NISOS

Research

Japanese Companies Threatened by DPRK IT Workers

January 2025

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Executive Summary

The Japanese government warned domestic companies in March 2024 about contracting North Korean (DPRK) IT workers posing as Japanese nationals to earn cash, as it is suspected they are using the proceeds to fund Pyongyang's ballistic missile and nuclear weapons development programs.[1] The United States, Japan, and the Republic of Korea jointly issued an updated warning on 14 January 2025 advising private sector entities, particularly in blockchain and freelance work industries, to thoroughly review risk advisories and announcements to better inform cyber threat mitigation measures and to mitigate the risk of inadvertently hiring DPRK IT workers.[2] Many smaller companies however do not have adequate resources to perform these checks themselves.

In this report, Nisos identified a likely DPRK IT worker, who appears to have been employed in remote Software Engineering and Full Stack Developer positions with Japanese companies since January 2023. The individual appears to be currently employed under the name Weitao Wang at Japanese consulting company, Tenpct Inc., and appears to have been previously employed under the name Osamu Odaka at Japanese software development and consulting firm, LinkX Inc. Nisos researchers identified the individual and his two fake personas based on an email address the United Nations Security Council shared in March 2024, and we were able to identify resumes, GitHub accounts, and work history via open source research techniques. Nisos leverages cross-platform visibility and analytical expertise to provide comprehensive reporting on cyber threats and threat actors that target companies for nefarious reasons.

The United Nations Security Council Report

In March 2024, the United Nations Security Council circulated a panel of experts report which highlighted that DPRK nationals working overseas earn income in violation of sanctions, including in the information technology, restaurant, and construction sectors.[3] In the report, the panel highlighted a list of email addresses that were reportedly associated with DPRK IT workers. One of the email addresses provided was anacondaDev0120@gmail[.]com.

AnacondaDev0120

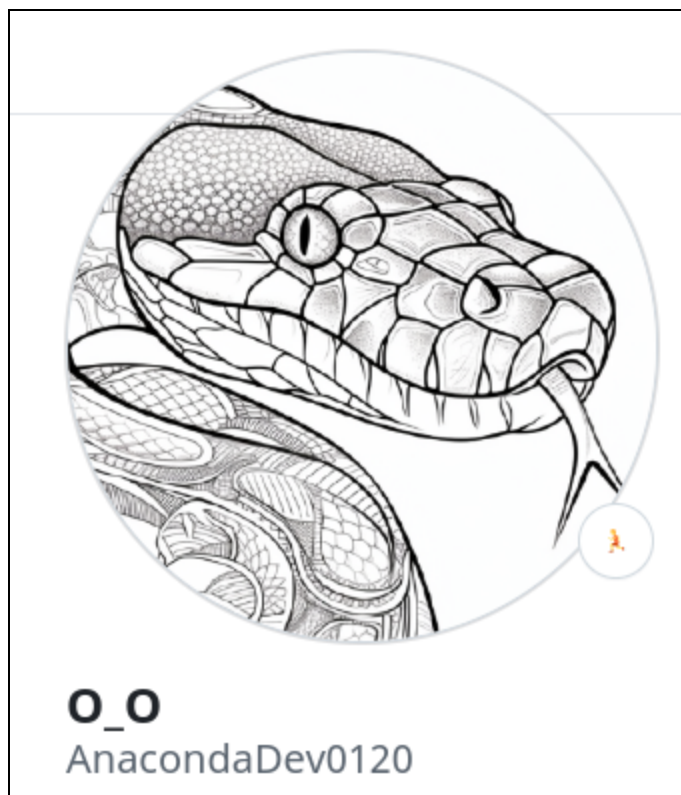### GitHub Account AnacondaDev0120
Nisos researches identified a Github account associated with the email address anacondadev0120@gmail[.]com, which used the username O_O—likely the initials for the likely DPRK IT worker persona Osamu Odaka—and screenname AnacondaDev0120. Researchers found a commit on

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[1]https://english.kyodonews[.]net/news/2024/03/2ee5ae647582-japan-warns-of-n-korean-it-workers-posing-as-japanese-to-earn-money.html
[2]https://www.state[.]gov/office-of-the-spokesperson/releases/2025/01/joint-statement-on-cryptocurrency-thefts-by-the-democratic-peoples-republic-of-korea-and-public-private-collaboration
[3]https://www.securitycouncilreport[.]org/atf/cf/%7B65BFCF9B-6D27-4E9C-8CD3-CF6E4FF96FF9%7D/S%202024%20215.pdf

the page in March 2024 that was co-authored by github user nickdev0118, which was associated with the email address nickdev0118@gmail[.]com. Research revealed that the email address nickdev0118@gmail[.]com was listed as a contact method for possibly Vietnam-based Huy Diep, who appears to also be employed at Japanese consulting company 10pct. Inc (cf. page 13).

Graphic 1: Profile picture, screenname, and username for the AnacondaDev0120 Github account.[4]

```
From dbfb4c9be96b290136ba23d4fcdd2b2db3b20779 Mon Sep 17 00:00:00 2001
From: O_O <96062458+AnacondaDev0120@users.noreply.github.com>
Date: Tue, 12 Mar 2024 20:34:48 +0800
Subject: [PATCH] This is coautorized

Co-authored-by: AnacondaDev0120 <ancondadev0120@gmail.com>
Co-authored-by: nickdev0118 <nickdev0118@gmail.com>
---
```

Graphic 2: 12 March 2024 commit on the AnacondaDev0120 Github account.[5]

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[4]https://github[.]com/AnacondaDev0120
[5]https://github[.]com/AnacondaDev0120/Web-scrappy-py/commit/c229ba57ae904c5fff6539cef53f7aaaa4c5ba58. patch

Freelancer Employment Websites Linked To Anacondadev0120

Nisos researchers identified three freelance employment websites, which listed the Github username anacondadev0120. Two of the websites, LaborX and ProPursuit, had active accounts, while the account on Remote Ok was removed from the website. Each of the freelancer websites' information was linked to a different name and to different contact information, while claiming the same anacondadev0120 Github account.

LaborX

The resume on freelancer website LaborX listed the name Osamu Odaka while claiming the Github account anacondadev0120. The resume revealed a digitally manipulated photo on the website and an inactive linkedin account.
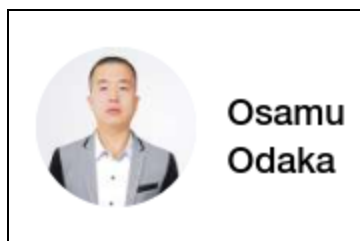
*Graphics 3-4: Profile picture and contact information for the Labor X account.*[6]

ProPursuit

The resume on freelancer website ProPursuit listed the name "Link," while claiming the Github account anacondadev0120. The resume linked to an X account with the username cheng kai ming, which remains active, but has not been updated since 20 October 2012.
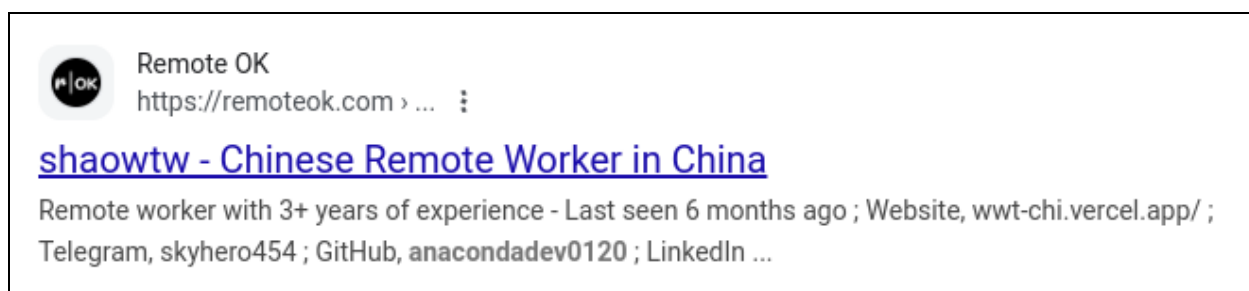
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[6]https://laborx[.]com/freelancers/users/id241156
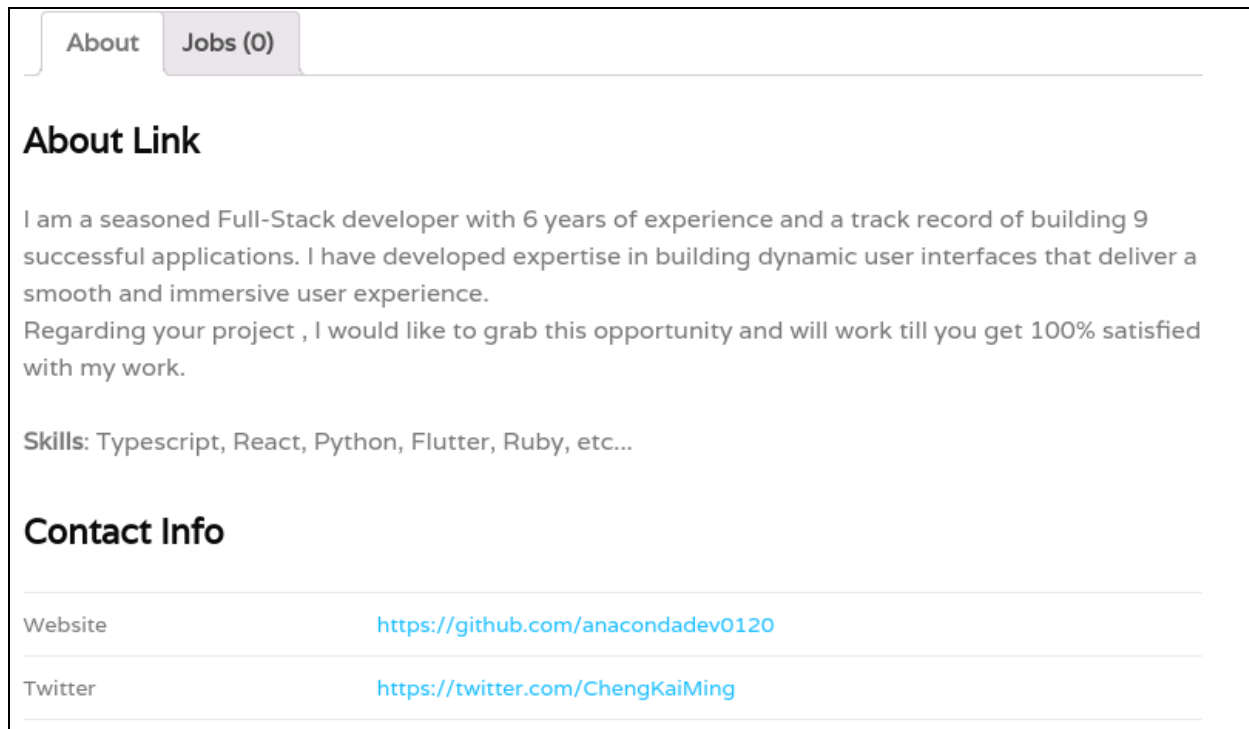
Graphic 5: Account details for the Pro Prusuit account.[7]

Remote Ok

The resume on freelancer website Remote Ok listed the name "shaowtw," while claiming the Github account anacondadev0120. The resume contained a link to wwt-chi.vercel[.]app, which was no longer active and provided Telegram username skyhero454.

Graphic 6: Google search result for Remote Ok.

Fake Persona 1: WeiTao Wang

Nisos researchers identified the persona WeiTao Wang—used by the likely DPRK IT worker to obtain remote work in Japan—by investigating the Telegram username skyhero454, which was also listed in the freelancer website Remote Ok above. The persona lists the same Telegram username on a website

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[7]https://propursuit[.]io/companies/link-opd5axmzw-singapore

designed to obtain employment. Nisos researchers identified TTPs on the website that are commonly associated with DPRK IT workers, which we enumerated in the subsections below. The website also revealed that the individual appears to have been employed at LinkX Inc., a Japanese software development and consulting firm, between 2022 and 2023.

Digital Photo Manipulation

The website for WeiTao Wang contains a photograph of the likely DPRK IT worker, which was digitally manipulated. Nisos researchers found that the head of the individual was pasted onto a stock photo of a man in a white shirt wearing a dark-colored blazer. Additionally, a photo on the website of the same individual working with a colleague was also digitally manipulated. The individual also pasted his head onto a stock photo. Researchers identified several additional indications that the second photograph was also digitally manipulated.

Graphic 7: Profile Photo from WeiTao Wang's website.
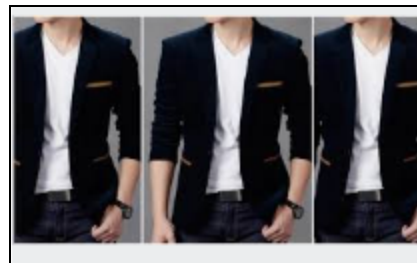
Graphic 8: Stock Photo of the outfit in Graphic 7.

Graphic 9: Digitally enhanced photo from WeiTao Wang's Website.

Graphic 10: Stock Photo used in Graphic 9.

Significant Development Experience

DPRK IT worker personas frequently claim to have experience developing web and mobile applications, knowledge of multiple programming languages, and an understanding of blockchain technology. On the persona's website, WeiTao Wang lists "extensive development experience with HTML, JavaScript, React, Python, Vue.js, Ruby on Rails, TypeScript, Node.js, PHP, Smart Contracts & Web3 and more" and claims to have worked as a Blockchain developer from 2019 to 2022.

Graphic 11: Skills sets the persona advertised on his website.[8]

Shared Resume Content

DPRK IT workers often reuse resume content borrowed from other personas to enhance their resumes. The WeiTao Wang persona borrowed three pieces of content from the Osamu Odaka persona.

- On the persona's website, WeiTao Wang shared a photo of a project from the Osamu Odaka persona which that persona completed while working for LinkX Inc.

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[8]https://wwt-nu.vercel[.]app

- Additionally, the WeiTao Wang persona website contains a photo of a Google Meet meeting, in which the likely DPRK IT worker is participating alongside several current LinkX Inc. employees, further suggesting that the individual worked at the company as Osamu Odaka.

- Lastly, WeiTao Wang listed the same work experience as Osamu Odaka on their resumes, including work for LinkX Inc., freelance work, and a position at NewIT Inc. in Vietnam.
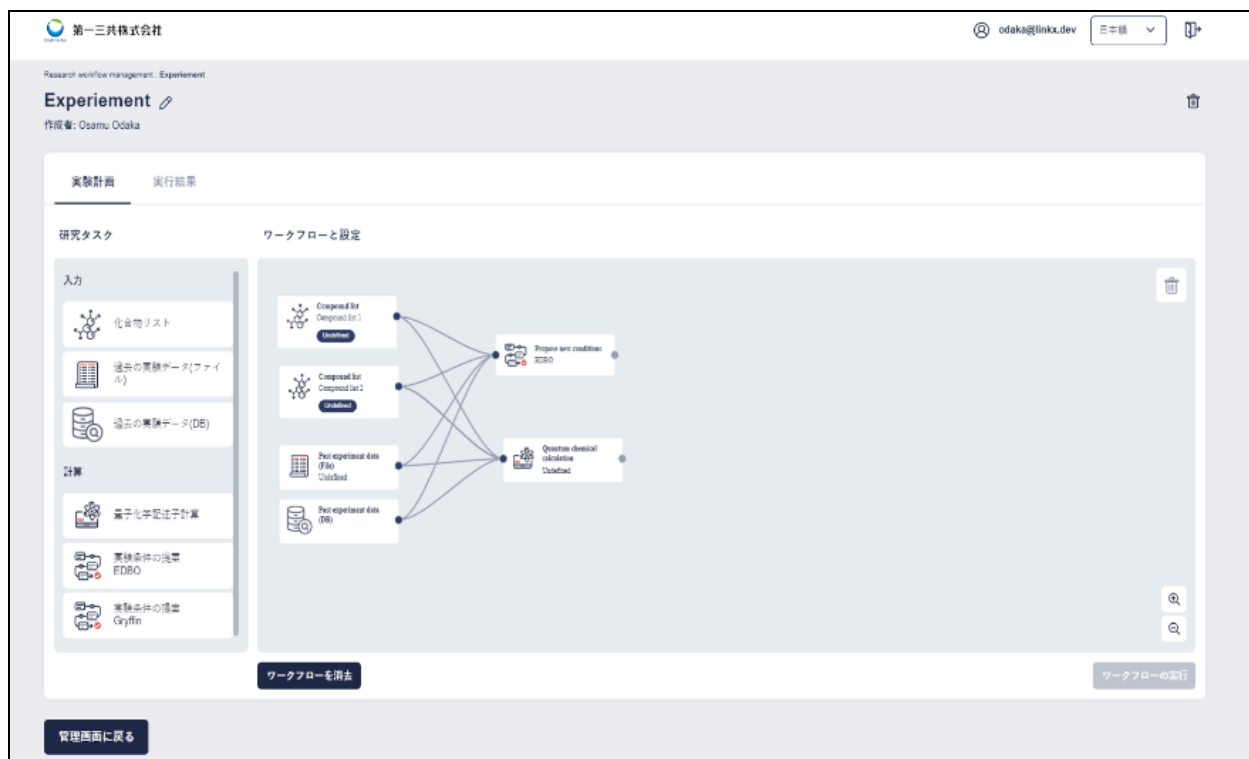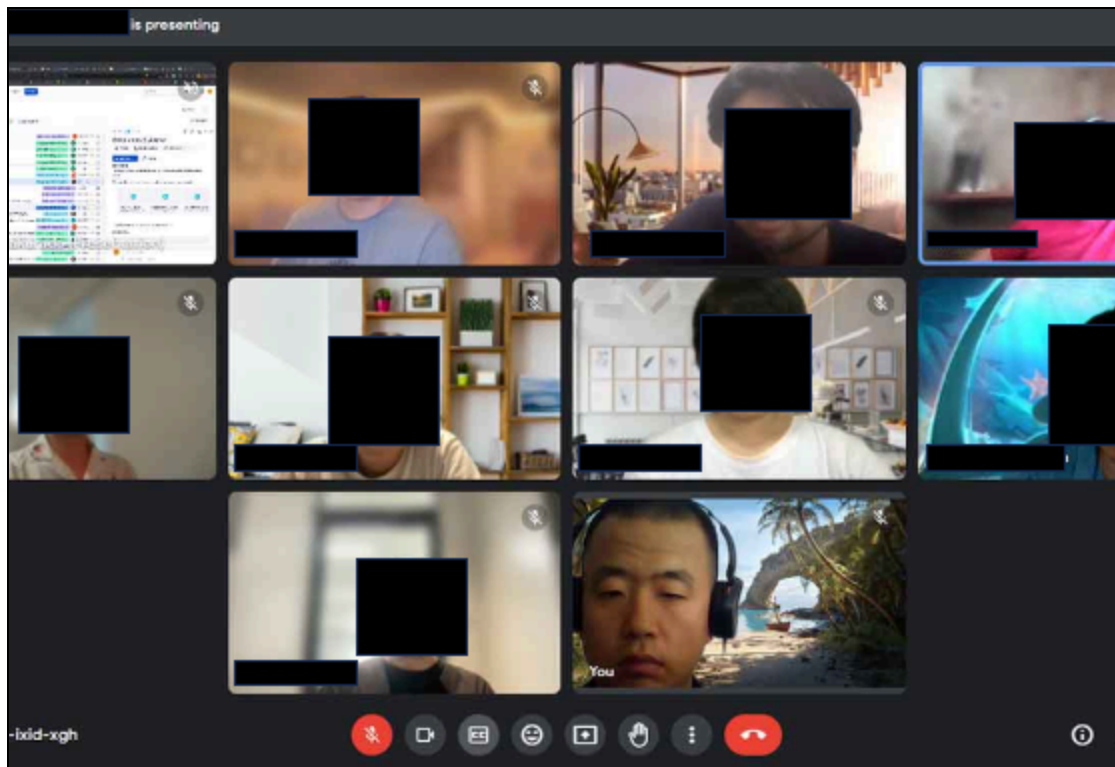
Graphics 12-13: Work examples on WeiTao Wang persona website showcasing from Osamu Odaka persona.[9]

Front-end & Back-end Web Engineer, Linkx .Inc
Tokyo Minatoku, JP
April 2022 – June 2023
- Worked as a full-stack web developer on both of front & back end part.
- Solved 4x speed up fetching data from DB.
- Satisfied customers requirements by perfect result and 100% of code test.
- Participated building large scale chemistry experiment web service involving Rest API.

Blockchain & Full-stack Engineer
Freelancer.
April 2019 – March 2022
- Participated building websites of NFT, Dapp, Defi.
- Completed and launched Token presale site for 4M tokens,NFTGM-DAO (Olympus DAO).
- Modified and updated dozens of websites require various skills on front & back-ends.
- Built dozens of Python and Ruby projects.

Web Back-end Developer
NewIT .Inc HK.
May 2015–July 2017
- Built PHP back-end engine of websites for customers of company.
- Designed DB for various web projects.

Graphic 14: WeiTao Wang's resume content.[10]

Front-end & Back-end Web Engineer, Linkx .Inc
Tokyo Minatoku, JP
April 2022 – June 2023
- Worked as a full-stack web developer on both of front & back end part.
- Solved 4x speed up fetching data from DB.
- Satisfied customers requirements by perfect result and 100% of code test.
- Participated building large scale chemistry experiment web service involving Rest API.

Blockchain & Front-end Engineer
Freelancer, SG.
April 2019 – March 2022
- Participated building websites of NFT, Dapp, Defi.
- Completed and launched Token presale site for 4M tokens,NFTGM-DAO (Olympus DAO).
- Modified and updated dozens of websites require various skills on front & back-ends.

Web Back-end Developer
NewIT .Inc Vietnam.
May 2015–July 2017
- Built PHP back-end engine of websites for customers of company.
- Designed DB for 5 websites.

Graphic 15: Osamu Odaka's resume content.[11]

Username Shaowtw

Nisos researchers uncovered the username shaowtw on the freelancer website Remote Ok where it was associated with Github account anacondadev0120. Additionally the WeiTao Wang persona lists

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[9]https://wwt-nu.vercel[.]app
[10]https://wwt-nu.vercel[.]app
[11]https://uploads.laborx[.]com/cv/OVCQ3HLmpSfFpZ1bGsKrC6mgJQr9yf5M.pdf

shaowtw@gmail[.]com as a contact email. Researchers also found a Github account as well as a LinkedIn account with the same username, which suggest that this account is also connected to the likely DPRK IT worker.

GitHub

Researchers found that Github account AnacondaDev0120 was following the GitHub account shaowtw. The Github only has one follower and is only following one other account, however, it had over one thousand contributions in 2024. A review of the contributions showed that the account was associated with the email address shaowtw@gmail[.]com, which was also listed on the resume for the WeiTao Wang persona.
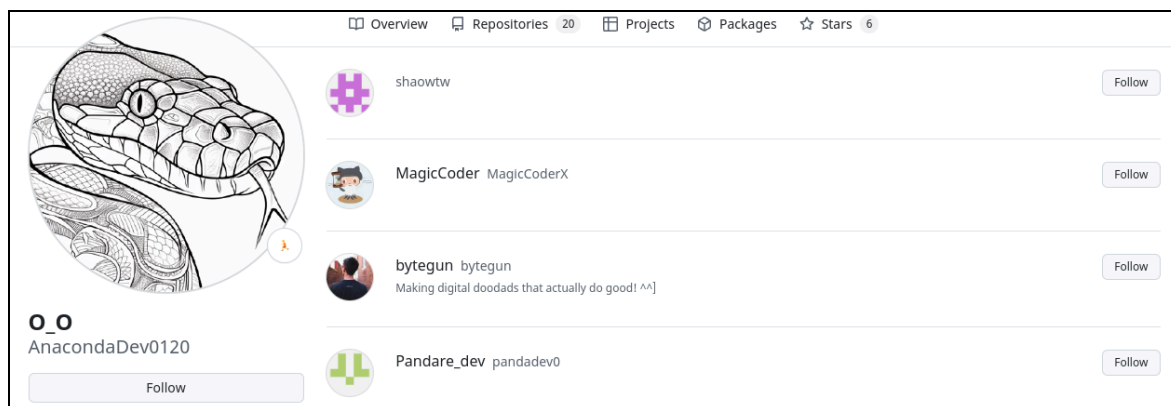
Graphic 16: AnacondaDev0120 Github account's followers, showing association with the shaowtw Github account.[12]
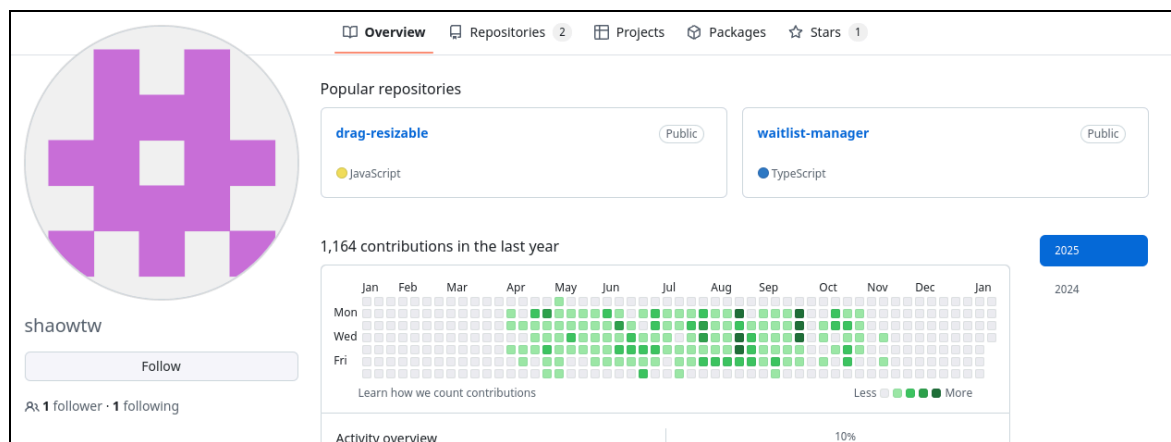
Graphic 17: Account details for shaowtw's Github account.[13]

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[12]https://github[.]com/AnacondaDev0120?tab=following
[13]https://github[.]com/shaowtw

```
From 55f0f45cf65c0609651d946e3bd7300fbfbcec74 Mon Sep 17 00:00:00 2001
From: O_O <shaowtw@gmail.com>
Date: Fri, 3 May 2024 11:04:32 +0800
Subject: [PATCH] dragable and resizable
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Graphic 18: 3 May 2024 commit on shaowtw's Github account.[14]

Other Employment Website

Using the username shaowtw, researchers identified a current resume for the WeiTao Wang persona, which listed the possible DPRK IT worker's LinkX Inc. in the work experience section and suggests that the persona is currently employed at Japanese consulting company Tenpct Inc. A review of the Tenpct Inc. website shows the WeiTao Wang persona as an employee and also lists Huy Diep as an employee.
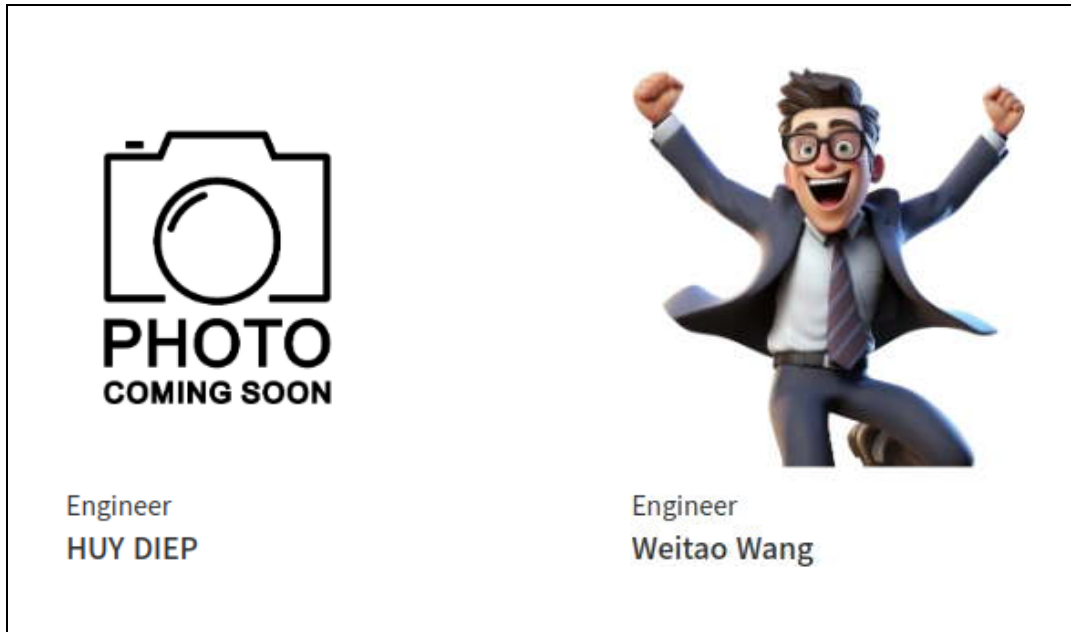

Graphic 19: WeiTao Wang's employment history showing he has worked for Tenpct Inc. since Oct 2023.

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[14]https://github[.]com/shaowtw/drag-resizable/commit/55f0f45cf65c0609651d946e3bd7300fbfbcec74.patch

Graphic 20: Partial Employee list for Tenpct Inc., showing WeiTao Wang and Huy Diep as employees.[15]

Fake Persona 2: Osamu Odaka

Nisos researcher identified the persona Osamu Odaka—used by the likely DPRK IT worker to obtain remote work in Japan—based on the persona listing Github username anacondadev0120 on their resume. Researchers assess that this persona was used prior to the WeiTao Wang persona, as the website is less sophisticated and the DPRK IT worker appears to have gained employment at LinkX Inc using this persona. Nonetheless, researchers identified the following TTPs on the website, which are commonly associated with DPRK IT workers and mirror those identified above.

Digital Photo Manipulation

The website for Osamu Odaka contains a photograph of the individual that was digitally manipulated. Nisos researchers found that the head of the individual was pasted onto a stock photo of a man in a blue shirt with a brown belt.

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[15]https://www.tenpct[.]jp/member
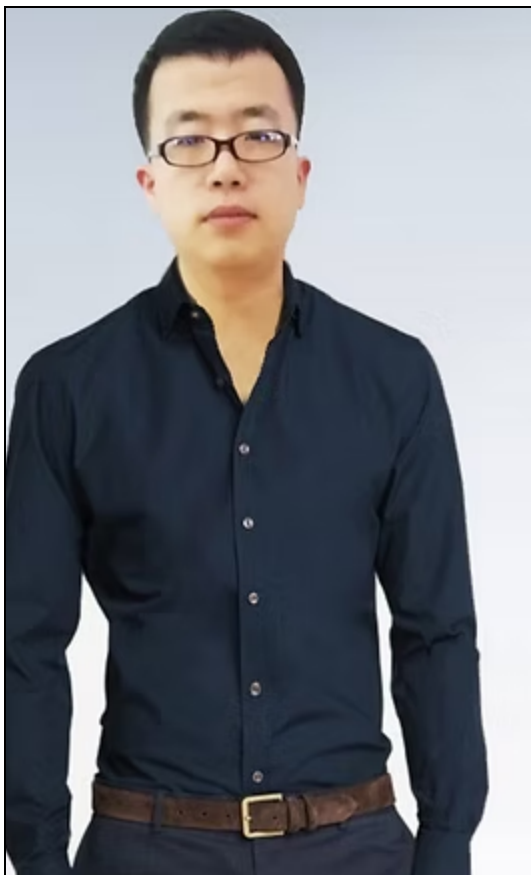
Graphic 21: Profile Photo from Osamu Odaka's website.

Graphic 22: Stock Photo of the outfit used in Graphic 21.

Significant Development Experience

DPRK IT worker personas claim to have experience developing web and mobile applications, knowledge of multiple programming languages, and an understanding of blockchain technology. Osamu Odaka on the persona's resume claims to have experience in creating websites and apps. He also says he worked on the development of blockchain cryptocurrency.
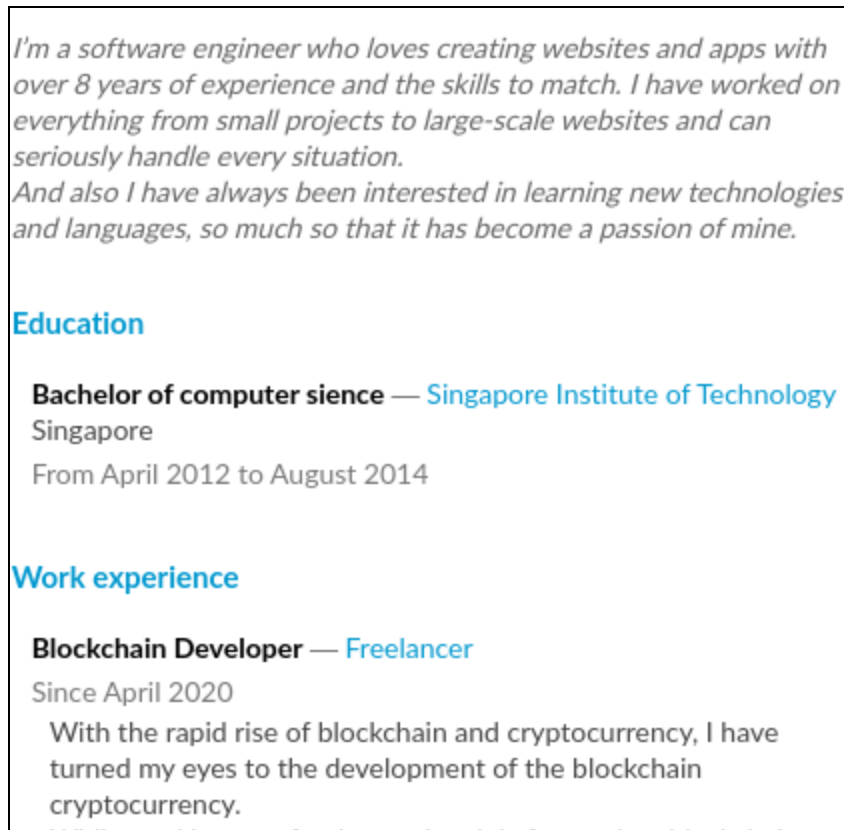
Graphic 23: Osamu Odaka's resume content.[16]

Freelancer Websites

Nisos researchers identified three freelance employment websites, which were set up with the name Osamu Odaka. Freelance website LaborX, discussed above, contained more updated work history than the website for the persona and a different photograph, but otherwise contained the same contact information. The other websites, Working Not Working and Remote Hub, did not have active accounts.

LaborX

The resume on freelancer website LaborX listed the name Osamu Odaka, while claiming the Github account anacondadev0120. The resume on this website includes the work for LinkX Inc. as a web engineer.

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[16]https://cvdesignr[.]com/p/61f00eb8eca12

I'm a software engineer who loves creating websites and apps with over 8 years of experience and the skills to match. I have worked on everything from small projects to large-scale websites and can seriously handle every situation.
And also I have always been interested in learning new technologies and languages, so much so that it has become a passion of mine.

Education

Bachelor of computer sience — Singapore Institute of Technology
Singapore

From April 2012 to August 2014

Work experience

Blockchain Developer — Freelancer
Since April 2020

With the rapid rise of blockchain and cryptocurrency, I have turned my eyes to the development of the blockchain cryptocurrency.
While working as a freelancer, I mainly focused on blockchain development, and through NFT, DAO, and Metaverse projects, I experienced and acquired excellent skills in smart contract and front-end development technology.

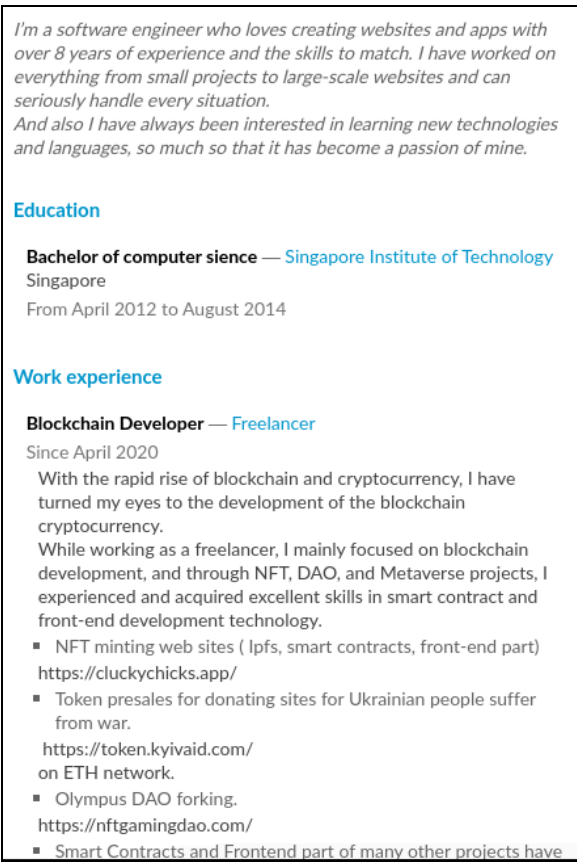- NFT minting web sites (Ipfs, smart contracts, front-end part)
  https://cluckychicks.app/
- Token presales for donating sites for Ukrainian people suffer from war.
  https://token.kyivaid.com/
  on ETH network.
- Olympus DAO forking.
  https://nftgamingdao.com/
- Smart Contracts and Frontend part of many other projects have

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github.com/anacondadev0120/ • linkedin.com/in/osamu-odaka-777625269/ • odaka0120hayai.wixsite.com/odaka

Summary Statement

Advanced software engineer with a Bachelor's degree in Computer Science and a strong background in front-end and back-end web development. With over 7 years of experience in the industry, I have worked on a diverse range of projects, delivering exceptional results and satisfying customer requirements.

Work Experience

Front-end & Back-end Web Engineer, Linkx .Inc
Tokyo Minatoku, JP
April 2022 – June 2023
- Worked as a full-stack web developer on both of front & back end part.
- Solved 4x speed up fetching data from DB.
- Satisfied customers requirements by perfect result and 100% of code test.
- Participated building large scale chemistry experiment web service involving Rest API.

Blockchain & Front-end Engineer
Freelancer, SG.
April 2019 – March 2022
- Participated building websites of NFT, Dapp, Defi.
- Completed and launched Token presale site for 4M tokens,NFTGM-DAO (Olympus DAO).
- Modified and updated dozens of websites require various skills on front & back-ends.

Web Back-end Developer
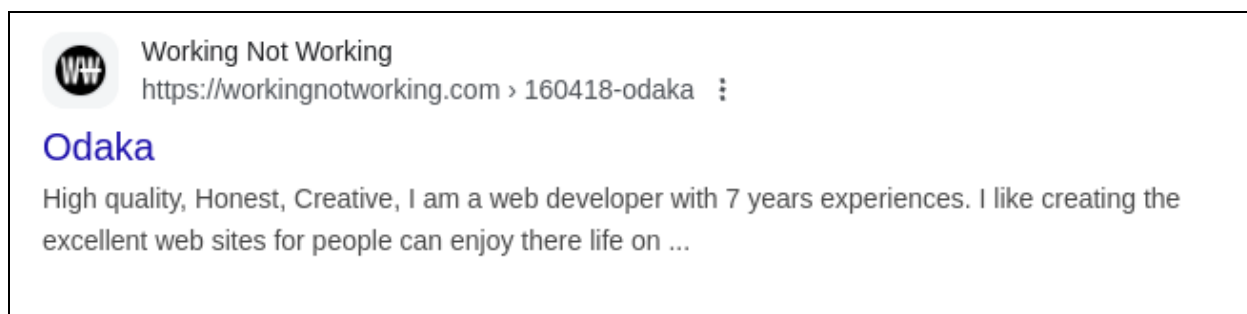*NewIT .Inc Vietnam.*
May 2015–July 2017

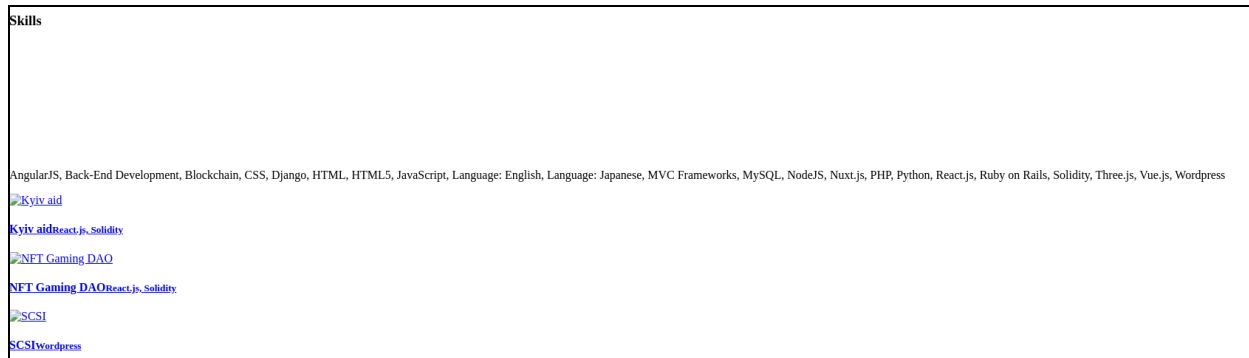**Graphic 24: Resume from the LaborX website.**   **Graphic 25: Resume from the CV Designr website.**[17]

Working Not Working

The resume on freelancer website Working Not Working shows that the persona has 7 years of web development experience. The account, however, has been removed, so no additional information is available on the account holder. Historical information shows that the persona claimed to have skills in backend development, blockchain, and scripting languages.
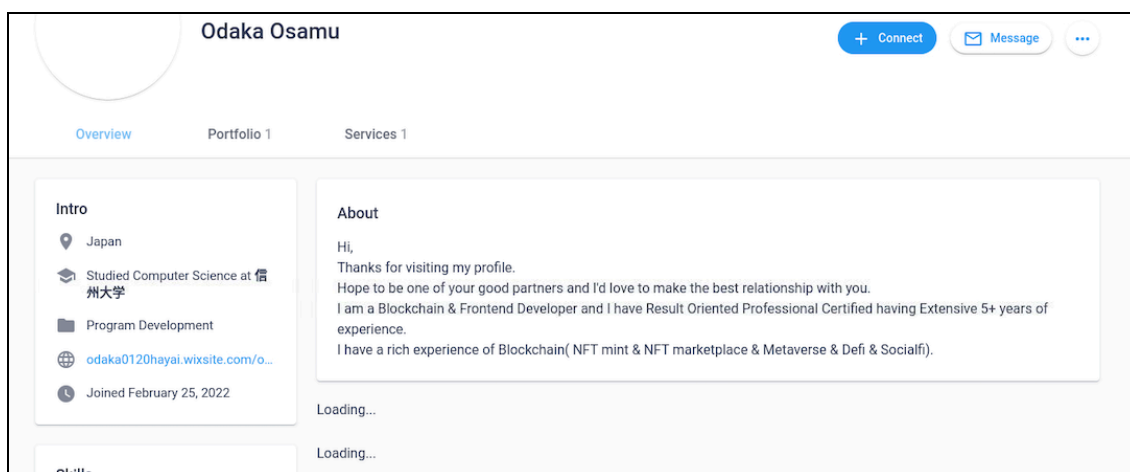

Working Not Working
https://workingnotworking.com › 160418-odaka

Odaka

High quality, Honest, Creative, I am a web developer with 7 years experiences. I like creating the excellent web sites for people can enjoy there life on ...

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[17] https://cvdesignr[.]com/p/61f00eb8eca12

Skills

AngularJS, Back-End Development, Blockchain, CSS, Django, HTML, HTML5, JavaScript, Language: English, Language: Japanese, MVC Frameworks, MySQL, NodeJS, Nuxt.js, PHP, Python, React.js, Ruby on Rails, Solidity, Three.js, Vue.js, Wordpress

[Kyiv aid](#)

[Kyiv aid](#)React.js, Solidity

[NFT Gaming DAO](#)

[NFT Gaming DAO](#)React.js, Solidity

[SCSI](#)

[SCSI](#)Wordpress

Graphics 26-27: Skills listed on Working Not Working's website. [18]

Remote Hub

The resume on freelancer website Remote Hub shows that the persona has experience in blockchain (NFT mint & marketplace). The account has been removed, however, historical data shows that the account was set up on 25 February 2022 and contained a link to the Osamu Odaka persona website.

Graphics 28-29: Skills listed on Remote Hub's website. [19]

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[19]https://web.archive[.]org/web/20240913013330/https://www.remotehub.com/odaka.osamu

Contact Information and Usernames

Researchers found the following contact information and usernames associated with the likely DPRK IT worker.

PLATFROM	USERNAME	PERSONA
Github	AnacondaDev0120	multiple
Github	anacondaDev0120@gmail[.]com	
Github	O_O	multiple
Multiple	Osamu Odaka	Osamu Odaka
Telegram	brilliant0120	Osamu Odaka
Discord	nightfury0120#2829	Osamu Odaka
Skype	@live:.cid.36fc5391b3534b0	Osamu Odaka
Gmail	odaka0120hayai@gmail[.]com	Osamu Odaka
Telegram	nightfury00120	Osamu Odaka
Telephone	81 50 5539 4873	Osamu Odaka
Telegram	skyhero454	WeiTao Wang
Email	shaowtw@gmail[.]com	WeiTao Wang
X	https://twitter[.]com/ChengKaiMing	