

Toyobo Education and Training System for FY2026

	Mandatory		Application		Selection		Promotion Requirements		
	S6	S5	S4	S3	S2	S1	Manager (M Staff)		
Grade-Specific	Conducted at each site		S4 Advancement Training	S3 Advancement Training	S2 Advancement Training	Junior Management Training			
On-boarding			OJT on Work Issues						
			New Graduate Training (Early-, Mid-, Late-Phase)						
			Training for Mid-Career Hires						
Role-Specific			OJT Leadership Training						
			Instructor Training						
Business Skills	Seminars for Selected Employees								
	Correspondence Education								
Global		Pre-Overseas Assignment Training							
		Training for Overseas Local Staff (National Staff Training)							
	English Presentation Seminar / English Email Writing Seminar								
	Language Proficiency Support								
Financial Fundamentals		Basic Finance			Financial strategy				
Next-Generation Leader			Next-Generation Leader Development Program						
Sales	Sales-related Accounting Manual Training		Basic Sales Training	Intermediate Sales Training					
Diversity	Human Rights Training								
	Women's Leadership Position Seminar (Beginner)			Diversity & Inclusion Training for Supervisors					
Organizational Development	Organizational Development Promoter Training Course								
				Interview Skills Improvement Seminar					
Self-Development	e-learning								
Engineer Training			Basic and Practical Training on Problem-Solving						
	Quality Control Training		Quality Control Methods Application Training						
			Education for Frontline Leaders (GLK)						
			Basic Engineering Seminar (EKS)						
			Practical Engineering Seminar (EJS)						
					Course for Section Chiefs 1	Course for Section Chiefs 2	Site Manager Training Upon Appointment		
Safety and Disaster Prevention	Basic Safety Training (Upon Entry, Repeated for Inexperienced Personnel)				Safety Manager				
	Fear Simulation Training (Upon Entry)								
	Hazard Prediction Training (KYT) Workshop (Employees in 2nd or 3rd Year)				Hazard Prediction Trainer Training (Upon Appointment)				
	Basic Fire Safety Training (Upon Entry, Repeated for Inexperienced Personnel)			Basic Fire Equipment Training	Fire Safety Management Training (Class A) (Upon Promotion /Appointment)				
						Fire Prevention Manager Training			
	Supervisor Training (Upon Promotion/Appointment)								
	Basic Chemical Handling Training (Upon Assumption of Handling Duties)								
		Chemical Substance Education for Supervisors (Upon Promotion/Appointment)							
Quality Assurance			New Product Safety Engineer Seminar (Upon New Appointment)						
			Practical Seminar for Product Safety Engineers (Selected from Existing Staff)						
Quality Assurance	Basic Quality Assurance Seminar				S2 Advancement Seminar on Quality	Project Liability / Quality Assurance Seminar			
Compliance	Compliance Workshop (for General Employees)					Compliance Workshop (for Management)			
Legal Affairs	Subcontract Law Basic Course								
	Recent Trends in Price Pass-through								
Intellectual Property			Patent Practice Seminar I, II, III (for Technical and Research Staff)						
	Workshop on Patent Specification Writing								
Research Ethics			Research Ethics Education						
Digital Transformation (DX)	Introduction to DX								
			DX Literacy Standards						
			AI and Business Transformation						
	Data Science & AI / Python Basics								
	Data Science & AI Practical Training								
	Education *planned and conducted by each department								
	Education *planned and conducted at each site or plant								