

Education and Training Programs

Category	Training	Summary	Undergone By	Frequency/ Participant Numbers
Company-wide	Harassment	Training to prevent harassment	Regular employees	Four times a year
	Human Rights	Training to prevent discrimination and other human rights issues	Newly hired regular employees	Once a year
	Mental Health	Training to prevent troubles related to mental health	All employees (both regular employees and temporary workers)	Six times a year
	Foreign Languages	Elective online English courses for employees	Regular employees	Approx. 100 employees in a year
Basic	Onboarding	Explanation of company rules, relevant laws and regulations, and training in safety and company facilities	Newly hired regular employees	12 times a year
	Business Skills	Training in business skills, including communication, logical thinking, giving presentations, and accounting	Regular employees	No fixed schedule
Technical	Product Development Conference	A venue for engineers to give presentations on the progress and/or results of product development projects, new technologies, and other topics that they think should be shared among the members of technology departments. Two or three topics are discussed at each conference. A Lasertec original initiative that prompts discussion between upper management and engineers.	Engineers (regular employees only)	12 times per year Approx. 100 to 200 participants at each conference
	Design Review	A venue for engineers to discuss the development of new functions and technologies. We encourage specialists from various departments to participate so they can exchange ideas with other specialists and learn to have multiple perspectives, thereby enhancing our product development capability. A Lasertec original initiative that prompts discussion between upper management and engineers.	Engineers and members of relevant departments (regular employees only)	No fixed schedule About 500 times per year. Approx. 5 to 15 participants per review
	Technical Skill & Safety	Training in fundamental concepts such as EMC, electric circuits, and software design, and in employee safety, including the handling of electricity, machinery, and chemical substances.	Engineers (both regular employees and temporary workers)	50 to 100 employees in a year
Management	Team Building	A course that aims to encourage communication between team members and improve teamwork	Regular employees	Five times a year
	Next-Generation Leader Training	Training to educate and assess next-generation upper management candidates	Selected regular employees	No fixed schedule
	Management	Training in management skills, including labor management, coaching, and giving feedback	Regular employees holding management positions	No fixed schedule
	Top Management	Training for executives to gain a higher perspective and acquire the knowledge needed for strategic planning and implementation	New training to be added	
	Executive Coaching	Training for executives that looks at their individual weaknesses and concerns and assists them in overcoming issues and changing their behavior so they execute their duties at a higher level	New training to be added	