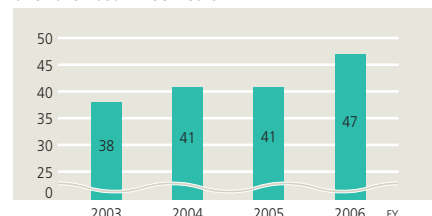


The ANA Group is actively working to create a work environment in which all employees feel secure, motivated and fulfilled.

■ Approach to Safety and Health

Recognizing that an employee's safety, health and work environment are fundamental corporate responsibilities, all offices nationwide are introducing voluntary activities through their health and safety committees.

Frequency of Work-related Accidents over the Past Three Years



ANA Group Occupational Safety and Health Policies

The ANA Group enhances employee value by improving and maintaining occupational safety and health. This is accomplished through:

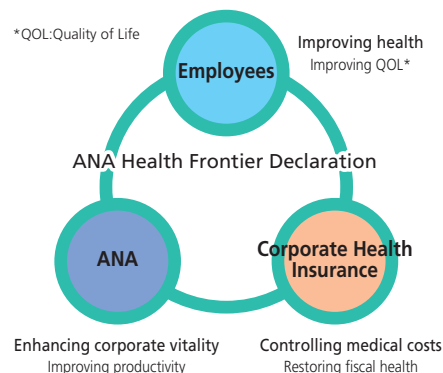
1. accident prevention programs and those encouraging employee health;
2. various measures and management systems (PDCA cycle) aimed at improving safety and health;
3. the observance of laws and regulations, and activities raising employee awareness of occupational safety and health.

■ ANA Health Frontier Declaration

In 2006, aiming to become a corporation filled with vitality, we announced the ANA Health Frontier Declaration. To prevent lifestyle-related diseases, we will energetically work to create opportunities for the betterment of employee health, such as holding seminars with yoga classes, walks, and health lectures at various locations.

Additionally, we will hold periodic health examinations to ensure employee well-being. *Karoshi* is sudden death from overwork and a serious problem in society today. We are working to raise Group awareness of the

importance of mental health measures and, in collaboration with medical staff, of the need to enforce regular working hours.



■ ANA Welfare Plan

To help employees feel fulfilled and motivated at each stage of their careers, from recruitment to post-retirement, we have created the ANA Welfare Plan consisting of programs for employee health and welfare. The Plan, which is divided into the six categories of "health plan," "financial plan,"

"insurance plan," "life support," "leisure support" and "second life," offers employees a choice of schemes best suited to their particular lifestyle. We also instituted a Cafeteria Plan where employees can select benefits from a menu to satisfy their specific needs.