

In-house Education and Training System

Support for "Ability of the individual to be nurtured"

| Type | Content | Specific examples |
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| Level-based Training | Learn the mindset, knowledge, and skills required for each job class and level | Group training for new employees, plant training, second-year training, fourth-year training, mid-level employee training, on-the-job (OJT) leader training, evaluator training |
| Executive-sponsored Training | Workshops in small groups taught by the executives themselves | Executives directly communicate and discuss with employees on a variety of topics such as management philosophy, human resource development, organizational culture reform, diversity, and medium- to long-term visions. |
| Selective Training | Intensive training of future leadership candidates | Various selective leadership programs (implemented at managerial and mid-level, in addition to programs held globally, including domestic and international) |
| Training by Function | Acquire the expertise and skills required for each job type | Implemented in each functional area (quality assurance, technology, equipment maintenance, IE, health and safety, supervisor training, etc.) |
| Self-help Support | Proactively enhance their own abilities | Distance learning, e-learning, assisting in acquiring certifications |
| workplaces | Enables employees to voluntarily upgrade their own skills | Communication education, e-learning, assistance in acquisition of qualifications |

Support for "Ability of superiors and the work environment to nurture"

| Type | Content | Specific examples |
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| Management Enhancement Training | Learning the "grow" mindset and mutual awareness | Murata management basic training, leadership training, new department manager training, new senior manager training, new manager training |
| Workshops | Learning the "grow" mindset and mutual awareness | On-the-job experience (OJE) workshop |