

Global Immigration alert

October 2025

Japan

Japan implements new requirements for Business Manager work and residence category

Executive summary

On 16 October 2025, new requirements for foreign nationals applying for work and residence authorization under the Business Manager category went into effect.

Background

Foreign nationals who seek to apply under the Business Manager category may qualify if they manage or invest in a local company in Japan and meet other eligibility criteria. The authorities introduced the new requirements in an effort to align them with the requirements for similar categories in other countries and curb misuse.

Key developments

The [new requirements](#) apply to both sponsoring companies and individual applicants. They introduce updates across several areas, including capital thresholds, employment conditions, academic and professional background requirements, language proficiency and business plan validation. These changes impact both new applications and renewals, with a transition period of up to three years for individuals who already hold work and residence authorization under this category.

Impact on employers

Employers may consider the new requirements when sponsoring individuals for work and residence authorization under the Business Manager category to ensure compliance and mitigate business disruptions.

Key steps

EY will continue to monitor these developments. Should you have any questions, we encourage you to contact one of our immigration professionals.



Shape the future
with confidence

EY is building a better working world by creating new value for clients, people, society and the planet, while building trust in capital markets.

Enabled by data, AI and advanced technology, EY teams help clients shape the future with confidence and develop answers for the most pressing issues of today and tomorrow.

EY teams work across a full spectrum of services in assurance, consulting, tax, strategy and transactions. Fueled by sector insights, a globally connected, multi-disciplinary network and diverse ecosystem partners, EY teams can provide services in more than 150 countries and territories.

All in to shape the future with confidence.

EY refers to the global organization, and may refer to one or more, of the member firms of Ernst & Young Global Limited, each of which is a separate legal entity. Ernst & Young Global Limited, a UK company limited by guarantee, does not provide services to clients. Information about how EY collects and uses personal data and a description of the rights individuals have under data protection legislation are available via ey.com/privacy. EY member firms do not practice law where prohibited by local laws. For more information about our organization, please visit ey.com.

© 2025 Ernst & Young LLP.
All Rights Reserved.

EYG no. 008936-25GbI

2101-3682263
ED None

This material has been prepared for general informational purposes only and is not intended to be relied upon as accounting, tax, legal or other professional advice. Please refer to your advisors for specific advice.

ey.com

Yoshito Kijima
Partner - People Advisory Services, Global Immigration
Tel: +81 70 2478 0144
Email: yoshito.kijima@ey.com

Yuki Omine
Senior - People Advisory Services, Global Immigration
Tel: +81 90 8194 7654
Email: yuki.omine@jp.ey.com