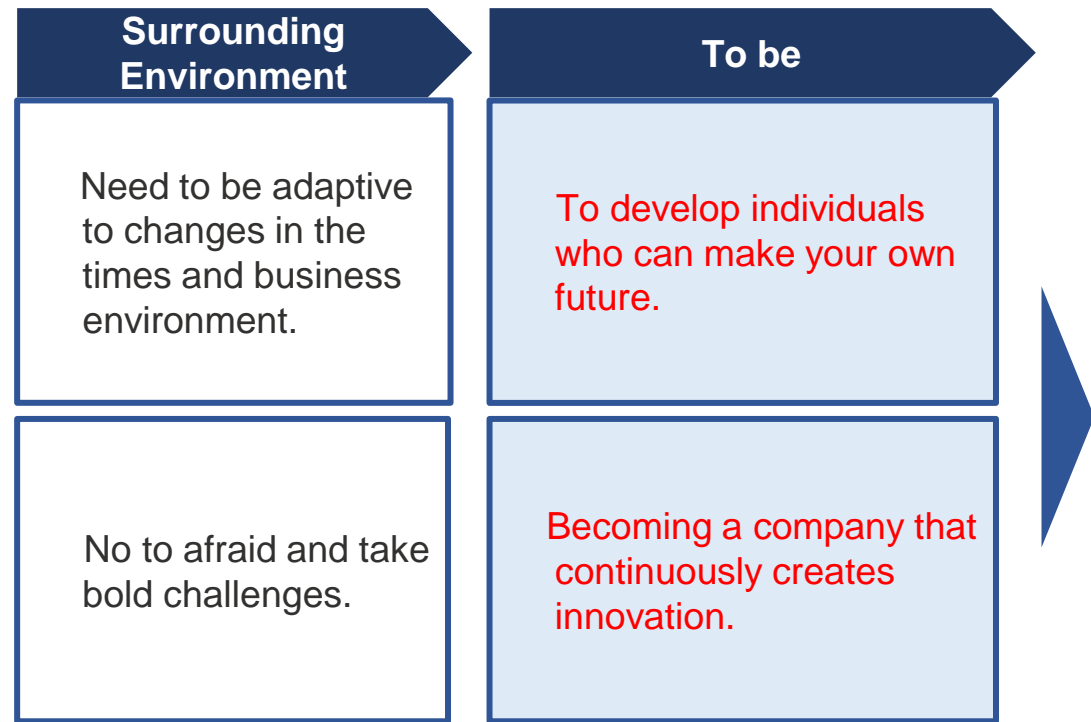


Musashi has set forth a new vision of "Go Far Beyond!" toward 2038, and based on the Musashi Philosophy, we aim to realize "enriched harmony between our lives and earth." Every one of us as an adventurer is embarking on a journey into the unseen future.

To realize an organization that adapts to the changes of times and business environment and continues to create innovation, our company aims to develop "Highly ambitious and independent human resources capable of challenging changes and constantly striving for self-improvement. (= independent professional human resources)"

With a new development policy of "Independent Professional Human Resources," we are taking various activities such as "fostering an organizational culture in which individuals develop their abilities based on initiative and independence," and "developing human resources who can gain the appreciation of the Musashi Philosophy and management policy (Vision) and be able to develop them in the organization."

While "Our Way" which is stated in our philosophy as a core competency, is the cornerstone of human resources development, we are also actively promoting initiatives to provide opportunities for development of abilities in the fields of innovation and digital, and to develop global leaders, as priority training themes to achieve our vision.



FY2022 Training System Diagram

		Elective				Tiered		Company-selected							
Positioning	Tier	Competency Development	Theme-specific				Tier-specific / Job-specific								
			Philosophy	Innovation	DX	English									
Managers	CO	Elective competency development training	Basic training on the Musashi Philosophy	Philosophy / innovation training for top management candidates	Innovation training	DX training	English instruction (self-development)		Quality training	Manufacturing training (proficiency testing)	Compliance and confidentiality management	Environment, health and safety			
	Middle management			Philosophy / innovation training for middle management				Newly appointed managers							
General	Senior staff			New business creation program				Newly appointed chiefs							
	Staff							Career development							
				New employee training											