

Independent Assurance Statement

ANA HOLDINGS INC. Head Office and its Group 57 Subsidiaries

Scope of Assurance Engagement

This Assurance Statement is issued to ANA HOLDINGS INC..

Nippon Kaiji Kyokai (hereinafter referred to as "the Society") was commissioned by ANA HOLDINGS INC. (ANA; Head Office location: Shiodome City Center, 1-5-2 Higashi-Shimbashi, Minato-ku, Tokyo; hereinafter referred to as the "the Applicant") to assure and verify its Social Information and data (hereinafter referred to as "the Social Data") for the fiscal year 2024 (1 April 2024 to 31 March 2025), which are opened to public as ESG data of Sustainability activities by the Applicant.

The Social Data include, the number or ratio of Staff, Employment and Turnover, Age, Years worked, Annual compensation, and Workstyle. The summary of the Social Data is attached at Appendix I.

The scope of the verification engagement includes the Applicant's head office and its group subsidiaries. The group subsidiaries are listed at Appendix II. The method for consolidating group subsidiaries is the same as a method defined in Annual Securities Report.

Applicable Standards

- (1) The GRI standards: The global standards for sustainability reporting
- (2) AA1000 Assurance Standard v3 (2020)
- (3) International Standard on Assurance Engagements 3000 (Revised) (ISAE 3000 (revised))

Sustainable Data Management Responsibility

The Applicant was responsible for preparing the Social Data and for maintaining effective internal controls over the data and information disclosed. The Society was responsible for carrying out the verification engagement on the Social Data in accordance with the contract made with the Applicant. It is the Applicant who, in the final instance, will approve the Social Data. The Social Data will continue to remain under the Applicant's responsibility.

Verification Procedure

Verification by the Society has been carried out, referring to "ISAE 3000(revised)", "The GRI standards" to provide a limited level of assurance.

To form a conclusion, the verification engagement was undertaken as a sampling exercise that included the following:

- Site visit to the applicant's Head Office (Tokyo).
- Interviews with the key personnel responsible for the Social Data, information management and preparation of the Social Data at the above-mentioned site.
- Review of the management process of the Social Data.
- Verification of the integrity of the information sources available at the visited site and aggregation in the Head Office for performance data and information included in the Social Data.
- Review of the data flow system and the procedures.
- Review of QA/QC system and double-check system at the time of data input.

Level of Assurance and Materiality

The verification opinion declared in this Assurance Statement was determined based on a limited level of assurance, which set the materiality as the professional judgement of the verifier.

Verification Opinion

Based on our verification engagement procedures nothing has come to our attention that causes us to believe that the Applicant is not in accordance with the applicable standards and that the selected quantification methodology and the Social Data for the fiscal year 2024 are not accurate or materially correct.

The Society's Independence, Soundness and Competence

The Society implements and maintains a comprehensive management system that meets accreditation requirements for ISO/IEC 17021-1 Conformity assessment - Requirements for bodies providing audit and certification of management systems - Part1: Requirements that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.

The Society ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

29 August, 2025

NIPPON KAIJI KYOKAI



Yoshiya Yamaguchi
Director of Business Assurance Division

NIPPON KAIJI KYOKAI
Green Certification Department



Yukihiro Enoki,
Lead verifier

ANA HOLDINGS INC. and Group Subsidiaries

Social Data Items		Consolidated/ Non-consolidated	Unit	FY2024	Remarks
Total number of employees		Consolidated	People	44,019	The 58 companies disclosed
Number of Ground staff		Consolidated	People	32,293	The 58 companies disclosed
Number of Cockpit Crew		Consolidated	People	3,640	The 58 companies disclosed
Number of Cabin Crew		Consolidated	People	8,086	The 58 companies disclosed
Ratio of employees in management		Consolidated	%	17.6	39 consolidated companies
Non-management level	Ratio of male employees			37.9	
	Ratio of female employees			62.1	
Management Level	Ratio of male managers			79.9	
	Ratio of female managers			20.1	
Top Management Level	Ratio of male in top management positions			87.8	
	Ratio of female in top management positions			12.2	
Ratio of female in junior management positions				Consolidated	
Ratio of female in management positions in revenue-generating functions		Consolidated	%	33.7	39 consolidated companies
Ratio of female in STEM-related positions		Consolidated	%	7.6	Weighted average restricted to the 12 target companies
Employees with disabilities		Consolidated	%	2.6	Consolidated is defined as ANAHD together with the 11 applicable special subsidiary group companies.
Rate of unionization		Consolidated	%	75.0	Company:24 Union:27
		ANA non-consolidated	%	75.2	ANA non-consolidated
Total number of new employee hires		Consolidated	People	4,323	39 consolidated companies
Total number of new employee hires		ANA non-consolidated	People	887	ANA non-consolidated
Under 30 years old				825	
30 to under 50 years old				61	

Social Data Items		Consolidated/ Non-consolidated	Unit	FY2024	Remarks
50 years and above		ANA non-consolidated	People	1	ANA non-consolidated
Number of new employee hires (male)				262	
Number of new employee hires (female)				625	
Number of mid-career hired employees		Consolidated	People	1,333	39 consolidated companies
Number of mid-career hired employees		ANA non-consolidated	People	243	ANA non-consolidated
Number of employees hired overseas				1,350	
Number of overseas managers hired locally				239	
Number of foreign employees in management position				8	
Total employee turnover rate		Consolidated	%	5.3	39 consolidated companies
Under 30 years old				6.8	
30 to under 50 years old				3.7	
50 years and above				5.6	
Employee turnover rate (male)				5.1	
Employee turnover rate (female)				7.6	
Voluntary employee turnover rate				4.6	
Male	Voluntary			3.0	
	Retirement			1.7	
Female	Voluntary			6.4	
	Retirement	0.9			

Social Data Items		Consolidated/ Non-consolidated	Unit	FY2024	Remarks
Total employee turnover rate		ANA non-consolidated	%	3.5	ANA non-consolidated
Under 30 years old				5.2	
30 to under 50 years old				3.0	
50 years and above				4.0	
Employee turnover rate (male)				2.9	
Employee turnover rate (female)				4.1	
Voluntary employee turnover rate				2.7	
Average age of all employees		Consolidated	Years	38.2	39 consolidated companies
Ratio of employee by age group	Under 30 years old	Consolidated	%	31.2	39 consolidated companies
	30 to under 50 years old			47.4	
	50 to under 60 years old			16.6	
	60 years and above			4.8	
Average age of employees by occupation	Ground Staff	Consolidated	Years	39.6	39 consolidated companies
	Cabin Crew			36.3	4 consolidated companies*1
	Cockpit Crew			42.5	4 consolidated companies*1
Average years worked	Male	Consolidated	Years	13.8	39 consolidated companies
	Female			9.1	
	Total			11.3	

Social Data Items		Consolidated/ Non-consolidated	Unit	FY2024	Remarks
Average annual salary	All employees	ANAHD only	k Yen	7,302	ANA HOLDINGS non-consolidated
Gender pay gap	Global Staff	Consolidated and 27 consolidated subsidiaries (with 301 or more employees)	%	77.5	ANA non-consolidated
	Expert Staff			125.5	ANA non-consolidated
	Cabin Crew			163.9	ANA non-consolidated
	Cockpit Crew			53.7	ANA non-consolidated
	Group total			55.5	27 consolidated companies*2
Absentee rate		ANA non-consolidated	%	0.02	ANA non-consolidated
Ratio of male employees taking childcare leave		Consolidated	%	98.6	39 consolidated companies

*1: "The four airlines (ANA, AKX, AJX, and Peach)" For abbreviations, see the following section numbers in the P4 list: ANA (2), AKX (4), AJX (3)

*2: "Consolidated subsidiaries with 301 or more employees"

List of ANA Group Subsidiaries

*39 consolidated companies

No.	Company Name	No.	Company Name
1	ANA HOLDINGS INC.*	31	ANA MOTOR SERVICE CO., LTD.*
2	ALL NIPPON AIRWAYS CO., LTD.*	32	CHITOSE AIRPORT MOTOR SERVICE CO., LTD.
3	Air Japan Co., Ltd.*	33	ANA Systems Co., Ltd.*
4	ANA WINGS CO., LTD.*	34	INFINI TRAVEL INFORMATION, INC.*
5	Peach Aviation Limited*	35	ANA Akindo Co., Ltd.*
6	ANA Catering Service Co., Ltd.*	36	ANA X Inc.*
7	ANA TELEMART CO., LTD.*	37	All NIPPON AIRWAYS Co., Ltd. (Hong Kong)
8	ANA AIRPORT SERVICES CO., LTD.*	38	ANA Sales Americas
9	ANA Cargo Inc.*	39	ANA Business Jet Co., Ltd.*
10	Overseas Courier Service Co., Ltd.*	40	ALL NIPPON AIRWAYS TRADING CO., LTD.*
11	panda.Flight.Academy Inc.*	41	ANA Foods Co., Ltd.
12	ANA REAL ESTATE HAWAII, INC.	42	ANA TRADING DUTY FREE CO., LTD.
13	ANA NEW CHITOSE AIRPORT CO., LTD.*	43	ANA TRADING CORP., U.S.A.
14	ANA OSAKA AIRPORT CO., LTD.*	44	ANA FESTA Co., Ltd.
15	ANA KANSAI AIRPORT CO., LTD.*	45	International Cargo Service Co., Ltd.
16	ANA CHUBU AIRPORT CO., LTD.*	46	Fujisey Co., Ltd.
17	ANA NARITA AIRPORT SERVICES Co., Ltd.*	47	MUSASHI NO MORI COUNTRY CLUB CO., LTD
18	ANA FUKUOKA AIRPORT CO., LTD.*	48	ANA FACILITIES CO., LTD.*
19	ANA AIR SERVICE MATSUYAMA CO., LTD.*	49	ANA SKY BUILDING SERVICE CO., LTD.*
20	ANA AIR SERVICE FUKUSHIMA CO., LTD.*	50	ANA SKY BUILDING SERVICE OKINAWA CO., LTD.
21	ANA AIR SERVICE SAGA CO., LTD.*	51	Wingspan Insurance (Guernsey) Limited
22	ANA OKINAWA AIRPORT CO., LTD.*	52	ANA WING FELLOWS VIE OJI Co., Ltd.*
23	OCS HONGKONG COMPANY LIMITED	53	G.D.P. Ltd.
24	Ouxi Aisi Logistics (Shanghai) Co., Ltd.	54	ANA Strategic Research Institute Co., Ltd. *
25	ANA Component Technics CO., LTD.*	55	ANA Business Solutions Co., Ltd.*
26	ANA Base Maintenance Technics Co., LTD.*	56	avatarin Inc.
27	ANA Line Maintenance Technics Co., LTD.*	57	Lani Reinsurance Inc.
28	ANA Aero Supply Systems Co., LTD.*	58	ANA HOLDINGS INC. CVC
29	ANA Engine Technics CO., LTD.*		
30	MRO Japan Co., Ltd.*		