



Post-COVID Changing Practices of IP Firm

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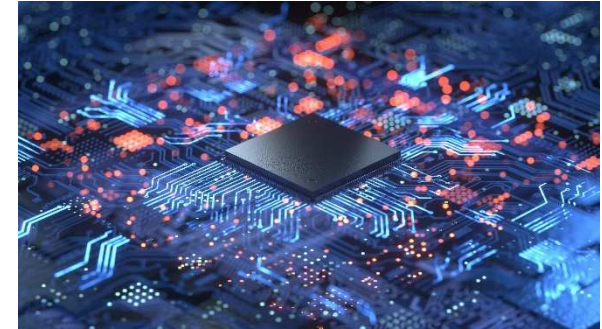


1. Introduction of firm
2. History of remote work
 - i) Prior to the Pandemic
 - ii) After the Pandemic
3. Hybrid work model
4. Where are we now?

Introduction of Firm

- SUGIMURA & Partners
- Established in 1923
- 200 Members including
- 79 Japanese Patent & Trademark Attorneys
- 6 Japanese Attorney at Law
- 5 Attorneys at Law (CA, USA) (including 2 Patent Attorneys (USA))
- 1 Patent Attorney (EP/UK)
- 4 Patent Agents (USA)

Professional Departments



Electrical

Chemical

Mechanical

**Technical
Drawing**

Translation

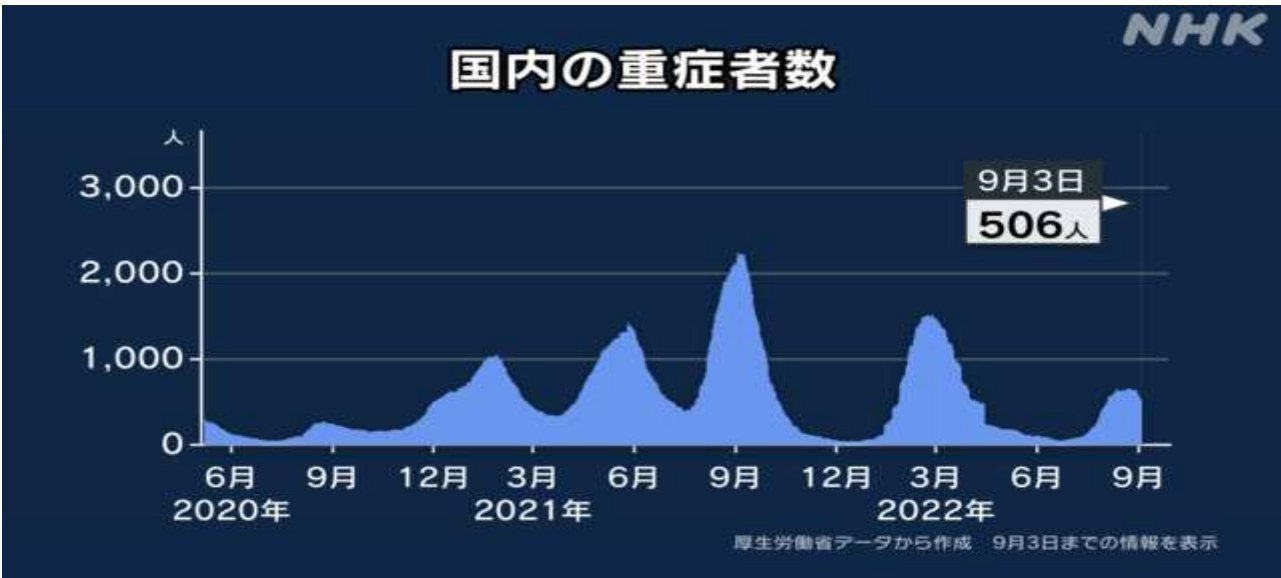
**Sugimura
& Partners**

**Life Science,
Pharmaceutical
& Chemical**

Material

**Trademark
& Design**





History of Remote Work

1. Prior to Covid 19 Pandemic
 - In-house translators working from home
2. After Covid 19 Pandemic in March 2020
 - No lock down in Japan
 - Beefing up teleworking infrastructure
 - No mandatory commuting to offices

Hybrid work model

- No restrictions on the number of working days at offices
 - It is down to individuals, teams and client's needs to set working patterns
- ← sense of ownership and communication are key
- Utilization of Teams, Zoom, Webex and in-house database
 - Daily morning on-line meeting at 9:30pm

Where are we now?

- Revision of Employment Regulations
 - Hearing
 - Adding rules regarding remote works



Thank you for your attention!!



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