

ANA Group's Basic Approach to Ensuring Employee Safety and Health

Based on the belief that ensuring the safety and health of our employees and creating a comfortable work environment are the foundation of our corporate activities, the ANA Group has established the "Basic Approach to Ensuring Employee Security" for all officers and employees of the Group.

1. We are committed to ensuring the stability and security of the lives of our employees and their families beyond the scope of social security provided by public programs.

We will take the following measures

- (1) Improved medical and health support: In addition to public health insurance, we provide our employees and their families with access to our own health checkup program, subsidies for immunization costs, and opportunities to consult with mental health care professionals. In this way, we proactively help employees maintain their physical and mental health.
- (2) Providing security in retirement and old age: We support employees' retirement planning by introducing corporate pension plans and defined contribution pension plans that complement the public pension system. We also have savings support programs to help employees build their assets.
We also implement unique measures such as a job change support system and reskilling training.
- (3) Strengthening support for childcare and family care: In addition to childcare and family care leave as required by law, we support employees in balancing work and family life by providing flexible working hour systems and partial subsidies for childcare and family care expenses.