



Connect people, society,
and the world,
with **technology.**

WILLTEC Co., Ltd.

4F Gloria 240 Bldg. 4-3-1 Higashimikuni, Yodogawa-ku,
Osaka-shi, Osaka 532-0002, JAPAN
TEL : +81-6-6399-9088 FAX : +81-6-6399-9089



CPC-EN-2208





Corporate Philosophy



We value meeting with people,
learn and grow together in the time we live with them,
and strive to create a prosperous society,
thereby contributing to the creation of a society full of smiles.

Corporate Policy



Innumerable changes

We will continue to work with the mission of constantly taking on
new challenges to the changing social environment and
impressing our customers.



Corporate Slogan

Rise for it

Aim to coexist with the earth in which we live and to enrich people's daily lives. We want to be a company that can advance the global environment, customers, employees, and a variety of other.
In order to fulfill the role of further enhancing present value and sustaining remarkable growth, each employee will learn, constantly create new ideas and technologies, and act with creativity.
We will contribute to the development of society as a true partner in realizing innovation for our customers.



**Continuing to be a place that
nurtures human resources
beneficial to society and provides
job satisfaction**

Technological innovations are occurring one after another in the manufacturing field. We take the initiative in learning new things while passing on the services and technologies we have cultivated in the field. We will continue to lead technological innovation and provide our customers with higher value-added technologies and services.

We believe that what is necessary to achieve this is to continue to provide an environment for learning. We have the know-how based on our accumulated experience in the manufacturing field and the opportunity to learn about new technologies. New learning enhances the value of our customers' products and services, and provides career advancement, rewards, and job satisfaction to our employees. We believe that these initiatives will help realize an affluent society: fostering new human resources by connecting experienced employees with the next generation, and sustaining a cycle in which individual motivation generates company profits by encouraging individuals to take on challenges and by enhancing their growth.

Meanwhile, we are currently strengthening our partnerships with local governments to play a role in creating an environment conducive to living in rural areas. Dispersing the population that is concentrated in cities to rural areas will lead to an increase in the economic utilization rate of Japan as a whole, in other words, to the enhancement of national power, and it also has the significance of preserving the history and culture of each region. For this reason, we would like to continue to communicate to our employees the attractiveness of each region and to continue to propose jobs that support an affluent lifestyle.

Aiming for Sustainable Growth by Creating Learning and Working Opportunities for All People

We consider it our mission to improve the quality of education and provide equal opportunities to learn and work not only in Japan but also in all countries. One specific example of our efforts is to expand the human resources education we currently provide in Vietnam and Myanmar to include not only the Japanese language but also technical fields, and to expand the area to the wider ASEAN region. We will continue to create equal opportunities for all people to learn and work, while striving for sustainable growth.

Together with our stakeholders, we will continue to grow while adapting to the changing times. Thank you in advance for your continued support.

Representative
Osamu Higashi



Help Our Customers Improve Their Competitiveness in Manufacturing with Our Broad Service Lineup

| Technical Services | Manufacturing Services | After-sales Services | Robot-related Services | Overseas-related Services |
|---|--|---|--|--|
| | | | | |
| Engineer staffing Contract software development Contract education services | Contract manufacturing Manufacturing engineer staffing | Repair Parts management Call center | Proposals of collaborative robots Proposals for the automation of production lines | Consulting on human resources, education and overseas expansion Matching with overseas human resources |
| Providing solutions to the shortage of human resources | Providing solutions to the shortage of human resources | Business outsourcing | Improvement of efficiency at manufacturing sites | Providing solutions to the shortage of human resources |
| Maintenance & repair | Improvement of efficiency at manufacturing sites | Maintenance & repair | | Acceptance of overseas human resources |
| System development | Human resources education | | | Human resources education |
| Human resources education | | | | |

Our business is not just about dispatching workers. We analyze and verify issues faced by each manufacturer and each worksite. While taking the following processes into consideration, we work toward a solution by making large-scale equipment proposals and small improvement proposals many times. WILLTEC's strength lies in know-how attained through its broad, deep experience in manufacturing.

Why WILLTEC is Chosen

Our Business is Based on Human Resources

We strive to create an environment where employees can continue to work with peace of mind in order to help them provide high-value-added services with their advanced experience and skills. We promote system design to enable employees to achieve their own career plans, and encourage promotion to regular employees. Under the circumstances of Japan's workforce declining, we are also focusing on creating an environment where overseas human resources can play an active role.



Build a Career Through Continuous Learning

WILLTEC focuses its efforts on employee training and education. In today's world where new products and new technologies are appearing at a dizzying pace, the shortage of engineers is a major issue. In addition, to help our employees advance their careers, we are working to establish a favorable environment for human resources development by utilizing web-based training and creating original educational content.

Corporate Culture of Making Improvements

We have held the "Kaizen First" event in which teams present their improvement initiatives. Since its founding, our company has focused on contract manufacturing services in which we deliver products to customers through in-house implementation of quality assurance, quality control, equipment manufacturing, safety training, and employee training. This enables us to identify and resolve issues, and continue to make improvements. Such a high level of awareness of improvement is continually passed down in our company.



RBA Initiatives

Many of WILLTEC's customers are members of the Responsible Business Alliance (RBA), which addresses corporate social responsibility in the global supply chain, or comply with the RBA Code of Conduct. As a provider of human resources services in the manufacturing and engineering fields, WILLTEC is also striving to comply with the RBA Code of Conduct in order to contribute to our customers' supply chain management. We work toward making improvements in terms of human rights, work environment, health and safety, and ethics, in the supply chain in preparation for audits. We engage in discussions about and restructuring of policies and internal regulations, including the development of a CSR system.



Technical Services



We provide temporary engineer staffing and contract software development services from the development of information technology and software through the design and development of machinery, LSI, and circuits to field engineering.

Manufacturing Services



WILLTEC solves these issues through contract manufacturing and temporary manufacturing staffing based on the know-how it has cultivated at many manufacturing sites.

After-sales Services



Aiming to add value to our value chain, we put the concept "from products to services" into practice. We offer one-stop solutions to increase value.

Robot-related Services



With the aim of improving productivity at our customers' factories, we offer one-stop services ranging from the study of manufacturing lines, including the use of cooperative robots, to system integration, setup, and post-introduction after-sales services.

Overseas-related Services

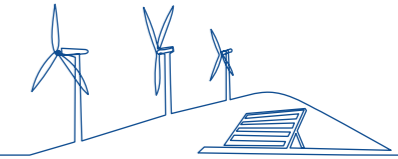


WILLTEC has established subsidiaries in Vietnam and Myanmar, and has built a strong network through close cooperation with top-class universities and companies in these countries.

For more information on each service, please visit on our corporate website.



<https://www.willtec.jp/en/service/>



Sustainability Policy

We (WILLTEC Group) aim to help achieve a sustainable society and continuously enhance our corporate value in order to contribute to the creation of a society full of smiles as indicated in our Corporate Philosophy.

● **We nurture highly creative and technically skilled human resources through our business activities.**

- We have built a system that maximizes the potential and creativity of each and every employee.
- We not only comply with laws and regulations; we also respect the human rights, personality, individuality, and diversity of our employees, and create a safe and secure work environment so that each employee can work with satisfaction and pride.

● **We will continue to provide optimal services and technologies.**

- We provide quality services and technologies that meet customer expectations and solve current issues.
- We provide innovative and valuable services and technologies to exceed customer expectations and sustain our future growth.

● **We build good relationships with all stakeholders.**

- We comply with relevant laws and regulations and maintain fair and free trade.
- We respect cultures, customs, laws, and regulations in all regions and countries where we do business.
- As a responsible corporate citizen, we actively engage in social contribution activities that lead to environmental protection, etc.

We aim for sustainable growth by providing learning environments and work opportunities for all people. Through our business, we strive to achieve the growth and success of each individual and diverse career designs.



Facing Society

WILLTEC is actively involved in efforts to contribute to local communities in order to realize a sustainable society. Our activities include efforts to promote migration to depopulating or depopulated areas in order to revitalize these areas and to create fulfilling lifestyles for our employees, and volunteer cleanup activities in various regions.



Human Resource Development

WILLTEC believes that its growth is synonymous with the knowledge and experience accumulated by each and every employee. Therefore, we have established systems and opportunities for our employees to grow and further develop their careers.



- Career counseling by professionals
- Job posting system to support employees in taking on challenges
- Various training programs and educational support to enhance technical prowess and resourcefulness



Initiative 01

- Collaboration and Cooperation with Local Governments to Create New Flows of People



Initiative 02

- We entered the agri-business as a way to address social issues in rural areas and as an option for employees to work in a variety of ways.
 - ▶ *Developing abandoned plots of land and operating a farm*



Promoting a Healthy Work-life Balance

WILLTEC is expanding various systems and initiatives to create an environment where each employee can continue to work with peace of mind while choosing a work style that suits his or her life stage.

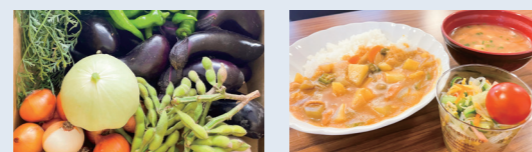


- Encouragement to take annual paid leave
- Support for balancing work and childcare, and work and nursing care
- Support for employees' mental and physical health



Crops grown are used to support childcare

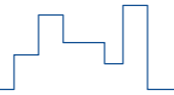
We provide fresh, pesticide-free crops from our farms to local children's cafeterias.



▶ More information on sustainability is available on our corporate website. <https://www.willtec.jp/en/sustainability/>



OBTAINED CERTIFICATION



Worker Dispatch Business License Number 派27-180027
Fee-charging employment placement business license number 27-コ-180017



Certification System for Excellent Manufacturing Subcontracting Companies
Project commissioned by the Ministry of Health, Labour and Welfare

Date of certification renewal : April 1, 2023
Expiration date : March 31, 2026
Certification Number : 2010008(05)



Excellent Dispatch Company Certification System
Project commissioned by the Ministry of Health, Labour and Welfare

Date of certification renewal : March 29, 2024
Expiration date : March 31, 2027
Certification Number : 2314004(04)



Moriguchi Factory obtained ISO9001 certification in 2018.
Oita Factory and Suminoe-office obtained ISO9001 certification in 2022.

Registered scope of activities :

- Design and manufacture of manufacturing equipment.
- Provision of contract manufacturing services and ancillary services.

Registration scope :

WILLTEC Co., Ltd.
Moriguchi Factory, Oita Factory, Suminoe-office



We have obtained ISO14001 certification in 2006.

Registered scope of activities :

- Machinery and equipment manufacturing. Repair service operations. Management of contract manufacturing and service operations. Providing human resources. Human resources education. Printing.
- Design, manufacture, and sales of various electronic devices and power supplies. Design and manufacture of system equipment.

Registration scope :

WILLTEC Co., Ltd.
HEAD OFFICE, Osaka-Kita SC, Yashiro SC, Nobeoka SC, Miyazaki SC,
Okinawa SC, Kanagawa Service Center, Moriguchi SC, Oita Factory

WAT CONSULTING Co., Ltd.
HEAD OFFICE

WillHearts Co., Ltd.
Business Headquarters

Devices Sales Technology Co., Ltd.
HEAD OFFICE, Yokosuka Factory



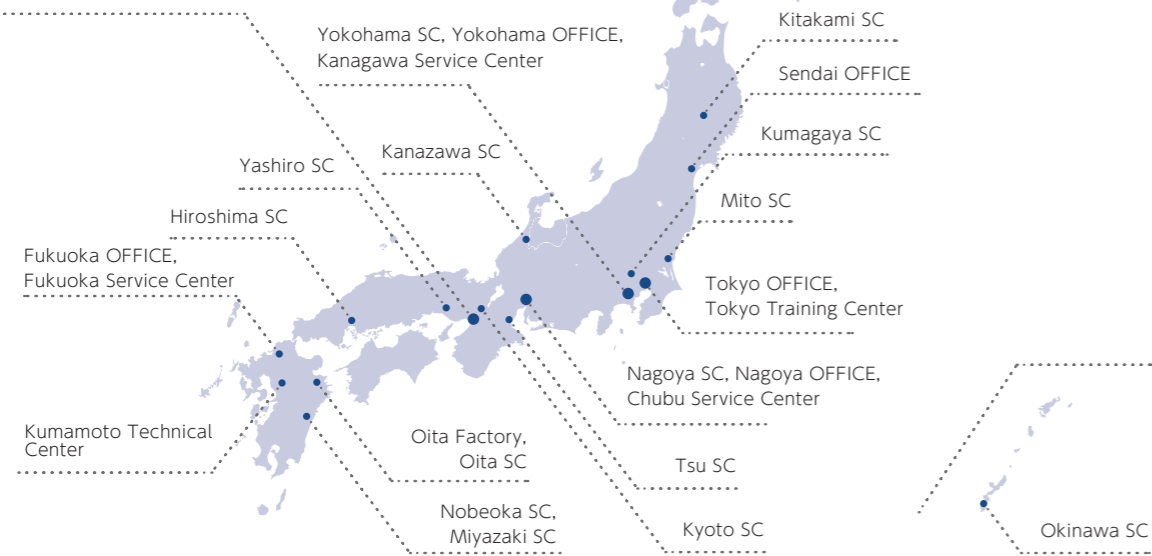
COMPANY PROFILE

COMPANY PROFILE

| | |
|---------------------|--|
| Name | WILLTEC Co., Ltd. |
| Head Office | 4-3-1 Higashimikuni, Yodogawa-ku, Osaka-shi, Osaka 532-0002, JAPAN |
| Establishment | April, 1992 |
| Representative | Chikara MIYAGI, President |
| Capital Stock | 155,750,000 JPY |
| Business | Contracted Manufacturing, Dispatching for Manufacturing, Entrusted Manufacturing Equipment, Dispatching Engineer, Repair Service, and Overseas Service |
| Number of Employees | Group 5,997 (as of March 2023) WILLTEC 4,541 (as of March 2023) |
| Group | WAT CONSULTING Co., Ltd. Devices Sales Technology Co., Ltd. Partner Co., Ltd. HotaluX, Ltd. WILLTEC VIETNAM Co., Ltd. WILLTEC MYANMAR Co., Ltd. WillHearts Co., Ltd. Thousandplan, Inc. |
| Amount of Sales | Consolidated sales : 33.2 billion JPY (Fiscal year, 2023) Stand-alone sales : 20.9 billion JPY (Fiscal year, 2023) |

OFFICES

HEAD OFFICE, Osaka-Kita SC, Osaka OFFICE,
Project Design Center, Osaka Training Center,
Moriguchi SC, Moriguchi Service Center,
Moriguchi Factory,
Osaka Career Development Center



Moriguchi factory
(Moriguchi-shi, Osaka, Japan)

Factory area : 907.2㎡
Equipment :
General-purpose lathes,
melting machines, forklifts,
general-purpose milling machines,
CAD, various cranes ×3, air,
chiller, all types of tools



Oita factory
(Oita-shi, Oita, Japan)

Factory area : 2,359㎡
Facilities : Clean booth 20㎡
×4 / Forklift / Tools / Other
development facilities



Kanagawa Service Center
(Yamato-shi, Kanagawa, Japan)

Factory area : 1,035㎡
Equipment : Forklifts / Tools



Kumamoto Technical Center
(Koshi-shi, Kumamoto, Japan)

Floor space : 382㎡
(two-story)

HISTORY

| | |
|----------------|--|
| April, 1992 | Established IPN Co., Ltd. in Kadoma-shi, Osaka (Capital: 10 million Yen) |
| April, 2003 | Established manufacturing technology department, Started contract work result |
| August, 2003 | Acquired General Worker Dispatching Undertakings and Fee-charging Employment Placement Business Licence |
| October, 2004 | Changed company name to WILLTEC Co., Ltd. Made JCI Co., Ltd. (Currently WillHearts Co., Ltd.) a wholly owned subsidiary.(Currently a Consolidated subsidiary) Made FOS Co., Ltd. a wholly owned subsidiary.(Consolidated subsidiary) (Absorption-Type Merged in April 2009) |
| March, 2005 | Made WAT CONSULTING Co., Ltd. a wholly owned subsidiary. (Currently a Consolidated subsidiary), Advance to "Dispatch professional engineer and Construction engineer" |
| July, 2005 | Established WILLTEC KYUSHU Co., Ltd. (Consolidated subsidiary), Kyushu District important point regionalization (Absorption-Type Merged in October 2013) |
| March, 2006 | Obtained ISO14001 certification |
| April, 2007 | Certified JCI Co., Ltd. (Currently WillHearts Co., Ltd.) as a special subsidiary (Currently a Consolidated subsidiary), Promote "employment of persons with disabilities" |
| April, 2009 | Established MIYAZAKI WILLFARM Co., Ltd. (Consolidated subsidiary), Business expansion to "Primary industry" (Dissolved in March 2021) Established Oita Factory in Oita-shi, Oita, Established the EMS business system |
| April, 2011 | Moved Head office to Gloria Building in Yodogawa-ku, Osaka-shi, Osaka. Acquired Superior Manufacturing Contractor Certification (Manufacturing Contract Improvement Promotion Council) |
| April, 2012 | Started Repair Service Business |
| April, 2013 | Launched the business development department, Full-scale equipment and repair services |
| October, 2014 | Made Devices Sales Technology Co., Ltd. a wholly owned subsidiary. (Currently a Consolidated subsidiary), Acquired a technical trading company function |
| April, 2015 | Certified as an excellent dispatch company under the Excellent dispatch company certification system (Project commissioned by the Ministry of Health, Labour and Welfare) |
| December, 2015 | Opened the Hanoi Office at Vietnam. Launched the overseas business section office to ASEAN |
| June, 2016 | Opened the Japanese Language Course at Technological University (Taunggyi), Myanmar (Signed an agreement in February 2016) Full-scale of overseas human resources development |
| February, 2018 | Established WILLTEC VIETNAM Co., Ltd. in Hanoi, Vietnam (Currently a Consolidated subsidiary) |
| April, 2018 | Acceptance of technology business of WAT CONSULTING Co., Ltd. |
| June, 2018 | Established WILLTEC MYANMAR Co., Ltd. in Yangon, Myanmar (Currently a Consolidated subsidiary) |
| March, 2020 | Listed on Second section of the Tokyo Stock Exchange. (Stock code : 7087) |
| June, 2020 | Made Thousandplan, Inc. a wholly owned subsidiary. (Currently a Consolidated subsidiary) |
| December, 2020 | Made Partner Co., Ltd. a wholly owned subsidiary. (Currently a Consolidated subsidiary) |
| April, 2022 | Listed on the Tokyo Stock Exchange, Standard Market. |
| December, 2023 | Made HotaluX, Ltd. a wholly owned subsidiary. (Currently a Consolidated subsidiary) |

HISTORY

WAT CONSULTING

WAT CONSULTING Co., Ltd.

Head Office : 1-10-14 Shinkawa, Chuo-ku, Tokyo 104-0033, JAPAN
Business : Dispatching construction engineer.
TEL : +81-3-3537-8711 <https://www.jp-wat.com/>

Partner

Partner Co., Ltd.

Head Office : 5-13-3 Ginza, Chuo-ku, Tokyo 104-0061, JAPAN
Business : System development, IT engineer dispatch.
TEL : +81-3-3547-0300 <https://www.go-partner.jp/>

WILLTEC VIETNAM

WILLTEC VIETNAM Co., Ltd.

Head Office : Floor 12A CDC Bldg. 25 Le Dai Hanh, Hai Ba Trung,
Hanoi, VIETNAM
Business : Human resources consulting and training consulting.
TEL : +84-24-3633-1533 <https://www.willtec-vietnam.com/en/>

Will Hearts

WillHearts Co., Ltd.

Head Office : 4-3-1 Higashimikuni, Yodogawa-ku, Osaka-shi,
Osaka 532-0002, JAPAN
Business : Printing, Web creation and Shared service.
TEL : +81-6-6399-9500 <https://www.w-hearts.jp/>

techno

Devices Sales Technology Co., Ltd.

Head Office : 2-9-18 Chidori, Ota-ku, Tokyo 146-8540, JAPAN
Business : Sale of controlled equipment and device components.
Production and sales of unit product.
System and software development.
TEL : +81-3-3758-1781 <https://www.dstec.co.jp/>

HotaluX

HotaluX, Ltd.

Head Office :1-11-11 Shiba, Minato-ku, Tokyo 105-0014, Japan
Business :Planning, development, manufacture and sales of lamp products,
lighting apparatus and related products.
TEL : +81-3-6746-1500 <https://www.hotalux.com/>

WILLTEC MYANMAR

WILLTEC MYANMAR Co., Ltd.

Head Office : No.(169), Room No.6-B, MTP Condo, Insein Road,
(9) Ward, Hlaing Township, Yangon, MYANMAR
Business : Human resources consulting and training consulting.
TEL : +95-9-443881177 <https://www.willtec-myanmar.com/>

THOUSANDPLAN

Thousandplan, Inc.

Head Office : 1-7-18 Okubo, Shinjuku-ku, Tokyo 169-0072, JAPAN
Business : Purchase, repair and sales service of
used office automation equipment.
TEL : +81-3-6205-6425 <https://thousandplan.com/>