

Grade	All-employee education					Training by corporate departments					Special purpose training			Education for each employee grade			Self-development support				
Executive officers	Basic policies/compliance	Safety	Quality	Environmental	SDGs	Business and human rights	<Research and Development> Data science, new product development (SBInno), material optics, etc.														
MG4/5 SPR							<SBPS> Foreman training, thought process development, etc.														
MG3 PR							<Environment and Safety> Health and safety, LCA, chemical regulations, etc.					CS			Education for line managers (advanced)			Life plan education		Self-development/English conversation	
MG2							<Quality> Quality Control Manager training, QC basics, etc.					Strategic scenarios			Education for line managers (basic)						
MG1							<Intellectual Property> Patent information search, technical contracts, Japan Intellectual Property Association, etc.					Negotiating skills enhancement			MG2 education						
Superintendent, Team Leader							<Legal> Personal information management, confidential information management, security export management, etc.					Facilitation			MG1 education (advanced)						
Mid-career employees							<Finance & Accounting> Credit receivables management, introduction to monthly account closing, taxation tips ("don'ts")					Writing emails in English (basic/advanced)			MG1 education (basic)						
Second year							<Human Resources & Employee Relations> Personnel evaluation, business goals, mental health, etc.					Presentations (performance/materials)			Education for site leaders						
New recruits							<Information Systems> DX Basics, information security Excel utilization, etc.					Logical thinking			Statutory education for superintendents						
												Marketing			Education for mid-career employees						
						Global mindset			Education for employees in their third year in the company												
						Team-building			Follow-up education for new recruits												
									Education for new recruits												