

March 27, 2025

NAS TOA CO.,LTD.

**Action Plan in Accordance with the Act on Advancement of  
Measures to Support Raising Next-Generation Children**

In order to help employees fully demonstrate their abilities, achieve a good work-life balance, and create a more supportive and comfortable working environment, we have established the following action plan.

1. Implementation Period: April 1, 2025 – March 31, 2028

2. Goals and Initiatives

Goal 1: To increase the average number of paid annual leave days taken per employee to 6 days or more per year.

Initiative (from April 2025):

Paid leave utilization rates will be reviewed semiannually. Employees with low usage will be encouraged to take leave, and efforts will be made to raise awareness and promote utilization.

Goal 2: Establish a supportive environment that enables employees to better balance work and childcare responsibilities.

Initiative (from April 2025):

The following measures will be implemented to establish a supportive environment for balancing work and childcare.

Communicate the expansion of eligible reasons for taking nursing care leave to all employees, and provide individual notifications to those concerned.

Offer guidance on available work-life balance support programs to employees who are expecting a child or whose spouse is expecting.