

April 1, 2022.

NAS TOA CO.,LTD

## Action Plan Based on the Act on Advancement of Measures to Support Raising Next-Generation Children

To create a work environment that allows employees to fully demonstrate their abilities while maintaining a healthy balance between work and personal life, NAS TOA Co.,LTD. has established the following action plan:

### 1. Plan Duration

From April 1, 2022 to March 31, 2025

### 2. Goals and Initiatives

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From April 1, 2022 to March 31, 2025

#### 2. Goals and Initiatives

##### Goal 1:

Ensure that each employee takes at least 6 days of paid leave per year on average.

##### Initiatives:

From April 2022: Conduct semi-annual surveys on paid leave utilization.

Encourage employees with low usage rates to take leave, and promote awareness and usage of paid leave throughout the company.