■Meetings of the Group ESG Management Promotion Committee

Date	Agenda Items Related to "Business and Human Rights"	Main Comments (Summary)	Attendance Ratio
January 20, 2022	・External evaluation results for main ESG ・Dialogue with external experts	[General Supervisor] "Business and human rights'' has become a very important term, and at times has led to boycott activities. This is a topic with which we are very familiar.	99% (66 out of 67)
March 17, 2022	・Summary for FY2021 and activities planning for FY2022 ・Results of interviews with workers at suppliers	[General Supervisor] I would like attendants at this meeting to commit to memory the term "business and human rights."	99% (66 out of 67)
July 13, 2022	・Human rights/environmental due diligence workshop 1) ・Response to letters relating to technical intern trainees of partner companies	[General Supervisor] The due diligence workshop is an excellent initiative. I believe that while it may not seem particularly important at a single business site, when the initiative is shared across the group as a whole, people may realize it is of considerable importance. [Member] It is clear that appropriate responses were given in a proper manner.	99% (67 out of 68)
October 21, 2022	・Human rights/environmental due diligence workshop 2) ・FY2022 interim report for activities planning	[General Supervisor] Various matters were reported and I felt that there was a particularly strong awareness of issues surrounding the employment and work environment of foreign workers.	91% (62 out of 68)
January 26, 2023	・Results of a survey on the state of employment in the supply chain ・External evaluation results for main ESG ・Dialogue with external experts	[General Supervisor] I would like the survey on employment conditions to be continued. Although we were told that there were no particular issues this time, I would like to ask you to do careful follow-up at each workplace.	97% (66 out of 68)
March 24, 2023	・Summary for FY2022 and activities planning for FY2023	[General Supervisor] As resources become increasingly tight, the demand for foreign workers is expected to increase. I would like to ask you to monitor the work environment even more than you have in the past.	94% (64 out of 68)
July 21, 2023	・Initiatives for determining the latest trends and working environment of foreign workers and safe employment channel	[Chair] To develop foreign workers within the company as a substantial workforce, improving recruitment and the work environment to support this is vital. [Member] In the ANA Group, it is important to create relationships that enable foreign workers to work together in an environment where they never feel vulnerable but have a strong support system, and where all employees support each other.	97% (67 out of 69)
October 24, 2023	・Determine the conditions of respect for the human rights of foreign workers and the work environment ・Current status and future outlook regarding the utilization of foreign workers within the ANA Group	[Chair] The 92% response rate for the questionnaire survey of foreign workers, which included contractors, was sufficiently high. However, the rate could be higher. It would be good to let respondents know that their responses to the survey will lead to improvement in their own treatment. I would like to see the survey continued.	97% (68 out of 70)
December 25, 2023	・External evaluation results for main ESG ・Non-financial information disclosure	[General Supervisor] In addition to the disclosure of financial information to date, we were able to reaffirm the necessity and importance of disclosure related to sustainability information.	96% (67 out of 70)
March 19, 2024	・Summary for FY2023 and activities planning for FY2024 ・Results of a survey on the state of employment in the supply chain	[General Supervisor] Determinating employment conditions, interviews were conducted at partner companies. The work environment needs to be monitored on a continual basis by measures such as holding face-to-face interviews with migrant workers and conducting questionnaire surveys on them.	97% (65 out of 67)
July 18, 2024	・Publication of the Modern Slavery Act Statement	[General Supervisor] In its Modern Slavery Statement, the ANA Group clearly shows examples of the measures taken by the Group, and participants in this meeting need to check the details.	93% (65 out of 70)
October 18, 2024	・Activities planning for FY2023 and interim report ・Results of a survey on the state of employment in the supply chain ・Report on Efforts to Prevent the Use of Airplanes in Human Trafficking	[Member in charge of the project] The interviews conducted in the recent survey on the employment status of migrant workers proved to be quite useful in eliciting frank opinions from interviewees and were indeed fair interviews, which I have confirmed by reading the detailed reports. It is desirable for our partner companies to identify risks and nip them in the bud, but they cannot always find all of them. It is great that the survey provided them with an opportunity to make new findings for improvement. [Member in charge of the project] At the second group meeting of cabin attendants held for this fiscal year, participants received education on the prevention of human trafficking and were given an opportunity to remind themselves of the roles they are to play in human trafficking prevention. [General Supervisor] As pointed out in the past, it is necessary to conduct a regular survey on the employment status of migrant workers. This fiscal year, as in the previous fiscal year, it is important for us to execute a cycle of conducting a questionnaire survey and interviews and then solving issues identified through them. [General Supervisor] Human trafficking is not something that only occurs outside Japan. It can also be happening around us. Based on this recognition, the Inflight Services Center needs to hold seminars and provide education to help cabin attendants gain accurate knowledge in order to take actions appropriately.	93% (65 out of 70)
January 21, 2025	・External evaluation results for main ESG ・Dialogue with external experts	[General Supervisor] The timeline for the disclosure of nonfinancial information is very important. With regard to this, group-wide measures need to be taken.	94% (66 out of 70)
March 14, 2025	・Summary for FY2024	[General Supervisor] Regarding human rights initiatives, the survey on employment of migrant workers is progressing, but since employment of foreign nationals will continue to increase, we would like to see the company continue to regularly survey the workplace environment and engage in direct dialogue with them.	86% (60 out of 70)