

Company Presentation



Date: 18 August 2026
www.hattorikogyo.com/en

Company Profile and Business Overview



Hattori in Numbers



FOUNDED
1885



MARKET SHARE
38%

*For Domestic Market in Kettle
Category*



BUSINESS UNITS
16



20+
Countries Served



12
GLOBAL
DISTRIBUTOR



5
GLOBAL BRANDS
PARTNER

*International Brand Partner for
Domestic Market*



17%
GLOBAL STAFF
RATIO



500+
PORTION
IN DAILY BASIS

Foodservice Operation Scale

Brands within Hattori Group

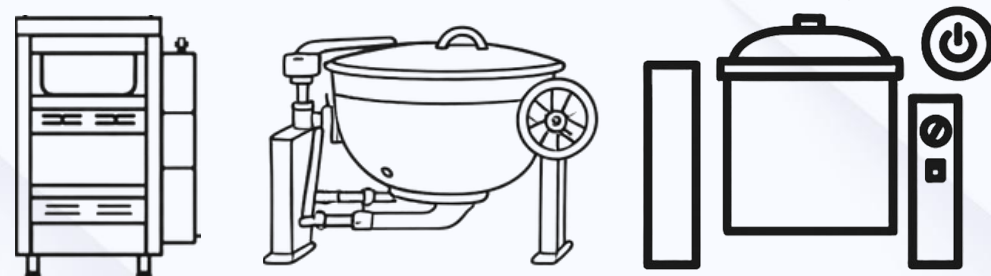
8 companies and more than 16 businesses in various industries



SOLVING SOCIETAL CHALLENGES THROUGH BUSINESS TO CREATE A BETTER WORLD

EQUIPMENT MANUFACTURING

Leading commercial kitchen equipment in Japan and expanding to 20+ countries.



**Specializes in
Industrial Rice Cookers and Kettles**

Gas | Electric | Steam



FOODSERVICE OPERATION

Foodservice operator and infrastructure provider that serves end-to-end solutions



Serving RTE bento to schools and providing advisory until deployment to the client's foodservice business



COMMUNITY & HUMAN GROWTH

Language, Culture, Education, Real Estate, Media, and Sports provider to the community



学校法人 服部学園
YAMASA 言語文化学院



エフエム
EGAO



Hattori Way



- Mission
Solving society's problems through business
- Vision
Vision 1 - Fostering the **Entrepreneurial Mindset** in Japan

Vision 2 - Making Japan a truly global society that demonstrates **diversity**
- 6 Values, 12 Principles, 10 Action Guidelines

Hattori's Philosophy & Work Environment

Bringing the Happiness of Food to the People

“ A Quote from our CEO

Our mission is “**bringing the happiness of food to people.**” The products and services delivered by Hattori Industries **must be durable, valuable, and truly beneficial.** We believe this commitment is our way of giving back to the culinary professionals who have **chosen our products for over 140 years.**”



6 Values we follow everyday:

1. Are you sure that you are not **lying**?
2. Are you keeping your **promises**?
3. Are you **respecting** every individual?
4. Are you being **fair** to everyone?
5. Are you not forgetting your curiosity and desire for **improvement**?
6. Are you bringing **comfort** and **happiness** to someone?

Strategies

Kinoko management

- Empowerment
- Challenges and hardship
- Team work and communication



Global 30

- International staff 30% (15-17%)
- International Sales 30% (3-4%)



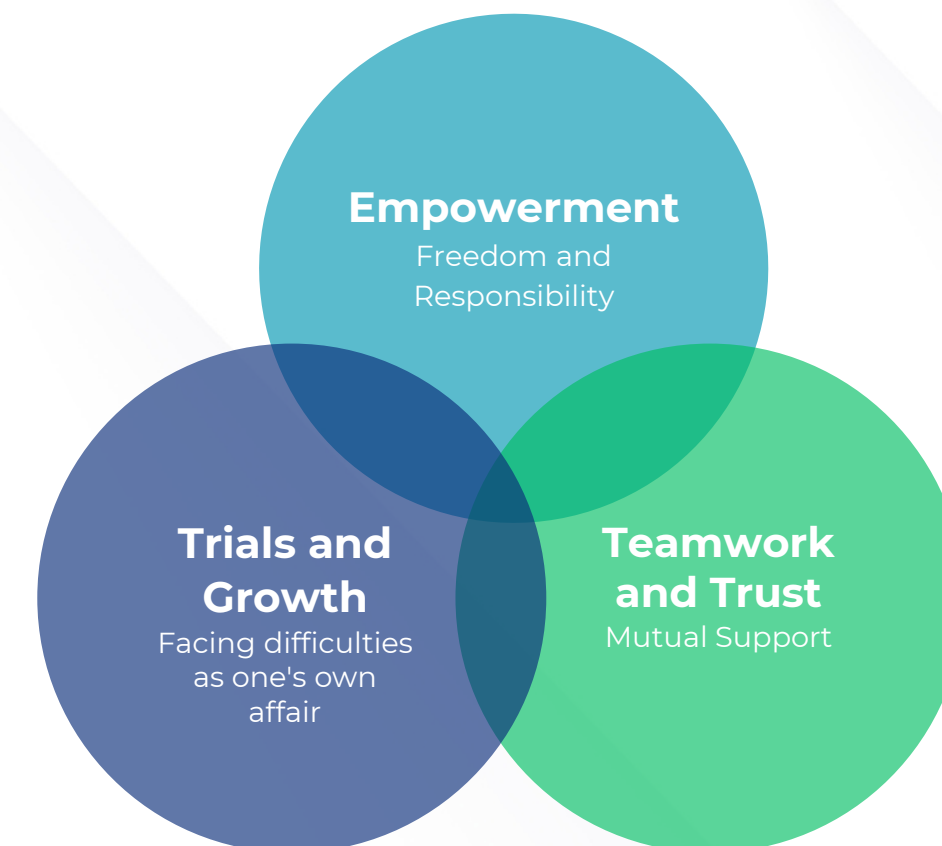
Project 55

- 1 or 2 new business/year
- 50 group businesses by 2052



Kinoko (Mushroom) Management Model

- **Delegation of authority and self-responsibility**
- **Teamwork oriented.** Instant information sharing.
- **Failure is not a problem. Positive evaluation and focus on process.**
- **Leverage individual strengths and differences.**
- **MVP (Mindset, Vision, Passion)**



Our Diversity



What is our meaning of “Diversity”

- ① Understand the **value of differences**
- ② **Leverage your strengths**—and the strengths that make you unique
- ③ Share your **own opinions**, and **listen to others’** with “respect”



Global Staff Enrollment – 15 Nationalities



Bangladesh



Brazil



China



Czech Republic



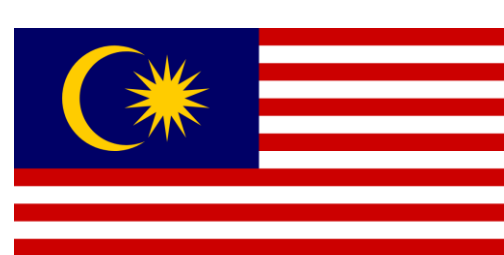
India



Italy



Indonesia



Malaysia



Mexico



Nepal



Peru



Philippines



United States

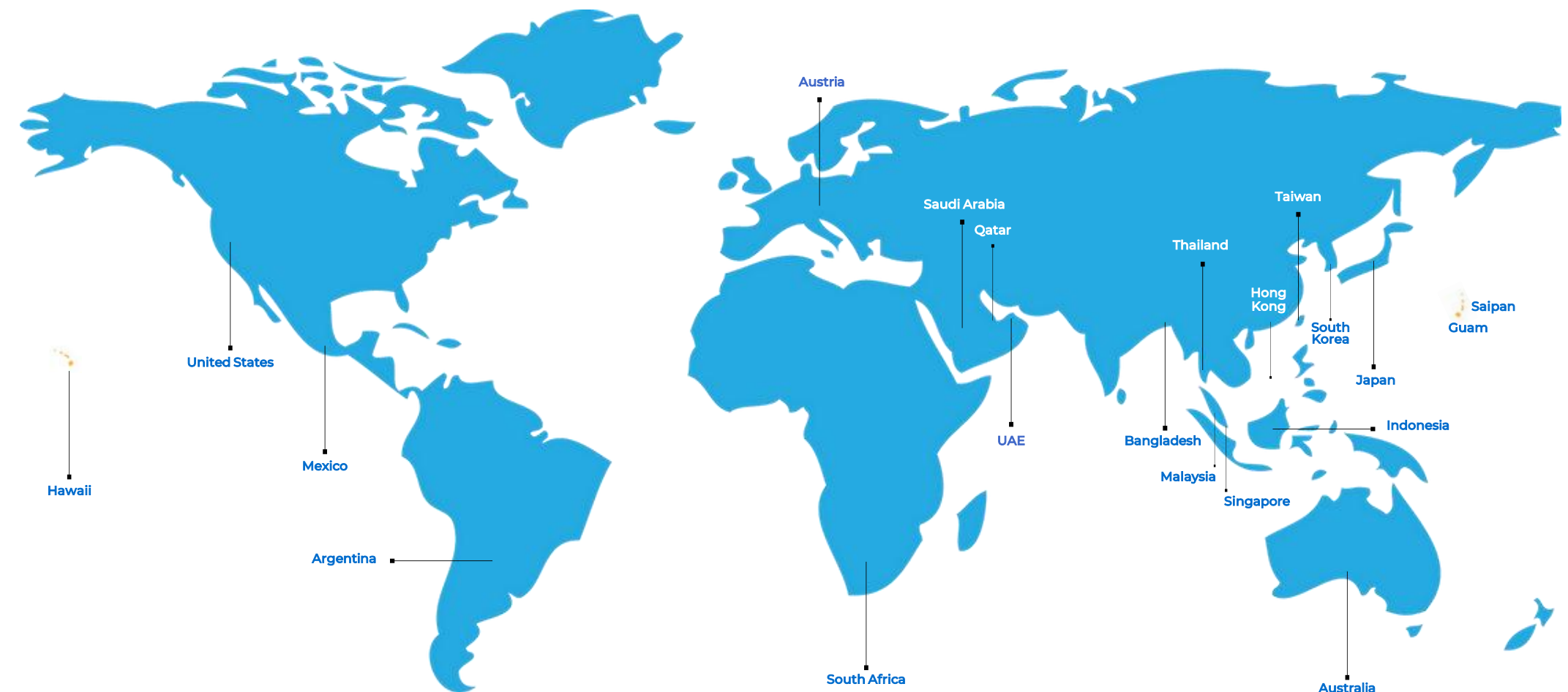


Vietnam



Taiwan

Trusted in 20+ countries,
delivering value worldwide



Open Positions & Job Descriptions



- **Overseas Sales & Marketing:** Responsible for developing new customers to expand Hattori's products or overseas markets.
- **Mechanical and Electrical Engineer:** Involved in the design, improvement, and development of kitchen equipment to increase competitiveness in the global marketplace.
- **Human Resources:** The role of this person is to create a better working environment for the group's staff, including the establishment and abolition of systems and structures necessary to realize a multinational work environment and to create an environment in which they can work more comfortably and achieve results.

Application Requirements

Qualifications	Varies depending on the position applied for
Major/Department	Candidates from all academic disciplines are encouraged to apply
Japanese Language Level	Basic Conversational level is appreciated
Other Language Level	English is preferred, along with proficiency in national language



Expectations for global staff

- Bring **different ideas**, be **creative** and **innovative**.
- Understand and **embrace different cultures**.
- Engage in **open** and honest **discussions**, share opinions, and align with team decisions
- Take spontaneous and **proactive actions by** thinking ahead, take initiative, and turn ideas into action.
- Bold thinkers **eager to learn**, contribute ideas, and tackle new challenges **confidently**.

Job Conditions & Benefits

Salary	250,000 yen/month and up; includes housing allowance
Benefits	• Meals, company housing, commuting, training gym, climbing gym, culture school assistance, etc. • 3 months of private Japanese lessons • Support for application documents • Childcare and EIS subsidies up to 50%
Holidays and Vacation	• Public holidays and refreshment holidays are available: 110 days • Celebration, condolence, and long-service leave are available • Maternity/Paternity leave: From 6 weeks before birth up to 2 years • Refreshing Leave is applicable
Work Location	183 Azukizaka, Hane-Cho, Okazaki, Aichi 444-0814, Japan
Visa Support	Work Visa Support will be provided
Working Hours	Our working hours are available: 08: 00 to 17:00
Work from Home	Not available

Some staff members have been with the company for **more than 50 years** and others are looking to return to work after retiring.



Why Hattori?

Because we have an amazing Work Environment



Your opinions are valued. If your idea is good, you'll get the opportunity to try it. There are chances for **overseas business trips** and exhibitions.



Team building activities are done occasionally for enhancing bonds.



Weekly learning **opportunities are provided for growth** and development. You can build an **international career** with **multinational team members**.



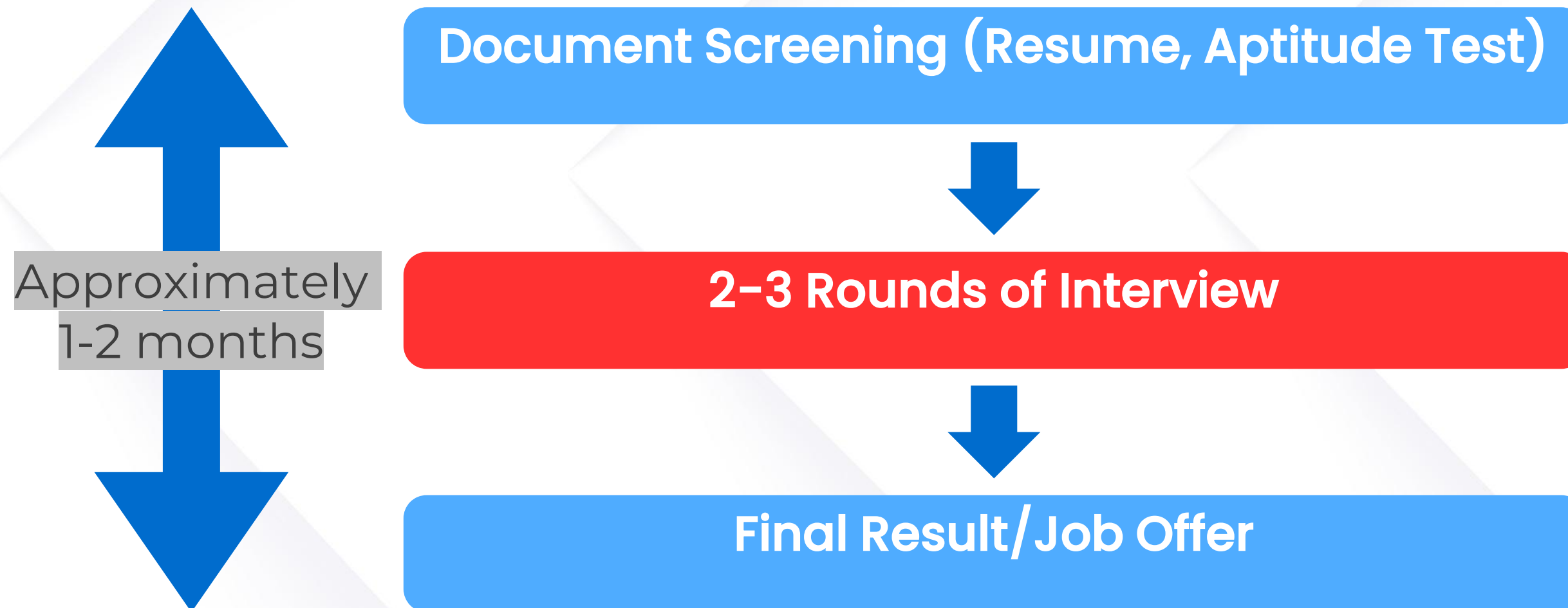
There are **diverse businesses** within the group, full of stimulation and potential. Intrapreneurship is also possible.

A solid blue horizontal bar.

Application Information & Selection Process

Selection Process & Schedule

After you **apply**, you will be notified of
the final result within approximately 1 to 2 months.



- 1. Resume and CV submission:**
via the Matching Sessions website.
- 2. Essay assignment submission**
- 3. First-round interview** (online):
What strengths and values can you demonstrate?
- 4. Second to final interview**
(online or onsite): Assessing fit with the company and team, and your ability to deliver results.
- 5. Recruitment is conducted year-round**, with flexible start dates based on the candidate's preferences.

Message to all international students

- **Focus on your strengths, not your weaknesses**
⇒ Your **diversity is your advantage**, not disadvantage
- **Finding a company whose philosophy matches you more than benefits**
⇒ **Challenge brings growth.** Don't be afraid of making failures.
- **Listening and showing respect to cultural differences**
⇒ Don't be afraid to **ask “why.”** Explain your reasons and logic — **with respect**

Thank You.

**Let's build
a better
Japan
together!!**



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Please send email to the
following email addresses:
global.sy@hattorigroup.com



**[https://www.hattorikogyo.com
/recruit/career/entry.html](https://www.hattorikogyo.com/recruit/career/entry.html)**



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on our **social media
platforms!**

