

Employee Development and Training
Oji Management Office-sponsored Training Achievements

Training Title	FY2020			FY2021			FY2022				FY2023		
	Number of times	Number of participants	Total training hours	Number of times	Number of participants	Total training hours	Number of times	Number of participants	Training hours	Total training hours	Number of participants	Training hours	Total training hours
1. Global human resources development ^{*1}													
Intensive Program											6	16	96
(小計)	0	0	0	0	0	0	0	0	0	0	6	16	96
2. New employees													
Group joint new employee induction training	1	79	593	3	59	1,328	3	62	8	1,395	54	23	1,215
Oji Management Office New employee training	18	49	6,615	17	49	6,248	17	41	8	5,228	54	128	6,885
Follow-up training	1	49	368	1	49	368	1	40	8	300	53	10	504
(小計)	20	177	7,576	21	157	7,944	21	143	23	6,923	161	160	8,604
3. Diversity													
Diversity management training for new department managers	2	45	360	2	63	284	2	65	7	423	4	9	34
Diversity management web training	-	2,000	2,000	-	2,479	2,479	-	2,640	1	2,640	234	1	234
Career advancement training for career-track employees	2	55	385	2	58	406	2	58	10	580	10	8	80
Career design training for young career-track employees	2	71	497	2	66	462	2	67	7	469	12	8	90
Seminar for those returning from childcare leave	1	5	15	-	-	-	1	13	3	33	-	-	-
Study session on balancing work and nursing care	2	121	121	2	122	122	2	165	1	165	-	-	-
Mental health seminar							1	67	1	67	17	1	17
DX training											464	4	1,856
(小計)	9	2,297	3,378	8	2,788	3,753	10	3,075	29	4,376	741	30	2,311
合計	29	2,474	10,954	29	2,945	11,697	31	3,218	52	11,299	908	206	11,011

FY2023
Oji Holdings Corporation
and
Oji Management Office Inc.
Number of employees: 478

Training hours per person	23 hours
Training costs per person	17,000 yen

*1 : Not implemented FY2020-2022 from the viewpoint of countermeasures against new coronavirus.