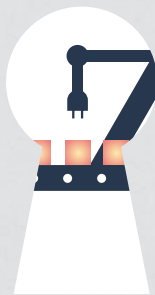




UNLOCK

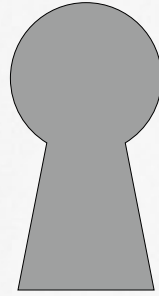
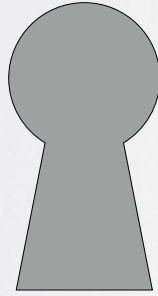
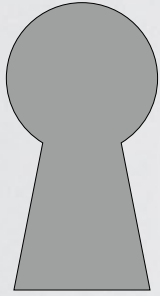
YOUR



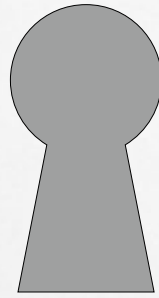
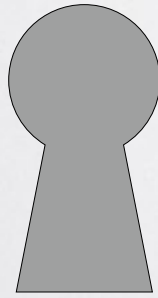
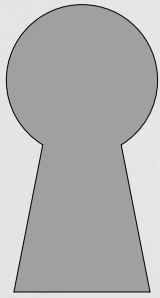
POTENTIAL



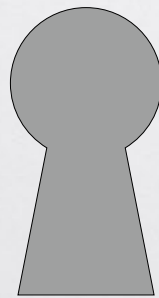
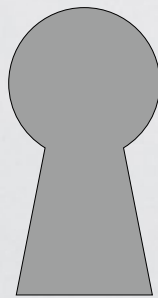
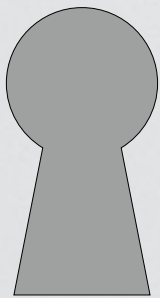
The **KEY** to choosing



KEYENCE



for your career



## Continuous Learning & Development

Classroom learning & on-the-job training for each phase of development from entry-level to management



## CEO of Your Territory

You will be responsible for a variety of tasks within your territory such as new business development, consultative customer visits, market analysis, sales strategy planning and so on. You will have full ownership of your results!



## Promote from Within

You will receive coaching and career development from someone who has worked in your position. Advancement opportunities are provided to those who have a proven track record of strong performance.



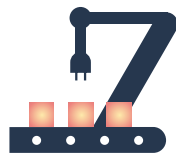
## Open & Flat Culture

Collaborative, open-communication environment to generate the best ideas from employees of all levels



## Indispensable Industry

Supporting nearly every manufacturing industry



## Added Value to Our Daily Life

Supporting manufacturing innovation that leads to a better life for all



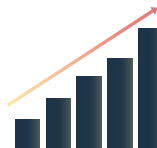
## Innovative Company

Forbes "The World's Most Innovative Companies" Top 100 for 8 consecutive years since its inception in 2011



## Growing Company with High Performance

Over 20% average sales growth in 10 years in affiliate operation



## Global Company with Great Network

Over 300,000 clients in 110 countries



# OUR MESSAGE

KEYENCE supports factory automation in nearly every industry through our innovative products and problem-solving ideas.

At KEYENCE, it is said that one year of personal growth is similar to three years at most companies.

Why is that?

Our development policy, “People learn best by doing”. From entry-level to management positions, KEYENCE employees will learn through hands-on training.

We provide extensive new hire training so that all employees can operate as KEYENCE professionals.

Life at KEYENCE starts with 4-8 weeks of classroom training to acquire product knowledge and sales skills through roleplays and field training. Once you complete classroom training, you will begin on-the-job training in your territory. The purpose of the on-the-job development period is to apply what you learned in classroom training to the actual job, identify areas for improvement and seek advice, and then improve and accumulate your skills as this cycle continues.

In your own territory, you will be responsible for market analysis based on our internal database, increasing repeat business and new business development, creating technical material, and closing sales. This role allows you the chance to improve your skills in a variety of fields. KEYENCE direct sales will help you grow as a professional.

In KEYENCE, all managers have been promoted from entry-level to their management position. Because of this, they have experienced your job and can coach you effectively. KEYENCE also embraces an open-communication, collaborative, and information sharing culture between managers, your team, and other departments or divisions. With our open-minded culture, we believe “what was said” is important, not “who said it”. This generates strong results as you will have a chance to learn others’ way of thinking and also have a chance for you to think by yourself. This will accelerate your growth.

Above all, KEYENCE is also continuously growing.

Our growth is not just for the short term but for the long term which can be shown through our growth of over 10% for the past 25 years. With our continued growth, your responsibility will grow as well. As our organisation expands, so do our management opportunities. Therefore, we focus on hiring the next future leaders. We put a lot of time and effort into people development which you will experience once you join KEYENCE.

There are many reasons to work for KEYENCE beyond personal and our company growth. This is a unique and challenging opportunity for you. Let’s grow together!





Here is an opportunity for you.

Let's grow together!

# CORPORATE INFORMATION



Since 1974, KEYENCE has steadily grown and innovated to become a world leader in the development of factory automation and quality assurance solutions.

Global Headquarters: Osaka, Japan

Founded: May 1974

Capital: 230,357,000 USD

2022 Global Sales: 6,935,506,000 USD

Worldwide Employees: 10,580

Note: US dollar amounts are converted from Japanese yen for convenience only at 133 JPY = 1 USD, the approximate exchange rate on March 20, 2023.

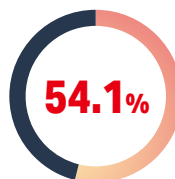
## Innovative



Forbes “The World’s Most Innovative Companies”  
Top 100 for 8 consecutive years  
since its inception in 2011

BCG Value Creators Ranking  
Top 50 for 9 consecutive years  
2014-2022

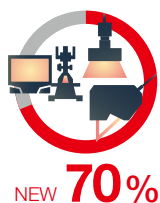
## High Profit



Operating profit of 54.1%

Operating profit of over  
40% for 20 consecutive  
years

## World’s First



70% of our new products  
are World’s First or  
Industry’s First

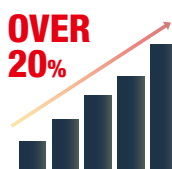
## Recognised Value



Top 2 Companies in Japan  
based on market cap at  
the end of March 2023

Over US\$ 110 billion value  
at the end of March 2023

## Continuous Growth



Over 20% average sales  
growth in 10 years in  
affiliate operation

## Global Network



240 offices in 46 countries

Over 300,000 clients in  
110 countries

## Wide Variety of Industry



Over 90% coverage of 158  
GICS\* sub-industries in  
the world

\*Global Industry Classification  
Standard

## Stable Organisation



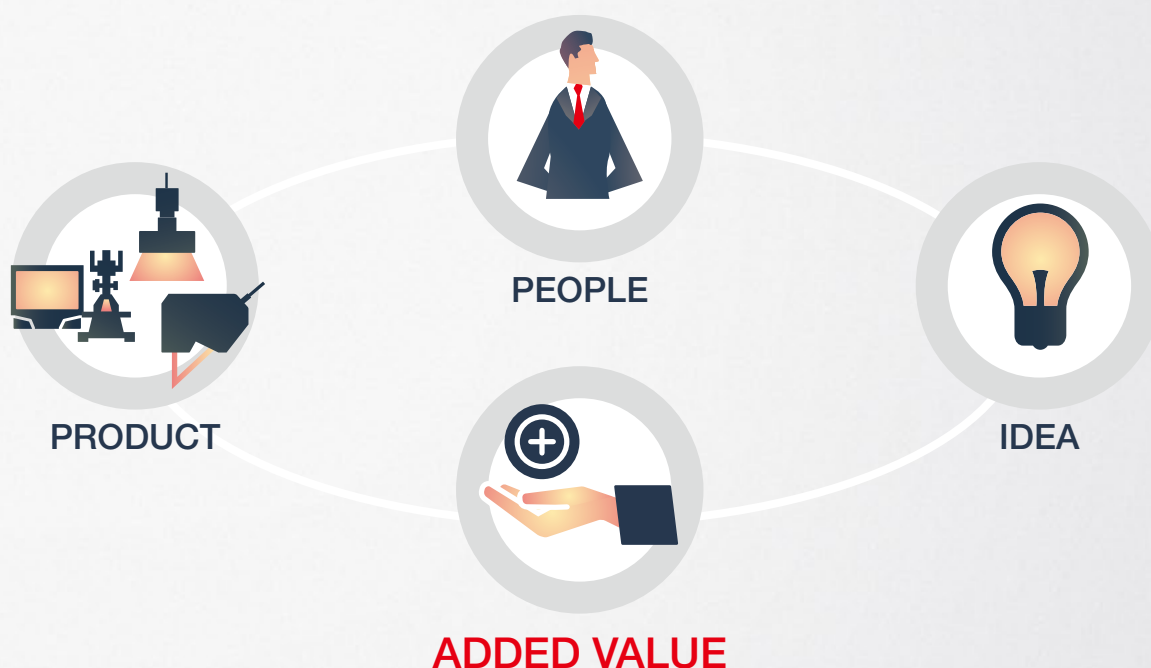
Equity ratio of 94.0%

Financially independent  
and debt free

Profitable for over  
45 consecutive years

## Creating ADDED VALUE

KEYENCE believes that our company's most important social responsibility is to develop our corporate resources into bigger value, in other words, to create "Added Value". We think that creating high added value to the world is a social contribution, leading to a company's immortality, which is our philosophy.



Vital pillars to create "Added Value":

**"Product Development", "Direct Sales" and "People".**

### The ability to develop products that are new to our society

We do not make what customers already want. Simply pursuing needs that are already apparent does not create products that are useful to customers in a true sense. Planning and developing products that a customer hasn't even thought of yet or pursuing hidden needs, are what leads to the creation of new markets.

### Problem solving capabilities through consultative sales

We are not simply selling products, we are providing solutions that solve the problems our customers face every day through direct sales. Our focus is to "accurately identify the fundamental challenges" that our customers face, in order to deliver our expectations from customers that "KEYENCE can provide appropriate solutions".



# WHAT WE DO

**KEYENCE** is committed to supporting and accelerating manufacturing innovation, which will change the status quo in the world.

Factory Automation is indispensable for manufacturing. KEYENCE products play a key role in factory automation by increasing productivity, improving quality and decreasing cost. These are tasks that manufacturing companies are working on now and for the future.

What will be made and where it will be made will change, but manufacturing will survive as long as people need products.

Our products are used everywhere from upstream to downstream in manufacturing.

Where & how our products and solutions are used in manufacturing

## 01 R&D, Design

Advanced 3D surface analysis



Microscope

3D print prototypes to save both time and cost



3D printer



## 07 Retail

Store stock management



Mobile Computer



## 06 Distribution and Warehouses

Manage inventory in the warehouse



Mobile Computer



## 05 Quality Control

Measure dimensions of parts with precision offline



Instant Measurement Systems



Inline measurement & surface inspection



Vision Systems





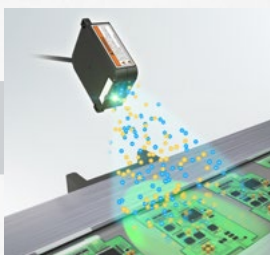
## 02 Manufacturing

Detect presence of parts, colour and shape to ensure proper mounting of all parts



Automation Sensors

Eliminate static to protect workers, machinery and products



Static Eliminators

## 03 Processing, Assembly

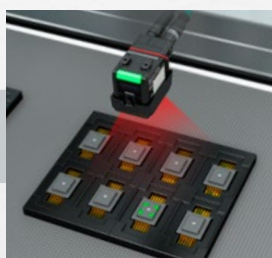
Safety management of machine area



Machine Safety

## 04 Inspection and Measurement

Read codes on the products for traceability management



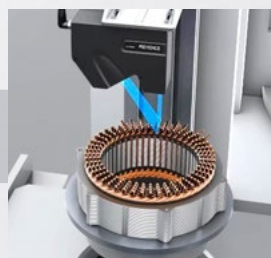
Barcode Readers

Mark logo and 2D code lot number on items at high speed



Laser Markers

Shape measurement of irregular extruded product



Measurement Sensors

# WHAT WE DO

## Variety of industries and fields

KEYENCE products are used in factory automation for 300,000 clients in nearly every industry, which includes: automotive and transportation, semiconductors and LCD, electronic devices, IT devices, information communication, iron, steel, and other metals, and food and pharmaceuticals.

Over 90% coverage of 158 subindustries classified by GICS\*.

This means that our business activities are not easily influenced by changes in one market or by the business performance of a single major customer.

\*GICS= Global Industry Classification Standard



Over 300,000 clients  
in 110 countries



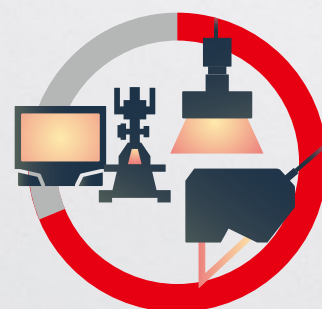
## Comprehensive Product Range

We develop, manufacture, and sell products that are indispensable for manufacturing. From sensors used in factory automation to automatic control devices, measurement devices, digital microscopes, 3D printers, and other products we offer the added value of providing one-stop solutions for manufacturing problems across industries.



## Innovative technology for advanced manufacturing

Our product creation concept is: We do not make what customers already want. We are trying to plan and develop products that our customers haven't thought of yet. As a result, 70% of our new products are World's First or Industry's First.



NEW **70%**

[illegible]

**240** offices in **46** countries



# CAREER OPPORTUNITIES

KEYENCE has a variety of career opportunities so that we can provide added value to our customers. Our Sales Representatives work most closely with our customers.

## KEYENCE Sales

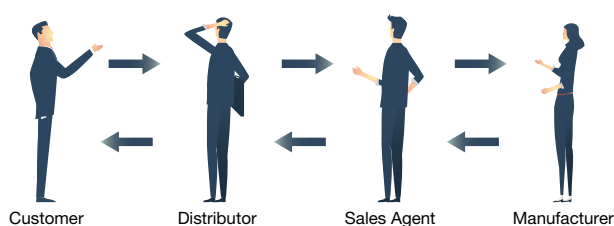
### Direct Sales

Our mission is to understand problems our customers are facing and provide solutions to them. We communicate with them directly, without going through distributors or sales agents. This enables us to provide the best solutions and the quickest response. Our direct sales model has allowed us to accumulate deep knowledge about manufacturing industries and skills in the field.



We are then able to introduce the most appropriate products for our customers advancement, since we are the ones who designed and created them. After a sale, we have the opportunity to directly see improvement and appreciation from our customers and recognise potential issues they may have which they are not aware of. This is how we provide added value.

### Conventional Sales Style



### KEYENCE Direct Sales System







## Consultative Sales

What we provide to our customer is not only our products but also our ideas for solutions.

Our products have high added value, but it is not always easy to come up with ideas of which products to use and how they should be implemented. There can be multiple solutions to customers challenges, therefore our sales people utilise their creative thinking, reference past solutions, and feedback from others to find out the most suitable solution. This is one of the unique aspects of this job.

We prioritise communication with our customers and we come up with the potential issues they may have which they are not aware of in order to provide added value.

Innovative Products



Idea of Problem-Solving

Consultative Sales

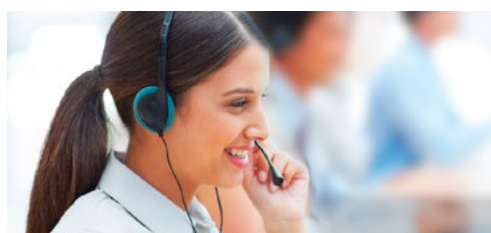
## CEO of your territory

KEYENCE sales people are assigned to their own territory and are responsible for customers across all industries. Since you are the only person selling your product in this territory, you will be responsible for a variety of tasks such as business development, consultative customer visits, market analysis, sales strategy planning and so on. Your plan and action will directly influence the performance of your territory and you will have a chance to develop your skills in variety of areas.



## Corporate support for KEYENCE Direct Sales

Support from our corporate teams ensure that our sales employees can focus on their role and our customers. We have the strongest teams to support our unique Direct Sales structure that other companies cannot realise, such as our technical team to train and develop our sales people's skills, a marketing team specialising in analysing the market, a logistics team to provide quick delivery and so on. All of our teams strengthen our direct sales model continuously.



# KEYENCE DEVELOPMENT

**Our people development policy is “Our people learn best by doing”.**  
**We entrust the role and opportunities from entry level.**  
**We provide world-class training and on the job learning to do this.**

## Comprehensive new hire training

We have an in-house training program that develops our entry-level new hires into business professionals!  
It is aligned with both classroom-style and practical training followed by on-the-job training with experienced sales mentors.  
This training continues to improve and accumulate your skills!



## On-the-job Training

On-the-job training is a core element of the KEYENCE career development programme. This supports our policy “Our people learn best by doing”. The purpose of the on-the-job development period is to apply what you learned in classroom training to the actual job, identify areas for improvement and seek advice, and then improve and accumulate your skills as this cycle continues.

There are many opportunities for you to have on-the-job learning at new hire training and after your territory assignment. All of our people are here to help you develop yourself, at your assigned office and at HQ.

## Continuous development

There will be more training coming after new hire training to continue improving your skills such as sales skill training, leadership training, management training and so on.

There will continuously be a chance to develop yourself at KEYENCE.

## CEO of your territory

You will be assigned to your own territory as a technical sales professional after a few months of comprehensive new hire training. In this territory, you will be responsible for:

- Business Development
- Consultative customer visits
- Market analysis
- Sales strategy planning and so on...

This means you will have a chance to improve your skills in a variety of fields.

## Promote from within

Our directors and managers have developed their career at KEYENCE due to our promote from within development policy.

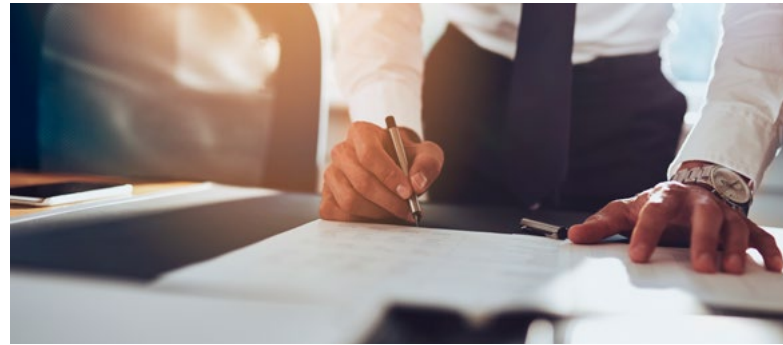
This means they went through the same training and experiences and are well suited to provide advice and assist in your career development. There are many options to advance your career at KEYENCE and the opportunity for people management will develop your career even more.

# OUR CULTURE

## Culture and environment to reach your full potential

### KEY SENSE

Key Sense is a shared mind-set, focusing on decisions that are best for the company as a whole through teamwork and collaboration. This creates an information sharing culture without any barriers.



### OPEN-MINDED

We pride ourselves on building a flat organisation that eliminates hierarchical barriers to increase open communication. In making decisions, it is not important “who said” but rather “what was said”. Every employee, including new hires, are free to express their idea. If it is reasonable, it will be supported by others and will be considered to pursue.

### THINK LOGICALLY

Our business decisions are based on market and economic principles, which means we think logically when making a decision. This creates a stable and fair organisation. Our decision-making process is shared amongst all employees. This allows us to assign tasks to new members, giving them a sense of responsibility and increased motivation.

### OBJECTIVE CONSCIOUSNESS

It is important to ask ourselves “Why we are doing this?” and “What value does this produce?” and then take action proactively. We believe that it is essential to visualise the purpose clearly in order to maximise the output.

### IMPROVEMENT CONSCIOUSNESS

We are conscious about the added value of our actions and if they are not producing the value we expect, we will consider improving the current process or stop. This creates a continuous process to improve the efficiency of our business.



**KEYENCE** is looking for individuals who strive to become true business professionals.

**Grow with us!**

The door is open for you



Please visit: [www.keyence.com/career](http://www.keyence.com/career)



KEYENCE CORPORATION

AUSTRIA  
BELGIUM  
BRAZIL  
CANADA  
CHINA

CZECH REPUBLIC  
FRANCE  
GERMANY  
HONG KONG  
HUNGARY

INDIA  
INDONESIA  
ITALY  
JAPAN  
KOREA

MALAYSIA  
MEXICO  
NETHERLANDS  
PHILIPPINES  
POLAND

ROMANIA  
SINGAPORE  
SLOVAKIA  
SLOVENIA  
SWITZERLAND

TAIWAN  
THAILAND  
UK & IRELAND  
USA  
VIETNAM