

# Outstanding Corporations in the Chugoku Region

Companies in the Chugoku Region with Unique, Best-Selling Products



March 2019

Regional Economic Research Promotion Council  
Chugoku Economic Federation

# Introduction

The Chugoku Region is surrounded by the Sea of Japan and the Seto Inland Sea, with the Chugoku Mountains running through its middle. The region consists of 5 prefectures, each with its own climate and unique culture. This broad range of diversity has given birth to many companies that lead their fields both in Japan and around the world. This region is home to many outstanding companies that, regardless of size, boast an extremely high level of competitiveness. Through their use of unique ideas, technological skills, and R&D capabilities to create new products and services, they have garnered much attention both domestically and from around the world.

In this booklet, we introduce 81 outstanding companies in the Chugoku Region that provide unique products and services, and have leading shares in both domestic and global markets. These companies, which are currently expanding globally, are looking for people in Japan with an international perspective as well as talented people from overseas.

We hope this booklet will help you to learn more about and to develop an interest in companies in the Chugoku Region.

We would like to express our deepest appreciation to the companies that cooperated in the creation of this booklet.

March 2019

Regional Economic Research Promotion Council  
Chugoku Economic Federation

### Publication of the Content of this Booklet on Our Website

The content of this booklet is also available on our website. You can access this information either by scanning the QR code or entering the following URL in your browser.



<http://chugokukeiren.jp/info-en/>

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# Accumulating a Diverse Range of Industries, and Providing Locations for Companies with Unique, Best-Selling Products

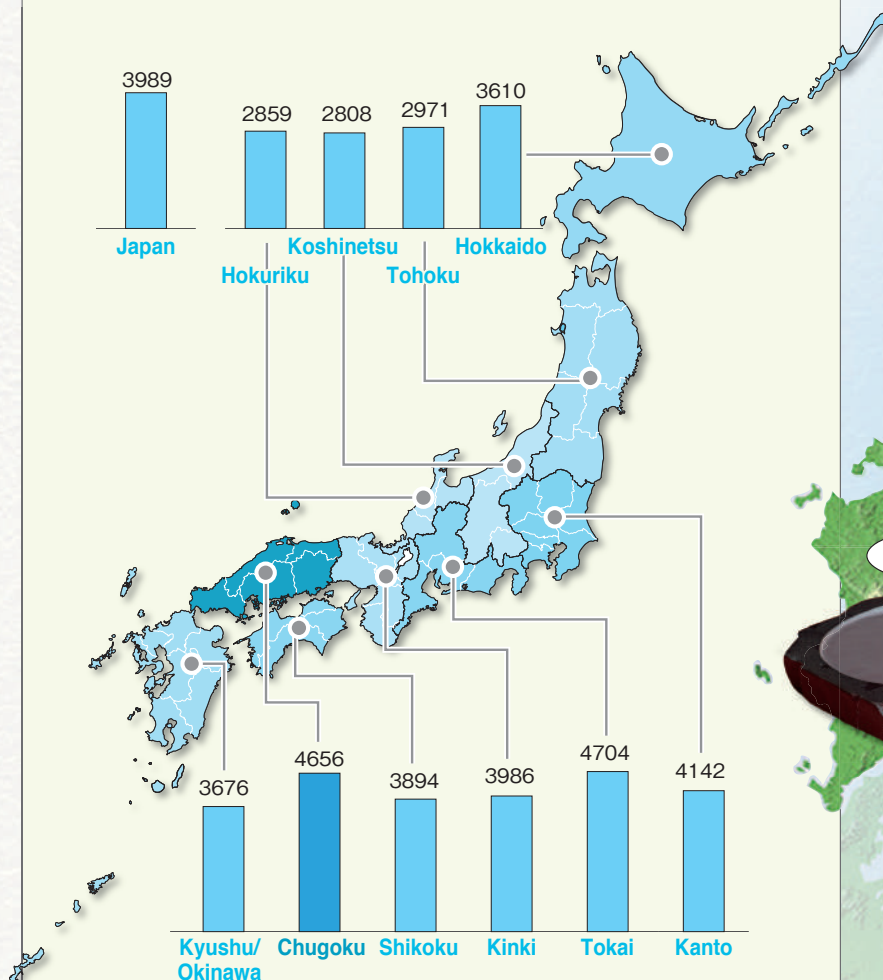
The Chugoku Region is home to many leading companies, and a diverse range of industries, that are active in many fields, including manufacturing, software, and distribution. Among these, there is a particular focus on the manufacturing industry; the Chugoku Region is the base of manufacturing in Japan.

One factor that contributed to this is a history of technology from traditional industries, such as Tataro ironmaking, that have been passed down for many

generations and developed into modern industries. In addition, industrial development that is unique to the region, by making use of agricultural products and mineral resources, can be found here. Further, many global companies that develop/introduce advanced technology are also located in the region. A major feature of the Chugoku Region is its role as home to many companies with unique, best-selling products that make use of both traditional and advanced technologies.

Value of shipments of manufactured products per employee (2016)

Unit: 10,000 yen/person



Source: "Census of Manufactures", Ministry of Economy, Trade, and Industry

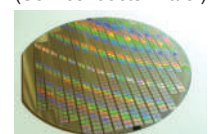


Competitive chemical products  
exported all around the world

PET resin  
(PET bottles)



Polycrystalline silicon  
(Semiconductor wafer)



Battery materials



Photos provided by: Tottori Prefecture, Tottori Prefecture Inshu Washi Cooperative Association, Sekishu Washi Cooperative Association, Society for Preservation of Japanese Art Swords, Okayama Prefectural Tourism Federation, Hiroshima Prefecture, Mazda Motor Corporation, and others.  
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High-grade special steel that originates from Tataru ironmaking



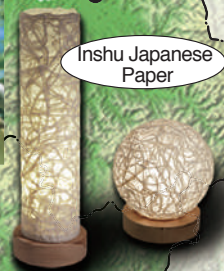
Accumulation of electronics industries



Matsuba Crab



Inshu Japanese Paper



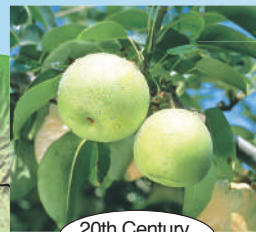
Tataru Ironmaking



Yumihama Kasuri



20th Century Pears



Sekishu Japanese Paper



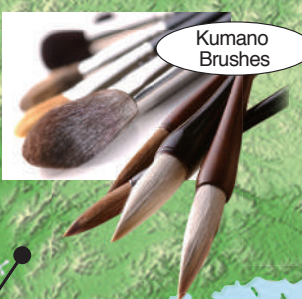
Sewing Industry Jeans



White Peaches and Muscat Grapes



Kumano Brushes



Rush Products



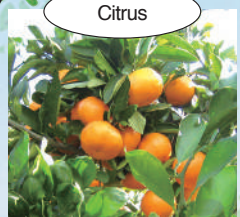
Hiroshima Oysters



Nigata Files



Citrus



Bizen Ware



Automobile industry with world-class technical capabilities



Shipbuilding industry, forming an international base for industries



Mizushima Coastal Industry Area, home to leading companies





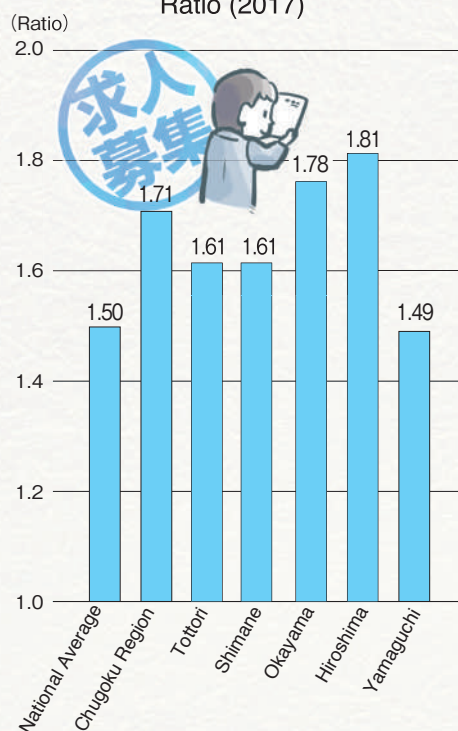
## 2 Diverse Employment and Comfortable Work Environments

The Chugoku Region, which is home to a wide variety of industries, offers a diverse range of workplaces from large to medium and small enterprises, to satisfy the needs of working people. It provides a good employment situation, such as a high ratio of job offers to job seekers compared to all of Japan.

Commute times to workplace and school are shorter than major metropolitan areas such as Tokyo and Osaka, as well as regional urban areas in places such as Miyagi Prefecture and Fukuoka Prefecture. One feature of the Chugoku Region is a small burden due to short commute times.

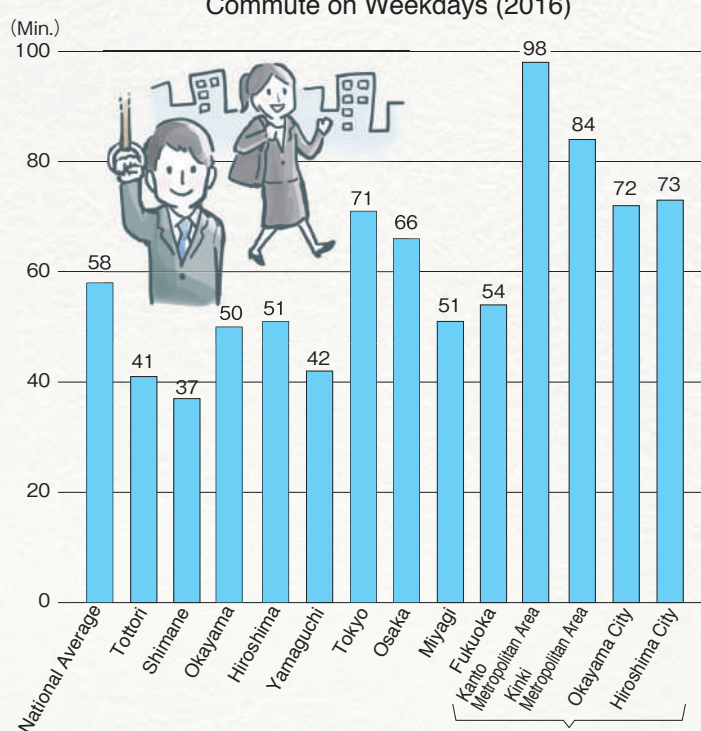


Active Job Openings-to-Applicants  
Ratio (2017)



Source: "Employment Security Statistics",  
Ministry of Health, Labor, and Welfare

Average Daily Work/School  
Commute on Weekdays (2016)

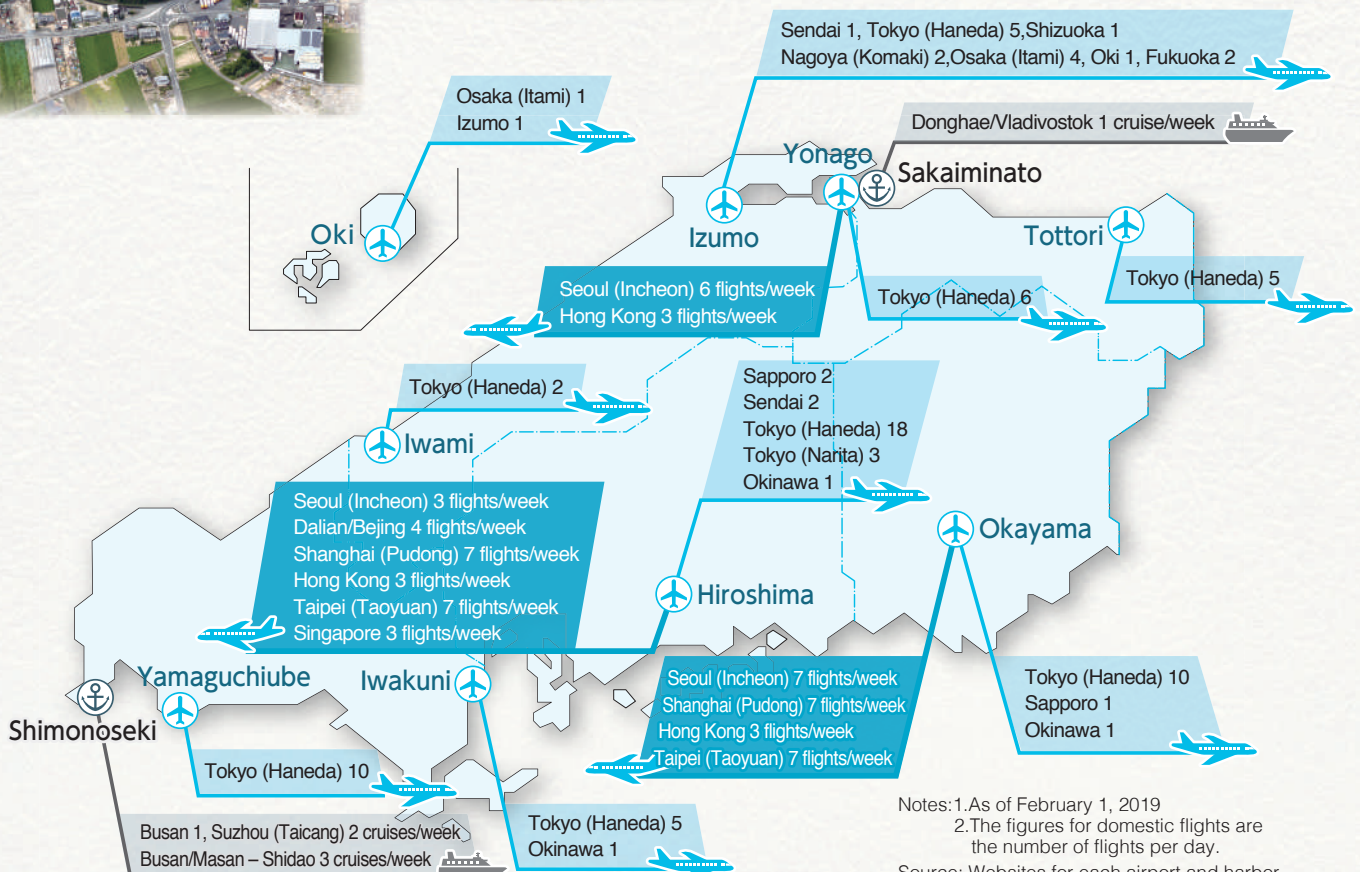


Source: "Survey on Time Use and Leisure Activities",  
Ministry of Internal Affairs and Communications



## Domestic and International Network

The Chugoku Region has a substantial transportation network, including expressways, railways, airports, and harbors, for the convenient and smooth movement of people and goods both domestically and overseas.



Notes: 1. As of February 1, 2019

2. The figures for domestic flights are the number of flights per day.

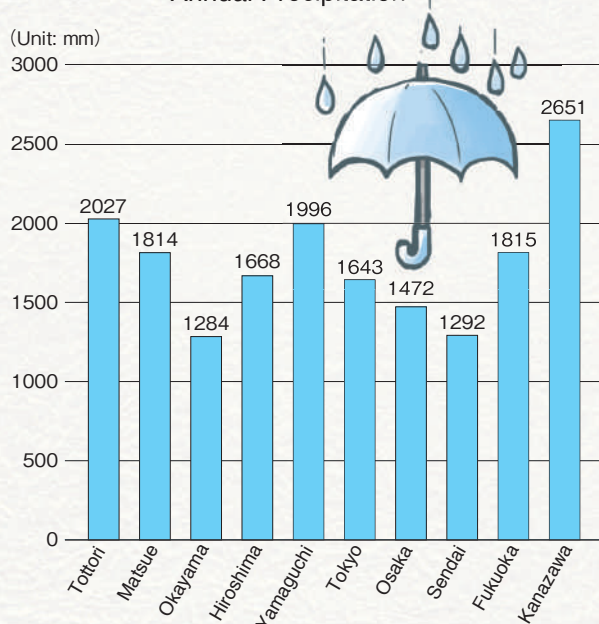
Source: Websites for each airport and harbor



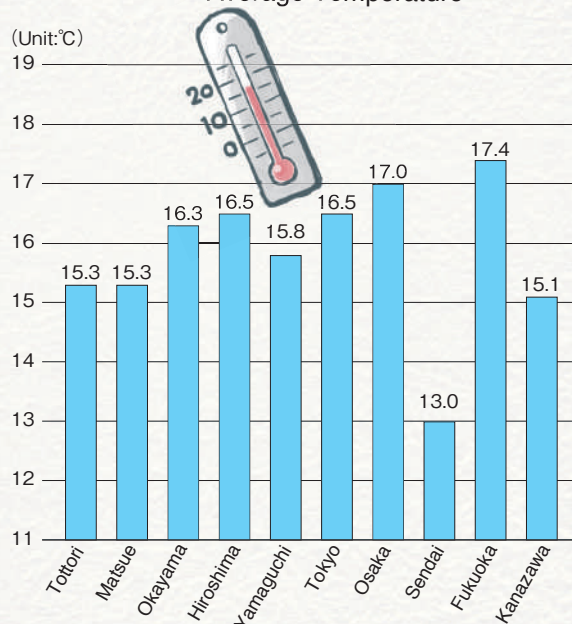
sports along coastal areas, hiking and winter sports in the mountains. The region is also blessed with a historical and cultural heritage, including World Heritage Sites. This is an environment where you can enjoy a comfortable lifestyle while experiencing the region's history and traditional culture.

(Unit: mm)

3000 —



(Unit:°C)



Note: Average values are for the 7 years from 2010 to 2017.  
Source: "Weather Statistics", Japan Meteorological Agency

Photos provided by: Tottori Prefecture, Izumo Taisha Grand Shrine, Okayama Prefectural Tourism Federation, Hiroshima Prefecture, Itsukushima Shrine, Hiroshima Symphony Orchestra, Hiroshima Convention & Visitors Bureau, and others.  
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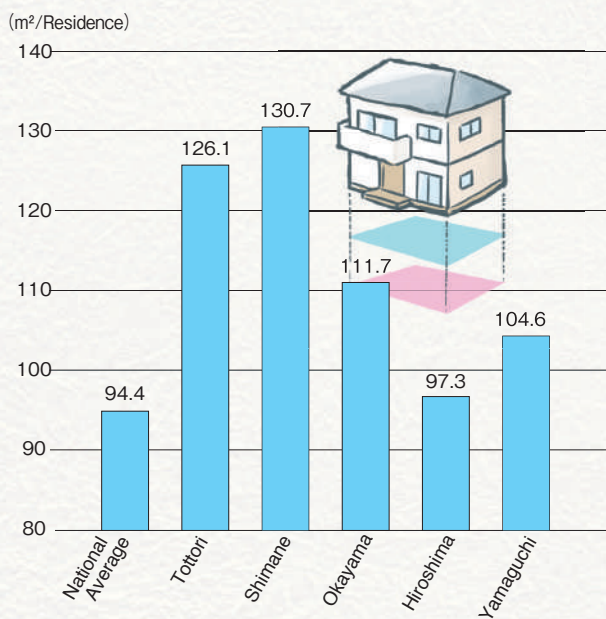


# Good Living Environment and Economically Comfortable Lifestyle

The total floor area of residences in the Chugoku Region is greater than the national average, providing a good living environment. In addition, prices are lower than the national average, and shopping is convenient with many lively commercial districts, so

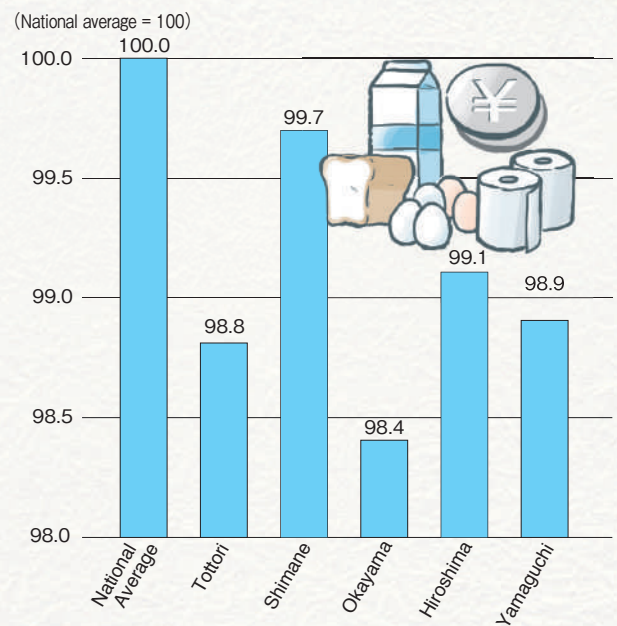
you can enjoy an economically comfortable lifestyle. Further, there are many opportunities to enjoy sports and art, including professional sports teams and wonderful museums, so that you can lead an enriched life in an optimal environment.

Total Floor Area per Residence (2013)



Source: "Housing/Land Statistics Survey", Ministry of Internal Affairs and Communications

Retail Price Index by Region (2017)



Source: "Retail Price Statistics Survey (Structural Survey)", Ministry of Internal Affairs and Communications



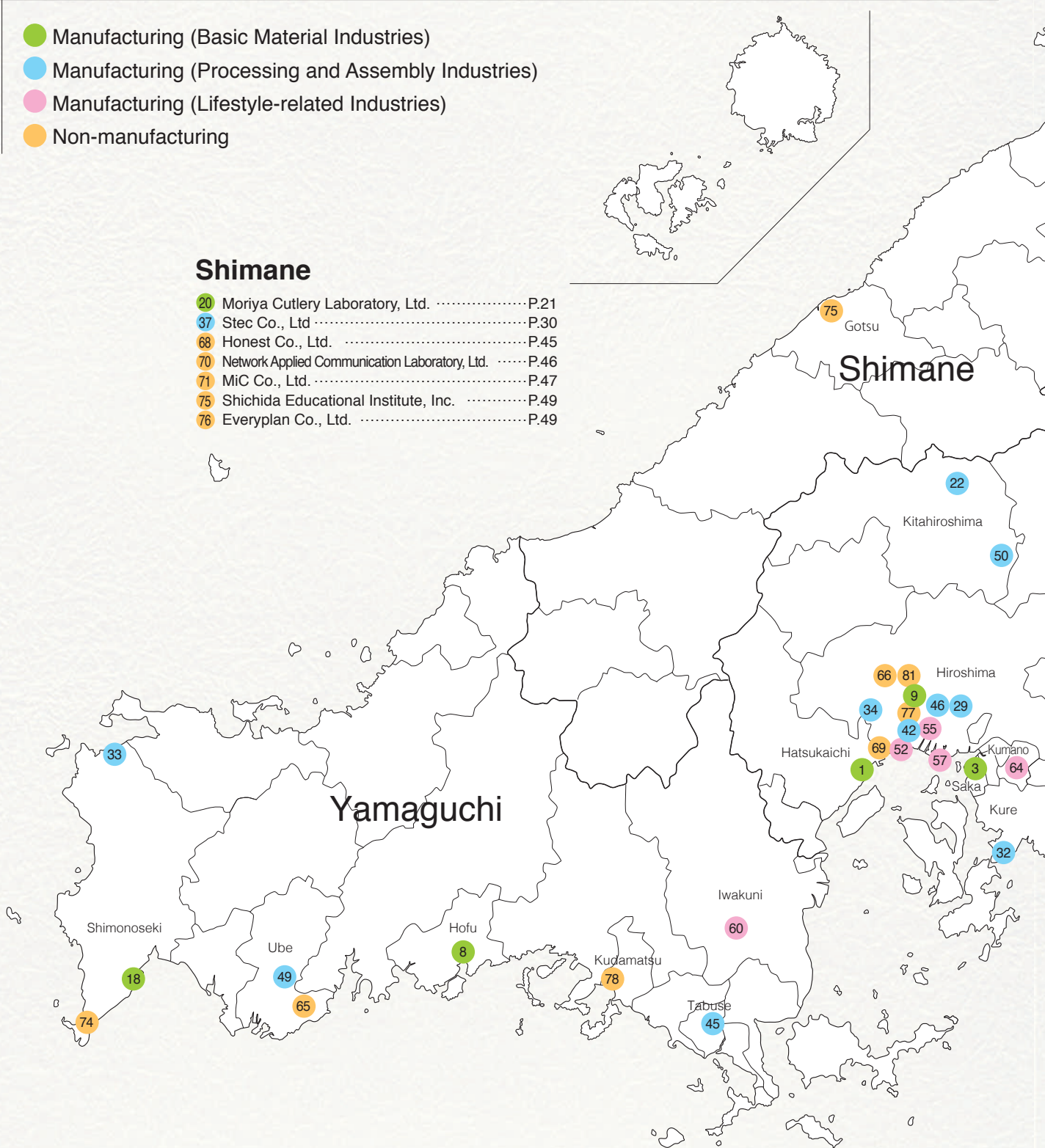


# Companies in the Chugoku Region with Unique, Best-Selling Products (Location Map)

- Manufacturing (Basic Material Industries)
- Manufacturing (Processing and Assembly Industries)
- Manufacturing (Lifestyle-related Industries)
- Non-manufacturing

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- 37 Stec Co., Ltd. .... P.30
- 68 Honest Co., Ltd. .... P.45
- 70 Network Applied Communication Laboratory, Ltd. .... P.46
- 71 MiC Co., Ltd. .... P.47
- 75 Shichida Educational Institute, Inc. .... P.49
- 76 Everyplan Co., Ltd. .... P.49



## Yamaguchi

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- 33 Nishi-F Co., Ltd. .... P.28
- 45 TAIKO KIKAI INDUSTRIES CO., LTD. .... P.34
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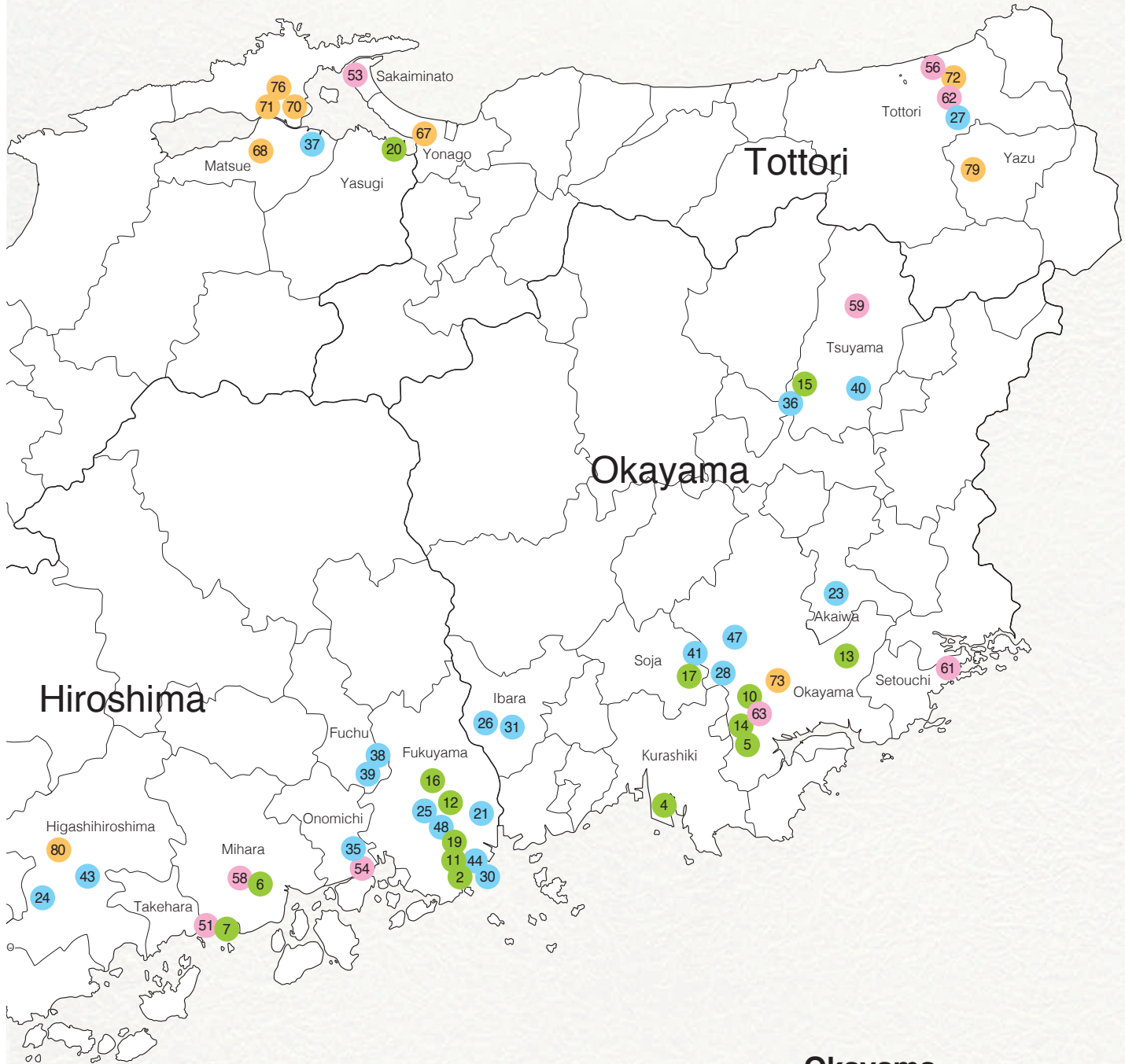
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## Hiroshima

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- 3 DaikyoNishikawa Corporation .... P.13
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### Hiroshima

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### Hiroshima

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## Manufacturing (Basic Material Industries) ① Lumber and Wood Products

Hiroshima pref.

1

**WOOD ONE CO., LTD.****Unique System of "Planting, Cultivating, and Utilizing Trees"**

Established in 1935

1-1, Mokuzaikominami, Hatsukaichi City,  
Hiroshima Prefecture 738-8502  
TEL (0829) 32-3333  
<https://www.woodone.co.jp>

Capital: ¥7.324 billion  
Number of employees: 1,322  
Sales: ¥66.300 billion

Main overseas locations	New Zealand, the Philippines, Indonesia, China
Hiring foreigners	3 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Wood One manages approximately 40,000 hectares of forest in New Zealand, and uses its know-how of forestry, cultivated over many years, for integrated production from seedlings to wood products. We use a 30-year cycle of "afforestation" - "cultivation" - "logging" - "afforestation".

**Unique, Best-Selling Products and Services****Integrated system of production that prevents the waste of wood resources**

Using wood that is cultivated through a 30-year cycle in New Zealand, We have established a business model in which a single tree is a source for solid wood, laminated wood, and veneer for plywood, and the wood pulp (which would traditionally be disposed of) is processed into wooden boards, so that no wood resources are wasted. Currently, while illegal logging is a worldwide problem, the mission of this model is to create a future for the use of our limited resources.

**Appeal to New Graduates/Mid-Career Recruits**

With the motto "planting, cultivating, and utilizing trees", we perform every step involved in the production of lumber within our own group companies. Through the 30-year logging cycle, we contribute to the conservation of the global environment with a system of semipermanent supply that does not deplete lumber resources.



Forest in New Zealand where the logging cycle is implemented

## Manufacturing (Basic Material Industries) ② Chemicals

Hiroshima pref.

2

**Manac Incorporated****Active in Multiple Fields as a Top Manufacturer of Bromine Compounds**

Established in 1948

92, Minooki-cho, Fukuyama City,  
Hiroshima Prefecture 721-0956  
TEL (084) 954-3330  
<http://www.manac-inc.co.jp>

Capital: ¥1.757 billion  
Number of employees: 190  
Sales: ¥6.773 billion

Main overseas locations	China
Hiring foreigners	4 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We use our core "bromination technology" to provide products that contribute to higher functionality in advanced technology industries, such as high-tech information fields (electronics, liquid crystal, and IT equipment) and pharmaceutical fields that promote health.

**Unique, Best-Selling Products and Services****Bromine compounds**

As Japan's top manufacturer of bromine compounds, we focus primarily on flame retardants, and also manufacture and sell pharmaceuticals, electronic materials, and information-related products. Our flame retardants are added to plastics used in the electric and electronic fields. We produce and develop high performance flame retardants with high heat resistance, weather resistance, non-bleeding properties, and other characteristics that we pursued based on our long-cultivated bromination technologies and accumulated information.

**Appeal to New Graduates/Mid-Career Recruits**

We are looking for people who like chemicals and science, people who actively accept challenges, and ambitious people who are interested in working overseas.



Fukuyama plant



Performing an experiment

Manufacturing (Basic Material Industries) **3 Plastic Products**

Hiroshima pref. **3**

## DaikyoNishikawa Corporation

### Top Manufacturer of Plastic Oil Strainers for Automobiles

Established in 2007

1-4-31, Kitashinchi, Saka-cho, Aki-gun,  
Hiroshima Prefecture 731-4311  
TEL (082) 885-6634  
<http://www.daikyonishikawa.co.jp/en>

Capital: ¥5.426 billion  
Number of employees: 5,072  
Sales: ¥171.967 billion

Main overseas locations	Mexico, China, South Korea, Thailand, Indonesia
Hiring foreigners	5 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We develop and propose products that contribute to reducing the weight of automobiles, by replacing metal with plastic. We propose and supply a wide variety of products, from large parts to small components, to automobile manufacturers. These include exterior parts such as bumpers, interior parts such as instrument panels, and engine components.

#### Unique, Best-Selling Products and Services

**Plastic oil strainers for automobiles**  
(Domestic share: 29.7%, Global share: 10%)

Oil strainers perform important functions, such as distributing lubrication oil throughout the inside of the engine and filtering impurities. Since they are constantly exposed to high temperature, vibration, and lubrication oil, these parts have always been made of metal in the past. However, by replacing metal with plastics that meet the required conditions and can also be more easily formed into the required shapes, we have contributed to improving lubrication performance and reducing the size and weight of engines. Since our parts were first adopted in mass-produced cars in 1996, we now do business with all Japanese manufacturers of passenger cars. We manufacture 12 million plastic oil strainers annually throughout our global bases.

#### Appeal to New Graduates/Mid-Career Recruits

We respect the autonomy of employees, and provide an environment in which young employees can be involved in work that we will find rewarding. We are looking for people who will work hard while actively exchanging opinions with people in other departments, who will continue to grow together with the company in the future based on an increasing level of technological skills, and who have the passion and will to create a company that is admired throughout the world.



Plastic oil strainers for automobiles



Manufacturing (Basic Material Industries) **3 Plastic Products**

Okayama pref. **4**

## Hagihara Industries, Inc.

### World's leading company of Concrete-Reinforcing Fiber

Established in 1962

1-4, Mizushimaakadori, Kurashiki City,  
Okayama Prefecture 712-8502  
TEL (086) 440-0860  
<https://www.hagihara.co.jp>

Capital: ¥1.778 billion  
Number of employees: 464  
Sales: ¥26.457 billion

Main overseas locations	Indonesia, China
Hiring foreigners	3 foreigners hired in the past, willing to hire more

#### Corporate Strengths

In addition to producing products such as sheets using synthetic resin made from polyethylene or other raw materials, we have significant resources for technological development. For instance, the Engineering Business Division makes it possible to develop production equipment within our own company.

#### Unique, Best-Selling Products and Services

**"Barchip" Concrete-Reinforcing Fiber**  
(Domestic share: 100%)

When added to concrete, Barchip controls the cracking and spalling of concrete. It can also be used for other issues facing communities such as improving the durability of concrete and reducing labor-hours by shortening the time of construction. It has become the world's leading brand, and is widely used in the civil engineering and construction industries.

#### Appeal to New Graduates/Mid-Career Recruits

We manufacture and sell a wide range of products used across all over the world. We provide opportunities to overcome challenges and grow together in a variety of fields.



"Barchip" Concrete-Reinforcing Fiber



"Barchip" used for tunnel construction



Manufacturing (Basic Material Industries) 3 Plastic Products

Okayama pref. 5

# RIPRO Corporation Japan

## Top Share of Recycled Plastic Stake in Japan

Established in 1971

1186, Nakaune, Minami-Ku, Okayama City,  
Okayama Prefecture 701-0213  
TEL (086) 298-2281  
<http://www.ripro.co.jp>

Capital: ¥15 million  
Number of employees: 40  
Sales: ¥1.210 billion

Main overseas locations	none
Hiring foreigners	1 foreigner hired in the past, willing to hire more

### Corporate Strengths

We have been recycling waste plastic to manufacture and sell markers and construction materials since we were established nearly 50 years ago. In addition, in order to increase the added value of our stake markers, we have also developed "Information Stakes" with built-in IC chips and stakes with built-in sensors to detect landslides.

### Unique, Best-Selling Products and Services

**Recycled plastic stake**  
(Domestic share: 60%)

We manufacture stakes for marking borders as well as fenceposts, based on technology for recycling waste plastic that we have cultivated since we were established. Our stake markers have the top share in the Japanese market, and are sold throughout Japan. We have built an in-house system that allows an integrated process of production, from orders received to material procurement, manufacturing using our own original design equipment, and delivery. There are 3 keys to the concept of consistency in our recycling business: (1) "Monozukuri" as part of the manufacturing industry, (2) "Environment" such as measures to protect the global environment, and (3) "Information" through collaboration between positioning information and IoT.

### Appeal to New Graduates/Mid-Career Recruits

We pursue all possibilities regarding recycling, and develop products such as stake markers with high added value while improving our recycling technology, and work actively to develop new recycling materials.



Headquarters



Recycled Plastic Stake

Manufacturing (Basic Material Industries) 3 Plastic Products

Hiroshima pref. 6

# RENIAS Co., Ltd.

## Top Share of Resin Glass Products Using Unique Technology

Established in 1976

200-76, Obara, Nutanishi-cho, Mihara City,  
Hiroshima Prefecture 729-0473  
TEL (0848) 86-1137  
<http://www.renias.co.jp>

Capital: ¥70 million  
Number of employees: 120  
Sales: ¥4.670 billion

Main overseas locations	US
Hiring foreigners	10 foreigners hired in the past, willing to hire more

### Corporate Strengths

We manufacture plastic glass made of polycarbonate resin. Our products are used in a variety of ways, such as for automobiles, buses, railway cars, and construction machinery. Our technical abilities and performance of the products has gained high reputation, as we fulfill orders from around the world.

### Unique, Best-Selling Products and Services

**Polycarbonate resin windows and window frames**  
(No1 in Japanese Market)

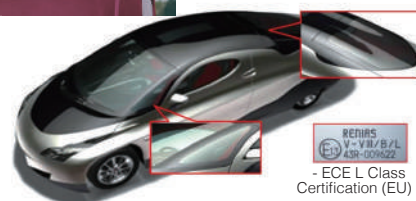
The keyword for the products manufactured by RENIAS is "light". The power of light enhances the performance of resin glass dramatically. Our plastic windows, manufactured using our unique technology and named as "RENCRAFT®" cannot be made by other competitor and has the largest share in Japan's resin glass industry and the exports of the products has been expanding.

### Appeal to New Graduates/Mid-Career Recruits

Over 40 years, ever since its establishment, RENIAS has been and will continue evolving as "One and only, Awesome Company". As we continue to pursue new challenges by accurately recognizing changes in the business environment, we will recruit new people to help us create a company like no other anywhere else in the world.



Polycarbonate resin window in the rear of a bus



Passenger car with polycarbonate resin windows

Manufacturing (Basic Material Industries) 4 Rubber Products

Hiroshima pref. 7

## ATOM Corporation

No. 1 Manufacturer of Work Gloves in Japan  
by Making Improvements for Over 40 Years

Established in 1942

4-2-1, Tadanoumi-higashimachi, Takehara City,  
Hiroshima Prefecture 729-2317  
TEL (0846) 26-1258  
<http://www.atom-glove.co.jp>

Capital: ¥73 million  
Number of employees: 134  
Sales: ¥4.400 billion

Main overseas locations	China, Thailand
Hiring foreigners	2 foreigners hired in the past, willing to hire more

### Corporate Strengths

As a manufacturer of work clothes, ATOM Corporation develops, manufactures, and sells primarily work gloves and boots. We utilize rubber processing technology that has been cultivated over many years to provide new value to the market through a customer-oriented approach to manufacturing based on a philosophy of "providing safety and comfort to working hands".

### Unique, Best-Selling Products and Services

#### Rubber-coated gloves (series)

We are Japan's number one manufacturer of knit work gloves that are coated in rubber, which are our main products. Among the many products in the market that are produced overseas, we focus on domestic production in order to make high-quality products and enhance our response to product improvement and the development of new products. Even though more than 40 years have passed since the launch of this series of gloves, we continue to respond to market needs and make improvements. Today, our products are used for a wide variety of work and purposes, such as fitted style products that are easy to use, and products that use a combination of high-performance fibers and new materials.

### Appeal to New Graduates/Mid-Career Recruits

We are recruiting for a wide range of positions, including sales, development, and production technology. Each employee approaches one's daily work within a corporate culture that values the spirit of facing challenges. We offer a wide range of opportunities for people who are motivated to apply all of their skills and who act with a positive attitude.



Headquarters



Rubber-coated gloves

Manufacturing (Basic Material Industries) 4 Rubber Products

Yamaguchi pref. 8

## Ohji Rubber & Chemicals Co., Ltd.

Top Share in Japan for Anti-Corrosion Products

Established in 1957

2-1-6, Katsuma, Hofu City,  
Yamaguchi Prefecture 747-0822  
TEL (0835) 22-3956  
<http://www.ohji-rubber.co.jp>

Capital: ¥200 million  
Number of employees: 260  
Sales: ¥4.508 billion

Main overseas locations	China, Thailand
Hiring foreigners	4 foreigners hired in the past, willing to hire more

### Corporate Strengths

We have top market share in Japan for anti-corrosion products. We manufacture a wide range of products, utilizing the characteristics of each department to create new products.

### Unique, Best-Selling Products and Services

#### Lining products (Domestic share: 50%, Global share: 30%)

We manufacture thin rubber sheets and handmade rubber products. These products are primarily attached to the inside of tanks and piping, as a construction technique for preventing the corrosion of iron by liquids such as chemicals. When manufacturing products, we select the types of rubber that are appropriate for the liquids that are used. The skills of experienced engineers are required to affix the rubber correctly. At our factory, we have the largest vulcanizing autoclave in western Japan for making rubber products, and we manufacture products up to the maximum size that can be transported over land.

### Appeal to New Graduates/Mid-Career Recruits

We have top market share in Japan for anti-corrosion products. We manufacture a wide range of products, utilizing the characteristics of each department to create new products. People who are motivated can learn all of the necessary skills through on-the-job training after they are hired. We have plants in China and Thailand, and employees can be promoted to supervisory positions at overseas locations after only a few years. It is a work environment in which even young people are given opportunities in global positions.



Yamaguchi plant

## Nishikawa Rubber Co., Ltd.

### Accelerating Internationalization with Automotive Equipment that Boasts Top Share in Japan

Established in 1934

2-2-8, Misasamachi, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-8510  
TEL (082) 237-9371  
<http://www.nishikawa-rbr.co.jp>

Capital: ¥3.364 billion  
Number of employees: 1,374  
Sales: ¥96.256 billion

Main overseas locations	US, Thailand, China, India, Mexico, Indonesia, UK
Hiring foreigners	9 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Nishikawa Rubber's outstanding sealing and forming engineering have achieved top share in the industry. Our technology is highly regarded, resulting in a high level of trust, and we provide peace of mind to customers. We are taking advantage of our technological skills to further accelerate globalization.

#### Unique, Best-Selling Products and Services

##### Weatherstrips for convertibles (convertible system) (Domestic share: 80%)

Convertible cars have a folding mechanism in their roofs. Weatherstrips, which prevent rain and wind from entering through openings, are designed to not interfere with each other when the folding mechanism is opened and closed. Structurally, their design is much more difficult than weatherstrips for closed-body cars. Further, these products have received praise from automotive manufacturers for their low noise, durability, and appearance.

#### Appeal to New Graduates/Mid-Career Recruits

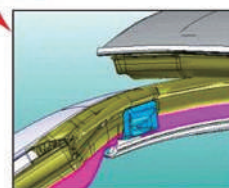
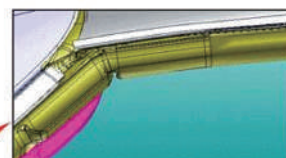
We are looking for people who seek new challenges while valuing harmony and approaching work with a straightforward attitude. We welcome passionate people who enjoy a challenge, who are full of vitality, and who exhibit an ability to grow.



Headquarters



Weatherstrips for convertibles  
(convertible system)



## Nisshin Rubber Co., Ltd.

### Using the World's Most Advanced Rubber Technology to Develop Soles with Amazing Anti-Slip Performance

Established in 1922

8-16-17, Ima, Kita-ku, Okayama City,  
Okayama Prefecture 700-0975  
TEL (086) 243-2456  
<http://www.nisshinrubber.co.jp>

Capital: ¥80 million  
Number of employees: 70  
Sales: ¥2.900 billion

Main overseas locations	China
Hiring foreigners	2 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We are utilizing know-how and technology regarding the manufacture of rubber products, accumulated over many years, to manufacture shoes, construction materials, and core components for nursing products. One of our strengths is a corporate structure that allows us to actively engage in manufacturing and sales not only in Japan, but also throughout Asia, and to export products to Europe and the United States.

#### Unique, Best-Selling Products and Services

##### "Hyper V" series with amazing anti-slip performance

With the goal of eliminating falling accidents, we spent 10 years developing the world's best "anti-slip" sole. Today, we boast the most advanced anti-slip performance on surfaces covered with liquids, snow, ice, and powder. Our products are evaluated highly by the food-service industry, and we have sold a total of more than 8 million pairs of shoes. Our products are used not only for safety shoes, but also for medical care and nursing products, and also for robots. Recently, we have garnered attention in the fields of fishing and sports, and are expected to further expand into other markets.

#### Appeal to New Graduates/Mid-Career Recruits

In addition to our strength in rubber technology, we are also known for our nimble footwork in overseas markets and the attractive at-home atmosphere of our workplace environment. We encourage our sales people to avoid the common "walk-in sales" approach and instead work with our distributors for developing new markets and products, and also welcome people from a wide range of fields, including chemicals, fashion, and design, to take development positions.



Used for the tread on solar panel cleaning robots





Manufacturing (Basic Material Industries) 4 Rubber Products

Hiroshima pref. 11

## Hayakawa Rubber Co., Ltd.

### Developing Waterproof Material to Create a New Market with Overwhelming Market Share

Established in 1919

5351 Minamioka, Minoshima-cho, Fukuyama City,  
Hiroshima Prefecture 721-8540  
TEL (084) 954-7801  
<https://www.hrc.co.jp>

Capital: ¥494 million  
Number of employees: 363  
Sales: ¥9.537 billion

Main overseas locations	Thailand
Hiring foreigners	4 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We develop products with an overwhelming share in niche markets, and create our own markets. We have continued to maintain an overwhelming market share for unique waterproof materials that are used for concrete structures. We also manufacture industrial rubber that blocks radiation, and develop adhesives for smartphones.

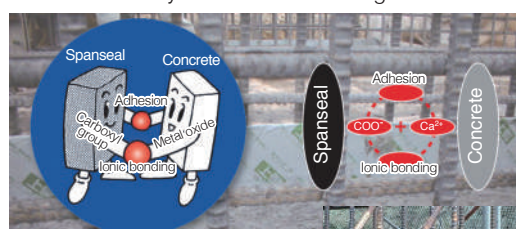
#### Unique, Best-Selling Products and Services

"Spanseal" waterproof material for concrete  
(Domestic share: 30%)

"Spanseal", developed as a waterproof material for concrete and fully marketed in 1967, has continued for more than 50 years as a unique product with top market share. It is an unheated type of adhesive plastic material that uses recycled butyl rubber that has undergone special treatment. It adheres with cement during the hydration reaction process of wet concrete, thus creating a waterproof effect.

#### Appeal to New Graduates/Mid-Career Recruits

During the 100 years since the company was established, we have been developing products that make use of the functionality of rubber. We manufacture and sell waterproof material for underground concrete structures, waterproof material for rooftops, and sound insulation and damping materials for homes. Our work environment is very attractive, with two days off each week and paid vacation that is easy to schedule according to workers' request.



"Spanseal" reactive adhesive waterproof plate



Application of "Spanseal"

Manufacturing (Basic Material Industries) 4 Rubber Products

Hiroshima pref. 12

## Fukuyama Rubber Ind. Co., Ltd.

### World's First Comfortable and Durable Puncture-Resistant Tire

Established in 1947

3-1-63, Matsuhama-cho, Fukuyama City,  
Hiroshima Prefecture 720-8637  
TEL (084) 921-2311  
<http://www.fukuyamagomu.co.jp>

Capital: ¥46 million  
Number of employees: 150  
Sales: ¥6.132 billion

Main overseas locations	none
Hiring foreigners	2 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Fukuyama Rubber has an industrial department that focuses mainly on rubber crawlers for the undercarriage of construction machinery, and a footwear department that focuses mainly on rubber boots and work shoes. Since establishment, we have manufactured rubber-related products, and its technological capabilities are evaluated highly in the industry.

#### Unique, Best-Selling Products and Services

NEO AirBoss Tyres

There are two types of tires used for forklifts: puncture-resistant tires, which are a mass of rubber, and air tires that are inflated with air. Although there is no worry of getting a flat when using puncture-resistant tires, the ride is bumpy and uncomfortable. Air tires provide a comfortable ride, but there is the risk of a flat and handling can be unstable. So, there are pros and cons in both types. AirBoss Tyres are a new-generation of puncture-resistant tires that offer both riding comfort and durability. By adopting a porous structure with holes on the side, Fukuyama Rubber achieved riding comfort while maintaining the durability and stability of conventional tires. We also manufacture AirBoss Tyres for wheel loaders for construction machinery.

#### Appeal to New Graduates/Mid-Career Recruits

We are looking for people to fill roles in technical positions and sales. There is no relocation and a large number of employees are from the local area, which has resulted in a comfortable and friendly working environment.



NEO AirBoss Tyre

## Manufacturing (Basic Material Industries) 5 Non-ferrous Metals

Okayama pref. 13

**Nakashima Propeller Co., Ltd.****Approx. 100% Domestic Share for Fixed Pitch Propellers for Ships**

Established in 2009

688-1, Joto-Kitagata, Higashi-ku, Okayama City,  
Okayama Prefecture 709-0625  
TEL (086) 279-5111  
<https://www.nakashima.co.jp>

Capital: ¥100 million  
Number of employees: 400  
Sales: ¥21.900 billion

Main overseas locations	the Philippines, Vietnam, China, Singapore
Hiring foreigners	2 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Nakashima Propeller, the core of the Nakashima Group which draws on the history of Nakashima Foundry established in 1926, is the world's top manufacturer of marine propulsion equipment. We focus on a build-to-order approach. In 2015, we received the Prime Minister's Award at the Monozukuri Japan Awards for the development of propellers using new materials.

**Unique, Best-Selling Products and Services**

**Marine propulsion equipment (fixed pitch propellers)**  
(Domestic share: Approx. 100%, Global share: Approx. 30%)

We use a combination of digital technology and highly skilled craftsmen who can use sand to create a casting mold without a model, and who can find errors of only 1/100th of 1 mm simply by touch during the finishing process, to manufacture propellers that are customized according to each customer's needs. We have manufactured approximately 1 million propellers for ships of varying size, from diameters of 18 cm to about 10 m.

**Appeal to New Graduates/Mid-Career Recruits**

We will continue to face new challenges while aiming to create new and optimum products. We are looking for people who like to build things and enjoy taking on new challenges. We also welcome people who are active and have a global perspective. We strive to cultivate good employees by providing support for self-development correspondence courses and in-house language courses (English, Chinese).



Side thruster used when a ship is departing or docking



Manufacturing propellers larger than 10 m in diameter

## Manufacturing (Basic Material Industries) 6 Metal Products

Okayama pref. 14

**Asagoe Industry Co., Ltd.****Top Share for Hydraulic Equipment Parts Using the World's Best Technology**

Established in 1964

557-4, Mishima, Minami-ku, Okayama City,  
Okayama Prefecture 701-0206  
TEL (086) 282-0131  
<http://asagoe-net.co.jp>

Capital: ¥33 million  
Number of employees: 480  
Sales: ¥8.760 billion

Main overseas locations	none
Hiring foreigners	1 foreigner hired in the past, willing to hire more

**Corporate Strengths**

Asagoe Industry boasts the world's best technology in product fields that require high quality and reliability, such as hydraulic equipment parts that are the heart of construction machinery that can withstand the repetitive stress of super high pressure, and brake parts for automobiles. We can handle all processes from mold production to castings and precision machining.

**Unique, Best-Selling Products and Services**

**Control valve parts for power shovels**  
(Global share: 25%)

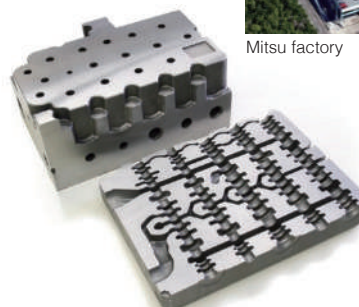
In the field of hydraulic equipment, particularly advanced casting and machining technology is required. Among them, the control valve parts for large power shovels, which have complex shapes, require performance that can withstand high pressure as well as high-precision machining technology. There are not many companies in the world that can manufacture products of such high quality. Products from our company, located in Okayama, account for 25% of global share, and are used by hydraulic equipment and construction machine manufacturers all over the world, providing support to worldwide infrastructure and resource development.

**Appeal to New Graduates/Mid-Career Recruits**

We are involved in work that supports global stability through manufacturing. Since this is important work that only we can do, and which we will never stop, our aim is to become a company with a comfortable atmosphere in which employees feel motivated.



Mitsui factory



Control valve parts



## Manufacturing (Basic Material Industries) 6 Metal Products

Okayama pref. 15

**O.N. Industries, Ltd.****Water Supply and Drainage Fittings that Provide Overwhelming Earthquake Resistance and Market Share**

Established in 1964

3235-2, Kamitanomura, Tsuyama City,  
Okayama Prefecture 708-0011  
TEL (0868) 28-0171  
<http://www.onk-net.co.jp>

Capital: ¥96 million

Number of employees: 190

Sales: ¥6.000 billion

Main overseas  
locations

China, ASEAN, EU

Hiring  
foreigners4 foreigners hired in the past,  
willing to hire more**Corporate Strengths**

Since 1964, we have consistently boasted a long tradition and significant achievements as a manufacturer that specializes in stainless steel pipe products. We utilize the industry's leading technology and state-of-the-art equipment to produce fittings and valves for stainless steel pipes for construction, industrial use, and public water utilities, within a complete system of quality control.

**Unique, Best-Selling Products and Services****Expansion pipe fittings (Domestic share: 70%)**

In Japan, where there are many earthquakes, it is a challenge to improve the seismic resistance of water supply and drainage pipes. Our main product, the "Nice Joint" stainless steel fitting, has seismic resistance that is 2.5x or greater than the standard required by the Building Standards Law. The product's overwhelming seismic resistance was demonstrated during the Hanshin-Awaji Earthquake, the Great East Japan Earthquake, and the Kumamoto Earthquakes, earning a high level of trust from the industry. This product is used widely throughout Japan, especially for important structures such as Haneda Airport, government buildings, major regional hospitals, and large commercial buildings. It won the Special Award (Product/Technology Development Division) at the 5th Monozukuri Japan Awards in 2013.

**Appeal to New Graduates/Mid-Career Recruits**

O.N. Industries welcomes people who can make use of their knowledge of material engineering for everything from the manufacture to the sale of stainless steel. We are also looking to actively hire people who can speak English, in order to develop overseas markets in the future.



Headquarters



"Nice Joint" stainless steel water supply and drainage fittings

## Manufacturing (Basic Material Industries) 6 Metal Products

Hiroshima pref. 16

**Castem Co., Ltd.****Utilizing the Highest Level of Casting Technology to Manufacture Character Masks**

Established in 1970

1808-1, Oaza-Nakatsuhara, Miyuki-cho, Fukuyama City,  
Hiroshima Prefecture 720-0004  
TEL (084) 955-2221  
<http://www.castem.co.jp>

Capital: ¥79 million

Number of employees: 264

Sales: ¥5.998 billion

Main overseas  
locationsthe Philippines, Thailand,  
Colombia, USHiring  
foreigners2 foreigners hired in the past,  
willing to**Corporate Strengths**

We have grown into a global company operating in Japan and Southeast Asian countries with a core business of precision casting. We are now at a turning point, but have always had faith in being the best partner for our clients. In the intensifying competition over the rising demand for high quality, low cost, timely delivery, varied product assortment, and small lots, we strive to provide customers with the best possible value.

**Unique, Best-Selling Products and Services****Robin mask (Domestic share: 100%)**

The quality of this mask for a popular anime character has been recognized by the creator of the original manga. This intricate and attractive mask was manufactured with our unique technology, based on the combination of 50 years of casting and the skills of our craftsmen.

**Appeal to New Graduates/Mid-Career Recruits**

We have focused on developing human resources, and are looking for motivated and passionate people regardless of age. Some employees have been promoted to quality assurance supervision positions in overseas plants in their 4th year, while others have been promoted to management positions in their 3rd year. We implement a mentor system in which one-on-one guidance is provided for a 6-month period, and therefore special skills are not required in order to join us. In addition, we provide support for women to play an active part in the workplace.



Site where high-quality products are manufactured



Robin mask recognized for high-quality by the creator of the original manga

## Manufacturing (Basic Material Industries) 6 Metal Products

Okayama pref. 17

**Tanaka Machinery, Inc.****Manufacturing Various Machine Parts Based on the Highest Level of Machining Capabilities**

Established in 1956

700-11, Shimobayashi, Soja City,  
Okayama Prefecture 719-1122  
TEL (0868) 28-0171  
<http://www.tanakaworks.jp>Capital: ¥35 million  
Number of employees: 90  
Sales: ¥2.400 billion

Main overseas locations	Indonesia
Hiring foreigners	Hired in the past, willing to hire

**Corporate Strengths**

We specialize in the machining of everything from aircraft parts to components for semiconductor manufacturing equipment, as well as machine parts for a variety of industries, such as construction equipment parts and railway car parts for heavy industry.

**Unique, Best-Selling Products and Services****Double-column, 5-sided machining equipment (owned by Tanaka Machinery)**

We have more than 60 large milling machines, including 5-axis machining mills, 5-sided machining mills, horizontal boring machines, and turning machines, allowing the manufacture of a wide variety of large machine parts from the production of individual units to mass production. Our 27 double-column machining centers (5-sided machining mills), ranging in width from 3,500 mm to 2,000 mm, allow the highest level of machining capability.

**Appeal to New Graduates/Mid-Career Recruits**

We are looking for good people regardless of educational background or experience. Many young people aim to become engineers and acquire the skills necessary for work through on-the-job-training by receiving instruction from their superiors at actual work sites. Our medium-term slogan is to "create global teamwork" by encouraging the exchange of technical information between colleagues at work, as well as personal exchange in social situations outside of work.



Wide variety of machining equipment for manufacturing various machine parts

## Manufacturing (Basic Material Industries) 6 Metal Products

Yamaguchi pref. 18

**CHOFU SEISAKUSHO Co., Ltd.****World's First Household System for Water Heating and Air Conditioning in a Single Unit**

Established in 1954

2-1, Chofuogimachi, Shimonoseki City,  
Yamaguchi Prefecture 752-8555  
TEL (083) 248-1111  
<https://www.chofu.co.jp/en/index.html>Capital: ¥7.000 billion  
Number of employees: 1,400 (consolidated)  
Sales: ¥42.057 billion (consolidated)

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire more

**Corporate Strengths**

Chofu Seisakusho, with its corporate headquarters in Shimonoseki, Yamaguchi, is a total manufacturer of housing equipment. We develop and sell the water heaters as the only Japanese manufacturer that utilize all energy sources, such as oil, gas, electricity, and solar power. Our goal as a "company that creates comfort" is to achieve a society that is friendly to both people and the environment.

**Unique, Best-Selling Products and Services****"OMX" hot water, air conditioning, and ventilation system using solar power and exhaust heat**

With the technology and know-how we have accumulated over many years, we developed the world's first household system for both hot water and air conditioning (cooling, heating) in a single unit, instead of separate heating and cooling units. Heat from the sun and in the atmosphere, which differs in summer and winter, is efficiently controlled and used for indoor heating and water heating. In addition, the heat that is generated through ventilation is used, as needed, to reduce the necessity of energy for heating and cooling. This is a highly efficient and next-generation energy-saving system for households.

**Appeal to New Graduates/Mid-Career Recruits**

We provide a full range of services from product development to manufacturing and sales. Our corporate culture encourages young people to take an active lead and attempt new challenges in order to grow, in a variety of fields regardless of educational background.



Headquarters plant



Inside the plant

## Manufacturing (Basic Material Industries) 6 Metal Products

Hiroshima pref. 19

**FUKUYAMANETUREN Co., Ltd.****Unprecedented Fully-Automated FA Line for Carburizing and Quenching**

Established in 1965

6280-1, Minoshima-cho, Fukuyama City,  
Hiroshima Prefecture 721-0957  
TEL (084) 920-3333  
<http://www.fukunetsu.co.jp>Capital: ¥10 million  
Number of employees: 340  
Sales: ¥5.483 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

We have received numerous heat treatment certifications from major manufacturers, including for construction machinery, agricultural machinery, automobiles, and heavy industries. We have more than 1,000 clients along the coast of the Seto Inland Sea and surrounding areas, and provide a wide range of detailed support for high-quality heat treatment needs.

**Unique, Best-Selling Products and Services**

**Fully-automated FA line that allows mass-production for the carburizing and quenching of a variety products**

Carburizing and quenching are heat treatment techniques that are used to harden only the surface layer of mechanical parts that require strength. Since these techniques require complex and diverse management, the manufacture of small quantities of a variety of products usually requires the operation of about 5 furnaces. In order to respond to the demand for small lots of various products, we built an FA line that allows the efficient operation of 26 carburizing furnaces. This makes it possible to achieve an unprecedented level of mass production of small lots of various products (1,000 tons of 5,000 different types of products manufactured each month). This line won the Director General's Prize, Chugoku Bureau of Economy, Trade and Industry at the 3rd Monodzukuri Nippon Award in 2014.

**Appeal to New Graduates/Mid-Career Recruits**

Although it does not stand out, this line plays an important role in supporting the manufacturing quality of Japanese brand products. We are looking for both new graduates and mid-career recruits, regardless of experience. We want people who can work with others to come up with new ideas with a serious approach to manufacturing in Japan.



Fully-automated FA line that allows mass-production for the carburizing and quenching of a variety products



Headquarters

## Manufacturing (Basic Material Industries) 6 Metal Products

Shimane pref. 20

**Moriya Cutlery Laboratory, Ltd.****High Share in Vanes for Precision Parts in Hydraulic Pumps**

Established in 1953

113-1, Enoshima-cho, Yasugi City,  
Shimane Prefecture 692-0057  
TEL (0854) 23-1311  
<http://www.moriyacl.co.jp>Capital: ¥10 million  
Number of employees: 214  
Sales: ¥3.655 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

We provide a full range of in-house services, including the machining, heat treatment, and precision finishing of high-value added materials such as special high-grade "Yasuki Steel". We respond flexibly from small lot production to mass production and machining, making us possible to manufacture highly reliable products. (\* Yasuki Steel is a registered trademark of Hitachi Metals.)

**Unique, Best-Selling Products and Services**

**Vanes for hydraulic pumps**

The vanes that partition the oil chambers of hydraulic pumps installed in automobiles are precision parts that must be machined to 0.0001 mm. Moriya Cutlery maintains this level of precision while manufacturing more than 10 million products per month, which has allowed us to achieve a high market share, including overseas exports.

**Appeal to New Graduates/Mid-Career Recruits**

We boldly work on product development through the use of highly precise cutting technology and quality control, while also refining traditional techniques. We have also acquired international standard IATF16949 regarding specialized quality management systems for the automotive industry. Our products are used by manufacturers not only in Japan, but also in other countries around the world. We are looking for people who want to experience the joy of manufacturing, regardless of educational background.



Various high-grade and highly reliable specialty steel products



Vanes for hydraulic pumps



## Manufacturing (Processing and Assembly Industries) 7 Electronic and Electrical Equipment

Hiroshima pref. 21

**ADTEC Plasma Technology Co., Ltd.****Manufacturing the Industry's Leading RF Plasma Generators**

Established in 1985

5-6-10, Hikino-cho, Fukuyama City,  
Hiroshima Prefecture 721-0942  
TEL (084) 945-1359  
<http://www.adtec-rf.com>

Capital: ¥835 million  
Number of employees: 170  
Sales: ¥6.103 billion

Main overseas locations	US, UK, South Korea, Vietnam, China, Taiwan
Hiring foreigners	70 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We utilize unique design technology, process technology, and production technology to manufacture compact RF plasma generators with outstanding durability. We provide the world's leading semiconductor manufacturers with power equipment that supports a wide range of frequencies and uses.

**Unique, Best-Selling Products and Services**

**RF plasma generator (TX series)**  
(Domestic share: 18%, Global share: 5%)

We designed a half-rack RF plasma generator that is 1/3 the weight of conventional models, and is the smallest model in the industry. This basic, low power model uses an amplifier that is resistant to high-frequency reflections in order to provide output in a range from 300 to 3000 W. Available options include a pulse function, arc cut function, and a VF (variable frequency) function. Products can be manufactured to the specifications required by customers in a variety of industries.

**Appeal to New Graduates/Mid-Career Recruits**

All employees at ADTEC work together to establish basic technologies and to face the challenges of creating state-of-the-art technologies. We aim to provide a higher level of added value to the "ADTEC" brand, and to further develop business with users around the world.



RF plasma generator



Innovation Center

## Manufacturing (Processing and Assembly Industries) 7 Electronic and Electrical Equipment

Hiroshima pref. 22

**Oasa Electronics Co., Ltd.****Unique Brand Utilizing 20 Years of Experience**

Established in 1983

3817-10, Oasa, Kitahiroshima-cho, Yamagata-gun,  
Hiroshima Prefecture 731-2104  
TEL (0826) 82-3636  
<http://www.oasa-elec.co.jp>

Capital: ¥41 million  
Number of employees: 130  
Sales: ¥586 million

Main overseas locations	none
Hiring foreigners	10 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Oasa Electronics has been involved in the manufacture of liquid crystal panels for 30 years. We deliver mainly liquid crystal panels for in-vehicle use to domestic and overseas markets. With our strength in skill and craftsmanship that is unique to Japan, our company's motto is to always manufacture products that satisfy our customers. In addition to manufacturing liquid crystal panels, we also subcontract the manufacturing of audio equipment, allowing us to provide a full range of services from development to manufacturing.

**Unique, Best-Selling Products and Services**

**Original "Egretta" brand**

We utilized our 20 years of experience in the OEM manufacturing, design, and development of audio equipment to launch our own brand in Japan in 2011, and expanded overseas in 2017. Our products feature omnidirectional speakers that emit sound in 360 degrees, allowing the listener to enjoy quality audio at any location in normal living room atmosphere. We do not compromise on high-definition sound, achieving high-resolution audio in all directions even beyond the audible range. The tweeter units used inside their speakers, also developed in-house, feature improved audio quality and durability through the adoption of a completely new, jointly developed material for use in diaphragms.

**Appeal to New Graduates/Mid-Career Recruits**

Our company, located in the welcoming mountainous areas of Hiroshima Prefecture, provides a clean, comfortable, air-conditioned working environment. Through teamwork and communication, we manufacture products not only for the Japanese market, but for the entire world.



Headquarters



Original "Egretta" brand of audio equipment products

Manufacturing (Processing and Assembly Industries)

7 Electronic and Electrical Equipment

Okayama pref. 23

## OHNIT CO., LTD.

### Portable Ozone Deodorizers with High Market Share, Expanding throughout the Domestic Market

Established in 1992

3-3-765, Sakuragaokahigashi, Akaiwa City,  
Okayama Prefecture 709-0721  
TEL (086) 995-9155  
<http://www.ohnit.co.jp>

Capital: ¥50 million  
Number of employees: 32  
Sales: ¥550 million

Main overseas locations	China
Hiring foreigners	None hired in the past, willing to hire

#### Corporate Strengths

Through a system of joint research between industry, government, and academia, including the Industrial Technology Center of Okayama Prefecture and Saga University, we are leading the industry with continuous developments in state-of-the-art ozone technology. In addition to acquiring patents for ozone generators, our core parts, we also have a variety of unique technologies.

#### Unique, Best-Selling Products and Services

"Go One" ozone deodorizers  
(Domestic share: 20%)

In 1996, we developed the product that would eventually lead to the "Go One" series of portable ozone deodorizers. These products have a 20% share of the domestic market in the hotel industry, and were featured on a nation-wide television program as the "strongest deodorizers" in 2013.

#### Appeal to New Graduates/Mid-Career Recruits

We aim to be a company made up of people who value other people. OHNIT is a company that provides value to the world by training and cultivating its employees, who then in turn train and cultivate the next generation of new employees.



Headquarters



Ozone deodorizers developed by OHNIT

Manufacturing (Processing and Assembly Industries)

7 Electronic and Electrical Equipment

Hiroshima pref. 24

## SHINKAWA Sensor Technology, Inc.

### Managing Plant Facilities Through Total Support Services

Established in 1994

4-22, Yoshikawakogyodanchi, Higashihiroshima City,  
Hiroshima Prefecture 739-0153  
TEL (082) 429-1118  
<http://www.shinkawa.co.jp/sst.html>

Capital: ¥50 million  
Number of employees: 145  
Sales: ¥2.040 billion

Main overseas locations	US, Singapore, Malaysia, China
Hiring foreigners	None hired in the past, willing to hire

#### Corporate Strengths

SHINKAWA Sensor Technology, based in Higashihiroshima, develops proprietary sensors that detect vibration. We contribute to the maintenance of essential utilities, such as electric, gas, and water, and social infrastructure such as railways, as well as other fields such as the development of the Japanese space program.

#### Unique, Best-Selling Products and Services

Total support including personnel training and diagnostic services

We provide monitoring and diagnostic services for rotating machinery, in order to prevent issues at plant facilities and to ensure that equipment operates safely and efficiently with a long service life. We install and regularly measure sensors for our customers, and provide a range of high-quality services that are only possible through the combined efforts of the specialists in the SHINKAWA Group. These services include the early detection of abnormalities and failures, the management of trends and understanding current conditions, and the analysis/diagnosis of vibrations that are directly related to the efficient management and maintenance of facilities, all from a remote location.

#### Appeal to New Graduates/Mid-Career Recruits

For the past five years, all new employees at our company have remained with us for over three years. We offer a large number of days off (126 days in FY2018, including five company-specified paid vacation days) and employees use their paid vacation days at a high rate (69.8% in FY2017), thus maintaining a comfortable working environment.



Hiroshima office  
(Higashihiroshima City)



Monitoring and diagnostic services for rotating machinery at plant facilities



## Manufacturing (Processing and Assembly Industries) 7 Electronic and Electrical Equipment

Hiroshima pref. 25

**Taiyo Electric Ind. Co., Ltd.****Leading Manufacturer of Lead-Free Soldering Irons**

Established in 1965

2-16-8, Yamate-cho, Fukuyama City,  
Hiroshima Prefecture 720-0092  
TEL (084) 951-1512  
<http://www.goot.co.jp>Capital: ¥30 million  
Number of employees: 120  
Sales: ¥1.337 billion

Main overseas locations	China, Malaysia
Hiring foreigners	8 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Taiyo Electric is a comprehensive manufacturer of soldering iron products, with a high share in the Japanese market. We are experts in soldering technology used in a variety of industries, from automobiles to smartphones. Our products are exported to more than 60 countries. We also manufacture soldering systems.

**Unique, Best-Selling Products and Services****"RX80 Series" temperature-controlled lead-free soldering station**

Lead-free solder, while environmentally friendly, is harder to work with than conventional solder, and requires greater quality control and reliability. To solve such issues, we developed these products and added more functions. To meet the needs of a variety of clients, we expanded our product lines, and developed micro-soldering irons, high-watt soldering irons, and even soldering systems.

**Appeal to New Graduates/Mid-Career Recruits**

In addition to soldering irons, we also manufacture soldering iron tips. We use our strengths in research, development, design, and sales, and apply customer feedback to improve our products constantly. We have big opportunities at this small company that will connect you with countries around the world.



Headquarters



FA-1000 Soldering System  
uses temperature-controlled  
lead-free soldering station  
RX80 Series technology  
Low-cost, high-efficiency,  
high-quality soldering

## Manufacturing (Processing and Assembly Industries) 7 Electronic and Electrical Equipment

Okayama pref. 26

**Takaya Corporation****Store Security Systems with High Market Share**

Established in 1894

661-1, Ibara-cho, Ibara City,  
Okayama Prefecture 715-8503  
TEL (0866) 62-2015  
<http://www.takaya.co.jp>Capital: ¥100 million  
Number of employees: 591  
Sales: ¥7.200 billion

Main overseas locations	China, Thailand
Hiring foreigners	5 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We believe that a company is only as good as its employees, and make every effort to meet new challenges in the development of technology. During our history of more than 120 years, we have transitioned from business in the textiles industry to the electronics industry. As the core company of a corporate group, we will continue to evolve in order to contribute to the development of society, and to exist and prosper through cooperation with local communities.

**Unique, Best-Selling Products and Services****Store security systems (shoplifting prevention gates, security tags) (Domestic share: 30%)**

We manufacture products with superior designs and sensing performance especially for Japan's retail industry, such as shoplifting prevention gates and security tags. This system, which was designed based on requests from the people who actually use it in stores, is unique to Japan and has been evaluated highly by stores where it has been installed.

**Appeal to New Graduates/Mid-Career Recruits**

We contribute to society as a general manufacturer that develops shoplifting prevention gates and radio wave equipment such as RFID, board inspection equipment with the top share in the global market, and IT systems that respond to a diverse era. We can also be contracted for the manufacture of electronic equipment, in which case we provide support from design to maintenance.



Izue plant



Store Security System (EAS)



Manufacturing (Processing and Assembly Industries) **7 Electronic and Electrical Equipment**

Tottori pref. **27**

# **NIPPON CERAMIC Co., Ltd.**

## International Company with a Large Market Share in Automotive Ultrasonic Sensors

Established in 1975

176-17, Hirooka, Tottori City,  
Tottori Prefecture 689-1193  
TEL (0857) 53-3600  
<http://www.nicera.co.jp>

Capital: ¥10.994 billion  
Number of employees: 289  
Sales: ¥19.765 billion

Main overseas locations	China, the Philippines, Hong Kong, US, UK
Hiring foreigners	4 foreigners hired in the past, willing to hire more

### Corporate Strengths

We use the development of ferroelectric ceramics and ferrite materials as a starting point for the integration of semiconductor technology, and develop, manufacture, and sell infrared sensors, ultrasonic sensors, current sensors, magnetic sensors, gas sensors, and electronic circuit modules. It is a development company that, primarily through inter-company transactions, has the development and technological abilities to supply products in the form required by clients.

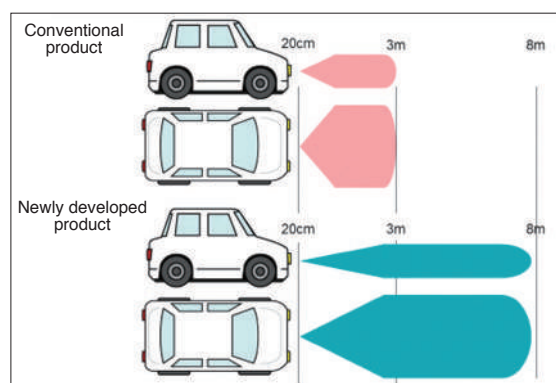
### Unique, Best-Selling Products and Services

**Automotive ultrasonic sensors**  
(Domestic share: 70%, Global share: 20%)

NIPPON CERAMIC is one of Japan's and the world's leading companies with top market share. Our products feature good directional characteristics based on the mounting position on the vehicle, have a large detection distance, can be made in compact sizes, and can be developed according to the client's needs.

### Appeal to New Graduates/Mid-Career Recruits

We are looking for people in positions such as technology development, domestic sales, overseas sales, business planning, and accounting. We are also looking for people in science and engineering fields, such as electricity and electronics, systems, machinery, physics, chemistry, and materials. We welcome people who are interested in sensors, and who hope to work in factories in China and the Philippines in the future.



Ultrasonic Sensor Beam Patterns

Manufacturing (Processing and Assembly Industries) **7 Electronic and Electrical Equipment**

Okayama pref. **28**

# **Yuasa System Co., Ltd.**

## Developing Unique Test Equipment for Testing and Evaluating Material, Devices, Final Products

Established in 1995

2292-1, Kibitsu, Kita-ku, Okayama City,  
Okayama Prefecture 701-1341  
TEL (086) 287-9030  
<https://www.yuasa-system.jp>

Capital: ¥50 million  
Number of employees: 45  
Sales: ¥712 million

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

### Corporate Strengths

We specialize in machinery such as special purpose processing machines, assembly equipment, and measuring equipment, and our own unique "endurance test system", through an integrated approach from design to manufacturing. In addition, we are also promoting the development of products and product line ups that are in compliance with IEC (International Electrotechnical Commission) standards.

### Unique, Best-Selling Products and Services

**Tension-Free U-shape folding test machine**  
(Domestic share: 90%, Global share: 90%)

Since this optimal endurance test can be performed on test samples such as film and FPC, we have made dramatic improvements in the testing and evaluation of new materials, and is recognized for unique products on the market that no other company can achieve. Conventional testing methods generate tension and friction in the test sample, making it difficult to conduct a strict endurance test and evaluation during the test operation. The products developed and sold by Yuasa System make it possible to conduct endurance tests under no-tension conditions, without the conventional problem of generating tension and friction.

### Appeal to New Graduates/Mid-Career Recruits

We are seeking people who can break out of their shell, act in a positive manner, and work with a global perspective. We provide an optimal work environment for people who interested in and attracted to manufacturing based on the theme of "developing tools (machines) to meet needs".



No-tension torsion test machine for planar objects



Tension-Free U-shape folding test machine

## Manufacturing (Processing and Assembly Industries) 8 Transportation Equipment

Hiroshima pref. 29

**Imanishi Manufacturing Co., Ltd.****Using Unique Precision Casting Technology to Contribute to Product Development**

Established in 1921

5-7-17, Yagashinmachi, Higashi-ku, Hiroshima City,  
Hiroshima Prefecture 732-0044  
TEL (082) 286-0661  
<http://www.imanishi.co.jp>

Capital: ¥70 million  
Number of employees: 119  
Sales: ¥2.590 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

Since established as a wood pattern manufacturer for castings, we have expanded to the design and manufacture of various castings, molds, and car body production equipment. We integrate skilled craftsmanship with digital technology to establish a unique manufacturing system that provides a full range of services from design and manufacturing to prototyping.

**Unique, Best-Selling Products and Services****Using 3D printers for precision casting products**

We have a track record of 20 years with 3D printers, and uses 3D models for our unique "Rapid Ceramic Molding Method" to produce molds for precision castings. This technology allows the manufacturing time for precision castings to be reduced to 1/4 of conventional methods, and also reduces costs by half. This technology contributes to the promotion of product development, by allowing us to provide precision castings for prototypes and small lot products in a variety of fields, including automotive, with a short delivery time, at low cost, and with high quality.

**Appeal to New Graduates/Mid-Career Recruits**

Based on the belief that "cultivating good people is the foundation of good manufacturing", we focus on creating an environment in which good people can be cultivated while learning about manufacturing, and promoting the training of people who can learn the feeling of joy and pride in their work.



3D printer



Stereolithography model from a 3D printer, and precision casting part from the model

## Manufacturing (Processing and Assembly Industries) 8 Transportation Equipment

Hiroshima pref. 30

**Kakihara Industries Co., Ltd.****Contributing to the Improvement of Value with the Highest Level of Metallizing Technology**

Established in 1959

99-13, Minooki-cho, Fukuyama City,  
Hiroshima Prefecture 721-0956  
TEL (084) 953-8100  
<http://www.kakihara.co.jp>

Capital: ¥90 million  
Number of employees: 240  
Sales: ¥5.300 billion

Main overseas locations	Thailand
Hiring foreigners	4 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We have metallizing technology that adds new functions and value by applying plating to the surface of materials. We specialize in the manufacture of interior and exterior parts for automobiles. We support a high level of quality with an integrated system that handles all manufacturing processes including dies, molds, and plating. Our strength is in a combination of various types of the technology.

**Unique, Best-Selling Products and Services****New design color: "Platinum satin titanium plating"**

This high-grade dark satin metallic plating cannot be imitated by coating plastic or using an in-mold film process. A rich variety of color variations is possible, by combining three kinds of satin tones with four kinds of dark tone platings, for 12 authentic tonal expressions. In addition to this advanced aspect of design, functionality such as adhesion and corrosion resistance also satisfies the standards for each automotive manufacturer.

**Appeal to New Graduates/Mid-Career Recruits**

"From Fukuyama to the world!" Based on this motto, we provide a variety of internal and external automotive parts, such as front grilles and door handles. We have a culture of openness and comfortable atmosphere. We are experiencing a remarkable increase in exports, and have established a production subsidiary in Thailand. We are looking for people who like to take on new challenges and who have a global perspective.



Door handle with advanced design and functionality through metallizing



New design color: "Platinum satin titanium plating"



## Katayama Kogyo Co., Ltd.

### Unique New Vehicle Based on Original Technology

Established in 1947

1005-1, Nishiebara-cho, Ibara City,  
Okayama Prefecture 715-8502  
TEL (0866) 62-1080  
<http://katayamakogyo.jp>

Capital: ¥96 million  
Number of employees: 520

Main overseas locations	US, Mexico, Thailand, Malaysia, Indonesia, and others (a total of 10 countries)
Hiring foreigners	4 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Since establishment, Katayama Kogyo has manufactured and developed a variety of automotive parts and recently applied our unique technology to the development and sales of walking bicycles and Raystream, while also promoting the diversification of business in order to contribute to the region, such as the operation of a lunch delivery service.

#### Unique, Best-Selling Products and Services

##### walking bicycle

We wanted to build a vehicle that allows you to travel faster than walking, but that is easier to operate than a bicycle. Since it has three wheels, it is difficult to tip over. And since there is no saddle, users do not need to worry about the length of their skirt. Since there is no exhaust gas, it does not pollute the air. The "walking bicycle", which is "friendly to both people and the environment", addresses many modern concerns. Simply step on the pedals as if you are walking in order to move forward smoothly. A 3-speed pedelec motor makes it easy to ride on hilly roads. This new vehicle is friendly to both people and the environment.

#### Appeal to New Graduates/Mid-Career Recruits

Communication is an important aspect of teamwork. We hold a variety of events throughout the year in order to deepen friendships. Further, based on feedback from female employees, we opened a nursery and are striving to provide an environment in which women can work for a long-term if they want.



Headquarters



walking bicycle

## SIGMA Corporation

### Top Share of Flaw Detection Laser Devices for Automotive Parts

Established in 1937

9-2-28, Kegoya, Kure City,  
Hiroshima Prefecture 737-0012  
TEL (0823) 28-0121  
<http://www.sigma-k.co.jp>

Capital: ¥45 million  
Number of employees: 175  
Sales: ¥4.279 billion

Main overseas locations	China, India
Hiring foreigners	17 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We utilize our own technology and development abilities to improve metal forming technology and to make the resin molding business, while also commercializing, manufacturing, and selling security equipment and laser flaw detection devices.

#### Unique, Best-Selling Products and Services

##### "ANALyzer" flaw/defect inspection laser - (Domestic share: 70%, Global share: 30%)

This inspection device uses a laser to quickly inspect the inner diameter surfaces of machined holes on important security parts, such as engines, CVT, and brakes for automobiles. SIGMA's products are used by most automotive manufacturers and major automotive parts manufacturers in Japan.

#### Appeal to New Graduates/Mid-Career Recruits

We mainly manufacture automotive parts, and are looking to expand overseas. SIGMA is an interesting, global company that is making strong efforts in a variety of new fields, such as metal and resin parts, and security and inspection equipment for other business. We are looking for energetic people who can come up with new ideas by considering a variety of perspectives.



"ANALyzer" flaw/defect inspection laser



Headquarters

## Manufacturing (Processing and Assembly Industries) ⑧ Transportation Equipment

Yamaguchi pref. 33

**Nishi-F Co., Ltd.****100% Domestic Share for Large FRP Fishing Boats**

Established in 1971

4238, oaza-Awano, Hohoku-cho, Shimonoseki City,  
Yamaguchi Prefecture 759-5101  
TEL (083) 785-0126  
<http://www.nishi-f.co.jp>

Capital: ¥50 million  
Number of employees: 84  
Sales: ¥2.294 billion

Main overseas locations	none
Hiring foreigners	Hired in the past, willing to hire

**Corporate Strengths**

We plan, design, manufacture, sell, and provide maintenance for FRP (glass fiber-reinforced plastic) boats and molded parts. We manufacture lifeboats in compliance with international standards, and use an overseas network to provide routine maintenance and inspection even after our products have been delivered.

**Unique, Best-Selling Products and Services****Large FRP fishing boats  
(Domestic share: 100%)**

We have the only shipyard that is equipped to build ships of up to 180 gross tonnage, the largest class for FRP vessels in Japan, primarily for fishing boats. We perform all aspects of shipbuilding, from planning to design, manufacture, and inspection. We also design and build custom-made ships based on the customer's needs. Starting from a completely blank slate, we first use wood to create a frame that will form the shape of the boat. Next, we apply our own special technology to the FRP molding method to manufacture parts that are lightweight, strong, and durable, in order to build lightweight boats that also conserve energy.

**Appeal to New Graduates/Mid-Career Recruits**

Our company is located near the sea in the beautiful natural environment of Shimonoseki, Yamaguchi Prefecture, where we plan, design, manufacture, and perform maintenance on FRP products primarily for ships. We utilize our technology not only in the Japanese market, but also around the world, and work ambitiously on the development of new products.



Headquarters



Plant No. 1

## Manufacturing (Processing and Assembly Industries) ⑧ Transportation Equipment

Hiroshima pref. 34

**Hirotec Corporation****Manufacturing Products with Top-Class Manufacturing Systems**

Established in 1932

5-2-1, Ishiuchiminami, Saeki-ku, Hiroshima City,  
Hiroshima Prefecture 731-5197  
TEL (082) 941-7800  
<https://www.hirotec.co.jp>

Capital: ¥100 million  
Number of employees: 1,860  
Sales: ¥69.500 billion

Main overseas locations	US, Mexico, China, Thailand, India, South Korea, Germany
Hiring foreigners	12 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Hirotec mass produces automotive parts (doors and exhaust system parts), and manufactures the production facilities required to produce such parts (molds and assembly lines). By covering all processes from design to tool making, quality development, and mass production, we are building a system that is competitive in terms of quality, cost, and delivery time.

**Unique, Best-Selling Products and Services****Full vertical approach**

By integrating the entire manufacturing process, from the development of products to design/manufacture of facilities, and mass production, we utilize our accumulated technology and know-how to provide highly-quality products and production facilities. Further, in order to provide services that meet customers' needs, we have established a "full vertical approach" system for optimal manufacturing; if improvements are proposed during the parts production process, we send such suggestions to the parts development, facility design, and manufacturing departments as feedback.

**Appeal to New Graduates/Mid-Career Recruits**

We utilize a full-featured training program that covers everything from technical systems to administrative systems, to support the growth of employees after they have joined our company. Training programs include a skill transfer system in which expert manufacturing skills and technology are passed on to new employees, an overseas study system for nurturing personnel with an international perspective, and in-house foreign language classes (English, Chinese).



Headquarters plant



Production line

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 35

## Andex Co., Ltd.

### Top Share of Painting Booths for Car Repair

Established in 1971

15-29, Higashionomichi, Onomichi City,  
Hiroshima Prefecture 722-0051  
TEL (0848) 46-3711  
<https://www.andex.co.jp>

Capital: ¥100 million  
Number of employees: 89  
Sales: ¥5.046 billion

Main overseas locations	none
Hiring foreigners	2 foreigners hired in the past, willing

#### Corporate Strengths

We have opened a "Live Factory" facility at its headquarters site, where experiments are conducted for a variety of solvent work. We make proposals based on this experimental data, in order to deliver facilities that provide a high level of satisfaction.

#### Unique, Best-Selling Products and Services

##### CAB-SP air-conditioned painting booth for car repair

This is a vertical push-pull type painting booth for car repair. The new idea of a "2-layer, 3-row switching air conditioning system" allows improvements in working conditions, high-quality painting, and cost reductions, all at the same time. Andex, the leading company in the Japanese market with top share for painting booths for car repair, provides a new work environment with "partial air conditioning".

#### Appeal to New Graduates/Mid-Career Recruits

We value the growth of its employees more than anything. The pleasure of working and joy of personal growth await you. We provide an environment in which you can enjoy your work while fulfilling your daily duties through trial and error, and growing as a person.



Headquarters



CAB-SP air-conditioned painting booth for car repair

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Okayama pref. 36

## Ikoma Robotech Corporation

### Robot System Development Company with the Highest Level of Technological Skill

Established in 1998

634-28, Toshima, Tsuyama City,  
Okayama Prefecture 708-0016  
TEL (0868) 28-7533  
<http://www.ikoma-rb.com>

Capital: ¥26 million  
Number of employees: 49  
Sales: ¥1.114 billion

Main overseas locations	Indonesia
Hiring foreigners	4 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We provide a full range of service from robot design to machining, assembly, factory installation, start-up, and maintenance, as well as training for our employees so that we can propose the use of robots to our customers.

#### Unique, Best-Selling Products and Services

##### 2-axis rotating positioner and slider

It is necessary to use robots in order to automate and improve the efficiency of welding, polishing, and related processes. The positioner, which always rotates the work surface upward, and the slider, which moves the robot, can be customized according to the in-house designing. And, they can be synchronized with general purpose robots to improve the efficiency of users' work.

#### Appeal to New Graduates/Mid-Career Recruits

We are looking for people who will face any challenge without fear of failure, and who will report their failures rather than hide them. We encourage an open work environment, which stimulates suggestions for improvement, so that employees will learn to think for themselves. We are proud to be a company that always acts with a positive attitude and without giving up.



Headquarters



Design work

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**Stec Co., Ltd.****Overwhelming Market Share for Sample Preparation Machines in Steel Making for Material Components Analysis**

Established in 1991

2797-3 Iya, Higashiizumo-cho, Matsue City,  
Shimane Prefecture 699-0101  
TEL (0852) 52-6100  
<https://www.stc-jp.co.jp>

Capital: ¥85 million  
Number of employees: 40  
Sales: ¥873 million

Main overseas locations	Thailand
Hiring foreigners	5 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Stec is a development-type machine manufacturing company that has always adopted the concept of creating products that do not already exist. We develop and manufacture special-order products to meet the needs of customers, and achieve an 80% share in the domestic market for sample preparation equipment that is used to make samples for analyze components during the manufacture of steel.

**Unique, Best-Selling Products and Services****Plasma irradiation device**

We have our own original power supplies and electrodes to develop the "Mild Plasma" irradiation device that achieves results unlike any other device of its type. This device, which can be utilized for a variety of purposes, allows the creation of adhesive-free direct joints that do not deteriorate over time, which was not possible before. In addition, we also start "manufacturing by commissioning" of plasma irradiation.

**Appeal to New Graduates/Mid-Career Recruits**

We are searching for people who take pride in being engineers and who have a passion for manufacturing. Failures are treated as valuable learning experiences for the company. We are looking for people who will work with us to resolve issues from a global perspective.



Inside the factory



Plasma Irradiation device

**Kitagawa Seiki Co., Ltd.****Top Market Share for Equipment Used in the Manufacture of Printed Circuit Board (PCB) Material for Smartphones**

Established in 1957

800-8, Ukai-cho, Fuchu City,  
Hiroshima Prefecture 726-0002  
TEL (0847) 40-1200  
<http://www.kitagawaseiki.co.jp>

Capital: ¥1.335 billion  
Number of employees: 121  
Sales: ¥3.579 billion

Main overseas locations	China
Hiring foreigners	1 foreigner hired in the past, willing to hire more

**Corporate Strengths**

We use our unique technology of applying uniform heat and pressure in a vacuum, and our technical skills and experience in responding flexibly to the needs of individual manufacturers, to design and manufacture unique, high-quality production equipment.

**Unique, Best-Selling Products and Services****Press machines for manufacturing PCB material (copper-clad laminate)  
(Domestic share: 70%, Global share: 70%)**

Achieving a high level of temperature, pressure, and vacuum control, these products are indispensable for manufacturing the PCBs found in all electronic devices. We have received high praise from major PCB, semi-conductor, and electronic parts manufacturers all over the world, for high-performance PCBs in particular. Most of the PCBs used in smartphones and tablets use materials that were manufactured with these machines.

**Appeal to New Graduates/Mid-Career Recruits**

Most of our products are made to order, and almost none is same. We offer great opportunities in sales, design and manufacturing for people who are interested in machinery and want to face challenges in making original products.



Headquarters



Top global share of multi-stage vacuum press machines for manufacturing copper-clad laminate (PCB material)

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 39

## Kitagawa Corporation

### Next-Generation Standard Chucks with the Highest Level of Performance

Established in 1918

77-1, Motomachi, Fuchu City,  
Hiroshima Prefecture 726-8610  
TEL (0847) 40-0503  
<http://www.kiw.co.jp>

Capital: ¥8.640 billion  
Number of employees: 1,360  
Sales: ¥56.051 billion

Main overseas locations	Thailand, Mexico, China, US, UK
Hiring foreigners	3 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We are expanding into a wide range of businesses, including the manufacturing and sales of cast parts for automobiles, tower cranes for construction, and machine tool accessories. Our products in each of our businesses hold top market share for the industry, and we are actively pursuing overseas expansion.

#### Unique, Best-Selling Products and Services

##### "BR Series" New-Generation standard chucks

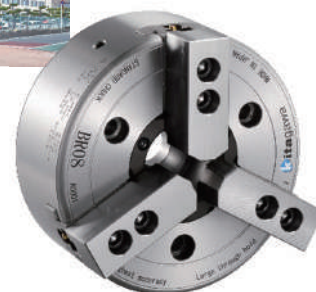
A "chuck" is a machine tool accessory that is used when machining metals. It firmly grips the workpiece so that they can be rotated at high speed and machined. Since this series of products can achieve the highest gripping accuracy of 0.01 mm T. I. R. or less, it is ideal for dense finishing work. In addition, unlike conventional chucks, the setup time that is required in order to perform machining can be greatly reduced, improving the user's productivity. The BR chucks surpass the performance of existing models in all aspects.

#### Appeal to New Graduates/Mid-Career Recruits

At our company, you can experience the joy and satisfaction through active contribution to world markets by creating products with your own hands. You can contribute to the society through the involvement in various projects, such as the support to the global automotive industry, major jobs that will remain recognized for time to come, and the support to the foundation of manufacturing.



Headquarters



"BR series" New-Generation standard chuck

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Okayama pref. 40

## KYOWA MACHINERY Co., Ltd.

### Supporting the Development of the Egg Industry with Unique Products

Established in 1960

375, Kohmo, Tsuyama City,  
Okayama Prefecture 708-1115  
TEL (0868) 26-6600  
<http://www.kyowa-machinery.co.jp>

Capital: ¥60 million  
Number of employees: 99  
Sales: ¥1.905 billion

Main overseas locations	China
Hiring foreigners	5 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Since starting production of the first egg washing machines in Japan, we have developed a series of products for eggs, continued to evolve this one-of-a-kind technology in the world, and continue to develop unique products as one of Japan's leading manufacturers involved in the development of the egg industry.

#### Unique, Best-Selling Products and Services

##### "SKY Series" egg washing, grading, and packaging system

The SKY Series of egg washing, grading, and packaging systems ensure a high level of hygiene. These systems feature transport of the eggs. This allows the egg weighing section to be washed, as well as automatic foam cleaning of the egg washer and dryer sections. It is also possible to equip these systems with a high-performance automatic detection system for detecting dirty eggs, cracked eggs, and bloody eggs. We support the safe and secure production of high-quality eggs in the GP center (egg grading and packaging facility), which plays an essential role in the distribution of eggs.

#### Appeal to New Graduates/Mid-Career Recruits

Many design tasks are not limited to the creation of simple design drawings. A particularly insightful product has the potential to be seen throughout the world as a revolutionary invention. For people who want to become engineers, such an environment is certainly very appealing.



Inside the manufacturing plant



"SKY Series" egg washing, grading, and packaging system

**Coretec Inc.****World's Top Technological Expertise  
with a 3D Weld Bead Inspection System**

Established in 1972

500, Akahama, Soja City,  
Okayama Prefecture 719-1121  
TEL (0866) 94-9000  
<http://www.coretec.co.jp>

Capital: ¥167 million  
Number of employees: 250  
Sales: ¥8.000 billion

Main overseas locations	China
Hiring foreigners	3 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We are one of Japan's leading factory automation companies that can utilize and provide a combination of factory automation technology and the latest technology that we have accumulated through in-house product development. Recently, we are also expanding into environmental fields, such as photovoltaic power generation.

**Unique, Best-Selling Products and Services****3D weld bead inspection system**

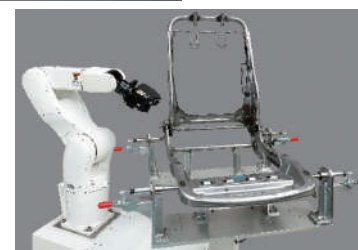
We make full use of a proprietary bead feature amount analysis function, and a 3D shape synthesis function based on the robot's position information and data from a 3D camera. It is now possible to easily make judgments regarding acceptability, even for weld beads that require multiple measurements, such as weld beads on curved surfaces and pipe welds. On a technical level it is the world's top weld bead inspection system, and it supports bead inspection for both arc welding and laser welding.

**Appeal to New Graduates/Mid-Career Recruits**

Coretec is a company where you can work with people all around the world from our base in Okayama. We continue to create new value and develop new products with its own technical expertise and "think-and-act power", and based on the 3 pillars of "factory automation equipment", "ecological projects", and "in-house products".



Headquarters



3D weld bead inspection system

**CONSEC Co., Ltd.****Industry-Leading Manufacturer of  
Compact Hydraulic Wire Saws**

Established in 1967

4-6-8, Shoko Center, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-0833  
TEL (082) 277-5451  
<http://www.consec.co.jp>

Capital: ¥4.090 billion  
Number of employees: 230  
Sales: ¥9.886 billion

Main overseas locations	China, Taiwan
Hiring foreigners	Hired in the past, willing to hire

**Corporate Strengths**

One of the strengths of the CONSEC brand of cutting tools and equipment, our core business, is being able to develop and improve upon tools and equipment, and researching and developing new construction methods and new technologies for special types of construction, by receiving essential information from in-house contractor department.

**Unique, Best-Selling Products and Services****Compact hydraulic wire saws, hydraulic units  
(Domestic share: 80%)**

As there is increased activity for the reconstruction of buildings and renewal construction of bridges, the DSM-102A compact hydraulic wire saw and the E-2002A hydraulic unit are being used to cut and disassemble reinforced concrete structures more quickly in narrow or elevated construction sites where space is limited. We have excellent cutting performance, and even though the total weight of the wire saw is 160 kg, it can be setup for cutting easily by a single person, because each of the individual units weigh no more than 20 kg.

**Appeal to New Graduates/Mid-Career Recruits**

Industry's best-selling diamond tools and equipment, with a stable share of the market. Power of new, young people is needed to make a challenge for new businesses, as we aim for further expansion in the future.



DSM-102A Compact Hydraulic Wire Saw (left) and E-2002A Hydraulic Unit (right)



Headquarters



Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 43

## Satake Corporation

### World's Top Manufacturer of Rice Milling Machines, Exporting Products to 150 Countries

Established in 1896

2-30, Saijonishonmachi, Higashihiroshima City,  
Hiroshima Prefecture 739-8602  
TEL (082) 420-0001  
<https://satake-japan.co.jp>

Capital: ¥280 million  
Number of employees: 1,050  
Sales: ¥37.800 billion

Main overseas locations	US, UK, Brazil, Australia, China, Thailand, Indonesia, India, Myanmar, others
Hiring foreigners	20 foreigners hired in the past, willing to hire as needed

#### Corporate Strengths

We manufacture and sell food products and processing equipment related to food products, with a primary focus on rice, wheat, and corn. With rice processing technology as its core, we manufacture and supply to various countries around the world machinery and equipment that is used in all processes related to the harvesting, processing, and milling of rice, including drying and preparation facilities and rice milling plants. We are also expanding into other fields such as flour milling, food products, environmental equipment, and industrial machinery, by utilizing our strengths in the development of technology, a broad range of comprehensive skills, and experience in overseas expansion.

#### Unique, Best-Selling Products and Services

**Large-scale rice milling machines**  
(Domestic share: 70%, Global share: 70%)

Our company was established in 1896 based on the invention of Japan's first power-driven rice milling machine. Since that time, we have exported our rice milling machines to 150 countries around the world, and established ourselves as the top manufacturer of rice milling machines. We were also the first company to develop germ retained rice and rinse-free rice, and have contributed to the improvement of food culture around the world.

#### Appeal to New Graduates/Mid-Career Recruits

We are seeking people who have the communication skills to contribute to teamwork, the creativity for new ideas to change the status quo, and the independent attitude to attempt new challenges. In addition, in order to implement overseas expansion, we are also looking for people who can speak English and who have an international perspective. Our policy for the development of human resources is to cultivate talented individuals into strong pillars that will support the company. We also provide welfare programs to enrich the lives of employees and their families.



Headquarters



Rice milling machines with top global market share

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 44

## Shigiya Machinery Works Ltd.

### Machine Tool Manufacturer with a History of More than 100 Years

Established in 1911

5378, Minoshima-cho, Fukuyama City,  
Hiroshima Prefecture 721-8575  
TEL (084) 954-2961  
<http://www.shigiya.co.jp>

Capital: ¥100 million  
Number of employees: 290  
Sales: ¥7.601 billion

Main overseas locations	US, Thailand, China, South Korea, Taiwan
Hiring foreigners	7 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Shigiya Machinery Works, originally established as a weaving loom manufacturer, later switched to specializing in the manufacture of machine tools. Based on our technical strength and craftsmanship, we manufacture custom-made CNC cylindrical grinding machines according to customers' needs in a variety of industries, such as the automotive and machine tool industries, as well as for electrical appliances, aerospace and ship building industries.

#### Unique, Best-Selling Products and Services

**"GPEL-30B.25" high-speed CNC eccentric pin grinder**  
(Domestic share: 23.5%)

This product has achieved the world's top-level of high-speed pin grinding. It incorporates a built-in wheel spindle motor, a linear motor for wheelhead feed, and a high-output built-in servo motor for work spindle rotation, to achieve high-speed and stable C and X axis control. Furthermore, the table traverse type assures high-precision grinding. It offers a variety of workpiece holding methods, such as chuck, collet, and dual-center. It can be used for machining eccentric pins for compressors, and for other parts such as cams for speed reducers.

#### Appeal to New Graduates/Mid-Career Recruits

Employees at our company support a variety of developments in industries throughout the world. It is easy to consult with colleagues, regardless of department, and the friendly working environment is well organized and disciplined. Thorough training is provided for new employees to learn about all aspects of our organization and our products.



Headquarters



GPEL-30B.25 high-speed CNC eccentric pin grinder

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## Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Yamaguchi pref. 45

**TAIKO KIKAI INDUSTRIES CO., LTD.****Low-Noise, Low-Vibration, Long-Life  
Innovative Segmental Gear Pumps**

Established in 1956

209-1, Shimotabuse, Tabuse-cho, Kumage-gun,  
Yamaguchi Prefecture 742-1598  
TEL (0820) 52-3111  
<http://www.taiko-kk.com>

Capital: ¥100 million  
Number of employees: 401  
Sales: ¥15.757 billion

Main overseas locations	China, South Korea, Taiwan, Netherlands, Singapore
Hiring foreigners	5 foreigners hired in the past, willing to hire more

**Corporate Strengths**

Taiko Kikai is a comprehensive manufacturer of fluid transfer equipment and environmental protection equipment. We design, manufacture, and sell various pumps, blowers, and environmental protection equipment. We refine the technological capabilities and aim higher with the motto "Achieving the best quality in the world".

**Unique, Best-Selling Products and Services****Taiko segmental gear pump**

We have adopted single contact point segmental gears (patented) as the standard for our gear pumps. The segmented gear eliminates the phenomenon of liquid containment that occurs with the conventional involute gear. These pumps minimize sound and vibration and have long life spans. They are used for conveying fuel oil, lubricating oil, or liquid chemicals.

**Appeal to New Graduates/Mid-Career Recruits**

Our company, a comprehensive manufacturer of pumps, is active throughout the world, and boasts a high share for marine pumps. We protect the foundation of our daily lives, and contribute to the development of society and industry, and to conservation of the global environment.



Headquarters



Segmental gear

## Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 46

**Toyo Koatsu Co., Ltd.****Ultra High Pressure Equipment with  
Overwhelming Market Share**

Established in 1974

2-1-22, Kusunoki-cho, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-0002  
TEL (082) 237-6255  
<http://www.toyokoatsu.co.jp>

Capital: ¥10 million  
Number of employees: 35  
Sales: ¥800 million

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

We utilize our technological capabilities to design and manufacture specialized laboratory equipment, in order to help researchers put their ideas into practice.

**Unique, Best-Selling Products and Services****"Whole Extractor" high pressure process reactor**

This ultra high pressure process reactor utilizes patented technology that was developed in Hiroshima Prefecture. Unlike previous equipment, it can be operated safely and easily even by personnel with no experience or training. This product has allowed advances in the use of pressure to develop materials, and provides a higher level of functionality not found in other products.

**Appeal to New Graduates/Mid-Career Recruits**

At our company, employees are constantly coming into contact with new technologies and new ideas, unlike anything you would experience at a normal job. We provide a work environment in which it is easy to apply your own ideas to products, and to see the results of what you have accomplished.



Head office and work shop



"Whole Extractor" high pressure process reactor

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Okayama pref. 47

## Fujiwara Techno-Art Co., Ltd.

Bringing Fermentation and Production Technology with an Overwhelming Market Share to the World

Established in 1933

2827-3, Tomiyoshi, Kita-ku, Okayama City,  
Okayama Prefecture 701-1133  
TEL (086) 294-1200  
<http://www.fujiwara-jp.com>

Capital: ¥30 million

Number of employees: 135

Sales: ¥6.600 billion

Main overseas locations	China
Hiring foreigners	5 foreigners hired in the past, willing to hire more

### Corporate Strengths

Fujiwara Techno-Art, a pioneer in the manufacture of brewing machinery, is paving the way toward the fully-automated production of koji (rice malt) for the production of soy sauce, miso, sake, shochu, and similar products. With the growing popularity of Japanese food, we export our products to approximately 30 countries around the world. We have also used our expertise in the fermentation field to develop filtration and powder sterilization machinery.

### Unique, Best-Selling Products and Services

Fermentation and production technology  
(Domestic share: 80%)

We have accumulated a wide range of fermentation and production technology in the nearly 100 years since our company was established in 1933. This includes a wide range of component technologies, such as heat treatment technology for raw materials (grain), culture and fermentation control technology for microorganisms, solid-liquid separation technology, and sterilization technology. When constructing plants, we efficiently arrange equipment that incorporates these technologies in order to achieve more comfortable and highly productive environment in all plant buildings. We cooperate on the construction project in all aspects from the supervision of construction design to the actual construction of the plant, and provide thorough support for equipment production, production activities, maintenance, and the improvement of processes so that the plant will operate smoothly.

### Appeal to New Graduates/Mid-Career Recruits

We value communication between departments in order to provide "one-stop service" that will meet a wide range of customer needs, from small equipment to the construction of large-scale plants. We are looking for people who are enthusiastic to work together in a unique environment.



Headquarters



Fermentation plant

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 48

## Horkos Corp

Environmentally Friendly, Highly Efficient, Unique Cutting System

Established in 1940

2-24-20, Kusado-cho, Fukuyama City,  
Hiroshima Prefecture 720-8650  
TEL (084) 922-2601  
<http://www.horkos.co.jp>

Capital: ¥8.500 billion

Number of employees: 782

Sales: ¥28.000 billion

Main overseas locations	US, Thailand, South Korea
Hiring foreigners	1 foreigner hire now, willing to hire more

### Corporate Strengths

We use our accumulated technical skills, and respond to the needs of the times, to develop and manufacture machine tools, environmental improvement equipment, and construction equipment, and sell them both in Japan and around the world.

### Unique, Best-Selling Products and Services

iMQL system

This cutting system for machine tools mixes a minute amount of lubricant and carrier gas inside the spindle and discharges the mixture from the tool tip. Compared with conventional systems in which a large volume of lubricant is used (and dioxins are generated during disposal) while cutting, this system is environmentally friendly, and allows high-speed and highly efficient machining. It can be installed in all our machining centers, and is the only system manufactured in Japan in which the lubricant and carrier gas are mixed inside the spindle.

### Appeal to New Graduates/Mid-Career Recruits

We manufacture products with consideration for the Earth. We strive to deliver products and passion to people all over the world, based on the concepts of quality, technology, safety, and environmentally friendly.



Headquarters

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Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Yamaguchi pref. 49

## Yanagiya Machinery Co., Ltd.

### Top Market Share of Crab Stick Lines

Established in 1916

189-18, Yoshiwa, Ube City,  
Yamaguchi Prefecture 759-0134  
TEL (0836) 62-1661  
<https://ube-yanagiya.co.jp>Capital: ¥100 million  
Number of employees: 160  
Sales: ¥4.800 billion

Main overseas locations	France
Hiring foreigners	1 foreigner hired in the past, willing to hire more

#### Corporate Strengths

We produce a wide range of custom-made products, from small devices to large production machinery related to daily life, such as food products, chemical and industrial products, and pharmaceuticals. In particular, our motto is to be a "company that can solve problems" at production sites.

#### Unique, Best-Selling Products and Services

**Crab stick lines**  
(Domestic share: 80%, Global share: 70%)

Crab sticks were first produced in Japan in 1972, and the first crab stick line was developed by our company in 1979. Crab sticks also became a big hit overseas, leading to the start of overseas production. We started exporting production equipment in 1982. Currently, we have top global market share in the industry, with our crab stick lines operating in 21 of the 24 countries where crab sticks are produced. Most of the crab stick products that people eat on a daily basis are manufactured on our crab stick lines.

#### Appeal to New Graduates/Mid-Career Recruits

Although our company was established more than 100 years ago, every employee faces each new day as a challenge to be overcome. Our company is looking for people who will help us address the challenges of problem solving.



Crab Stick Line



Headquarters / Plant

Manufacturing (Processing and Assembly Industries) 9 Other Equipment

Hiroshima pref. 50

## Yamabiko Corporation (Hiroshima Plant)

### Developing the World's First Simul-Phase™ Technology Diesel Generators

Founded in 2008

35, Shin-Ujigami, Kita-Hiroshima-cho, Yamagata-Gun,  
Hiroshima Prefecture 731-1597  
TEL (0826) 72-5700 (Hiroshima Plant)  
TEL (0428) 32-6120 (Human Resources Department)  
<https://www.yamabiko-corp.co.jp>Capital: ¥6.000 billion (company wide)  
Number of employees: 3,216 (company wide)  
Sales: ¥102.948 billion (company wide)

Main overseas locations	US, Belgium, China, Taiwan, Vietnam (company wide)
Hiring foreigners	7 foreigners hired in the past, willing to hire more (company wide)

#### Corporate Strengths

Our Outdoor Power Equipment is used in more than 90 countries and is ranked first in Japanese market share and third in global. One of our strengths is that we produce engines in-house including casting and install them in our products. With this cutting-edge technologies, our engines can meet world's strict exhaust emission standards and regulations so that we can deliver powerful and eco-friendly products to our users as quickly as possible.

#### Unique, Best-Selling Products and Services

**Simul-Phase™ Diesel Generators**

These products require the most advanced technical expertise among all of the Industrial Power Equipment manufactured at the Hiroshima Plant. We succeeded in developing the world's first Dual Power Outlet (three phase and single phase) Diesel Generators with which contractors can use two types of voltages at the same time. We were awarded by MLIT's new technology information system for this. At the award only 1% of all the applications are recognized as either recommended technology or secondary recommended technology.

#### Appeal to New Graduates/Mid-Career Recruits

At Yamabiko each staff is assigned to whole project on one model at a time, which is unique process, different from the division of labor adopted in most companies. So each person will have a greater sense of accomplishment when his/her product is launched. Our pride is our customer's satisfaction.



Simul-Phase™ Diesel Generators



Outdoor Power Equipment

Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 51

## Aohata Corporation

Developer of the World's First Low-Sugar Jam without Preservatives or Artificial Colors

Established in 1932

1-1-25, Tadanouminakamachi, Takehara City,  
Hiroshima Prefecture 729-2392  
TEL (0846) 26-0111  
<http://www.aohata.co.jp>

Capital: ¥915 million  
Number of employees: 570  
Sales: ¥22.011 billion

Main overseas locations	China, Chile
Hiring foreigners	willing to hire more

### Corporate Strengths

Since 1932, we have refined our fruit processing technology, raw material procurement capabilities, and quality assurance capabilities. And, we continue to promote the manufacture of delicious fruit products with excellent aroma, color, nutritional, and functional properties, with the goal of equating the Aohata name with fruit.

### Unique, Best-Selling Products and Services

#### Aohata 55 Jam

The initial purpose of jam was to preserve fruit. Fruit is cooked to reduce its water content, with a large volume of sugar to create a sweet food product that can be preserved for a long time. Over time, demographic changes, advancements in production and distribution technologies, and consumer preferences and dietary changes have resulted in less demand for high-sugar food products. In 1970, we developed "Aohata 55 Jam", the world's first low-sugar jam without preservatives or artificial colors.

### Appeal to New Graduates/Mid-Career Recruits

Based on a vision of fruit bringing happiness to people around the world, we encourage each employee to work based on our motto of "honesty", "trust", and "harmony", in order to create a corporate culture that cultivates growth. We welcome people who believe in our vision.



Popular Aohata 55 Jam

Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 52

## Otafuku Sauce Co., Ltd.

Top Manufacturer of Okonomiyaki Sauce by Production Volume, Bringing Okonomiyaki to the World!

Established in 1922

7-4-27, Shoko Center, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-8670  
TEL (082) 277-7111  
<https://www.otafuku.co.jp>

Capital: ¥100 million  
Number of employees: 435  
Sales: ¥22.900 billion

Main overseas locations	US, China, Malaysia, Taiwan
Hiring foreigners	6 foreigners hired in the past, willing to hire more

### Corporate Strengths

We, established in 1922 as a wholesaler and retailer of sake and soy sauce, started the production of sauces in 1950. Today we develop, produce, and sell a variety of sauces, vinegar, and other seasonings, based on a mission to promote a society of smiling faces by contributing to health, wellness and happiness through food.

### Unique, Best-Selling Products and Services

#### Okonomiyaki Sauce

We created Japan's number one Okonomiyaki Sauce by production volume in 1952. At the time, Worcester sauce was used on Okonomiyaki. However, based on comments from shopkeepers that Worcester sauce ran off the food too easily, and that they wanted a sauce that better matched the flavor of okonomiyaki, we began to make a number of improvements to the sauce, including the use of vegetables and fruit as primary ingredients. These efforts gave birth to the thick, low-salt, oil-free, healthy sauce that we know today. Okonomiyaki is nutritionally balanced, and contributes to an enjoyable meal with your family and friends. We are working hard to spread the appeal of this product around the world.

### Appeal to New Graduates/Mid-Career Recruits

We aim to be a company in which each employee can be active in a wide variety of jobs and duties, including planning, development, and sales. We are also actively focused on promoting the popularity of Okonomiyaki around the world.



"OKOSTA" studio, where visitors can learn to make Okonomiyaki themselves, opened near the North Entrance to Hiroshima Station in October 2018.



Otafuku Okonomiyaki Sauce



## Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Tottori pref. 53

**Marine Products Kimuraya Co., Ltd.****Leading Company of Processed Mozuku Seafoods and Fucoïdan Supplements**

Established in 1972

3307, Watari-cho, Sakaiminato City,  
Tottori Prefecture 684-0072  
TEL (0859) 45-6555  
<http://www.mozuku-1ban.jp>

Capital: ¥32 million  
Number of employees: 82  
Sales: ¥1.580 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

Marine Products Kimuraya manufactures processed foods made from marine products, such as mozuku, and sells them to co-ops and supermarkets throughout Japan. In addition, we extract and purify fucoidan, a component of seaweed, at our own factory. With the motto "aspiring to manufacture consumer-friendly foods", we perform thorough quality control and carefully manage sanitary conditions in order to ensure the best raw materials and tastes.

**Unique, Best-Selling Products and Services****Processed food products made from Okinawan mozuku**

We use mozuku from Okinawa to manufacture processed foods packed for individual use omitting unnecessary additives. We work closely with mozuku farmers in order to ensure the quality of raw materials while developing new tastes, while also continuing to provide the tastes that customers have loved for many years. We have set up a development laboratory in our company, where we work on improving processed foods made from Okinawan mozuku and test manufacturing to develop new products. We apply strict quality control and microbial control for our products with performing careful hygiene maintenance in our factory.

**Appeal to New Graduates/Mid-Career Recruits**

We offer a system with a variety of insurance and welfare benefits, and provide a good working environment to our employees. Further, we were certified as a "Company Promoting Gender Equality" by Tottori prefecture in 2016 and actively elevate female employees to management positions.



Various products (processed foods made from Okinawan mozuku, etc.)



Headquarters

## Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 54

**Kunihiro, Inc.****Industry Leader Aiming to be the World's Largest Manufacturer of Oyster Products**

Established in 1957

15-13, Higashionomichi, Onomichi City,  
Hiroshima Prefecture 722-0051  
TEL (0848) 46-3994  
<http://www.kunihiro-jp.com>

Capital: ¥90 million  
Number of employees: 387  
Sales: ¥10.310 billion

Main overseas locations	none
Hiring foreigners	2 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We handle the largest annual volume of oysters in the industry. With unshucked delicious oysters supplied from Hiroshima Prefecture and 40 production locations in 17 prefectures from Hokkaido in the north to Kyushu in the south, we maintain a system that allows the procurement of fresh raw oysters from anywhere in Japan in any season.

**Unique, Best-Selling Products and Services****Frozen deep fried oysters (Domestic share: 30%)**

The production volume of frozen deep fried oysters that are manufactured by our company accounts for approximately 30% of the total volume produced in Japan (for FY2016). It is a popular product sold at major restaurant chains and supermarkets. We also manufacture lemon flavored and curry flavored deep fried oysters as online or gift purchases only.

**Appeal to New Graduates/Mid-Career Recruits**

In 2017, we were recognized by METI as a Driving Company for the regional future. We will continue to face challenges with the awareness that we play a central role in the regional economy, including as an employer. Our goal is to be the world's largest manufacturer of oyster products.



Headquarters



Onomichi plant



Delicious deep fried oysters

Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 55

# Tanaka Foods Co., Ltd.

## Expanding Overseas after More than 100 Years in the Dried Seasoning Powder Industry

Established in 1901

3-22, Higashikanonmachi, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-0032  
TEL (082) 232-1331  
<https://www.tanaka-foods.co.jp>

Capital: ¥10 million  
Number of employees: 136  
Sales: ¥6.000 billion

Main overseas locations	none
Hiring foreigners	4 foreigners hired in the past, willing to hire more

### Corporate Strengths

The tradition and starting point of Tanaka Foods are love for food products, similar to what parents feel for their children. We aim to produce delicious and safe products, with care and meticulous attention, by using authentic ingredients and never compromising on flavor.

### Unique, Best-Selling Products and Services

"Ryokou-no-tomo" Tanaka's dried seasoning powder

Our products, first sold in Japan in 1916, have a history of more than 100 years. They were born due to a request from the military to produce non-perishable food that is easy to carry. The founder of our company wanted to manufacture products that he felt would be nutritious for both his son and other soldiers on the battlefield. Such feelings, as well as an attitude to never compromise on the safety of food, have contributed to the longevity of these products.

### Appeal to New Graduates/Mid-Career Recruits

The demand for dried seasoning powder is greatly expanding both in Japan and overseas. It is used not only on rice, but also commonly as a seasoning in other foods. In the future, we will focus on strengthening sales and developing sales channels overseas, and are looking for people who would like to work in such an environment.



Popular "Ryokou-no-tomo" dried seasoning powder, with a history of more than 100 years



Hiroshima plant

Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Tottori pref. 56

# Brilliant Associates

## Expanding from Tottori to the World with the Industry's First Pink Curry

Established in 2004

3-3, Oenoki-cho, Tottori City,  
Tottori Prefecture 680-0043  
TEL (0857) 32-6030  
<http://www.hanakifujin.com>

Capital: ¥3 million  
Number of employees: 20  
Sales: ¥200 million

Main overseas locations	none
Hiring foreigners	2 foreigners hired in the past, willing to hire more

### Corporate Strengths

We use Tottori beets as a raw material for developing pink products, using "pink" to bring happiness to the region, and creating regional Tottori brands from the viewpoints of both "food and health". We are aiming for further business development, by expanding sales overseas to locations such as Taiwan, Russia, Hong Kong, and Singapore.

### Unique, Best-Selling Products and Services

Hanakifujin Pink Curry

We use Tottori beets to make the industry's first authentic curry with a brilliant pink color. We suggest a variety of uses for this curry, such as birthdays and Valentine's Day. At first, everyone is surprised by the difference between the color and the taste of the curry. But after the first taste, they are soon smiling and enjoying a pleasant meal.

### Appeal to New Graduates/Mid-Career Recruits

We are expanding our lineup of pink-related products, made with Tottori beets, both throughout Japan and around the world. We actively participate in overseas exhibitions and business meetings, and are also moving forward with the acquisition of business partners.



"Hanakifujin" Pink Curry



"Hanakifujin" Pink Soy Sauce



## Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 57

**Mishima Foods Co., Ltd.****Top share of Red Shiso Dried Seasoning**

Established in 1949

2-1-53, Minami-yoshijima, Naka-ku, Hiroshima City,  
Hiroshima Prefecture 730-8661  
TEL (082) 245-3211  
<https://www.mishima.co.jp>

Capital: ¥90 million  
Number of employees: 420  
Sales: ¥14.144 billion

Main overseas locations	China, US, Thailand
Hiring foreigners	2 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We own a registered trademark for "Yukari®", the number one brand market shareholder in the red shiso dried seasoning segment. We have also developed pioneering products and business in areas such as powdered udon soup, and mixed rice ingredients, as well as the "Saraya" line of rice balls and deli foods. We do not actively advertise, and believe that we can continue to provide unchanged tasty flavor and safety food by focusing on the introduction of high-quality raw materials.

**Unique, Best-Selling Products and Services**

**Red shiso dried seasoning "Yukari®"**  
(Domestic share: 90%, Global share: 90%)

We were the first in the dried seasoning industry to lead with only vegetable products. Originally, dried seasoning was produced with mainly animal food products, such as bonito flakes. After the segment growth of Yukari, we have now mixed some seafood products to help develop additional line items to the product line.

**Appeal to New Graduates/Mid-Career Recruits**

Looking for applicants that would like to continue to challenge and look at new ways to expand our company. Our motto is to communicate and educate the future generation of our company with an open-minded attitude so those that are willing to challenge have the opportunity to create a better environment.



Popular "Yukari®" dried seasoning powder, made with red shiso as the main ingredient



"Yukari®" red shiso beverage



Hiroshima headquarters

## Manufacturing (Lifestyle-related Industries) 10 Food and Beverages

Hiroshima pref. 58

**Yamami Company****Using Japan's Most Advanced Technology to Achieve the Automated Mass Production of Tofu**

Established in 1975

73-5, Aza-Sodekake, Nutanishichoobara, Mihara City,  
Hiroshima Prefecture 729-0473  
TEL (0848) 86-3788  
<http://www.yamami.co.jp>

Capital: ¥1.215 billion  
Number of employees: 361  
Sales: ¥10.499 billion

Main overseas locations	none
Hiring foreigners	30 foreigners hired in the past, willing to hire more

**Corporate Strengths**

We use large automated lines for the mass production of tofu. By increasing the production volume per hour, we can reduce the cost of production and use better quality bitter additive and high-protein soybeans to offer high-quality products at prices similar to competitors. We also have advanced production technology, such as multi-cut tofu and double-sided baked tofu.

**Unique, Best-Selling Products and Services**

**Mass production of processed (baked, cut) tofu**  
(Domestic share: 100%)

Manually baking and cutting tofu results in reduced production efficiency due to heavy labor. Although automated production requires advanced technology and a large investment in equipment, active investment in facilities and equipment in addition to the technology and know-how that we have accumulated over many years allows us to cut and bake both sides of tofu automatically. We have achieved advanced technology for the process of cutting tofu, for equal cuts in 8, 9, 14, 18, 32, and 75 divisions, allowing mass production and a stable supply.

**Appeal to New Graduates/Mid-Career Recruits**

Tofu is healthy food, with stable demand and no overseas products sold in Japan. In addition to the headquarters plant in Hiroshima Prefecture and the Kansai plant in Shiga Prefecture, Yamami plans to construct a new plant in Shizuoka Prefecture in 2019. We are looking for people to work with us as our business continues to grow.



Product lineup

Manufacturing (Lifestyle-related Industries) 11 Textiles

Okayama pref. 59

## Kamoseni, Inc.

### "Wearable Bedrock Spa" Developed from the Industry's First Functional Material

Established in 1973

1650-1, Nokeda, Tsuyama City,  
Okayama Prefecture 708-0821  
TEL (0868) 33-9088  
<http://www.kamoseni.co.jp>

Capital: ¥10 million  
Number of employees: 71  
Sales: ¥1.460 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

#### Corporate Strengths

We are a material manufacturer that used our unique "wearable bedrock spa" BS Fine material as the core material for the development of long and short fibers. Our company has been involved in all aspects of the industry, from the development of fiber materials to the planning and sale of final products, and aims to grow into a research and development company based on our strengths in development, technology, and marketing.

#### Unique, Best-Selling Products and Services

##### BS Fine "Wearable Bedrock Spa"

This is a new, functional material in which state-of-the-art technology is used to encapsulate natural black silica ore in polyester fiber. It is the only material that can help keep you warm throughout all four seasons. In addition to maintaining a constant body temperature, the material also has antioxidant and redox functions and exhibits a high level of heat storage performance. It can be used not only in clothing, but also throughout many other aspects of our lives such as bedding, medical care, and sports. The company plans to expand sales channels in both the Japanese and overseas markets.

#### Appeal to New Graduates/Mid-Career Recruits

Our management philosophy, "creating a healthier and more prosperous life", is a goal that we are striving to achieve not only for our customers, but also for employees and everyone else involved with the company. For that reason, employees continue to make efforts to grow and improve themselves while honing product service on a daily basis.



New headquarters building (computer image)



Leg warmers incorporating BS Fine

Manufacturing (Lifestyle-related Industries) 11 Textiles

Yamaguchi pref. 60

## Sunline Co., Ltd.

### Water-Repellent Nylon Fiber Fishing Line with No. 1 Durability

Established in 1977

1600-21, Kugamachi, Iwakuni City,  
Yamaguchi Prefecture 742-0315  
TEL (0827) 82-6761  
<https://www.sunline.co.jp>

Capital: ¥96 million  
Number of employees: 164  
Sales: ¥2.935 billion

Main overseas locations	US, China, Europe
Hiring foreigners	2 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Sunline manufactures, processes, and sells fishing lines for leisure and fisheries, and monofilaments for industrial material. We provide fiber diameters of 0.05 mm to 3.5 mm, and their main spinning materials are nylon, polyvinylidene fluoride, and polyester. For processing, we introduced the industry's first atmospheric pressure plasma treatment, and are expected to expand into high-performance fibers such as carbon fiber and aramid fiber.

#### Unique, Best-Selling Products and Services

##### "Black Stream Mark X" fishing line

Since nylon fiber is soft, and has excellent abrasion resistance and sufficient strength, it is used widely for fishing line. Until now, water repellents have been used to prevent degradation and repel water. However, since such repellents peel off after several hours of use, there has been a search for highly durable, water-repellent nylon fiber. Since the plasma process that was developed for this purpose uses multiple gases, a gas that is optimal for the material and characteristics of a particular line can be selected. This makes it possible to modify the surface of the fiber without impairing its inherent physical properties, and thus durable water repellency that does not peel off like conventional coatings is achieved.

#### Appeal to New Graduates/Mid-Career Recruits

We provide the world's best fishing line to fishers all around the world from our small factory in Yamaguchi Prefecture, based on the motto "even a small company can be No. 1 in the world". We developed and apply an atmospheric pressure multi-gas plasma treatment, and are pursuing further research with a view toward expansion into cutting-edge fields such as aircraft and automobiles.



Headquarters plant



"Black Stream Mark X" fishing line



## Manufacturing (Lifestyle-related Industries) 11 Textiles

Okayama pref. 61

**Yokoyama Fishing Net Co., Ltd.****Top Manufacturer of Knotted Fishing Nets for 100 Years Since the Company was Established**

Established in 1920

3133, Mushiake, Oku-cho, Setouchi City,  
Okayama Prefecture 701-4501  
TEL (0869) 25-0111  
<https://www.yokoyamaseimo.co.jp>

Capital: ¥22 million  
Number of employees: 51  
Sales: ¥541 million

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

For nearly 100 years since establishment, Yokoyama Fishing Net has been one of Japan's leading and consistent manufacturers of fishing nets from the point of view of fishery operators, supporting the coastal fishing industry in Japan through the manufacture of fishing nets. We have developed and introduced original equipment and machinery related to the manufacture of fishing nets, and currently have approximately 60% share in the field of coastal fishing nets in the Japanese market. Features of our company include build-to-order manufacturing, an integrated production system, high-mix low-volume production, and the manufacture of original high-performance products.

**Unique, Best-Selling Products and Services**

**Knotted fishing nets**  
(Domestic share: 60%)

We offer a variety of knots, including single, double, and specialized knots, and a wide selection of netting that includes gill nets, trawl nets, round haul nets, fixed nets, and aquaculture nets. Nylon and other raw yarn and raw materials are used, as well as high-performance synthetic fiber developed by Toray for fishing nets.

**Appeal to New Graduates/Mid-Career Recruits**

We are proud of our 100-year history since we were established, and boast the highest share for knotted nets in Japan.



Inspection process



Completed fishing nets

## Manufacturing (Lifestyle-related Industries) 12 Other Manufacturing

Tottori pref. 62

**Asahi Mekki, Inc.****Using Unique Stainless Steel Coloring Technology to Break Away from Fixed Concepts**

Established in 1946

1, Nanei-cho, Tottori City,  
Tottori Prefecture 689-1121  
TEL (0857) 53-4561  
<http://www.asahimekki.jp>

Capital: ¥26 million  
Number of employees: 65

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

In 2016, we acquired a patent for its surface treatment for aluminum alloys. This technology won the Director General's Prize, Chugoku Bureau of Economy, Trade and Industry at the 7th Monodzukuri Nippon Award in 2018. Due to our success in developing unique technology for stainless steel coloring, we continue to receive inquiries from throughout Japan as well as other countries. We have developed unique technologies for both plating and surface treatment, and are expanding our business in these fields.

**Unique, Best-Selling Products and Services**

**Stainless steel coloring process**

We achieved success in the practical application of stainless steel coloring with a uniform tone during the NEDO project in 2015, and subsequently applied for domestic and international patents. In addition, we use METI's new market creation standardization system to promote JIS standards. Due to the establishment of stainless steel coloring technology, resistance to corrosion is more than doubled, leading to improvements in color for both decorative and identification purposes in a variety of fields. We propose the creation of new categories and branding by changing colors to break away from common concepts.

**Appeal to New Graduates/Mid-Career Recruits**

We think about the future while promoting technological development, introduces IoT to improve work efficiency, and strives to cut costs and reduce overtime hours. The average age of our employees is 36, and our goal is to create a more comfortable work environment. We are looking for people to work as researchers and equipment operators in our technology and R&D departments, with the goal of changing the fixed concept of silver as the color for stainless steel.



Products that have undergone the stainless steel coloring process



Headquarters



Image of new building (to be completed in 2019)

Manufacturing (Lifestyle-related Industries) 12 Other Manufacturing

Okayama pref. 63

## Daiya Industry Co, Ltd.

### Developing Underwear with Unique Functionality

Established in 1963

1125, Koshinden, Minami-ku, Okayama City,  
Okayama Prefecture 701-0203  
TEL (086) 282-1245  
<https://www.daiyak.co.jp>

Capital: ¥10 million

Number of employees: 118

Sales: ¥3.870 billion

Main overseas locations	none
Hiring foreigners	3 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We develop corset and supporter products based on over 20 types of structural patents, as well as products based on the research and development of artificial muscles, primarily for orthopedic clinics. We also develop sales channels through our own mail order and distribution network.

#### Unique, Best-Selling Products and Services

##### "Darwing" functional underwear

We have added the concept of muscle support to conventional compression clothing, along with a sewn two-layer structure. The structure and design of the compression function are based on taping. Muscle support is achieved through an original design that uses a cloth imitation of superficial muscles on the base fabric. This allows an improvement in athletic performance, and can also be used for training by adding load to muscles. Furthermore, we are using this function to develop clothing for construction work that will reduce the load associated with labor.

#### Appeal to New Graduates/Mid-Career Recruits

We feature a flat organization, and the average employee age is 29.5. We offer unlimited opportunity for people who are interested in exercise machines. We have also entered the pet industry, beginning the development of corsets and supporters for dogs. Our vision is not limited to Japan, as we look to expand to overseas markets.



Headquarters



"Darwing" functional underwear

Manufacturing (Lifestyle-related Industries) 12 Other Manufacturing

Hiroshima pref. 64

## Hakuhodo Company, Limited

### High-Quality Makeup Brushes Recognized Around the World

Established in 1974

7-10-9, Jyonohori, Kumano-cho, Aki-gun,  
Hiroshima Prefecture 731-4215  
TEL (082) 854-1425  
<http://www.hakuho-do.co.jp>

Capital: ¥50 million

Number of employees: 300

Sales: ¥2.307 billion

Main overseas locations	US, Singapore
Hiring foreigners	7 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Hakuhodo utilized the traditional techniques for manufacturing calligraphy brushes and paint brushes to develop makeup brushes that are loved around the world, and in the process created an entirely new market. In addition to OEM supply to cosmetic companies, Hakuhodo brand products are sold at 12 locations in Japan, as well as in Los Angeles and Singapore. We also manufacture a variety of other brushes that are indispensable for the culture and the traditional craftwork cultivated in Japan, and disseminate information throughout the world.

#### Unique, Best-Selling Products and Services

##### Makeup brushes

Hakuhodo makeup brushes are designed for a variety of uses, cosmetics, and skin qualities, making it quick and easy to apply makeup. The world's highest quality makeup brushes are indispensable tools in helping you become the person you want to be.

#### Appeal to New Graduates/Mid-Career Recruits

"Focusing on the customer" is the foundation for business at Hakuhodo. Pleasing our customers is the mission of the employees, and we feel motivated in our work. Experience your own personal growth while helping others become the person they want to be.



Headquarters



Makeup brushes recognized around the world



Non-manufacturing 13 Construction

Yamaguchi pref. 65

**MBS, Inc.****Unique Coatings for Repairs within a Small Area**

Established in 1997

1173-162, Nishikiwa, Ube City,  
Yamaguchi Prefecture 755-0151  
TEL (0836) 54-1414  
<http://www.homemakeup.co.jp>

Capital: ¥335 million	Main overseas locations	none
Number of employees: 102	Hiring foreigners	1 foreigner hired in the past, willing to hire more
Sales: ¥3.017 billion		

**Corporate Strengths**

MBS is a rare publicly listed company in the interior/exterior remodeling industry, which contributes to the peace of mind and trust felt by our customers. It can be said that our strength lies in the application of technology that is used for infrastructure, such as roads and tunnels, to private construction projects.

**Unique, Best-Selling Products and Services****Skeleton disaster prevention coating**

Since conventional concrete repairing methods use color to completely cover and hide surfaces, if structural damage occurred it was impossible to specify the extent of the damage without removing a significant area of the surface protection. For "skeleton disaster prevention coating", the extremely strong "glass fiber sheet" is impregnated with a "transparent special coating" base material, to achieve transparency that allows visual confirmation of cracks and deformation of the surface of frames. Since impregnation with this coating allows visual confirmation of frame surfaces after construction is complete, the locations where deformation occurs can be pinpointed to allow repairs within a small area.

**Appeal to New Graduates/Mid-Career Recruits**

Our company, where the average age of employees is 32, has continually focused on "personality" when hiring. This has resulted in a corporate culture with many friendly people and few interpersonal issues, and a work environment in which the corporate culture is directly derived from the personality of the employees.



Headquarters



Oshima Ohashi Bridge after repair work (for disaster prevention)

Non-manufacturing 13 Construction

Hiroshima pref. 66

**Sanken Sangyo Co., Ltd.****Tower Aluminum Melting Furnaces with High Market Share**

Established in 1949

3-1-2, Tomonishi, Asaminami-ku, Hiroshima City,  
Hiroshima Prefecture 731-3169  
TEL (082) 849-6796  
<https://www.sanken-sangyo.co.jp>

Capital: ¥95 million	Main overseas locations	China, Indonesia, Thailand
Number of employees: 160	Hiring foreigners	8 foreigners hired in the past, willing to hire more
Sales: ¥9.000 billion		

**Corporate Strengths**

We contribute to the conservation of the global environment and the harmonious social development by providing superior technologies, products, and services related to thermal energy. We provide products that are valuable to our customers, and continue to improve customers' trust and satisfaction.

**Unique, Best-Selling Products and Services****Tower aluminum melting furnaces  
(Domestic share: 40%, Global share: 10%)**

We delivered the first Sanken Melting Tower in 1976, and have since delivered a total of more than 2,000 units (Sanken Group). We have a proven record with every automobile manufacturer in Japan, support the overseas expansion of Japanese automobile manufacturers, and cooperate with overseas partners to deliver products to the US, Mexico, Brazil, Indonesia, Malaysia, Thailand, China, and India. We boast a particularly high market share for 1.5 t/h and larger tower furnaces.

**Appeal to New Graduates/Mid-Career Recruits**

We respect the independence and individuality of each employee, and work to improve motivation and satisfaction. We value our relationships with outside partners, and have a motto to always act thoughtfully and sincerely.



Headquarters



3 t/h tower aluminum melting furnace

Non-manufacturing 14 Information and Communications

Tottori pref. 67

## System Creator Egg Co., Ltd.

### Hometown Tax Payment System, Top Share in Japan's Municipalities

Established in 1927

4-11-31, Nishifukubara, Yonago City,  
Tottori Prefecture 683-0805  
TEL (0859) 36-8881  
<http://www.egg.co.jp>

Capital: ¥10 million  
Number of employees: 29  
Sales: ¥860 million

Main overseas locations	Thailand
Hiring foreigners	1 foreigner hired in the past, willing to hire

#### Corporate Strengths

Based on the trust and record achieved in 70 years since the establishment of the company, we take lessons from the "egg of Columbus" (the source of the company name) and places value on new ideas from a different point of view. In particular, the "Hometown Tax Payment System" and "PostCom (Internet postcard printing/ mailing service)" were the first services of their kind developed in Japan. We are also conducting research on state-of-the-art AI and IoT technology.

#### Unique, Best-Selling Products and Services

##### Hometown Tax Payment System

We developed Japan's first system to automate the cumbersome paperwork related to hometown tax payments. This system prevents mistakes and improves work efficiency. The service is linked with popular portal sites and major payment services, in order to centralize management and make it easy to use. The content and layout are easy to understand by anyone, and there is also a dedicated call center, so customers can use the service with confidence. The system is currently in use by 612 municipalities, giving it the largest market share in Japan. We are planning to use this know-how to further expand our business.

#### Appeal to New Graduates/Mid-Career Recruits

We relocated in 2016 to a new and more comfortable office environment. Based on the belief that a work environment that allows employees to have fun while working will lead to the generation of new ideas, we provide an environment that allows a flexible approach to work, as well as an affiliated nursery school and a system for taking special leave. We also hold lunch meetings and sports activities to promote exchange among employees and to maintain healthy lifestyles.



Employees enjoy their work

Non-manufacturing 14 Information and Communications

Shimane pref. 68

## Honest Co., Ltd.

### Leading Maker of WEB-EDI Procurement Systems for the Manufacturing Industry

Established in 1995

4-23-50, Agenogi, Matsue City,  
Shimane Prefecture 690-1115  
TEL (0852) 31-8835  
<http://www.onest.co.jp>

Capital: ¥40 million  
Number of employees: 60  
Sales: ¥810 million

Main overseas locations	None
Hiring foreigners	Hired in the past, willing to hire

#### Corporate Strengths

While developing "Innovation", the core strength of our company, we plan and develop software for both the Japanese and global markets, and are expanding our business to also include sales and technical and supplier support.

#### Unique, Best-Selling Products and Services

##### "e-show-buy" WEB-EDI Procurement System

"e-show-buy" has succeeded in greatly reducing the effort and cost required to prepare and print-out invoices for procurement operations. It is also available in both English and Chinese, and provide a variety of useful functions. The structure and functionality of this product have received great acclaim, and it is already in use at more than 195 enterprises in Japan and around the world, and by more than 30,000 suppliers.

#### Appeal to New Graduates/Mid-Career Recruits

Honest, "Japan's leading packaged software maker", is always creating new software in anticipation of future changes. We are looking for people who have confidence in their own skills and ideas.



"e-show-buy" WEB-EDI Procurement System



Non-manufacturing 14 Information and Communications

Hiroshima pref. 69

## System Friend, Inc.

### Using Advanced IT Technology to Develop Rehabilitation Equipment

Established in 1997

1-11-20, Itsukaichiekimae, Saeki-ku, Hiroshima City,  
Hiroshima Prefecture 731-5125  
TEL (082) 943-9530  
<https://www.systemfriend.co.jp>

Capital: ¥37 million  
Number of employees: 32  
Sales: ¥231 million

Main overseas locations	none
Hiring foreigners	5 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Originally a software development company, we have focused on developing computer programs. However, in 2012 we received a request from a medical institution to develop support equipment for the field of rehabilitation. We acquired approval to manufacture and sell medical equipment in 2014, and subsequently entered the medical field. Our goal is to create even better products through collaboration in a variety of fields, such as hearings on issues faced by medical staff and the verification of product accuracy with university personnel.

#### Unique, Best-Selling Products and Services

##### "Akira" Mobile Motion Visualizer

In recent years, we have applied our IT technology to the medical field. One such product, "Akira", is an original medical device that allows 3D measurements of patients to be performed more easily than conventional methods, to objectively and quantitatively verify posture, joint angle, and rehabilitation effects. In addition, we are using this device as a platform for the development of applied products.

#### Appeal to New Graduates/Mid-Career Recruits

We have been certified as an official "Gold Partner" for EC-CUBE, an open-source EC site building package, and were selected by METI in 2017 as a leading regional company. In addition to an international atmosphere with foreign employees, we encourage balancing work with one's personal life.



"Akira" Mobile Motion Visualizer for measuring the range of motion in joints (left) and 3D measurements using the device (below)



Non-manufacturing 14 Information and Communications

Shimane pref. 70

## Network Applied Communication Laboratory, Ltd.

### Leading IT Technology with the Unique "Ruby" Machine Language

Established in 2001

HOYO Parkside Building 2F, 2-12-5, Gakuenminami, Matsue City,  
Shimane Prefecture 690-0826  
TEL (0852) 28-9280  
<https://www.netlab.jp>

Capital: ¥46 million  
Number of employees: 53  
Sales: ¥646 million

Main overseas locations	none
Hiring foreigners	1 foreigner hired in the past, willing to hire more

#### Corporate Strengths

Network Applied Communication Laboratory has made numerous achievements in system development using open source software. We focus on "cooperation and innovation" and provides optimal solutions, in order to meet customers' needs.

#### Unique, Best-Selling Products and Services

##### "Ruby" object-oriented programming language

Ruby is a programming language with good development efficiency. It is very easy to use for beginners who have just started programming, and is also gaining popularity among experienced programmers who feel that it is "fun to write with Ruby". The developer, Yukihiro Matsumoto, is a fellow of our company, which is specializing in the use of Ruby.

#### Appeal to New Graduates/Mid-Career Recruits

IT is an indispensable technology for development in all industries, and open source software has already become the core of IT. We are looking for people who share this same vision for development utilizing IT.



Employees working at Network Applied Communication Laboratory

Non-manufacturing 14 Information and Communications

Shimane pref. 71

## MiC Co., Ltd.

### Reinforcing Support for Evolving IT Equipment According to Customer Needs

Established in 1984

2-10-14, Gakuenminami, Matsue City,  
Shimane Prefecture 690-0826  
TEL (0852) 27-0329  
<http://www.mic-ltd.co.jp>

Capital: ¥45 million  
Number of employees: 130  
Sales: ¥4.500 billion

Main overseas locations	none
Hiring foreigners	4 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Regardless of how much IT advances and evolves, our main role is based on "people", and the strength of the employees (with an average age of 38.9) in providing face-to-face support from consultation to the introduction of evolving IT equipment according to the needs of customers.

#### Unique, Best-Selling Products and Services

Major changes in the world as we enter the 21st century have included (1) the dissemination of the Internet and the growth of IT, (2) the globalization that has occurred as a result, and (3) the rise of China. In recent years, it has been widely publicized that IoT, ICT, big data, and AI are spreading, with 49% of work replaced by AI. However, it would be unfortunate if managers and employees who are working hard in a variety of industries interpret this to mean IT is a bad thing, and if they feel that they cannot keep up with the changing times. Our approach to work reforms involves assigning work as appropriate in order to provide optimal systems, rather than applying AI and IT to everything, and utilizing extra time and expenses to create new businesses and mechanisms to keep people working. Although companies compete with products, planning skills, and price, in the end they are competing based on the level of their employees.

#### Appeal to New Graduates/Mid-Career Recruits

We value the fact that business is based on speed, timing, and a dynamic approach. Since work can become boring unless there is excitement every day, we are looking for independent people who enjoy a challenge, with the basic stance of "discipline in freedom, and freedom in discipline".



MC Security Co., Ltd., a network security company, is an affiliate. Let's jump together!



Headquarters



Company atmosphere

Non-manufacturing 14 Information and Communications

Tottori pref. 72

## LASSIC Co., Ltd.

### Driving Regional Revitalization with Unique and Advanced AI Technology

Established in 2006

3-201-3, Minamiyoshikata, Tottori City,  
Tottori Prefecture 680-0843  
TEL (0857) 54-1070  
<https://www.lassic.co.jp>

Capital: ¥99 million  
Number of employees: 144  
Sales: ¥977 million

Main overseas locations	none
Hiring foreigners	4 foreigners hired in the past, willing to hire more

#### Corporate Strengths

We support the relocation of IT businesses from urban centers to rural areas, and have provided "nearshore" models for the development of services in rural areas. We also work in collaboration with municipalities to develop our own services to promote regional revitalization. We are also engaged in advanced research on sentiment analysis through collaboration between industry, government, and academia.

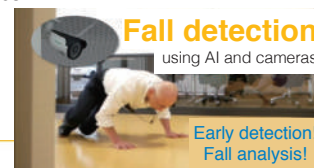
#### Unique, Best-Selling Products and Services

##### Fall detection and notification system using AI

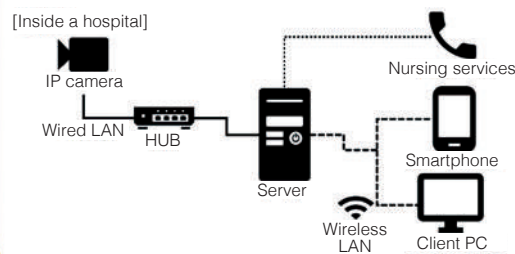
We have developed a system that uses AI and cameras installed in hospital rooms and corridors to follow the movement of people, detect when someone has fallen down, and send notification to a nursing service, smartphone, etc. This non-contact system can detect an unspecified large number of people, and records images of the moment when a fall occurs. Therefore, the data can be used to study how to prevent the recurrence of falls in the future. Image analysis technology allows the use of normal 2D cameras, without the need for specialty equipment such as cameras that measure depth of field. We are currently exhibiting the system at trade shows and promoting market research in an effort to prepare the product for release.

#### Appeal to New Graduates/Mid-Career Recruits

We provide an environment in which you can be involved in state-of-the-art R&D and the development of systems for up-stream processes, in the relaxing atmosphere of Tottori where life is easy and free from packed commuter trains. One feature of our company is a corporate environment that makes full use of the individual personality of each employee. Some employees bring their children to work, and others have side jobs.



#### System Configuration





## Non-manufacturing 15 Wholesale and Retail Trade

Okayama pref. 73

**Haruyama Holdings Inc.**  
**(Haruyama Trading Co., Ltd.)****Industry's Only Completely Wrinkle-Free Shirts**

Established in 1955

1-2-3, Omote-cho, Kita-ku, Okayama City,  
Okayama Prefecture 700-0822  
TEL (086) 226-7111  
<http://www.haruyama.co.jp>Capital: ¥3.991 billion  
Number of employees: 2,930  
Sales: ¥57.071 billion

Main overseas locations	none
Hiring foreigners	34 foreigners hired in the past, willing to hire more

**Corporate Strengths**

As an apparel business that focuses on suits, we announced the "Haruyama Health Declaration" in 2015, to promote product development with "health" as an added value to fashionable clothes, and to provide the products and services that customers truly want but cannot find elsewhere.

**Unique, Best-Selling Products and Services****"i-Shirt" completely wrinkle-free shirts**

Through joint development with a fabric manufacturer, we acquired "shape stability (W&W quality) Grade 5" to materialize the industry's only wrinkle-free shirts. In addition to anti-wrinkle, water absorption/quick drying, breathability, and elastic properties, we develop various types of dress shirts utilizing knit material with other advanced functionality (deodorizing and antimicrobial functions, cool in summer, warm in winter). We are also expanding the utilization of this advanced material to a wide range of applications beyond business attire, such as school uniforms, through wider sales channels.

**Appeal to New Graduates/Mid-Career Recruits**

Based on requests from our employees, we support their careers through welfare programs that allow workers to choose how they work based on a diverse range of values, and a full-fledged training program. We hire and evaluate employees without regard for gender or nationality, and provide an environment in which they can envision their own career path.



Store image



"i-Shirt" completely wrinkle-free shirts

## Non-manufacturing 16 Real Estate

Yamaguchi pref. 74

**Toubujiuhan Co., Ltd.****One of Japan's Successful Home Remodeling & Renovation Companies**

Established in 1984

11-46, Hanano-cho, Shimonoseki City,  
Yamaguchi Prefecture 750-0014  
TEL (083) 222-1111  
<https://www.toubu.co.jp>Capital: ¥302 million  
Number of employees: 140  
Sales: ¥6.640 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

**Corporate Strengths**

Our main business model is the revitalization of second-hand housing. We purchase, renovate, and sell homes that are 20 to 40 years old. We offer these homes at around 15 million yen, which is less than a new home. With the problem of the growing number of vacant homes, we are providing housing that is friendly to both people and the environment through the revitalization of second-hand housing and housing distribution. We have achieved record profits for eight consecutive years. We are also developing other businesses at our 20 locations, including nursing and welfare projects.

**Unique, Best-Selling Products and Services****Revitalization of second-hand housing**

We purchase second-hand homes, and then sell them in beautifully renovated conditions. Since they are not as expensive as new homes, even people who had given up on owning their own home can make their dream come true. Currently, we are ranked 4th in Japan by number of renovation on second-hand houses, and our goal is to become number one in the Chugoku and Kyushu regions in the future.

**Appeal to New Graduates/Mid-Career Recruits**

For most people, buying a home will be the biggest purchase of their lives, and therefore the relationships of mutual trust that we build with our customers are assets that last a lifetime. We are looking for people who can grow together with us while offering housing suggestions to customers.



Before



After

Renovated second-hand housing

Non-manufacturing 17 Education, Learning Support

Shimane pref. 75

## Shichida Educational Institute, Inc.

### Shichida Method Education: Aiming to Spread Whole Character Child-rearing Around the World

Established in 1978

526-1 Gotsu, Gotsu City, Shimane Prefecture 695-8577  
TEL (0855) 52-4801  
<https://shichidaeducation.com>

Capital: ¥20 million  
Number of employees: 72  
Sales: ¥1.025 billion

Main overseas locations	China, Singapore, Vietnam, Malaysia, Thailand, Australia, Hong Kong, Indonesia, Laos, Myanmar
Hiring foreigners	3 foreigners hired in the past, willing to hire more

#### Corporate Strengths

Shichida Educational Institute (SEI) has been in business for over forty years. It has built a strong track record of trust and results through thirty years of educational center operations. Shichida Method graduates have gone on to attend well-known universities and are pursuing careers as athletes and artists. SEI supports parents who hope to raise children with similar goals.

#### Unique, Best-Selling Products and Services

##### Shichida Method Education

Shichida education is taught in approximately 200 domestic centers and is also expanding abroad, mainly in Asia. Shichida Centers cater to infants through primary school age children. Children's abilities are drawn out through fun activities and a wide variety of SEI original and effective teaching materials encourage their development. In addition to intellectual aspects, Shichida Method education distinctly focuses on activities that develop a child's emotions and provides dietary education guidance.

#### Appeal to New Graduates/Mid-Career Recruits

SEI's average employee age is in the mid-thirties but most employees are in their twenties. Also, 70% of employees are women. Your daily work content will be helpful to your future child-rearing. Also, all forms of insurance coverage are available and a housing allowance, up to ¥30,000, is included. Finally, in order to help international employees work with a sense of security, work visa support can be provided.



Non-manufacturing 18 Other Industries/Consulting

Shimane pref. 76

## Everyplan Co., Ltd.

### Using Artificial Intelligence to Provide the Smart Solutions for Social and Business Problems

Established in 1996

46-6, Hokuryo-cho, Matsue City,  
Shimane Prefecture 690-0816  
TEL (0852) 55-2100  
<https://www.everyplan.co.jp>

Capital: ¥10 million  
Number of employees: 33  
Sales: ¥275 million

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

#### Corporate Strengths

We promote environmental measures, regional industry, and the development of infrastructure, while supporting community development, business development through statistical analysis, and the overseas expansion of small and medium enterprises. We develop state-of-the-art businesses despite our rural location. In April 2017, we established Erisa Co., Ltd. as an independent business for statistical analysis.

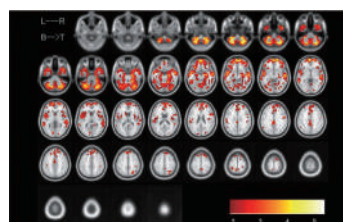
#### Unique, Best-Selling Products and Services

##### Solutions using artificial intelligence in the medical and industrial fields

We use artificial intelligence in order to make use of a variety of big data and manage several projects, such as analyzing existing data (medical statements, insurance), acquiring and analyzing life data, and analyzing brain resting-state fMRI images for the development of an early detection method for dementia, the development of an algorithm for correcting the differences between MRI equipments, and proposals for extending healthy lifespans primarily for the prevention of dementia.

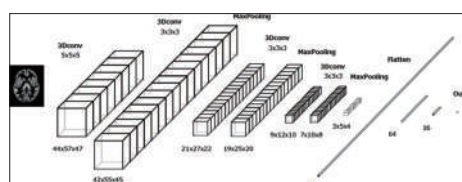
#### Appeal to New Graduates/Mid-Career Recruits

We conduct business in fields that are expanding globally, such as overseas ODA projects and artificial intelligence, while working in rural areas with partners around the world. We have adopted ABW (activity based working), which allows a quite flexible work style because of no restrictions on work locations.



Results of an analysis performed with a diagnostic program (Colors indicate areas of significant brain atrophy.)

Source Data: BAAD Software Website by Shiga Univ. of Medical Science



Structural drawing of a neural network that autonomously studies the characteristics of the brain



Non-manufacturing 18 Other Industries/Technical Service

Hiroshima pref. 77

## Chugai Technos Corporation

### Unique Robots for Dismantling Furnaces at Nuclear Power Plants

Established in 1953

9-12, Yokogawashinmachi, Nishi-ku, Hiroshima City,  
Hiroshima Prefecture 733-0013  
TEL (082) 295-2222  
<https://www.chugai-tec.com>

Capital: ¥47 million  
Number of employees: 1,066  
Sales: ¥14.757 billion

Main overseas locations	Vietnam
Hiring foreigners	10 foreigners hired in the past, willing to hire more

#### Corporate Strengths

As part of the comprehensive inspection service industry, Chugai Technos conducts inspections of the environment, plants, and social infrastructure. In addition, our manufacturing department designs and manufactures X-ray inspection equipment used for quality inspections and inspection/repair equipment used for the regular inspection of plants. We also develop robots for dismantling furnaces at nuclear power plants.

#### Unique, Best-Selling Products and Services

##### Robots for dismantling furnaces at nuclear power plants

We are developing one of the robots in the national project for dismantling furnaces at the Fukushima Daiichi Nuclear Power Station damaged in the Great East Japan Earthquake. Remote-controlled robots composed of hydraulic pressure and springs (muscle robots) are used to provide a variety of functions using hydraulic pressure, such as using their arms to grab and hang from pipes, and to break up debris (molten nuclear fuel). Sections of reactor containment vessels are reproduced at full size in the test building, where we work on new development by taking full advantage of experience gained through previous developments.

#### Appeal to New Graduates/Mid-Career Recruits

In the manufacturing department, in addition to thorough in-house training, soon after joining our company you will have the opportunity to experience the entire work flow from design to prototyping, in order to acquire the skills required by technicians. At this job, you will have the chance to apply your ideas directly to the products you are working on.



Chugai Integrated Development Center



Robots for dismantling furnaces

Non-manufacturing 18 Other Industries/Industrial Equipment Cleaning, Infrastructure Maintenance

Yamaguchi pref. 78

## Nissin Kogyo Co., Ltd.

### Overwhelming Market Share of Measuring and Inspection Equipment for Underground Structures

Established in 1952

443, Hirata, Kudamatsu City,  
Yamaguchi Prefecture 744-0021  
TEL (0833) 41-0679  
<http://www.nissink.co.jp>

Capital: ¥21 million  
Number of employees: 83  
Sales: ¥2.231 billion

Main overseas locations	none
Hiring foreigners	None hired in the past, willing to hire

#### Corporate Strengths

We started with the cleaning and maintenance of petrochemical plants, and then expanded our business to include the cleaning of a wider range of equipment and the development of specialized equipment. We have refined our automation technology, and are developing a variety of proprietary technologies in fields ranging from cleaning to surface treatment, cutting, drilling, and inspection.

#### Unique, Best-Selling Products and Services

##### "NST-2" embedment depth measuring device (Domestic share: 80%)

Previously, in order to measure underground structures to determine the strength and soundness of metal posts, such as for guardrails and protective fencing, it was necessary to excavate and take direct measurements. With the development of Nissin Kogyo's "NST-2", it is now possible to make such measurements simply with the use of an ultrasonic sensor. Now, this product is used whenever an inspection is necessary to confirm that new guardrails have been constructed according to design. The new "KIZME-1" corrosion inspection system is also based on the "NST-2".

#### Appeal to New Graduates/Mid-Career Recruits

In 5 or 10 years, do you expect you will still be doing your work in the same way as today? We are searching for people who will work together with a free flow of ideas to change the future, rather than waiting for someone to make changes for them.



Taking measurements with only an ultrasonic sensor



"NST-2" embedment depth measuring device

Non-manufacturing 18 Other Industries/Agricultural Services Industry

Tottori pref. 79

## Oenosato Natural Farm Group Hiyoko Company, LLC

### Cage-Free Eggs of the Highest Level of Quality that are Evaluated Highly

Established in 1994

877, Hashimoto, Yazu-cho, Yazu-gun,  
Tottori Prefecture 680-0414  
TEL (0858) 73-8211  
<https://www.oenosato.com>

Capital: ¥30 million  
Number of employees: 187

Main overseas locations	none
Hiring foreigners	Hired in the past, willing to hire

#### Corporate Strengths

The strengths of our firm are cage-free eggs and sixth-order industrialization. Based on this, we developed a direct-sales store and restaurant in Yazu-cho, Tottori Prefecture, and for the last 10 years the number of tourists increased from 0 to 300,000 annually. At the root of this project is the strong desire of the founder to improve agriculture and local communities in Japan.

#### Unique, Best-Selling Products and Services

##### "Tenbiran" cage-free eggs

These eggs were developed through a commitment to egg production that is not possible at large-scale poultry farms. The chickens on the farm can roam freely within an open poultry house that has plenty of sunlight. In addition to the clear air and groundwater in Tottori, the chickens enjoy a specially prepared mixture of feed. This commitment to quality produces the "Tenbiran" brand of eggs, which are managed carefully to ensure freshness. The eggs we collect at the farm are shipped throughout Japan on the same day. All steps from production to processing and sales are handled by our company, resulting in high evaluation nationwide as safe and high-quality products.

#### Appeal to New Graduates/Mid-Career Recruits

We look for people who are willing to face challenges in a variety of jobs, such as livestock breeding, confectionery manufacturing, cooking, customer reception, product planning, and management. Many young staff work at our company. The average age of our staff is 31.8 years old. We support the improvement of individual skills with a training system and a support system for acquiring certifications.



"Tenbiran" cage-free eggs



Young staff with an average age of 31.8

Non-manufacturing 18 Other Industries/Facility and Equipment Maintenance

Hiroshima pref. 80

## MenTecWorld Co., Ltd.

### Lightweight, Strong, and Unique Spiral Ducts

Established in 1961

2-2-1, Hachihonmatsuiida, Higashihiroshima City,  
Hiroshima Prefecture 739-0146  
TEL (082) 436-4800  
<http://www.mentecworld.co.jp>

Capital: ¥96 million  
Number of employees: 135  
Sales: ¥1.900 billion

Main overseas locations	Mexico, Malaysia, the Philippines
Hiring foreigners	Hired in the past, willing to hire

#### Corporate Strengths

While our primary business is focused on the maintenance of automotive production lines and other similar services, we also manufacture and sell ducts, and design, manufacture, and install dust control devices. Through the development of proprietary technology, and based on the motto "from Hiroshima to the world", we aim to provide products and services that express feelings of thankfulness and excitement to our customers. The strength of our duct manufacturing department, which is the number one producer of spiral ducts in Hiroshima Prefecture, is a technology system that can handle any order from commonly shaped products to custom orders.

#### Unique, Best-Selling Products and Services

##### Spiral ducts

Based on technology that was cultivated through maintenance at automotive factories, we provide a full range of services from design to installation and construction for metal ducts that are used in a wide variety of fields, such as air conditioning ducts for buildings, welding ducts, and foundations for solar panels. One of our original products are unique "spiral ducts", made from thin sheets that are formed into spiral shapes. They are stronger and lighter than conventional products, and evaluated highly for good work efficiency.

#### Appeal to New Graduates/Mid-Career Recruits

We are looking for a wide variety of comrades regardless of nationality, gender, academic background, age, or years out of school. The corporate culture recognizes hard work, regardless of number of years with the company or current position. We provide educational programs that are tailored to the motivation and career goals of employees, as well as an enhanced welfare program.



Headquarters / Plant



Main duct products

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## Luce Search Co., Ltd.

### Developing the World's First Large Drone with a High-Performance Laser

Established in 2011

4-16-21, Bisyamondai, Asaminami-ku,  
Hiroshima City, Hiroshima Prefecture 731-0152  
TEL (082) 209-0230  
<https://luce-s.net>

Capital: ¥4 million  
Number of employees: 17  
Sales: ¥173 million

Main overseas locations	none
Hiring foreigners	1 foreigner hired in the past, willing to hire in the future

#### Corporate Strengths

We equip UAV (drones) with aviation lasers and high-resolution sensors, and performs 3D surveys of disaster sites, terrain in forested areas, and other sites that have been difficult to survey until now. In addition to designing and manufacturing drones at our company, we also have the technology required to perform all steps from on-site surveys to the analysis and processing of data.

#### Unique, Best-Selling Products and Services

##### Aerial laser measurement with drones (world's first commercial product)

Our company is Japan's leading manufacturer of drones equipped with high-performance lasers, and has delivered more than 70 such drones to the customers. This has simplified the surveying of terrain in forested areas, making it possible to detect earth fissures and to grasp changes over time at construction sites. We were the first company in the world to commercialize such drone products, which have received recognition and acclaim from a wide range of sources. Regarding the development and verification of robots for next-generation social infrastructure in 2015, our products were evaluated as "technology that is expected to be applied in business and utilized in the field". At the 7th Robot Awards in 2016, we were awarded the Minister's Prize from the Ministry of Land, Infrastructure, Transport, and Tourism (MLIT), and our products were registered in MLIT's New Technology Information System (NETIS).

#### Appeal to New Graduates/Mid-Career Recruits

Based on the keywords "robots" and "image processing", we are utilizing state-of-the-art technology such as IoT and AI in all aspects from development and social implementation. Thereby we will contribute to the creation of a society that will allow the development of both people and the Earth by addressing current social issues such as the global environment.



SPIDER-LX8 drone equipped with a 3D laser scanner

- Manufacturing (Basic Material Industries)
- Manufacturing (Processing and Assembly Industries)
- Manufacturing (Lifestyle-related Industries)
- Non-manufacturing

<b>A</b>	ADTEC Plasma Technology Co., Ltd.	<span style="color: blue;">21</span>	Electronic and Electrical Equipment	P.22
	Andex Co., Ltd.	<span style="color: blue;">35</span>	Other Equipment	P.29
	Aohata Corporation	<span style="color: pink;">51</span>	Food and Beverages	P.37
	Asagoe Industry Co., Ltd.	<span style="color: green;">14</span>	Metal Products	P.18
	Asahi Mekki, Inc.	<span style="color: pink;">62</span>	Other Manufacturing	P.42
	ATOM Corporation	<span style="color: green;">7</span>	Rubber Products	P.15
<b>B</b>	Brilliant Associates	<span style="color: pink;">56</span>	Food and Beverages	P.39
<b>C</b>	Castem Co., Ltd.	<span style="color: green;">16</span>	Metal Products	P.19
	CHOFU SEISAKUSHO Co., Ltd.	<span style="color: green;">18</span>	Metal Products	P.20
	Chugai Technos Corporation	<span style="color: orange;">77</span>	Other Industries	P.50
	CONSEC Co., Ltd.	<span style="color: blue;">42</span>	Other Equipment	P.32
	Coretec Inc.	<span style="color: blue;">41</span>	Other Equipment	P.32
<b>D</b>	DaikyoNishikawa Corporation	<span style="color: green;">3</span>	Plastic Products	P.13
	Daiya Industry Co., Ltd.	<span style="color: pink;">63</span>	Other Manufacturing	P.43
<b>E</b>	Everyplan Co., Ltd.	<span style="color: orange;">76</span>	Other Industries	P.49
<b>F</b>	Fujiwara Techno-Art Co., Ltd.	<span style="color: blue;">47</span>	Other Equipment	P.35
	Fukuyama Rubber Ind. Co., Ltd.	<span style="color: green;">12</span>	Rubber Products	P.17
	FUKUYAMANETUREN Co., Ltd.	<span style="color: green;">19</span>	Metal Products	P.21
<b>H</b>	Hagihara Industries, Inc.	<span style="color: green;">4</span>	Plastic Products	P.13
	Hakuhodo Company, Limited	<span style="color: pink;">64</span>	Other Manufacturing	P.43
	Haruyama Holdings Inc.	<span style="color: orange;">73</span>	Wholesale and Retail Trade	P.48
	Hayakawa Rubber Co., Ltd.	<span style="color: green;">11</span>	Rubber Products	P.17
	Hirotec Corporation	<span style="color: blue;">34</span>	Transportation Equipment	P.28
	Hiyoko Company, LLC	<span style="color: orange;">79</span>	Other Industries	P.51
	Honest Co., Ltd.	<span style="color: orange;">68</span>	Information and Communications	P.45
	Horkos Corp	<span style="color: blue;">48</span>	Other Equipment	P.35
<b>I</b>	Ikoma Robotech Corporation	<span style="color: blue;">36</span>	Other Equipment	P.29
	Imanishi Manufacturing Co., Ltd.	<span style="color: blue;">29</span>	Transportation Equipment	P.26
<b>K</b>	Kakihara Industries Co., Ltd.	<span style="color: blue;">30</span>	Transportation Equipment	P.26
	Kamoseni, Inc.	<span style="color: pink;">59</span>	Textiles	P.41
	Katayama Kogyo Co., Ltd.	<span style="color: blue;">31</span>	Transportation Equipment	P.27
	Kitagawa Corporation	<span style="color: blue;">39</span>	Other Equipment	P.31
	Kitagawa Seiki Co., Ltd.	<span style="color: blue;">38</span>	Other Equipment	P.30
	Kunihiro, Inc.	<span style="color: pink;">54</span>	Food and Beverages	P.38
	KYOWA MACHINERY Co., Ltd.	<span style="color: blue;">40</span>	Other Equipment	P.31
<b>L</b>	LASSIC Co., Ltd.	<span style="color: orange;">72</span>	Information and Communications	P.47
	Luce Search Co., Ltd.	<span style="color: orange;">81</span>	Other Industries	P.52
<b>M</b>	Manac Incorporated	<span style="color: green;">2</span>	Chemicals	P.12
	Marine Products Kimuraya Co., Ltd.	<span style="color: pink;">53</span>	Food and Beverages	P.38
	MBS, Inc.	<span style="color: orange;">65</span>	Construction	P.44
	MenTecWorld Co., Ltd.	<span style="color: orange;">80</span>	Other Industries	P.51
	MiC Co., Ltd.	<span style="color: orange;">71</span>	Information and Communications	P.47
	Mishima Foods Co., Ltd.	<span style="color: pink;">57</span>	Food and Beverages	P.40
	Moriya Cutlery Laboratory, Ltd.	<span style="color: green;">20</span>	Metal Products	P.21



<b>N</b>	Nakashima Propeller Co., Ltd.	13	Non-ferrous Metals	P.18
	Network Applied Communication Laboratory, Ltd.	70	Information and Communications	P.46
	NIPPON CERAMIC Co., Ltd.	27	Electronic and Electrical Equipment	P.25
	Nishi-F Co., Ltd.	33	Transportation Equipment	P.28
	Nishikawa Rubber Co., Ltd.	9	Rubber Products	P.16
	Nisshin Rubber Co., Ltd.	10	Rubber Products	P.16
	Nissin Kogyo Co., Ltd.	78	Other Industries	P.50
<b>O</b>	O.N. Industries, Ltd.	15	Metal Products	P.19
	Oasa Electronics Co., Ltd.	22	Electronic and Electrical Equipment	P.22
	Ohji Rubber & Chemicals Co., Ltd.	8	Rubber Products	P.15
	OHNIT CO., LTD.	23	Electronic and Electrical Equipment	P.23
	Otafuku Sauce Co., Ltd.	52	Food and Beverages	P.37
<b>R</b>	RENIAS Co., Ltd.	6	Plastic Products	P.14
	RIPRO Corporation Japan	5	Plastic Products	P.14
<b>S</b>	Sanken Sangyo Co., Ltd.	66	Construction	P.44
	Satake Corporation	43	Other Equipment	P.33
	Shichida Educational Institute, Inc.	75	Education, Learning Support	P.49
	Shigiya Machinery Works Ltd.	44	Other Equipment	P.33
	SHINKAWA Sensor Technology, Inc.	24	Electronic and Electrical Equipment	P.23
	SIGMA Corporation	32	Transportation Equipment	P.27
	Stec Co., Ltd	37	Other Equipment	P.30
	Sunline Co., Ltd.	60	Textiles	P.41
	System Creator Egg Co., Ltd.	67	Information and Communications	P.45
	System Friend, Inc.	69	Information and Communications	P.46
<b>T</b>	TAIKO KIKAI INDUSTRIES CO., LTD.	45	Other Equipment	P.34
	Taiyo Electric Ind. Co., Ltd.	25	Electronic and Electrical Equipment	P.24
	Takaya Corporation	26	Electronic and Electrical Equipment	P.24
	Tanaka Foods Co., Ltd.	55	Food and Beverages	P.39
	Tanaka Machinery, Inc.	17	Metal Products	P.20
	Toubujyuhan Co., Ltd.	74	Real Estate	P.48
	Toyo Koatsu Co., Ltd.	46	Other Equipment	P.34
<b>W</b>	WOOD ONE CO., LTD.	1	Lumber and Wood Products	P.12
<b>Y</b>	Yamabiko Corporation	50	Other Equipment	P.36
	Yamami Company	58	Food and Beverages	P.40
	Yanagiya Machinery Co., Ltd.	49	Other Equipment	P.36
	Yokoyama Fishing Net Co., Ltd.	61	Textiles	P.42
	Yuasa System Co., Ltd.	28	Electronic and Electrical Equipment	P.25

# **Outstanding Corporations in the Chugoku Region**

**Companies in the Chugoku Region with Unique, Best-Selling Products**

March 2019

Regional Economic Research Promotion Council  
Chugoku Economic Federation

