

Toyobo Education and Training System for FY2027

		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				
OJT on Work Issues										
On-boarding			New Graduate Training (Early-, Mid-, Late-Phase)							
			Training for Mid-Career Hires							
Role-Specific			Instructor Training							
Business Skills	Seminars for Selected Employees									
	Public Seminars									
	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	Management Accounting				
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)							
Self-Development	e-learning									
Safety	Basic Safety Training				Safety Manager					
	Fear Simulation Training (Upon Entry)									
	Supervisor Training (Upon Promotion/Appointment)									
	Hazard Prediction Training (KYT) Workshop (Employees in 2nd or 3rd Year)									
Chemical Substance Management			Hazard Prediction Trainer Training (Upon Appointment)							
	Basic Chemical Handling Training (Upon Assumption of Handling Duties)			Chemical Substance Education for Supervisors (Upon Promotion/Appointment)						
Disaster Prevention	Basic Fire Safety Training (Upon Entry, Repeated for Inexperienced Personnel)			Basic Fire Equipment Training	Fire Prevention Manager Training					
				Fire Safety Management Training (Class A)(Upon Promotion / Appointment)						
Quality Assurance			New Product Safety Engineer Seminar (Upon New Appointment)							
			Practical Seminar for Product Safety Engineers (Selected from Existing Staff)							
	Basic Quality Assurance Seminar				S2 Advancement Seminar on Quality	PL/QA Seminar				
	Qfun Seminar		Qace Seminar							
	Safety Data Sheet Training									
Compliance	Compliance Workshop(mandatory for managers)									
Legal Affairs	Basic Course on the Subcontract Act									
	Recent Trends in Price Pass-through									
Problem Solving and QC-related Courses			Basic and Practical Training on Problem-Solving							
	Quality Control Training		Quality Control Methods Application Training							
			Education for Frontline Leaders (GLK)							
Engineering Methodologies			Basic Engineering Seminar (EKS)							
			Practical Engineering Seminar (EJS)							
Common Foundational Technologies	Facilities: General-purpose equipment	Facilities: Equipment components	Facilities: Process and control							
	Chemistry: Introductory	Engineering: Introductory	Chemistry and Engineering: Practical							
	Operations: Basic operations	Operations: Introduction to Improvement	Operations: Practical improvement							
Production Innovation				Course for Section Chiefs 1		Course for Section Chiefs 2				
Business Management							Site Manager Training Upon Appointment			
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	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									