Rise for it
WILLTEC

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



WILLTEC Co., Ltd.
4F Gloria 240 Bldg. 4-3-1 Higashimikuni, Yodogawa-ku,
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CPC-EN-2505





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

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

Technical Services		Engineer staffing | Contract software development | Contract education services	Providing solutions to the shortage of human resources	Maintenance & repair	System development / Human resources education
Manufacturing Services		Contract manufacturing | Manufacturing engineer staffing	Providing solutions to the shortage of human resources	Improvement of efficiency at manufacturing sites	Human resources education
Energy-related Services		Installation and maintenance proposals for solar power generation systems, storage batteries, EV chargers, etc.	Installation of energy-related infrastructure	Maintenance & repair	
Robot-related Services		Proposals of collaborative robots | Proposals for the automation of production lines	Providing solutions to the shortage of human resources	Improvement of efficiency at manufacturing sites	Maintenance & repair / Human resources education
After-sales Services		Repair | Parts management | Call center	Business outsourcing	Maintenance & repair	
Overseas-related Services		Consulting on human resources, education and overseas expansion | Matching with overseas human resources	Providing solutions to the shortage of human resources	Acceptance of overseas human resources	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.

Energy-related Services



Nationwide coverage in Japan for sales, installation, repair and maintenance of solar power generation systems, storage batteries, EV chargers, etc., as well as call center operations.

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.

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.

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/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.



SUSTAINABLE DEVELOPMENT GOALS
8 DECENT WORK AND ECONOMIC GROWTH
11 SUSTAINABLE CITIES AND COMMUNITIES
17 PARTNERSHIPS FOR THE GOALS

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*



Crops grown are used to support childcare

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





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.

Initiative

SUSTAINABLE DEVELOPMENT GOALS
4 QUALITY EDUCATION
8 DECENT WORK AND ECONOMIC GROWTH

- 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



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.

Initiative

SUSTAINABLE DEVELOPMENT GOALS
3 GOOD HEALTH AND WELL-BEING
8 DECENT WORK AND ECONOMIC GROWTH

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



▶ 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-ユ-180017
・General Construction Industry Osaka
Prefectural Governor's License (Bonanza 6) No. 161851

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

Date of certification renewal : April 1, 2026
Expiration date : March 31, 2029
Certification Number : 2010008(06)

2314004
優良派遣事業者

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)

ISO 9001 JQA-QMA15899 / UKAS MANAGEMENT SYSTEMS 091 / JAB MS CM009

Moriguchi Factory obtained ISO9001 certification in 2018.
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, Suminoe-office

ISO 14001 JQA-EM7469 / UKAS MANAGEMENT SYSTEMS 091 / JAB MS CM009

We have obtained ISO14001 certification in 2006.

Registered scope of activities :
・Manufacturing of mechanical equipment, Repair service operations.
Management of contract manufacturing and service operations.
Providing human resources. Human resources education. Print production.

・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, Nobeoka SC, Miyazaki SC,
Okinawa SC, Kanagawa Service Center, Moriguchi Factory, Oita Factory

WAT CONSULTING Co., Ltd.
HEAD OFFICE

WillHearts Co., Ltd.
Business Headquarters

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

女性が活躍しています！

Eruboshi certification (3 stars) as an excellent company for promoting women's activities in 2025

2026年認定（2025年度実績） くるみん 子育てサポートしています

"Kurumin Certification" as an outstanding company committed to supporting the work-life balance of employees raising children in 2026.

WT-HK-EN-20261023-A

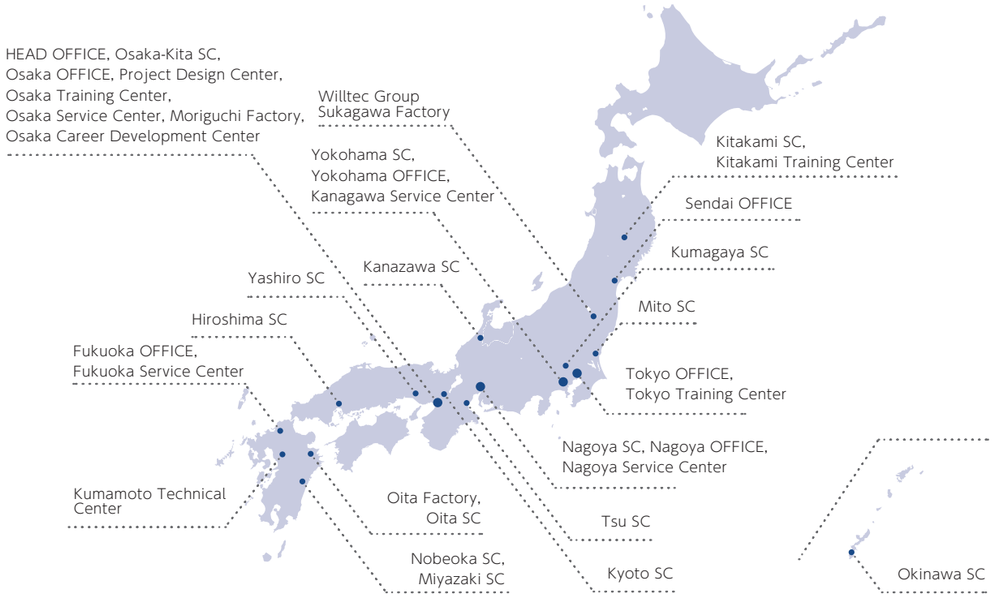
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WILLTEC

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	168,290,000 JPY
Business	Contracted Manufacturing, Dispatching for Manufacturing, Entrusted Manufacturing Equipment, Dispatching Engineer, Repair Service, Electrical Construction Business, and Overseas Service
Number of Employees	Group :5,847 (as of March 2026) WILLTEC :3,831 (as of March 2026)
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 : 45.9 billion JPY (Fiscal year, 2026) Stand-alone sales : 19.5 billion JPY (Fiscal year, 2026)

OFFICES





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)

WILLTEC GROUP

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 : F8C3, CDC Building, 25 Le Dai Hanh Street, Le Dai Hanh Ward, Hai Ba Trung District, Ha Noi, 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/