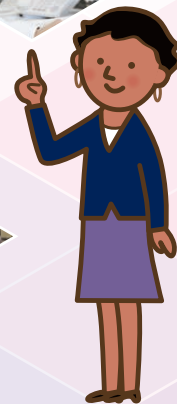
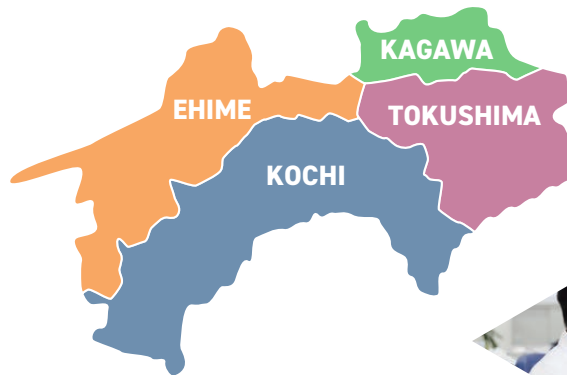


# Let's work in SHIKOKU

Where Work and Comfortable Living Meet



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Shikoku offers an ideal balance of rewarding careers and comfortable living. The region actively welcomes foreign professionals with comprehensive support systems for both work and daily life. Surrounded by abundant nature and warm-hearted people, you can build a fulfilling career while enjoying a relaxed and authentic lifestyle. That is the essence of Shikoku.



Ehime Prefectural Office



Okaido Shopping Street



Marugame-machi Green Shopping Street



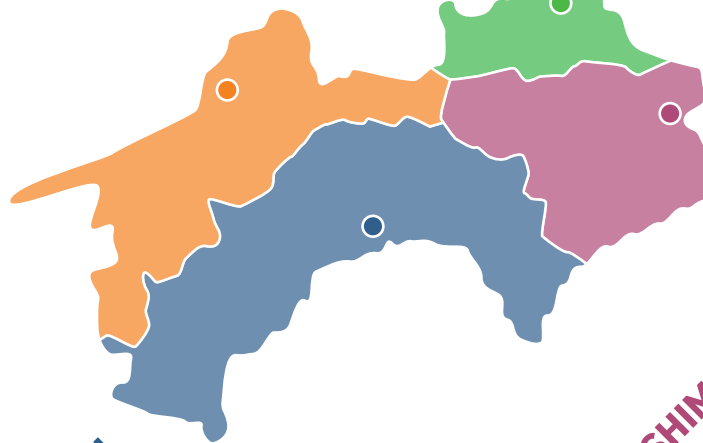
Kagawa Prefectural Office



Dogo Onsen

EHIME

KAGAWA



KOCHI

TOKUSHIMA



Ritsurin Garden



Hirome Market



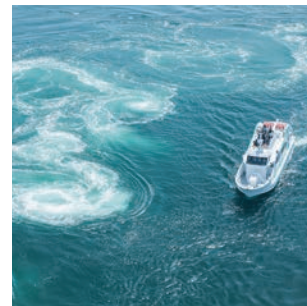
Awa Odori Festival



Kochi Prefectural Office



Katsurahama Beach



Naruto Whirlpools



Tokushima Prefectural Office



EHIME



KOCHI



KAGAWA



TOKUSHIMA





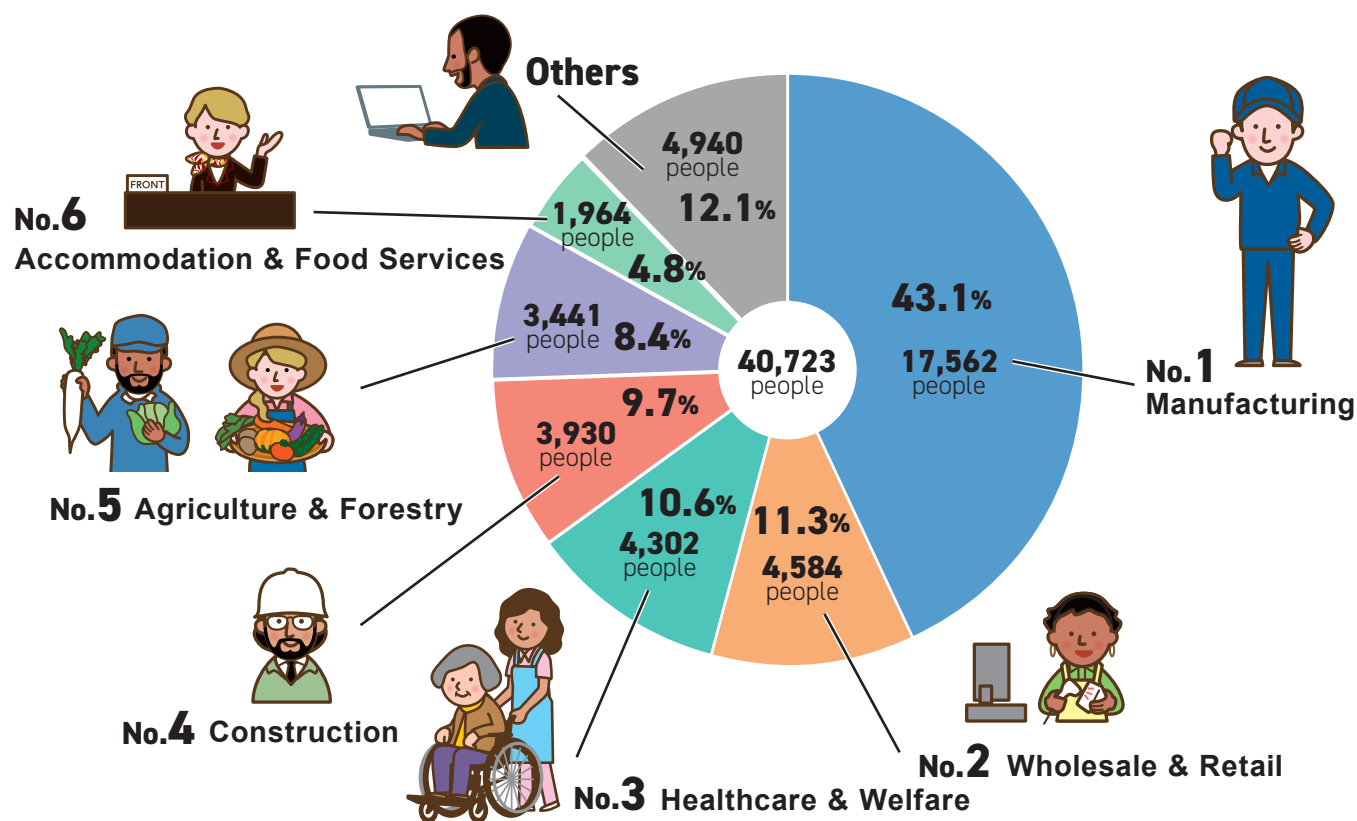
The number of international students and professionals working in Japan continues to rise, creating increasingly global environments. Shikoku is no exception, with people from diverse countries contributing across industries.



## Primary Employment Sectors for Foreign Workers in Shikoku

Residence Status of Foreign Workers in Shikoku  
(Source: Labor Bureau Reports ※1)

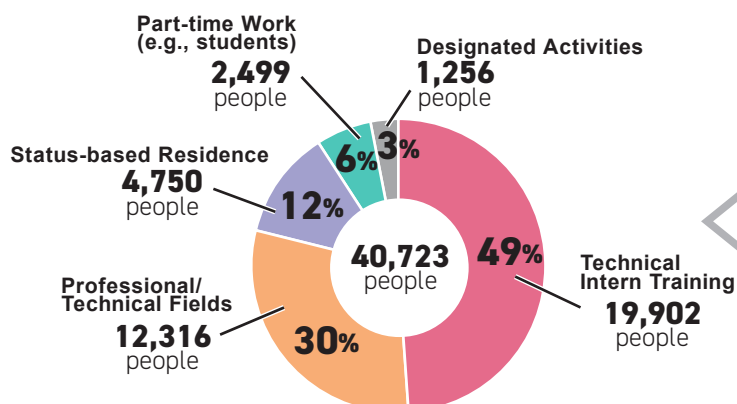
Shikoku (Tokushima, Kagawa, Ehime, and Kochi) has many factories for food processing and electronic components. The manufacturing sector employs the largest number of foreign workers. Individuals holding the Engineer/Specialist in Humanities/International Services residence status are active in diverse roles, including CAD operations in manufacturing, production management in agriculture, and international sales in tourism.



## Proportion of Foreign Workers by Residence Status

Residence Status of Foreign Workers in Shikoku  
(Source: Labor Bureau Reports ※2)

### Residence Status of Foreign Workers in Shikoku and Their Proportions



In Shikoku, technical interns were previously the majority, but recently, foreigners engaged in specialized and technical jobs have increased. They now account for about 30% of the total, playing a vital role in the region. This demonstrates that Shikoku companies are embracing diverse talent and creating international environments. Your knowledge and skills will be a driving force supporting Shikoku's future development.

## Key Industries in Tokushima

Tokushima has a strong presence in manufacturing, particularly LED components and pharmaceuticals. It is also recognized as the birthplace of satellite offices in Japan and ranks among the national leaders in their number, attracting companies from across the country.

### Semiconductors

(Source: Tokushima Prefecture Official Website)

LED shipments rank No. 1 nationwide, with high-quality products used worldwide. The prefecture also hosts numerous metal product manufacturers that support regional industry with advanced technology.



### Pharmaceutical Development and Manufacturing

(Source: Tokushima Prefecture Official Website)

Naruto City is home to facilities of a major pharmaceutical group developing intravenous solutions and other medical products. Numerous pharmaceutical and chemical companies contribute significantly to the local economy and employment.



### Advanced Telecommunications Infrastructure in Japan

(Source: Tokushima Prefecture Official Website)

Thanks to its superior internet environment, Tokushima attracts call centers, data centers, back-office operations, and digital content companies.



## National Ranking of Manufactured Goods Shipments

(Source: Tokushima Prefecture Corporate Attraction Guide)

Ranking of which region produces and ships the most goods

Light-Emitting Diodes  
(LEDs)

Nationwide No. **1**



Pharmaceutical Preparations  
(including quasi-drugs)

Nationwide No. **6**



## Support Services for Foreign Residents

Tokushima Foreign Employment Portal Site

<https://nihonjobs.pref.tokushima.lg.jp/>



Provides information on job fairs, consultations, Japanese language courses, etc.

## Key Industries in Kagawa

Located along the Seto Inland Sea, Kagawa benefits from excellent transportation access, bringing strong growth in manufacturing and IT companies. It is also a key economic hub in Shikoku, with numerous companies in food products and construction machinery.

### Food Industry

(Source: Setouchi Corporate Attraction 100 Plan)

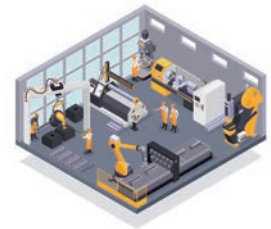
Kagawa has a long history in food production and possesses top-level expertise in fermentation and preservation technologies. The prefecture is home to many companies producing frozen foods and seasonings.



### Construction Machinery, Shipbuilding, and Automotive Components

(Source: Setouchi Corporate Attraction 100 Plan)

Major global companies in construction machinery, electrical machinery, shipbuilding, and automotive parts are based here. Surrounding these firms are clusters of highly skilled subcontractors specializing in metal processing and welding. Coastal areas host large-scale chemical, petroleum, and plastics plants that significantly support the prefectural economy.



### IT and Software Industries

(Source: Kagawa Prefecture Official Website)

To retain young talent and boost local employment, Kagawa is actively promoting high-employment IT companies. Software firms and data centers are increasing, supported by ongoing improvements to IT infrastructure.



## National Ranking of Manufactured Goods Shipments

(Source: Setouchi Corporate Attraction 100 Plan)

Ranking of which region produces and ships the most goods

Frozen Prepared Foods

**Nationwide No. 1**



Communication Cables

**Nationwide No. 1**



## Support Services for Foreign Residents

WORK SUPPORT KAGAWA

Job Information for International Students in Kagawa

<https://www.wskagawa.jp/foreign/>



Includes details on company information sessions and workplace experiences.

## Key Industries in Ehime

Ehime has long thrived in paper manufacturing (pulp and paper industry) and shipbuilding. Imabari City is world-famous for shipbuilding, with many related companies clustered there. In recent years, centered in Matsuyama City, IT companies specializing in software development and system integration have grown, supporting regional digital transformation.

### Paper Manufacturing Industry

(Source: Ehime Corporate Location Portal Site)

Shikokuchuo City is Japan's top region for paper and paper-processing production. From traditional Japanese washi paper to advanced high-function paper using the latest technology, a wide variety is produced here. Small and medium enterprises, large corporations, and some of the world's largest factories are concentrated in the area. More than half of the local industry relates to paper, and paper shipment volume ranks among the highest in Japan.



### Shipping and Shipbuilding Industries

(Source: Ehime Corporate Location Portal Site)

Imabari City hosts Japan's leading shipbuilding companies and globally active firms. Numerous related businesses — including shipping companies and marine equipment manufacturers — drive regional growth and create many employment opportunities.



### Strong IT and Internet Environment

(Source: Ehime Corporate Location Portal Site)

Ehime is home to 322 companies and 5,021 employees in internet and information services — approximately 40% of Shikoku's total — making it a key industry in the prefecture.



## National Ranking of Manufactured Goods Shipments

(Source: Ehime Corporate Location Portal Site)

Ranking of which region produces and ships the most goods

Paper Products

**Nationwide No. 1**

(Source: Ehime Corporate Location Portal Site)



Ship Hull Blocks

**Nationwide No. 2**

(Source: Ehime Prefecture Official Website)



## Support Services for Foreign Residents

Ehime Labor Bureau  
Highly Skilled Professional Consultation Desk &  
Foreign Worker Consultation Corner



A Vietnamese-language consultation service is available. Specialized counselors assist with questions about working hours, wages, and other labor matters. Please feel free to use it.

[https://jsite.mhlw.go.jp/ehime-roudoukyoku/news\\_topics/topics/\\_119756/261210\\_00001.html](https://jsite.mhlw.go.jp/ehime-roudoukyoku/news_topics/topics/_119756/261210_00001.html)

## Key Industries in Kochi

Kochi enjoys long sunshine hours yet receives abundant rainfall (2,270.8 hours of sunshine and 2,025.5 mm of rain in 2022). This climate supports rich production of agricultural, livestock, and marine products.

### IoP (Internet of Plants) – Next-Generation Agriculture

(Source: Kochi Prefecture Official Website)

Kochi excels in protected horticulture using its warm climate. The innovative “IoP (Internet of Plants)” system uses computers and AI to increase crop yield and quality. It was showcased at the Osaka-Kansai Expo and is attracting global attention. This technology can also be applied to fisheries and other industries.



### Fisheries

(Source: Kochi Prefecture Official Website)

Kochi ranks 6th nationally in marine fishing and 5th in aquaculture, making fisheries a major industry. Recent digital innovations have boosted production value. New processing systems tailored to market needs have significantly increased shipments of processed marine products.



### Welcoming Call Centers and IT/Content Companies

(Source: Kochi Prefecture Official Website)

To create more jobs for youth and women, Kochi actively invites call centers and IT/content companies (animation, games, design, etc.). So far, 45 companies have established operations, employing approximately 1,700 people.



出典：高知県公式ホームページ

### Nationwide Productivity Ranking

(Source: Kochi Prefecture Official Website)

Ranking of which region produces and ships the most goods

Eggplant, Ginger, Garlic Chives

Nationwide No. 1



Production per Unit Area

Nationwide No. 2



### Support Services for Foreign Residents

Kocoforre

Kochi International Consultation Center

<https://kccfr.jp>



A place where foreign residents can receive advice on daily life issues.



63 Hiraishiryutsudanchi, Kawauchi-cho, Tokushima City, Tokushima Prefecture, 771-0138  
Telephone: 088-665-6500 Email Address: [sou@azumakaiun.co.jp](mailto:sou@azumakaiun.co.jp)

Industry: Transportation Industry

Date of Est. : June 16, 1956

No. of Employees: 200 People

Required Japanese language ability:

N2

Website: <https://www.azumakaiun.co.jp>



## Our company's strengths and characteristics

We are a comprehensive logistics company based in Tokushima Prefecture. Starting with maritime transportation, we now also handle land transportation using trailers and tank lorries, and have secured convenient bases with large warehouses. We also offer multimodal transportation including international options. With 70 years of experience and trust since our founding, we propose various transportation solutions to add significant value to customers' businesses.



## Recruitment status and activities of highly skilled foreign talent

Currently, hired highly skilled foreign personnel work as general staff in the international logistics division, handling international logistics operator duties. Going forward, we want to work with people who not only have practical skills but also motivation and a sincere attitude toward work, providing positive stimulation to colleagues and contributing to the department's overall growth.

## Job satisfaction and working environment

In logistics operator work, we sometimes visit sites to directly check cargo conditions. Detailed tasks support logistics reliability. Though not flashy, it plays an important role in "connecting people to people, and countries to countries." Being part of that brings great fulfillment and pride.

## Benefits and welfare

For retention support, including highly skilled foreign talent, we conduct career development and reskilling training for employees within three years of joining. Accurate advice from external instructors help deepen self-understanding and clarify future vision.



## Message from the recruitment manager and president

Amid advancing globalization, our company hires highly skilled foreign talent to secure excellent human resources and revitalize the workplace. While new Japanese graduates are decreasing yearly, excellent foreigners wanting to work in Japan are increasing. In our company with an international logistics department, foreign talent can thrive easily.



CEO Keishiro Aihara

Ichioka Seika Co., Ltd. 39-12 Nakayama Katsuracho, Tokushima-city, Tokushima 770-8023

Email Address: [info@ichioka-seika.co.jp](mailto:info@ichioka-seika.co.jp)

Hallelujah Co., Ltd. 30 Kitakawamukai Yonnokoshi, Hiroshima, Matsushige-cho, Itano-gun, Tokushima 771-0220

Telephone: 088-699-7611 (Hallelujah Co., Ltd.)

#### Industry:

Confectionery Manufacturing Industry

#### Date of Est. :

Ichioka Seika Co., Ltd. (December 1973)

Hallelujah Co., Ltd. (April 2008)

#### No. of Employees:

Ichioka Seika Co., Ltd. (63 People)

Hallelujah Co., Ltd. (84 People)

Required Japanese language ability: N2

Website: **Ichioka Seika Co., Ltd.**  
<https://ichioka-seika.co.jp/>



**Hallelujah Co., Ltd.**  
<https://hallelujah.co.jp/>



## Our company's strengths and characteristics

Our company strives to create unique confections that showcase the distinctive qualities of Naruto Kintoki sweet potatoes from Tokushima Prefecture. Our group companies also engage in joint product development with convenience stores, direct sales through our own shops, tourism-related activities, international business, and local manufacturing at our subsidiary in Vietnam.

## Recruitment status and activities of highly skilled foreign talent

We plan to hire one Vietnamese national in April 2026.



## Job satisfaction and working environment

- A mentorship system ensures senior staff provide thorough support for any questions or concerns after employment.
- Job rotation opportunities enable meaningful career development.
- The workplace has a warm, family-like atmosphere where colleagues readily offer help.
- There is great fulfillment in seeing products you helped create sold nationwide in Japan and around the world.

## Job details and career vision

You will acquire fundamental knowledge in manufacturing and quality control. For highly skilled foreign professionals, we expect active involvement in coordination with our Vietnam subsidiary and export-related operations. The diverse range of tasks and customer interactions create an environment that facilitates career growth aligned with your interests and goals.



## Message from the recruitment manager and president

We are seeking proactive individuals who can think and act independently, take their responsibilities seriously beyond their assigned duties, and share our commitment to delivering safe and reliable confectionery. With sales channels spanning Japan and overseas, we invite you to join us in tackling new challenges together.



CEO Saori Ichioka



1-5-1 Motomachi, Tokushima City, Tokushima Prefecture, 770-0834  
 Telephone: 088-653-8111 Email Address: [sr\\_tokushima@inotsu.jp](mailto:sr_tokushima@inotsu.jp)

Industry: Service Industry

Date of Est. : March 18, 2006

No. of Employees: 30 People

Required Japanese language ability:  
 N1 level is desirable. Ability to read and  
 write handwritten kanji is essential.

Website: <https://sunroute-tokushima.com>



## Our company's strengths and characteristics

Located just a 1-minute walk from JR Tokushima Station, we operate the Namaten-gai Building in front of the station. Hotel Sunroute Tokushima is one of the largest hotels in Tokushima Prefecture by number of rooms and welcomes a large number of guests daily. On the top floor, our natural hot spring "Bizan no Yu" is available not only to hotel guests but also to the general public.



## Recruitment status and activities of highly skilled foreign talent

We are currently hiring talent from across Asia, who are actively contributing as restaurant service and kitchen staff.



## Job satisfaction and working environment

In the service industry, customer reactions come directly to you. While there are both positive and critical comments, hearing words of gratitude straight from guests when your efforts are appreciated provides tremendous motivation.



## Job details and career vision

At the hotel, new employees start primarily with front-desk duties to master hospitality. Thereafter, based on individual strengths, there will be opportunities to advance to positions such as Supervisor, Vice Manager, and Manager.

## Benefits and welfare

- Comprehensive lifestyle support is provided.
- Training programs to learn about tourist attractions in Tokushima Prefecture.
- Disaster prevention and emergency response training.
- Employee discounts at restaurants and facilities directly operated by us.

## Message from the recruitment manager and president

Our company aspires to be "a company that creates and promotes the charms of Tokushima." Situated right in front of Tokushima Station, we welcome many guests and aim to share the appeal of Tokushima Prefecture with people everywhere. We warmly welcome bright individuals who think broadly and have a positive attitude.

1-1 Yatakekamiki, Itano-cho, Itano-gun, Tokushima Prefecture, 779-0194  
 Telephone: 088-672-5511 Email Address: [tomotake-nr@fuji-furniture.co.jp](mailto:tomotake-nr@fuji-furniture.co.jp)

Industry: Wooden Furniture Manufacturing and Wholesale

Date of Est. : May 6, 1959

No. of Employees: 230 People

Required Japanese language ability:

N1 level

Website: <https://fuji-furniture.jp/>



## Our company's strengths and characteristics

We aim to become a leading furniture brand, creating furniture that will stay with owners throughout their long lives and remain cherished forever. By pursuing the essence of manufacturing and continuously honing our skills and sensibilities, we draw ever closer to that ideal.



## Recruitment status and activities of highly skilled foreign talent

As of 2025, highly skilled foreign professionals are active in Sales, Development, and Administration departments. In Sales, their language skills and sensitivity promote our products. In Development, they apply specialized academic backgrounds to design and drafting. In Administration, they facilitate communication with overseas partners using their language abilities. Opportunities for contribution will continue to expand.

## Job satisfaction and working environment

Upon joining, a mentor system pairs you with an experienced senior colleague for consultation. We provide careful support to help you adjust to Japanese culture while advancing your professional skills.



## Benefits and welfare

Tailored in-house training programs are available for each position. Employees can systematically attend sessions while assessing their current proficiency and next steps. Some staff even become internal instructors with external support. All training is conducted during work hours, enabling structured career development.

## Message from the recruitment manager and president

We seek individuals who can "adapt flexibly to any change and keep moving forward."  
 We value questioning conventional wisdom and discovering new ideas.  
 Collaboration across job functions and diverse work styles are increasingly important.  
 Let's really enjoy manufacturing while growing our skills together.



General Affairs Section  
 Manager Noriaki Tomotake



3-4-15 Yahatacho, Kanonji City, Kagawa Prefecture, 768-0061  
Telephone: 0875-25-5513 Email Address: [saiyou@samson.co.jp](mailto:saiyou@samson.co.jp)

Industry: Machine Manufacturer

Date of Est. : March 2, 1956

No. of Employees: 370 (as of April 2025)

Required Japanese language ability:

N2 • Daily Conversation Level

Website: <https://www.samson.co.jp/>



## Our company's strengths and characteristics

To address the challenges faced by our customers and society, we are a company engaged in the design, development, manufacturing, sales, and maintenance of industrial energy machinery and food processing machinery. With the goal of "Made in Kagawa, Sold Worldwide," we are also committed to creating a workplace where employees can work with peace of mind for the long term.

## Job details and career vision

In an equipment design position, you will use CAD to design machinery for industrial energy and food processing. This foundational role in product development involves selecting components and devising ways to reduce costs. The greatest reward comes from seeing your designs take shape and contribute to people's lives. Highly skilled foreign employees advance their skills along with their Japanese colleagues, with some already serving as leaders guiding junior staff.



## Benefits and welfare

We offer single-occupancy dormitories for just ¥5,000 per month and company housing with only 15% rent burden, enabling a secure lifestyle. Weekly Japanese language classes are provided. We also organize numerous events to foster friendship among colleagues, creating an environment where everyone can communicate comfortably beyond work.

## Voices from senior employees

I joined the company because I believed I could fully utilize the expertise I had acquired in my studies. Knowing that seniors from my home country were thriving here gave me great reassurance. Although I initially struggled with local dialects and technical terminology not taught in Japanese language school, my seniors patiently guided me. In the future, I aim to master Japanese technology, take on project leadership as an engineer, and serve as a bridge between my home country and Japan.



## Message from the recruitment manager and president

We provide clear explanations about our company, the work, and job hunting through company tours or online interviews. We openly address any questions that students may find difficult to ask. Recognizing that concerns extend beyond work to daily life, we also carefully explain our comprehensive lifestyle support initiatives.



Director of Technology Headquarters  
Noritoshi Ando

2137-1 Hayukashimo, Ayagawa-cho, Ayauta-gun, Kagawa Prefecture, 761-2308  
 Telephone: 087-876-1600 Email Address: [suntech-hr@kksuntech.co.jp](mailto:suntech-hr@kksuntech.co.jp)

Industry: Machine Manufacturer

Date of Est. : June 18, 1991

No. of Employees: 65 People

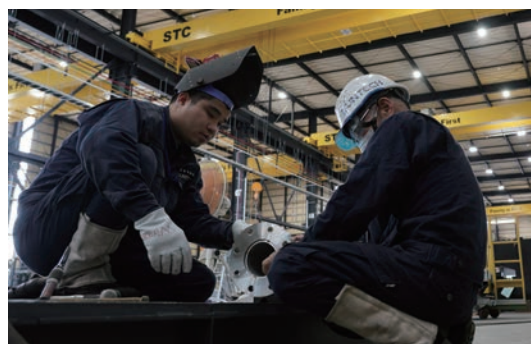
Required Japanese language ability:  
 N2 or Higher

Website: <https://suntech.link/>



## Our company's strengths and characteristics

Our management slogan "All for the Family" embodies our commitment to the happiness of employees and their families. We manufacture plant equipment such as heat exchangers and pressure vessels, supporting both daily life and industry. Through manufacturing, we conserve resources, reduce waste, and contribute to achieving the Sustainable Development Goals (SDGs).



## Job satisfaction and working environment

Our new headquarters factory is spacious and designed for a comfortable working environment. With increasing transactions with overseas companies, our workforce is multinational, creating a truly global atmosphere. Our business spans infrastructure, chemicals, food, pharmaceuticals, and other sectors, making us resilient to economic fluctuations and highly stable. For foreign employees, we offer weekly Japanese language classes tailored to individual proficiency levels.

## Benefits and welfare

Suntec's philosophy "All for the Family" is rooted in valuing diversity, uniting everyone who works here under the same spirit. Our current workforce represents over 20 nationalities and ages ranging from 18 to 87. We provide Japanese language courses for foreign employees, national flags area, offer prayer rooms, universally accessible restrooms, halal-compliant meals, and other initiatives to ensure every individual can work with peace of mind.



## Voices from senior employees

"What's it really like working at an iron foundry?"

"So many foreigners are working in this nature-rich area?"

"Can I really contribute to the world from here?"

Come experience this unexpectedly exciting world for yourself! During company tours, you can directly feel the workplace atmosphere and hear from our senior staff. Please visit with an open mind and see it firsthand!



## Message from the recruitment manager and president

From our base in Kagawa Prefecture, we expand our operations worldwide, including China, Myanmar, Thailand, and beyond. We aim to connect local communities with the global market and build a sustainable future together through manufacturing.



5-3-110 Asahimachi, Takamatsu City, Kagawa Prefecture, 760-0065  
 Telephone: 087-851-6068 Email Address: [takamatsu@setouchi.group](mailto:takamatsu@setouchi.group)

Industry: Transportation Industry

Date of Est. : September 17, 1958

No. of Employees: 310 People

Required Japanese language ability:

N3 • Daily Conversation Level

Website: <https://setouchi.group>



## Our company's strengths and characteristics

We are a transportation company headquartered in Kagawa Prefecture, with branches in the Kanto, Kansai, and other Shikoku regions. We primarily transport goods from Shikoku to the Kinki region and the Greater Tokyo area. We also operate Shikoku's largest maintenance facility capable of handling everything from periodic inspections and repairs to vehicle inspections within a single factory. Our vision is to become "a company that nurtures people — a company where all employees, including their families, can smile and feel proud to belong."



## Job satisfaction and working environment

Improper maintenance can lead to serious accidents, so safety and accuracy are required in every task. It is this strong sense of responsibility that brings immense satisfaction upon completing each job. Long vacations are available for temporary returns home when needed. Overtime is kept to 10 hours or less per month, allowing ample personal time, and company housing is fully provided.

## Job details and career vision

First, we expect you to independently and safely perform all tasks up to vehicle inspection. As you gain proficiency, you will take on roles such as assigning work, managing progress, and serving as an on-site supervisor. You will acquire skills applicable to a wide range of vehicles, from light automobiles to large trucks, including sheet metal work and painting.

## Voices from senior employees

I am from Nepal. I joined the company because I love cars and wanted to work in vehicle maintenance. My seniors have taught me carefully, and it is a comfortable workplace. My current goals are to become a certified vehicle inspector and obtain a large-vehicle driver's license. While performing my daily duties, I am working toward my dream of one day opening my own maintenance business in my home country.



## Message from the recruitment manager and president

Approximately 16 technicians currently work in our maintenance facility, handling vehicles ranging from light automobiles to large trucks. Once you gain experience, you will be entrusted with task allocation and work instructions. We are actively pursuing workplace globalization and warmly welcome individuals who prioritize safety, enjoy their work, and want to help energize the company together.



Recruitment Promotion Office  
Aiko Chiba

397 Tamuracho, Takamatsu City, Kagawa Prefecture, 761-8057

Telephone: 087-867-6868 Email Address: [ygc-matoba@okamoto-group.co.jp](mailto:ygc-matoba@okamoto-group.co.jp)

Industry: Sports Gyms, Gas Stations, Restaurants,  
Car Maintenance, Nursing Care, etc

Date of Est. : May 1950

No. of Employees: 2600 People

Required Japanese language ability:

N3•Daily Conversation Level Ok

Website: <https://y-grp.com/>



## Our company's strengths and characteristics

In addition to our operations in energy, automotive, sports clubs, and food services, we provide lifestyle-related services such as elderly care, beauty services, funeral ceremonies, and reuse businesses. Our management philosophy is "MOVE TO HAPPY." We value deep engagement with local communities while delivering the benefits of "safety, convenience, and comfort" to our customers, thereby bringing them happiness.

## Recruitment status and activities of highly skilled foreign talent

At Yamauchi, eight employees from China, Nepal, Vietnam, and Sri Lanka are currently active across diverse roles including fitness facilities, restaurants, and automobile maintenance. As a service-oriented company, we warmly welcome individuals who genuinely wish to help others, as well as those aspiring to become store managers or pursue careers in business management.



## Job satisfaction and working environment

Our workplace fosters open communication regardless of nationality, with colleagues interacting like true peers. New hires receive dedicated support from experienced seniors, allowing questions to be addressed immediately with confidence. We offer approximately 120 days of annual leave, and with the store manager's approval, employees may take up to one month off to return to their home country.

## Benefits and welfare

We provide specialized training programs for foreign employees. Beyond daily operational support, we offer readily accessible consultation channels, training sessions held every two months, and regular social dining events that bring Japanese and foreign staff together. These training programs cover business etiquette and practical knowledge essential for success, ensuring every employee can thrive within the company.



## Message from the recruitment manager and president

We place great importance on the desire to "make the person in front of us happy." This applies not only to customers but also to relationships among employees, which is why our staff members enjoy exceptionally close bonds. We seek colleagues who strongly believe in helping others in need. We want to work joyfully alongside individuals who have dreams for the future and are committed to achieving them together.



Human Resources Development Department  
Manager Yuki Matoba



1-2-5 Kinuyama, Matsuyama City, Ehime Prefecture, 791-8524

Telephone: 089-924-7161 Email Address: [atex\\_recruit@m2.atexnet.co.jp](mailto:atex_recruit@m2.atexnet.co.jp)

Industry: Manufacturing Industry

Date of Est. : March 1934

No. of Employees: 230 People

Required Japanese language ability:

N3 • Daily Conversation Level

Website: <https://www.atexnet.co.jp/>



## Our company's strengths and characteristics

Our company was founded in 1934 and has continued manufacturing with the core values of "Integrity, Trust, and Creativity." After the war, we supported food production through the use of agricultural machinery. In 1989, we developed the powered wheelchair "My Pia." Our powered wheelchairs hold a leading market share in the industry. In 2019, we developed the new radio-controlled mower and the autonomous mower "Kamikari." In 2025, we invented Japan's first fully autonomous mower, continuously focusing on innovative product development. As a development-oriented company that constantly creates new value, we strive to deliver inspiring products while contributing to business growth and the realization of a sustainable society.

## Recruitment status and activities of highly skilled foreign talent

Seven highly skilled foreign professionals currently work with us. They include university graduates from Japan and abroad, as well as those with experience at other companies. These professionals are active across many departments, including R&D, procurement management, international sales, and general affairs. Some have worked here for over ten years and now lead teams. We evaluate everyone fairly regardless of nationality and provide equal opportunities to excel. By bringing together diverse talents, all are able to significantly contribute to our company's growth and global expansion.



## Job details and career vision

You will be assigned various tasks according to your skills, such as mechanical design, electrical circuit design, and programming for machine control. While working, you will acquire knowledge and expertise in Japanese manufacturing. As you continue to learn, there will be opportunities to become a specialist or leader. We fully support your development. This is a workplace where your efforts will directly build your career.

## Voices from senior employees

I came to Japan from abroad and joined ATEX. I chose this company because I believed I could learn new things while working. In reality, my colleagues have been very kind, and I felt at ease from the start. When my ideas were incorporated into actual products, I felt a tremendous sense of fulfillment and thought to myself, "I'm glad I came here!" My goal is to further master Japanese technology and excel in mechanical design and programming.



## Message from the recruitment manager and president

We are a manufacturing company located in Matsuyama, Ehime Prefecture. We welcome individuals eager to keep learning and growing. Even if this is your first job in Japan, you will be fine—senior colleagues will guide you carefully. We look forward to having you contribute your abilities at ATEX.

206-19 Minatomachi, Iyo City, Ehime Prefecture, 799-3111

Telephone: 089-997-3434 Email Address: sasamoto@sanyo-bussan.jp

Industry: Amenity Product Manufacturing and Sales

Date of Est. : October 1992

No. of Employees: 144 People

Website: <https://sanyo-bussan.jp/>



## Our company's strengths and characteristics

We value providing products that adapt to the changing times and have developed various new products to meet customer needs. Our corporate philosophy is: "Don't treat mistakes as mistakes, but instead use them to grow while aiming to become Japan's No. 1." Under this philosophy, all employees actively take on various challenges.

## Job satisfaction and working environment

In 2022, we relocated our head office to a new building with a spacious parking lot. The workplace is modern and clean, with a cafeteria and locker rooms, a bright and energetic atmosphere, and a culture where opinions can be freely expressed. We offer Obon and year-end/New Year's holidays, totaling 111 days off annually. Women who have taken childcare leave have returned to work and are thriving, and men may also take childcare leave.

## Benefits and welfare

We hold many company-wide events: an annual employee trip, New Year's party, summer fireworks viewing, marathon participation, and autumn imoni-kai (taro stew gathering) to enhance internal communication. We provide training programs tailored to each employee's challenges and growth stage. We support qualification acquisition (e.g., JLPT), and offer incentives for certain certifications.



## Voices from senior employees

I joined the company in June 2025 and am currently challenging myself in trade operations and overseas sales activities. The company has an open and appealing atmosphere and is a comfortable place to work. I look forward to continuing to take on various new challenges. Although I am from Vietnam, I speak Japanese and English. I look forward to engaging with Japanese culture as well as the cultures of many other countries.



## Message from the recruitment manager and president

We continue to provide environmentally and socially friendly products while flexibly responding to changes in our era. We have created an environment where each employee can propose ideas and take on challenges, and we value the belief that the growth of each individual leads to the growth of the company. Therefore, we seek colleagues who will work with us in creating new value and opening up new future possibilities.



CEO Eiichi Takeuchi



1-13-8 Yanaimachi, Matsuyama City, Ehime Prefecture, 790-0014  
 Telephone: 089-947-0343 Email Address: [takamatsu@sugibuild.com](mailto:takamatsu@sugibuild.com)

Industry: Real Estate Brokerage and Rental Housing Management

Date of Est. : June 6, 1984

No. of Employees: 37 People

Required Japanese language ability:

N3 • Daily Conversation Level

Website: <https://www.sugibuild.com>



## Our company's strengths and characteristics

Our company manages all properties in-house, providing seamless support from property search and contracting to move-out through a single point of contact, ensuring a smooth, secure, and comfortable start to new living. We also offer numerous properties with no brokerage fees, deposit, or key money, minimizing upfront costs and enabling immediate move-in for those who need it.



## Job satisfaction and working environment

The greatest reward comes from carefully assisting customers in finding their ideal home and seeing their joy when they love the property we introduce. Our workplace is approachable, with supportive superiors and seniors creating a welcoming atmosphere where consultation is easy. We keep overtime or holiday work to a minimum. As a general rule, weekends and holidays are off. Our flexible leave policies allow employees to enrich their personal lives.

## Job details and career vision

- Sales (Room Advisor): Customer service for walk-ins and phone inquiries, property viewings, contract processing, and key handover.
- Maintenance (Building Repairs): After-service repairs and replacements for common areas and individual units, as well as renovation work.

## Voices from senior employees

The close relationships with superiors and seniors, combined with open communication among staff, create a warm, family-like atmosphere. Thanks to direct OJT guidance from experienced seniors, I can clearly feel my own growth — making this a truly rewarding place to work.



## Message from the recruitment manager and president

Among the essentials of life — clothing, food, and shelter — “shelter” is central and profoundly important. As a company that provides this vital “home,” we are committed to delivering safe and reassuring living environments to everyone. We also address community issues through real estate. We seek energetic, positive individuals who share our values and are eager to work together toward these goals.



CEO Ayumi Nakagawa

1239 Kishimachi, Matsuyama City, Ehime Prefecture, 791-1102  
 Telephone: 089-906-8000 Email Address: [soumu@yui-system.jp](mailto:soumu@yui-system.jp)

Industry: Information and Communications System Development  
 Date of Est. : May 2, 1990  
 No. of Employees: 25 People  
 Required Japanese language ability:  
 N3 • Ability to understand everyday  
 conversation and work instructions in the workplace  
 Website: <https://www.yui-system.jp/>



## Our company's strengths and characteristics

Our company's greatest strength lies in our extensive experience since our founding in 1990. We provide comprehensive IT services, including business system development, smartphone applications, website creation, and IT infrastructure setup—all under one roof. In recent years, we have been actively advancing initiatives in AI and DX, offering not only traditional system development but also AI-powered solutions and business process improvement support.

## Recruitment status and activities of highly skilled foreign talent

Current highly skilled foreign professional:  
 We have one team member from Nepal.  
 Role: Working as a system engineer under a manager,  
 developing systems for domestic Japanese clients.  
 Future talent we seek: Bilingual (Japanese-English) engineers  
 who can bridge Japan and the international market—we  
 aim to welcome more such professionals.



## Job details and career vision

In the near future, you will participate in high-quality system development projects for Japanese clients. Through these projects, you can further improve your Japanese language skills while gaining valuable experience in our quality-focused development areas. In the longer term, we envision you growing into a bridge engineer handling global projects. We look forward to discussing and supporting your individual career path.

## Voices from senior employees

I developed an interest in Japanese technology and lifestyle, discovered this company through social media, and then decided to seek employment here. Currently, I support system development for Japanese companies under a project manager. Both my technical skills and Japanese proficiency are steadily improving, and I feel I am truly contributing to the company. In the future, I aspire to take on global projects as a bilingual (English-Japanese) system engineer. I warmly welcome anyone who wishes to grow with us through development!



## Message from the recruitment manager and president

We highly value a challenging spirit and a collaborative mindset. Regardless of differences in language or culture, we communicate patiently and build teams where everyone can work with confidence and peace of mind. We offer a supportive learning environment for those passionate about new technologies, and the company will always assist you in working comfortably.



CEO Kota Inaba



2-3-5 Hotarugaoka, Nankoku City, Kochi Prefecture, 783-0060

Telephone: 088-855-9975 Email Address: k-nishigaki@inoue-calcium.co.jp

Industry: Manufacturing Industry

Date of Est. : June 1, 1960

No. of Employees: 96 People

Website:

<https://www.inoue-calcium.co.jp/>



## Our company's strengths and characteristics

Our company preserves a traditional lime production method that has continued for over 140 years, but at the same time we continuously challenge ourselves to develop new technologies. We believe in the potential of lime and create high-value products for automotive components, pharmaceuticals, and food industries. Using lime technologies we actively explore new fields beyond our core business. For example, we produce our own tomatoes and wine.



## Recruitment status and activities of highly skilled foreign talent

Two highly skilled foreign professionals are currently thriving as valued members of our team: a Malaysian national in Development (hired in 2020) and a Singaporean national in Sales (hired in 2023). Both demonstrate excellent Japanese proficiency and contribute to smooth internal communication.

## Job satisfaction and working environment

We offer the fulfillment of respecting time-honored traditions while challenging ourselves in global markets and new ventures. Our diverse team respects each member's experience and perspectives, fostering strong teamwork across departments and nationalities. Employees are guaranteed two days off per week, with additional leave available. The company actively supports a healthy work-life balance.

## Job details and career vision

Sales team member Teo uses her language skills and international perspective to connect Kochi with the world, playing a frontline role in expanding our products globally while building closer relationships with overseas customers.

- Handling orders from international clients and coordinating smooth product distribution
- Conducting market research and developing strategies to identify business opportunities in new countries



## Message from the recruitment manager and president

Overseas sales account for 35% of our total revenue, and we are accelerating global expansion. We seek individuals who can apply their advanced expertise, diverse cultural background, and language skills to improve current operations and pioneer new initiatives in international markets. We welcome free-thinking innovators unbound by convention to join us in building the future together.



General Affairs Department  
Kazuki Nishigaki

12-31, Azaminominamicho, Kochi City, Kochi Prefecture, 781-0014  
 Telephone: 088-845-1510 Email Address: [marutaka@ceres.ocn.ne.jp](mailto:marutaka@ceres.ocn.ne.jp)

Industry: Construction Industry

Date of Est. : September 11, 1967

No. of Employees: 162 (58 technical intern trainees)

Required Japanese language ability:

N3 • Daily Conversation Level

Website: <https://www.ko-marutaka.co.jp/>



## Our company's strengths and characteristics

Kochi Marutaka specializes in specialized foundation works, bridge construction, and steel structure projects. We also develop disaster prevention equipment, supporting regional infrastructure with 60 years of expertise. The company emphasizes talent development, including for foreign workers, and international cooperation. It aims to build a disaster-resilient society, contribute to the community, and advance into the future.

## Recruitment status and activities of highly skilled foreign talent

At Kochi Marutaka, highly skilled foreign talent utilizes expertise in their roles. Many employees from Asia excel in foundation works and disaster prevention technology departments. In public relations, they participate in video and advertising production from an international perspective. Beyond technical roles, they support training at the Kochi Construction Machinery Skills Center, contributing to regional talent development.



## Benefits and welfare

Kochi Marutaka provides lifestyle support and consultation systems to ensure employees work with peace of mind. Company events foster interaction. The company supports qualification acquisition and training participation. Through training at the Kochi Construction Machinery Skills Center and OJT, skills can be acquired quickly. We value creating an environment where diverse individuals can work long-term.



## Voices from senior employees

I joined Kochi Marutaka because I was attracted to learning advanced foundation works and disaster prevention technologies and engaging in socially beneficial work. On-site, I develop expertise through design support and construction management. I find great fulfillment in projects that enhance regional safety. I aim to continue growing and become an internationally active engineer.



## Message from the recruitment manager and president

Kochi Marutaka seeks colleagues to join in challenging work that supports regional infrastructure. Even without experience, the company provides strong growth support. It prioritizes creating a safe and comfortable workplace. Would you like to contribute to future community development with us?



61-10 Takaokacho, Tosa City, Kochi Prefecture, 781-1102

Telephone: 088-850-2600 Email Address: [info530@tosadenshi.co.jp](mailto:info530@tosadenshi.co.jp)

Industry: Manufacturer Industry

Date of Est. : February 19, 1985

No. of Employees: 284 (as of October 2025)

Required Japanese language ability:

N3 • Daily Conversation Level or higher

Website: <https://tosadenshi.co.jp>



## Our company's strengths and characteristics

Tosa Electronics specializes in electronic component assembly (EMS), precise soldering work, and high-mix low-volume surface mounting. We handle everything from control panel design and assembly to installation and maintenance in a seamless process, flexibly meeting diverse needs. Our subsidiary in Ho Chi Minh City, Vietnam, performs the same operations. Employees can transfer from Vietnam to our Japan headquarters for advanced technical training, then return equipped to excel in both countries.

## Recruitment status and activities of highly skilled foreign talent

Over the past 20 years, we have hired eight highly skilled foreign professionals. Three currently work at our subsidiary in administrative and technical roles. At headquarters, our digital department is driving company-wide DX initiatives. These employees put their global perspectives and specialized expertise to good use. Moving forward, we want people who simply “love making things” to thrive here, regardless of nationality. We believe diverse ideas will create a better future.

## Job satisfaction and working environment

Our company comprises various departments including manufacturing, quality and resource management, sales, overseas operations, purchasing, and general affairs. Though roles differ, we prioritize communication and collaboration across departments to ensure smooth operations. We maintain a cheerful workplace where employees can consult freely, value teamwork, respect each other's opinions and ideas, and foster an environment for individual growth.

## Benefits and welfare

We offer free Japanese lessons taught by professional instructors and cover examination fees for language proficiency tests and national certification exams, with bonuses awarded upon passing. Childcare leave is available, supporting a healthy work-life balance. Numerous company events—such as hiking, fishing, and golf—allow employees to enjoy nature while deepening bonds with colleagues.



## Message from the recruitment manager and president

We welcome bright, energetic individuals who approach every challenge with a positive attitude. We have high expectations for those who possess strong curiosity and passion for continuous learning—even as a hobby. We invite you to unleash that spirit of exploration here at Tosa Electronics. We look forward to meeting you as future partners in building tomorrow together.



2-2-27 Honmachi, Kochi City, Kochi Prefecture, 780-0870

Telephone: 088-823-2556 Email Address: [kanribu@wbsc.co.jp](mailto:kanribu@wbsc.co.jp)

Industry: Information Service Industry

Date of Est. : July 14, 1977

No. of Employees: 95 People

Required Japanese language ability:

N3

Website: <https://www.wbsc.co.jp/>



## Our company's strengths and characteristics

We design and develop systems and build networks for local governments, corporations, and the medical sector. As an independent system integrator (SI vendor), we deliver superior IT solutions incorporating cutting-edge technologies.



## Recruitment status and activities of highly skilled foreign talent

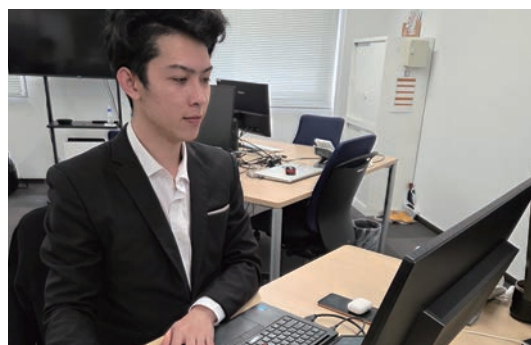
In 2025, we hired one engineer from Vietnam. He now works at our Takamatsu satellite office, contributing to projects and system development with advanced technical skills and flexible thinking. We plan to hire one engineer from Nepal in 2026. We will continue welcoming global talent with strong technical and communication abilities.

## Job details and career vision

Through system development and operations, you can enhance expertise in emerging technologies and cloud solutions. With experience, opportunities arise to take on advanced roles such as system design, team leadership, or project management. Direct interaction with clients also develops your ability to identify issues, propose solutions, and deliver value.

## Voices from senior employees

I feel truly honored to work at WBSC. As the first foreign employee, I initially worried about language and cultural differences, but my seniors kindly supported me, allowing me to settle in comfortably. The workplace is bright and team-oriented, and I feel fulfilled every day. This position has enriched not only my technical knowledge but also my international experience.



## Message from the recruitment manager and president

We seek individuals with a global perspective who can excel beyond national and cultural boundaries. In 2025, we welcomed our first foreign engineer. Diverse cultures and ways of thinking are a powerful asset for Japanese companies. Let us grow together from Japan to the world.



CEO Yoshihiro Matsumoto



## Source Information

※1

Employment Options for Foreign Workers in Shikoku

Processed from Foreign Employment Notification Reports by each prefecture's Labor Bureau.

### **Tokushima Labor Bureau**

[https://jsite.mhlw.go.jp/tokushima-roudoukyoku/newpage\\_01805.html](https://jsite.mhlw.go.jp/tokushima-roudoukyoku/newpage_01805.html)

### **Kagawa Labor Bureau**

[https://jsite.mhlw.go.jp/kagawa-roudoukyoku/news\\_topics/newpage\\_00040.html](https://jsite.mhlw.go.jp/kagawa-roudoukyoku/news_topics/newpage_00040.html)

### **Ehime Labor Bureau**

[https://jsite.mhlw.go.jp/ehime-roudoukyoku/newpage\\_00912.html](https://jsite.mhlw.go.jp/ehime-roudoukyoku/newpage_00912.html)

### **Kochi Labor Bureau**

[https://jsite.mhlw.go.jp/kochi-roudoukyoku/newpage\\_00238.html](https://jsite.mhlw.go.jp/kochi-roudoukyoku/newpage_00238.html)

※2

Proportion of Foreign Workers by Residence Status

Processed from Foreign Employment Notification Reports by each prefecture's Labor Bureau.

### **Tokushima Labor Bureau**

[https://jsite.mhlw.go.jp/tokushima-roudoukyoku/newpage\\_01805.html](https://jsite.mhlw.go.jp/tokushima-roudoukyoku/newpage_01805.html)

### **Kagawa Labor Bureau**

[https://jsite.mhlw.go.jp/kagawa-roudoukyoku/news\\_topics/newpage\\_00040.html](https://jsite.mhlw.go.jp/kagawa-roudoukyoku/news_topics/newpage_00040.html)

### **Ehime Labor Bureau**

[https://jsite.mhlw.go.jp/ehime-roudoukyoku/newpage\\_00912.html](https://jsite.mhlw.go.jp/ehime-roudoukyoku/newpage_00912.html)

### **Kochi Labor Bureau**

[https://jsite.mhlw.go.jp/kochi-roudoukyoku/newpage\\_00238.html](https://jsite.mhlw.go.jp/kochi-roudoukyoku/newpage_00238.html)