ISTANA
Overseas Manpower Services Inc.

日本向け即戦力人材

JAPAN-READY FILIPINO PROFESSIONALS

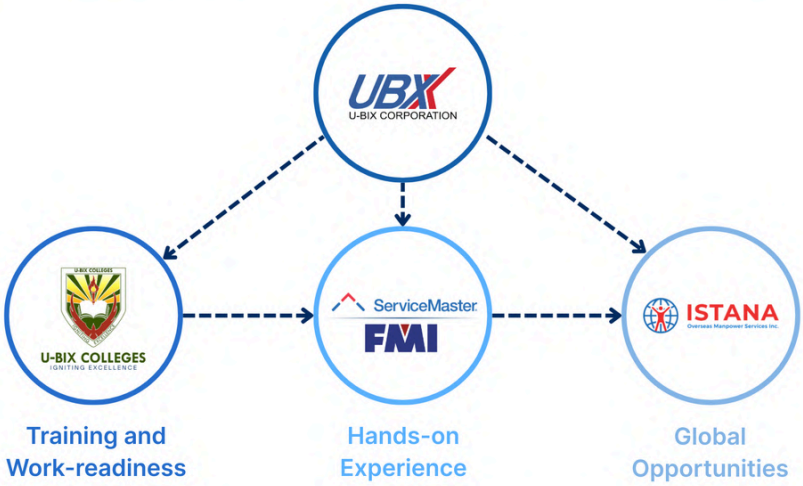
HEALTHCARE • HOSPITALITY • LOGISTICS • INDUSTRIAL • TRANSPORT



ISTANA PROVIDES SKILLED FILIPINO WORKERS TO JAPAN—LEGALLY, ETHICALLY, AND PROFESSIONALLY. BACKED BY U-BIX, ISTANA OFFERS TRAINING, CULTURAL PREPARATION, AND JOB PLACEMENT IN ONE SMOOTH PROCESS.

THROUGH SCHOOLS AND PARTNERS, ISTANA BUILDS WORKERS WITH THE SKILLS AND VALUES JAPAN RESPECTS. MORE THAN RECRUITMENT—ISTANA IS A TRUSTED WORKFORCE PARTNER FOR GLOBAL CAREERS.

NETWORK THROUGH PARTNERSHIPS



WHY TRUST ISTANA

Backed by U-BIX, we hold the trust of long-standing Japanese partners—Konica Minolta (since 1974), Okamura (since 1993), and RISO (since 1999)—relationships built over decades and anchored in precision, respect, and reliability.

KONICA MINOLTA

okamura
To the last detail.

RISO







With the resources and expertise to deliver quality training and hands-on education, Istana is well-equipped to develop a skilled and reliable workforce.

U-BIX COLLEGES
IGNITING EXCELLENCE

CHED-accredited U-BIX Colleges—recognized by the Commission on Higher Education for meeting national standards. We also prepare tomorrow's workforce through TESDA-accredited programs focused on job readiness, cultural alignment, and Japanese work values.

ServiceMaster | FMI

Istana is backed by Facilities Managers, Inc. (FMI), which employs over 6,000 workers in the Philippines and serves as the Philippine licensee of ServiceMaster®—a global leader in cleaning and facilities management with a strong reputation and operations across the U.S. and Asia.



ATTY. EDILBERTO B. BRAVO | CHAIRMAN

- **Member of the Japanese Chamber of Commerce & Industry of the Philippines, Inc. (JCCIPI)** since **2005**
- **Member**, New York State Bar, Albany, NY since **1987**
- **Member**, Philippine Stock Exchange since **1987**
- **Graduate of Bachelor of Laws**, University of the Philippines-Diliman
- **Chairman & CEO of U-BIX Corporation**, a 51-year-old company and a leading provider of Office machines and services in the country
- **Chairman & President, Facilities Managers, Inc. (FMI)**, Master Franchisee of ServiceMaster in the Philippines for 28 years
- **Owner, Federated Realty Corporation (FRDC)**
- Other businesses include Bravo Hotel and Resorts, Aeronavigation Academy International Philippines, Inc., SG Bank, and U-BIX Colleges.



DRA. FELINA A. BRAVO | VICE-CHAIRMAN

- **Doctor of Philosophy in Business Management**, Meritissimus, International University, Independence St., Missouri, USA, 1995
- **Master in Industrial Relations**, University Scholar, UP, 1982
- **Former Executive Director**, U-BIX Colleges Inc.
- **President**, Aldecoa Realty Management Corporation



VIDA C. TY | DIRECTOR

- Graduate of BS Accounting with Honors from University of the East
- **Certified Public Accountant (CPA)**
- **Former President**, U-BIX Corporation
- **Director of U-BIX Corporation**, SG Bank, and other affiliates of U-BIX Corporation



DEMOSTHENES C. DOPLAYNA | DIRECTOR & PRESIDENT

- **Managing Director**, Facilities Managers Inc.
- **President**, Facility Servisys Inc and Smart City, Facility Services Inc
- **Graduate, Master in Business Management (MBM)**, Asian Institute of Management (AIM), 1993
- **Graduate, Philippine Military Academy**, 1982. Served the AFP for 20 years before retiring from the service in 1998.



LORY ANN DELA CRUZ | DIRECTOR

- **Assistant Vice President (Appointed in 2010),** U-BIX Corporation
- **Master of Business Administration (MBA),** Polytechnic University of the Philippines
- **Bachelor of Science in Industrial Engineering (BSIE),** Polytechnic University of the Philippines



RODRIGO M. RODRIGUEZ | SAVP FOR SALES & MARKETING

- **Completed Strategic Business Economics Program, University of Asia & the Pacific**, Batch 2014
- Bachelor of Science in Computer Science, Trinity University of Asia
- **SAVP & Deputy Managing Director**, Facilities Managers Inc., July 16, 2025 - Present
- **Head of Sales & Marketing/Business Development**, Mariveles Harbor Corporation, October 2023-July 3, 2025
- **Assistant Vice-President for Sales**, U-BIX Corporation, Dec 2021-Aug 2023
- More than 12 years of shipping and logistics experience with 8 years gained in managing a Domestic Shipping Line, Freight Forwarding, and Port Operations



U-BIX Board of Directors

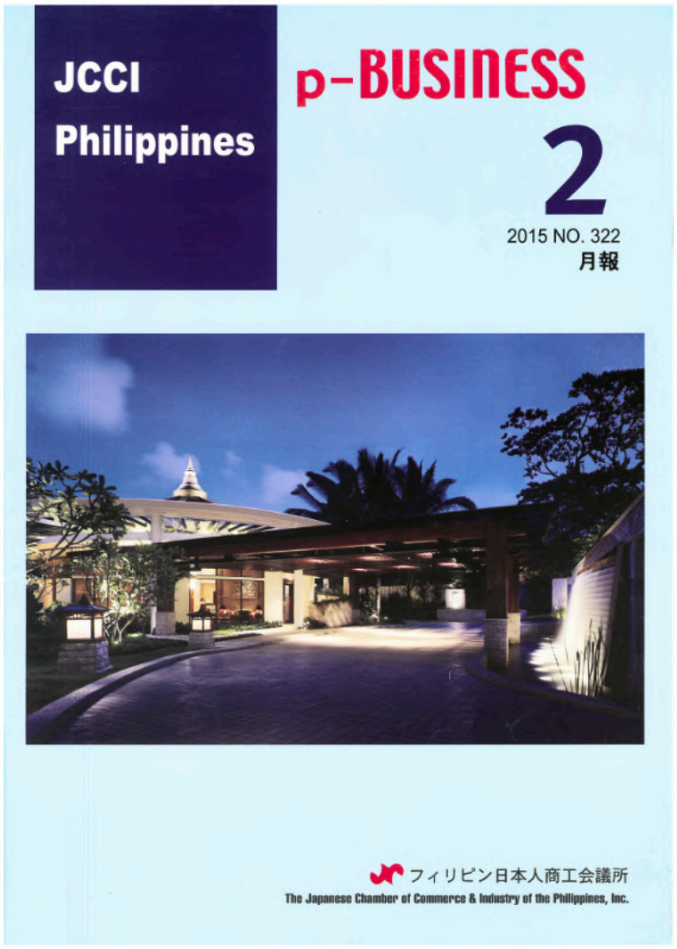
Mr. Ricky Bravo, Mr. Parungao, Mr. Vistan, Mrs. Vida Ty, Chairman Bravo, Mr. Lacson, and Atty. Vinluan (left to right)

Continuing the Bravo family's legacy, Mr. Ricky Bravo and Ms. May Ann Bravo remain actively involved in the business, driving U-BIX's ongoing growth and success.



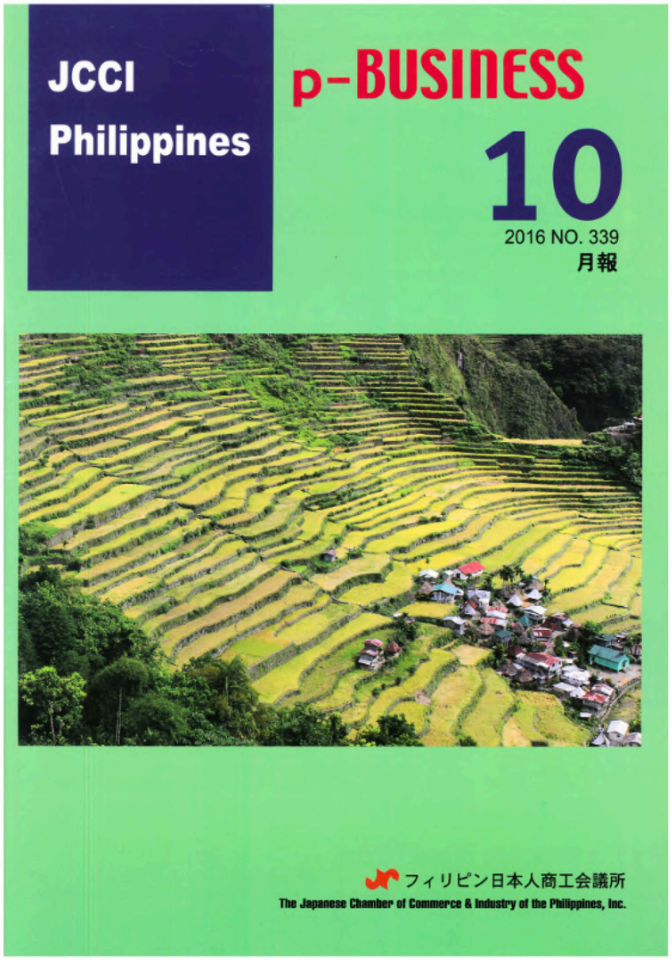


At the Hannover industrial fair in 1973, Chairman Bravo discovered the U-BIX Mark 1 copier—then considered revolutionary for its ability to print on any paper—and sought to bring it to the Philippines. Distribution rights depended on Mitsubishi Corporation's General Manager in Manila, Mr. Shinroku Morohashi, who—despite initial doubts that a new player could compete with Xerox—chose to place his trust in Mr. Bravo. That decision led to the founding of U-BIX Corporation on January 2, 1974, and to what is widely regarded as one of the longest and most enduring Japanese-Filipino business partnerships—the 50-year alliance between U-BIX and Konica Minolta.





Japanese Chamber of Commerce & Industry Philippines, Inc.





Mr. Bravo with Mr. Matsuzaki, Chairman of Konica Minolta (left photo), during U-BIX's 40th anniversary; and with Mr. Fumio Iwai, former President & CEO, and Mr. Tadahiko Sumitani, Corporate Senior Vice President of Konica Minolta (right photo)





KONICA MINOLTA

okamura

To the last detail.





Mr. Bravo with Mr. Masayuki Nakamura, Director, President, & CEO (left photo); and with the late Mr. Kikuo Nakamura, former Chairman, and Mr. Sekino, Executive Vice President for International Sales (right photo).



RISO

Mr. Bravo with Mr. Nobunari Kuroiwa, former Senior Managing Director, and Mr. Akira Hayama, President & CEO of RISO during U-BIX's 25th anniversary.





In 2007, U-BIX Corporation acquired the Kodak Imaging Center and the full source code of DocuVu, Kodak's proprietary document management system. Since then, U-BIX has upgraded DocuVu with modern technologies and integrated it into its scanning and indexing services, enabling faster, more reliable, and cost-efficient digitization. For 17 years, U-BIX Imaging Center and DocuVu have helped organizations streamline operations and manage documents with enterprise-grade security—continuing a legacy originally built by Kodak and now strengthened by U-BIX.



Mr. Bravo with Mr. Dan Rutherford, Vice President for International Sales and former U.S. State Senator, and Mr. Bill Malfitano of ServiceMaster.



EPSON
EXCEED YOUR VISION

Mr. Bravo with former Senate President Manny Villar and Mr. Masayuki Takahashi, former managing director of EPSON Hong Kong in the mid-1990s.

DUCK DONUTS®

Duck Donuts is a **U.S. brand** best known for its made-to-order, customizable donuts. Founded in Duck, North Carolina, it has grown across the United States and is now proudly brought to the Philippines by its master franchisee, **Bravo Best Foods.**



Mr. Bravo with **U.S. Ambassador MaryKay Carlson** and **Congressman Luis Campos** during the opening of Duck Donuts' first branch in the Philippines



Mr. Bravo with former **Philippine President Fidel V. Ramos** and **First Lady Amelita 'Ming' Ramos** during Philippine Open Golf Tournament sponsored by U-BIX Corporation



Mr. Bravo with former Philippine President Joseph Estrada and former Senate President Manny Villar during U-BIX's 25th anniversary, joined by Cabinet members (left) and Japanese delegates (right)





Mr. Bravo with **Mr. Benedicto "BenCab" Cabrera, National Artist for Visual Arts** and a proud **U-BIX brand ambassador** since 2013

HOTEL 101

Hotel 101 Cebu is a joint venture between DoubleDragon Properties—owned by Tony Tan Caktiong and Edgar "Injap" Sia III—and Federated Realty Corp. (FRDC), owned by Mr. Bravo. Shown in the photo is Mr. Bravo with Mr. Tony Tan Caktiong of Jollibee, one of the Philippines' most celebrated brands, now a powerhouse in international markets, and Mr. Edgar "Injap" Sia III, founder of Mang Inasal, the iconic Filipino fast-food chain now operating almost 600 branches nationwide.

Jollibee

Mang INASAL





U-BIX Colleges
TESDA-accredited programs



Through **TESDA-accredited programs** focused on job readiness and cultural alignment, U-BIX Colleges equips students with globally relevant skills. Current offerings include:

- Caregiving National Certificate II
- Housekeeping National Certificate II
- Shielded Metal Arc Welding National Certificate II

U-BIX Colleges
CHED-accredited programs



CHED-accredited U-BIX Colleges offers **Bachelor's degree programs** in Hospitality Management, Tourism, and Business Administration, alongside **DepEd-accredited Senior High School programs**—all recognized for meeting national standards in education.

Aeronavigation Academy International



AERONAVIGATION
ACADEMY INTERNATIONAL

Aeronavigation Academy International is a flying school that provides pilot training and aviation education for aspiring aviators, and is accredited as an Approved Training Organization (ATO) by the **Civil Aviation Authority of the Philippines (CAAP)**.



Silliman University Bravo Technopreneur Center



Silliman University, one of the Philippines' most prestigious private universities, will host the **Bravo Technopreneur Center** on a **1.5-hectare** site donated by U-BIX Corporation. The center will equip students and startups with resources, mentorship, and training to develop and launch successful business ventures.

Silliman University Bravo Technopreneur Center



On February 18, 2020, U-BIX Corporation and Silliman University formalized the establishment of the Bravo Technopreneur Center through a **Deed of Donation** signed by Chairman Edilberto Bravo (second from left), Dr. Felina Bravo (leftmost), and Silliman University President Dr. Betty Cernol-McCann (third from left). U-BIX donated **15,000 sqm** of land in Sibulan and **₱100 million** for construction, enabling the university to build a world-class hub that will incubate and accelerate science- and technology-based startups for the region and beyond.



Silliman University Bravo Technopreneur Center



Architectural rendering

Actual construction

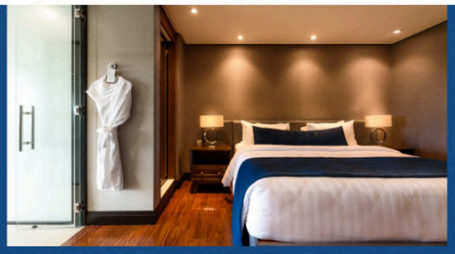


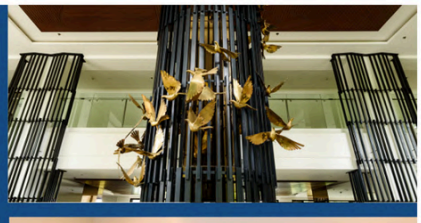
BRAVO HOTEL

Bravo Hotel

Sibulan, Negros Oriental

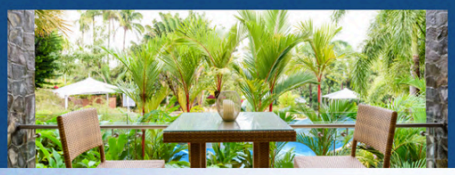
Bravo Hotel is a **4-star** boutique haven featuring **85 thoughtfully designed rooms**, just **minutes from the airport**, offering travelers exceptional comfort, convenience, and warm Filipino hospitality.













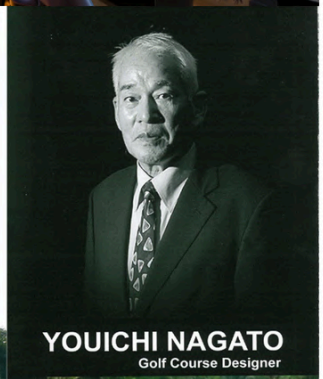
Find your perfect stance and experience

Golfing

on our 18-hole course

Bravo Golf Course in Sibulan—originally a nine-hole layout dating back to 1945—has been transformed into a full **18-hole** executive course under the expert direction of Japanese **Youichi Nagato**, renowned for designing some of Japan's most prestigious courses, including Crown Hills Kyoto, Shin Raku Country Club, and Cherry Hills Golf Club.





YOUICHI NAGATO
Golf Course Designer





Bravo Hotel at night

Munting Paraiso
by BRAVO HOTEL

Munting Paraiso

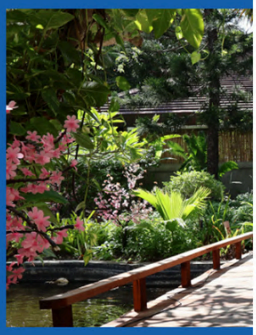
Dauin, Negros Oriental

Munting Paraiso is a quiet seaside resort with villas located right **by the ocean**. It features **onsens** that combine natural hot spring water with seawater, and an infinity pool that overlooks the shoreline.

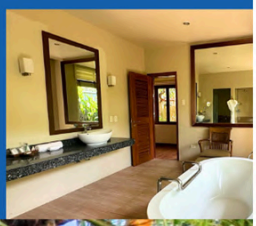






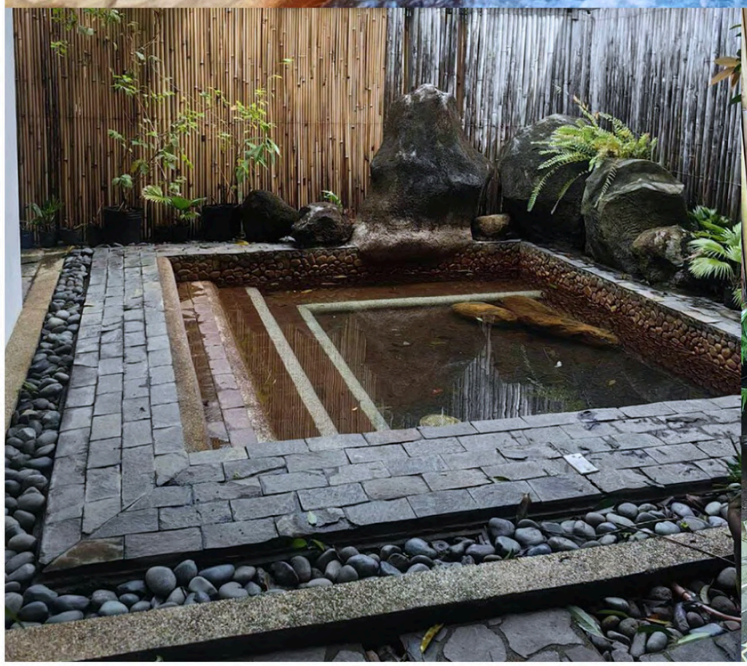


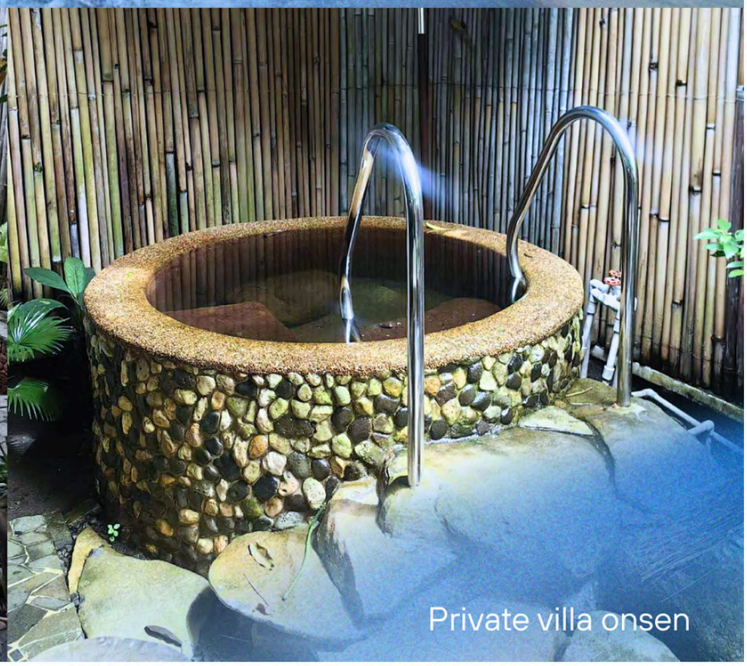






Onsen and infinity pool





Private villa onsen

BRAVO HOTEL

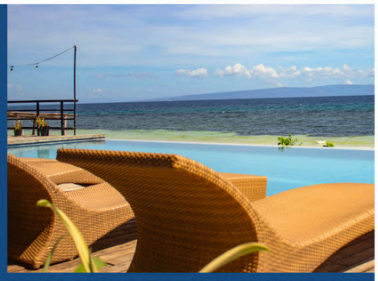
BLUE WAVE - INN SIQUIJOR, PHILIPPINES

Blue Wave Inn

Siquijor, Philippines

Blue Wave Inn, located in **Siquijor**, sits beside the ocean and features an infinity pool. Set on the Philippines' famed **"healing island,"** known for its tranquil beaches and mystical charm, the property reflects the premium hospitality standards of its management.













Infinity pool







Coffee Tonya

Makati, Philippines

Coffee Tonya, a **Japanese coffee brand** represented in the Philippines by U-BIX Corporation, offers premium coffee experiences with beans roasted to each customer's preference—blending Japanese expertise with personalized flavor.



Pivo Praha

Makati, Philippines

Pivo Praha began in 2001 when Chairman Bravo partnered with **Czech brewmaster Jan Suran** to bring Prague's authentic beer tradition to the Philippines. Mr. Suran provided the original recipes and brewing expertise, while Mr. Bravo championed the vision and built the brand locally. Pivo Praha continues to brew in small batches the classic Czech way—using **pure malt**, **premium Saaz hops**, and **patient fermentation**. More than a drink, it offers an experience that blends centuries-old Czech craftsmanship with time-honored Filipino warmth, honoring tradition in every bottle.











SHOWCASING GLOBAL CRAFTSMANSHIP

OUR STUDENTS IMPRESS INTERNATIONAL LEADERS







Big love to our 1st-year BS Hospitality Management students, who truly impressed during our Japanese partner's visit last November 21, 2025. The Chairman of BESPALINX, Mr. Dosho, was amazed by the craftsmanship and skills our students demonstrated. Their performance reflects not only their talent but also their dedication to excellence in hospitality. U-BIX Colleges is proud of your outstanding achievement—keep shining.



Another batch of students from the 2nd Year BS Hospitality Management program had the opportunity to prepare Japanese cuisine for Mr. Dosho of BESPALINX. The team was led by Ms. Steph Valencia, a faculty member of the HM program. The activity was attended by Dr. Sergio, Dean; Col. Demosthenes, School Director; and other members of the U-BIX Corporation top management.

N4+ JAPANESE PROFICIENCY

To ensure the highest level of cultural and linguistic competence, the U-BIX Colleges Nihongo program operates under the exclusive supervision of BESPALINX. This partnership guarantees that every graduate possesses the discipline, safety consciousness, and communication skills required to excel in Japan's strictest industries.

U-BIX COLLEGES
IGNITING EXCELLENCE

BESPA LINX

STUDENTS DEMONSTRATE JAPANESE FLUENCY

The **1st Nihongo Speech Competition** at U-BIX Colleges, Inc. was a success last February 16, 2026, showcasing students' growing confidence in speaking Japanese. Seven students participated, demonstrating their skills and enthusiasm. The competition was judged by Suga San, who provided valuable insights to the participants. Congratulations to all who took part, especially the champion, Ms. Trisha Mae Ameliana, a second-year BSBA student; the first runner-up, Ms. Andrea Espena, of Hospitality Management; and the second runner-up, Ms. Trisha Mae Manalapas. BS HM.











BRIDGING THEORY AND PRACTICE:

STRENGTHENING LANGUAGE PROFICIENCY FOR DEPLOYMENT



On January 21, 2025, Suga-San had the opportunity to meet and observe in our Nihongo class of 3rd-year students. He was joined by our Nihongo teacher, Sir Jason, during this meaningful learning session.





STRENGTHENING THE U-BIX & BESPALINX PARTNERSHIP







Mr. Dosho, Chairman of BESPALINX, met with the students of U-BIX Colleges last November 21, 2025, to share exciting updates on the growing partnership between U-BIX and BESPALINX, opening new and meaningful opportunities for learners. He emphasized the importance of learning Nihongo as a key step for students who aspire to work in Japan. He highlighted that this pathway is more than just a job and offers a truly life-changing experience for #UBIXColleges students.





FORGING EXCELLENT TIES:

A THREE-DAY EXECUTIVE VISIT BY BESPALINX LEADERSHIP





Mr. Osamu Wakimoto, President of BESPALINX, and Ms. Marie Fukuoka visited our campus for three days starting November 10, 2025. During their visit, Mr. Wakimoto met with our students and toured the school's various facilities. With him is Ms. Marie Fukuoka.





CULINARY MASTERY: TRAINING FOR THE JAPANESE STANDARD



U-BIX Colleges, Inc. proudly showcased the culinary talents of its hospitality management students during **CHEFS ON PARADE: FLAVOR OF JAPAN**, held on February 16, 2026. The event highlighted students' creativity and skills as they presented dishes inspired by authentic Japanese cuisine. Esteemed judges included Suga-san, Ms. Jenny Muñoz, Assistant General Manager of FMI, and Mr. Rod Rodriguez, Deputy Manager of FMI, who provided valuable feedback to participants.





The event was attended by Dr. Noel Sergio, college dean, and was successfully facilitated by Mr. Vincent Agustin, Chef Agnez Azul, and other faculty members. This activity reflects U-BIX Colleges' commitment to developing globally competitive students through experiential and industry-based learning.

日本基準に対応したフィリピン人医療・介護人材

JAPAN-READY HEALTHCARE & CAREGIVING PROFESSIONALS

SUPPLYING FILIPINO HEALTHCARE PROFESSIONALS TRAINED FOR JAPAN'S STRICT COMPETENCY, COMPLIANCE, AND LANGUAGE STANDARDS.



Compassionate
Patient-centered care & professional conduct

Certified
TESDA NC II • Prometric Exam

Culturally & Language-Prepared
JLPT N4+ / JFT-Basic A2+

N4+
JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Expertise & Proven Track Record

Backed by U-BIX Corporation, a Philippine industry leader with decades of trusted Japanese partnerships

- Konica Minolta (since 1974)
- Okamura (since 1993)
- RISO (since 1999)

Relationships built on precision, respect, and reliability, ensuring long-term workforce excellence.

2 Culturally & Linguistically Ready



Advanced Japanese language education at U-BIX Colleges in partnership with BESPALINX



Staff communicate clearly, empathetically, and professionally



Workplace simulations and Japan-specific cultural training

3 Certified & Competent Professionals

- TESDA NC II Certified Caregiving
- Nursing Care Skills Evaluation Test (Prometric Exam)
- Minimum 1-year hospital/ caregiving experience
- Medically fit, mentally prepared, service-oriented
- JLPT N4 or higher / JFT Basic A2+

ADVANCED JAPANESE LANGUAGE EDUCATION AT U-BIX COLLEGES

日本語能力試験 JLPT Japanese-Language Proficiency Test

JAPANFOUNDATION 国際交流基金 JFT Basic

N4+ JAPANESE PROFICIENCY

Ensuring staff are not only proficient in Japanese but also fully prepared to thrive in professional healthcare settings.

U-BIX COLLEGES IGNITING EXCELLENCE

BESPALINX

CORE CARE SERVICES



Vital Signs Monitoring & Medication Support



Hygiene & Infection Control



Daily Care & Mobility Assistance



Elderly Care & Patient Interaction

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Japanese-compliant skills & certifications



Culturally and linguistically prepared



Trained, tested, and ready-to-deploy professionals



Ongoing professional development with U-BIX Colleges



Proven track record: 3,300+ hospital beds served

DEPLOYMENT ACROSS HEALTHCARE SETTINGS



General & Specialty Hospitals



Nursing Homes & Long-Term Care Facilities



Rehabilitation & Recovery Centers



Elderly Care & Assisted Living Facilities



Home-Based Care Services

日本基準に対応したフィリピン人清掃・設備管理人材

JAPAN-READY HOUSEKEEPING & MAINTENANCE PROFESSIONALS

SUPPLYING FILIPINO HOUSEKEEPING AND BUILDING MAINTENANCE PROFESSIONALS TRAINED TO MEET **JAPAN'S STRICT STANDARDS OF CLEANLINESS, DISCIPLINE, SAFETY, AND WORKPLACE COMMUNICATION.**



Clean

Trained in professional cleaning standards

Reliable

Consistent, dependable work ethic

Culturally & Language-Prepared

JLPT N4+ / JFT-Basic A2+

N4+ JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Expertise

Over 1,800+ hospitality professionals deployed across hotels, resorts, restaurants, and convention centers—delivering consistent, high-quality guest services.

2 Culturally & Linguistically Prepared

Advanced Japanese language education at U-BIX Colleges' Japanese Language School ensures staff can:



Communicate with guests and colleagues accurately with the help of U-BIX Colleges and BESPALINX



Follow Japanese hospitality etiquette and service protocols



Anticipate and respond to operational needs efficiently

3 Certified & System-Trained Workforce

- Japan-standard housekeeping & hygiene training
- Safety & compliance education (OSH, MSDS, Emergency Response)
- Hospitality etiquette and service discipline

QUICK WORKFORCE PROFILE

Service-driven, disciplined, and deployment-ready

Trained under structured systems by U-BIX Colleges & Facilities Managers, Inc.



Japanese workplace language training (task-based & equipment-specific)

Physically fit, detail-oriented, and safety-conscious

CORE HOUSEKEEPING & MAINTENANCE SERVICES

- General & Deep Cleaning
- Restroom & Wet Area Care
- Glass & Façade Cleaning
- Grounds & External Area Cleaning
- Disinfection & Sanitation
- Floor Cleaning, Polishing & Carpet Shampooing
- High-Level Dusting & Ceiling Care
- Basic Building Maintenance Support

ADAPTED FOR JAPAN-BASED FACILITIES

Offices & Commercial Buildings

Hotels & Hospitality Facilities

Hospitals & Healthcare Institutions

Residential Complexes

Factories & Industrial Sites

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Japanese-standard cleaning systems and safety compliance



Language-prepared staff trained for clarity and discipline



Multi-skilled workforce reduces operational gaps



Trained, tested, and ready-to-deploy professionals



Supported by U-BIX Colleges, Facilities Managers, Inc and BESPALINX for continuous skills and compliance development

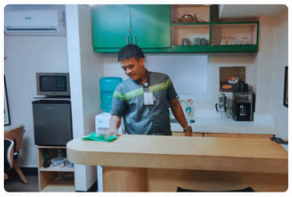
WORKFORCE KEY OVERVIEW



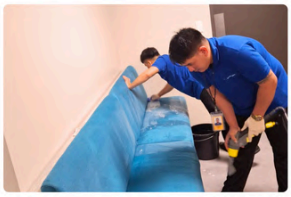
3,700+ housekeepers deployed



Japan-standard training & safety compliance



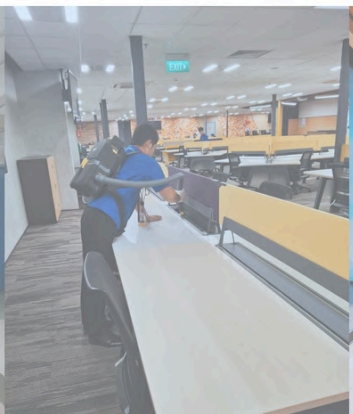
Language-ready workforce



Deployment-ready and supported











日本基準に対応したフィリピン人物流ドライバー人材

JAPAN-READY PROFESSIONAL TRUCK DRIVERS

SUPPLYING FILIPINO TRUCK DRIVERS TRAINED TO MEET **JAPAN'S STRICT STANDARDS FOR SAFETY, EFFICIENCY, DISCIPLINE, AND COMPLIANCE** IN LOGISTICS AND TRANSPORT OPERATIONS.





Reliable

Safety-focused driving & responsible operations

Certified

TESDA Certified (NC II & NC III)

Culturally & Language-Prepared

JLPT N4+ / JFT-Basic A2+

N4+
JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Expertise

A proven workforce of experienced heavy-vehicle drivers supporting logistics, construction, and industrial operations with safety and reliability.

2 Culturally & Linguistically Prepared

Japanese employers value clear communication, punctuality, and rule adherence. ISTANA drivers receive Japanese language and workplace orientation through U-BIX Colleges, focused on:



Transport-related vocabulary and instructions



Safety briefings and reporting basics



Japanese work discipline, punctuality, and compliance culture

3 Certified & Industry-Recognized Professionals

TESDA Certified (NC II & NC III)



Members of recognized industry associations:

Confederation of Truckers Association of the Philippines (CTAP)

Association of Cargo Truck Operators (ACTO)

QUICK DRIVER PROFILE

5+ years heavy truck driving experience

Safety-focused, disciplined, and deployment-ready



Long-haul, industrial, and commercial operations

Trained for international work ethics and Japanese transport standards

PROFESSIONAL TRUCK DRIVER SERVICES

Safe and efficient cargo transport

Compliance with international road and safety regulations

Equipment handling aligned with Japanese operational standards

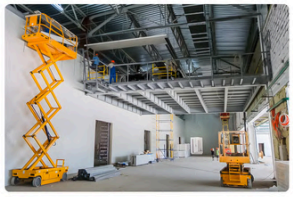
MULTI-VEHICLE EXPERTISE

- Flatbeds
- Dump Trucks
- Wing Vans
- Straight Trucks
- Container Trucks
- Tractor Heads
- Trailer Trucks

ADAPTED FOR JAPAN-BASED OPERATIONS



Logistics & Distribution Companies



Construction & Infrastructure Firms



Manufacturing & Industrial Plants



Ports, Warehousing & Freight Operators

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Certified drivers with proven heavy-vehicle experience



Japan-ready workforce trained for discipline and punctuality



Language-supported onboarding reduces operational risk



Fully screened, vetted, and deployment-ready manpower



Supported by U-BIX Colleges, Facilities Managers, Inc and BESPALINX for continuous skills and compliance development

WHAT WE OFFER



Fully vetted and safety-compliant drivers



Ready for overseas deployment



Flexible manpower solutions for Japanese employers



Reliable, professional, and long-term workforce support

日本基準に対応したフィリピン人物流・倉庫人材

JAPAN-READY INDUSTRIAL & LOGISTICS PROFESSIONALS

SUPPLYING FILIPINO WAREHOUSE, FORKLIFT, AND INDUSTRIAL OPERATIONS PERSONNEL TRAINED TO MEET JAPAN'S STRICT STANDARDS FOR EFFICIENCY, SAFETY, AND OPERATIONAL DISCIPLINE.



Reliable
Accurate handling & task execution

Certified
Safety & operations compliant

Culturally & Language-Prepared
JLPT N4+ / JFT-Basic A2+

N4+
JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Expertise

Over 2,500+ industrial and logistics professionals deployed across warehouses, factories, and logistics centers—delivering consistent, compliant, and high-quality operations support.

2 Culturally & Linguistically Prepared

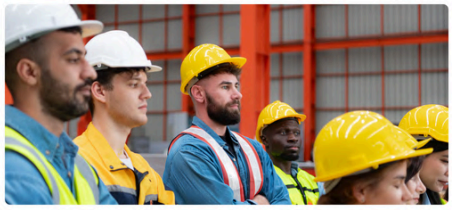
Advanced Japanese language education at U-BIX Colleges' Japanese Language School ensures staff can:

- Understand instructions accurately
- Communicate reports, errors, and status clearly
- Follow Japanese workplace safety, etiquette, and operational culture

3 Certified & System-Trained Workforce



Forklift, warehouse, and material handling certifications



Safety & compliance education (OSH, MSDS, emergency response)



Equipment operation protocols and basic maintenance skills

QUICK WORKFORCE PROFILE

Service-driven, disciplined, and deployment-ready

Trained under structured systems by U-BIX Colleges & Facilities Managers, Inc.



Japanese workplace language training (task-based & equipment-specific)

Safety-conscious, detail-oriented, and physically capable

ADAPTED FOR JAPAN-BASED OPERATIONS

- Warehouses & Distribution Centers
- Manufacturing & Industrial Plants
- Ports & Logistics Hubs
- Construction & Infrastructure Sites
- Cold Storage & Food Processing Facilities

CORE INDUSTRIAL & LOGISTICS SERVICES

- Forklift & Heavy Equipment Operation
- Shipping & Receiving Operations
- Conveyor, Storage, and Racking Management
- Warehouse Stocking & Inventory Management
- Material Handling & Packaging
- Basic Equipment Maintenance & Troubleshooting

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Certified, safety-compliant workforce trained for operational precision



Japanese-language capable staff reducing supervision and error risks



Multi-skilled professionals improving operational flexibility and efficiency



Fully vetted, trained, and deployment-ready manpower



Supported by U-BIX Colleges, Facilities Managers, Inc and BESPALINX for continuous skills and compliance development

PROFESSIONAL INDUSTRIAL & LOGISTICS APPLICATIONS



Forklift Operation & Material Transport



Inventory Control & Stock Checking



Equipment Operation & Basic Maintenance



Packing, Labeling, and Shipment Preparation



Workplace Safety Monitoring



Conveyor Belt & Storage System Management

日本基準に対応したフィリピン人ホスピタリティ人材

JAPAN-READY HOSPITALITY & SERVICE PROFESSIONALS

SUPPLYING FILIPINO HOSPITALITY STAFF TRAINED TO MEET JAPAN'S STRICT STANDARDS FOR SERVICE EXCELLENCE, GUEST SATISFACTION, AND OPERATIONAL DISCIPLINE.



Polished
Professional & Proper workplace conduct

Service-Oriented
Professional, guest-focused service

Culturally & Language-Prepared
JLPT N4+ / JFT-Basic A2+

N4+
JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Expertise

Over 1,800+ hospitality professionals deployed across hotels, resorts, restaurants, and convention centers—delivering consistent, high-quality guest services.

2 Culturally & Linguistically Prepared

Advanced Japanese language education at U-BIX Colleges' Japanese Language School ensures staff can:

- Communicate with guests and colleagues accurately
- Follow Japanese hospitality etiquette and service protocols
- Anticipate and respond to operational needs efficiently

3 Certified & System-Trained Workforce



Hospitality-specific training (front desk, concierge, food & beverage, housekeeping)



Safety & compliance education (OSH, hygiene, emergency response)



Customer service and professional conduct

QUICK WORKFORCE PROFILE

Deployment-ready, professional, and guest-focused

Trained under structured systems by U-BIX Colleges & Facilities Managers, Inc.



Japanese workplace language training (guest-facing & operational vocabulary)

Service-oriented, disciplined, and culturally aware

ADAPTED FOR JAPAN-BASED OPERATIONS

- Hotels & Resorts
- Restaurants & Cafés
- Convention Centers & Event Venues
- Cruise & Leisure Facilities
- Boutique & Luxury Hospitality Properties

CORE HOSPITALITY SERVICES

- Front Desk & Guest Relations
- Housekeeping & Room Preparation
- Event & Banquet Support
- Concierge & Guest Assistance
- Food & Beverage Service (Waitstaff, Bar, Banquet)
- Safety, Hygiene & Emergency Response

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Trained for Japanese hospitality standards and guest satisfaction



Language-prepared staff minimizing miscommunication and operational gaps



Multi-skilled workforce improving efficiency and flexibility



Fully vetted, trained, and deployment-ready manpower



Supported by U-BIX Colleges, Facilities Managers, Inc and BESPALINX for continuous skills and compliance development

PROFESSIONAL INDUSTRIAL & LOGISTICS APPLICATIONS



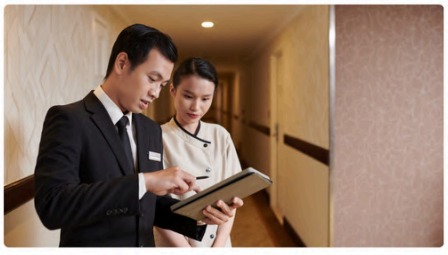
Guest Reception & Check-in/Check-out



Room & Facility Preparation & Maintenance



Food & Beverage Service & Banquet Operations



Event Coordination Support



Safety, Hygiene & Compliance Monitoring



Concierge & Guest Assistance

日本基準に対応したフィリピン人製造・工場人材

JAPAN-READY PRODUCTION & FACTORY WORKERS

SUPPLYING FILIPINO PRODUCTION AND FACTORY WORKERS TRAINED TO MEET JAPAN'S STRICT STANDARDS FOR QUALITY CONTROL, SAFETY, PRECISION, AND OPERATIONAL DISCIPLINE.



Efficient
Productivity and quality-focused

Disciplined
SOP-driven and safety-aware

Culturally & Language-Prepared
JLPT N4+ / JFT-Basic A2+

N4+
JAPANESE PROFICIENCY

OUR EDGE FOR JAPANESE EMPLOYERS

1 Trusted Manufacturing & Industrial Workforce

A reliable pool of trained production workers supporting electronics, mechanical, food, and light manufacturing operations with consistency and compliance.

2 Culturally & Linguistically Prepared

Advanced Japanese language education at U-BIX Colleges' Japanese Language School ensures workers can:

- Understand production instructions accurately
- Follow safety briefings and quality protocols
- Adapt to Japanese factory discipline, teamwork, and Kaizen culture

3 System-Trained & Compliance-Ready Workforce



Production line & assembly training



Quality control & inspection basics



Safety, hygiene, and compliance education (OSH, GMP, HACCP, 5S)



Workplace discipline and productivity standards

QUICK WORKFORCE PROFILE

Physically fit, mentally prepared, and shift-ready

Trained under structured systems by U-BIX Colleges & Facilities Managers, Inc.



Japanese workplace language training (guest-facing & operational vocabulary)

Detail-oriented, safety-conscious, and process-driven

ADAPTED FOR JAPAN-BASED OPERATIONS

- Electronics Manufacturing Plants
- Mechanical & Automotive Parts Factories
- Food Processing & Packaging Facilities
- Pharmaceutical & Medical Manufacturing
- Industrial & Light Manufacturing Plants

CORE PRODUCTION & FACTORY SERVICES

- Assembly Line Operations
- Machine Operation & Monitoring
- Packaging, Labeling & Sorting
- Electronics & Light Mechanical Assembly
- Quality Control & Visual Inspection
- Material Handling & Production Support

WHY JAPANESE EMPLOYERS CHOOSE ISTANA



Japan-standard production discipline and quality mindset



Language-prepared workforce reduces training and supervision risk



Multi-skilled workers improve productivity and line efficiency

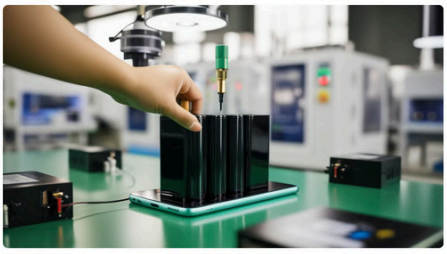


Fully screened, trained, and deployment-ready manpower



Continuous skills, compliance, and language development supported by U-BIX Colleges & Facilities Managers, Inc.

PROFESSIONAL PRODUCTION APPLICATIONS



Precision Assembly & Component Handling



Inspection, Testing & Quality Assurance Support



Food Processing, Packing & Sanitation



Machine Assistance & Basic Troubleshooting



Workplace Organization (5S & Lean Practices)



Production Line Support & Output Optimization

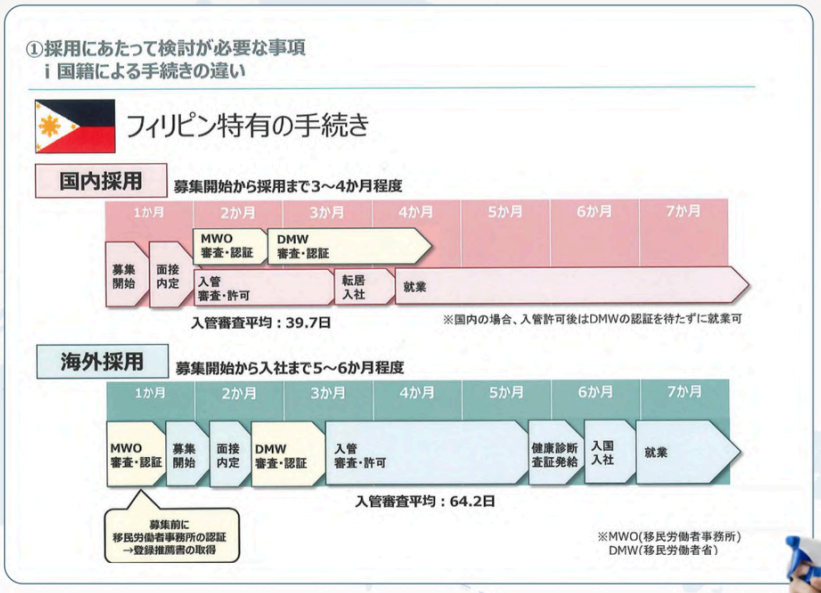
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