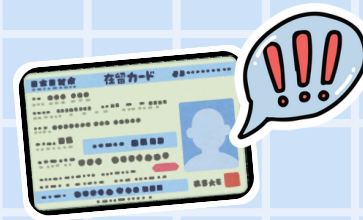


Requirements for Business Manager residence status revised as of October 16th, 2025



From the Immigration Services Agency website

Regarding changes to requirements for the “Business Manager” residence status (revision outline)

	Permission Criteria	Previous Requirements	Revised Requirements
①	Capital / Total Investment	5 million yen	30 million yen
②	Work Experience / Education (manager)	No requirement	3+ years of <u>management or administrative experience</u> ^{*1} or Master's degree or higher in business management or related field.
③	Employment obligation	No requirement Requirement to employ two or more employees as an alternative to capital	Mandatory hiring of 1 or more <u>full-time employees</u> ^{*2}
④	Japanese language proficiency	No requirement	Either the applicant or a full-time employee must have a reasonable level of <u>Japanese language proficiency</u> . ^{*3}
⑤	Expert confirmation when determining residence status	No requirement	New business plans must be reviewed by someone with specialized knowledge of management. Excluding cases where the scale of the business is equivalent to that of a listed company.

***1** Management or administrative experience includes preparatory activities for starting a business with the "Designated Activities" residence status.

***2** The term "full-time employees" applies only to Japanese nationals, special permanent residents, and those residing in Japan with one of the following residence statuses: "Permanent resident," "Spouse or child of a Japanese national," "Spouse or child of a permanent resident," or "Long-term resident."

***3** A sufficient level of Japanese language proficiency is considered to be equivalent to CEFR B2 or higher (e.g., JLPT N2 or higher, BJT 400 or higher). Note that the term "full-time employee" here also includes foreign nationals residing in Japan with a residence status listed in Appendix 1 of the Act (e.g., "Engineer / Specialist in Humanities / International Services," "Skilled Worker," etc.).



Those already residing in Japan with a “Business Manager” residence status will have a three-year grace period after the law takes effect; however, they will be required to meet all the revised requirements for landing permission, etc., at the time of their first renewal application after the grace period ends.