyo Bar Association
- Member of Children's Law Committee, Dai-ichi Tokyo Bar Association; Chairperson of School Issues Countermeasures Subcommittee of the same Committee

### PRACTICE AREA

- Company Law & Corporate Governance
- Shareholders' and Board of Directors' Meetings Advice
- Compliance Matters & Crisis Management
- Startup Support
- Sports and Entertainment Law
- Child Law
- Medical Law
- Dispute Resolution

### ARTICLES/PUBLICATIONS

- "Guidebook for Investigating Serious Bullying Incidents" (Children's Rights Committee, Dai-ichi Tokyo Bar Association, February 2026) <Co-authored>
- "The Current Status of Athletes' Right of Publicity and Portrait Rights, and the Development of Sports Business" (Jurist No. 1619, February 2026)
- "Typical Case Series: Comprehensive Practical Accident Law System IV - School Accidents" (Insurance Mainichi Shimbunsha, October 2024) <Co-authored>

- "Regarding the 'Comprehensive Guidelines on the Desirable State of School Club Activities and New Regional Club Activities'" (Eidel Research Institute) (Quarterly Education Law No. 222 (September 2024))
- "Eradicate Inappropriate Conduct such as Violence, Verbal Abuse, and Harassment from the Sports World! Do you understand the difference between 'Discrimination' and 'Reasonable Accommodation'? Nurturing each individual's individuality and abilities - that's what a leader should do" (Japan Culture Publishing) (Sport Japan (December 2023))
- "A Letter from the Japan Sports Law Support and Research Center: The Reality and Challenges of Athlete Filming" (Shin Nippon Hoki, November 2021)
- "Handbook for Juvenile Cases: Before Your First Meeting with a Juvenile" (Dai-ichi Tokyo Bar Association, February 2018) <Co-authored>

## **MEDIA/SEMINARS**

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- Aiming for Zero Sports Harassment (Training Session for Instructors, etc., Minamata City Sports Association) (January 2026)
- The Correlation Between the Presence of Education and the Period of Ineligibility: An Introduction to International Cases (Research Committee on Dispute Resolution Bodies, Japan Sports Law Association) (December 2025)
- Lecturer, 'Procedures at Our Institution and Recent Trends,' at the Sports Arbitration Law Study Group (Osaka Bar Association) (October 2025)
- Commentary on Arbitral Awards and Research on Provisional Measure Orders/Systems: The Case of the SDRCC' (Research Committee on Dispute Resolution Bodies, Japan Sports Law Association) (January 2025)
- Lecturer at Compliance Training, Japan Fencing Federation (May 2024 and 2025)
- Speaker at Shareholders' Meeting Seminar, Dai-ichi Tokyo Bar Association (April 2024)
- Lecturer at Public Elementary and Junior High Schools (February 2024 and others)