



If you have any questions other than listed below, please contact us via the contact form on our website (<https://www.sanoh.com/en/>).

About Sanoh

Q: Are there any opportunities to work overseas?

Sanoh is a global company with many bases around the world, so there is an opportunity to work overseas. There are some employees who are sent to the overseas bases on a business trip or temporary assignment only a few years after joining Sanoh. Some young employees even play leadership roles there.

Q: Are there any international employees working at Sanoh Japan?

Currently, there are about 70 foreign employees working at Sanoh Japan. We have employees from India, China, Brazil, Nigeria, Russia, USA, France, etc.

Q: Tell me about Koga Factory.

Sanoh Koga Factory with about 1,500 employees is located in Koga City, Ibaraki Prefecture. The regular work hours are from 8:00 to 17:00, Monday-Friday (the working hours differ depending on the assigned department). Company tours reservation can be made via the application form on our website (<https://www.sanoh.com/ja/recruit/>).

Q: How does Sanoh evaluate each individual? How does it promote career development?

A: Sanoh evaluates each employee based on his/her operation performance. The personnel appraisal for promotion is conducted based on the individual performance and the description on the 'table of

required abilities and skills'. There is no restriction based on gender, educational degree, nationality, etc. Many have asked whether high school graduates have chances to be promoted to managerial positions. Educational degree does not serve as the criterion for promotion. Sanoh has many high-school-graduate managers whose performances were well-recognized. You do not always advance into a managerial position because of high educational attainment.

About Recruitment

Q: How can I apply to Sanoh?

You can apply to Sanoh via the application form on our career page <https://www.sanoh.com/en/recruit/>

*** Please prepare both your curriculum vitae and work history before entry.**

Q: Is there a deadline for submitting an application?

Recruiting activities at Sanoh are conducted throughout the year for both new graduates and experienced professionals with no particular deadline or hiring period.

We will stop accepting the applications as soon as all available positions are filled.

Q: How many interviews can I expect?

A usual interview process involves a 2-3 round interview.

Q: How should I be interviewed in case that I live abroad or in a remote location?

If you have difficulty visiting Sanoh's interview site, we will conduct an interview via Skype. However, we recommend that you visit us at least once before you accept the job offer.

Q: Will my travel expenses be reimbursed?

Sanoh will pay for your travel expenses from the closest station to your home to the interview site when you come for the second and subsequent interviews.

Q: When can I expect to get the result of the selection?

We notify the candidate via phone or e-mail about a week after the interview.

*Please make sure the contact information on the application form is entered correctly.

Q: Does Sanoh provide training for new employees?

All new employees will participate in the onboarding. In addition, new graduates will be trained the business manners and practical work at the production sites. After being assigned to a particular section, new hires participate in various training internally planned and held. Most of the training programs are internally developed so that you will be able to receive training that matches Sanoh's practical operations. There are some employees who have even tried to get a doctorate or MBA on the recommendation of the company.

Q: Do you have a probationary period?

In case of full-time employment, there is a probationary period of 3 months for new graduates and 6 months for mid-career professionals. New hires become the regular employees after the probation period depending on the evaluation results. Most of newly hired people have become the regular employees.

Q: Is English ability required?

The ability to conduct basic communication in English is preferable. Sanoh encourages its employees to learn and master foreign languages and carries out TOEIC test for English-learners twice a year. Also, Sanoh has a system to subsidize the expenses to take correspondence courses in English.

Q: Do you accept applications from people with limited abilities?

Yes, we do. Several employees with limited abilities are diligently working at Sanoh.

Q: How can I participate in Sanoh`s factory tour?

To schedule a company tour, please apply via the application form on our website

<https://www.sanoh.com/en/recruit/>