

Broad category	Medium category	Small category	Reference	URL
ESG Management	ESG Policy	Basic Approach to ANA Group ESG Management		URL
		ANA Group ESG Policies		URL
	ESG Structure	ESG Management Implementation Structure		URL
		PDCA Cycle for ESG Management Promotion		URL
	ESG Objectives	Medium- and Long-term Objectives Related to ESG		URL
	ESG Education	Internal Awareness and Dissemination Activities		URL
		ANA Group Code of Conduct (Responsibility to Society)		URL
	ESG Initiatives	Promotion of ESG Management and Contribution to SDGs		URL
		Participation in the UN Global Compact		URL
		Sustainability-Linked Bond		URL
Stakeholders	Status of Stakeholders	ANA Group Stakeholders		URL
	Stakeholders Engagement	Dialogue with Stakeholders		URL
	Impacts in the Value Chain	Flow Chart for ANA Group's Airline Services		URL
Materiality	ANA Group Material Issues	Material Issues		URL
	Identification of Material Issues	Identification Process for Material		URL
		Identified Material Issues and Specific Initiatives		URL
	Targets of Material Issues	Material Issue 1 Human Capital		URL
		Material Issue 2 Diversity, Equity & Inclusion		URL
		Material Issue 3 Climate Change		URL
Reporting	Scope of Reporting/Reporting Period/External Assurance	External Assurance	Independent Verification of Environmental Data	URL
	External Assessment	External Evaluation		URL
Corporate Governance - Management Approach	Basic Approach			URL
	Implementation Structure			URL
			Fundamental Policy on Corporate Governance	URL
Corporate Governance - Data	Independence of Corporate Governance		Corporate Governance	URL
				URL
				URL
			Fundamental Policy on Corporate Governance	URL
	Corporate Governance Structure	Board of Directors		URL
		Audit & Supervisory Board		URL
		Independence Guidelines		URL
	Effectiveness of the Board of Directors			URL
				URL
				URL
	Remuneration for Directors and Audit & Supervisory Board Members	Number of directors and auditors		URL
		Process of Selection or Dismissal of Directors		URL
		Term of Directors		URL
		Analysis and Evaluation of Effectiveness of the Board of Directors		URL
		Basic Policies for Director Remuneration		URL
		Procedures for Determining Remuneration		URL
		Remuneration System		URL
		Indices of Share Remuneration		URL
	Audit Fees	Basic Policy and System for Audit & Supervisory Board Members' Remuneration		URL
		Conceptual Diagram for the Officer Remuneration System		URL
		Remuneration of Directors and Audit & Supervisory Board Members		URL
		Clawback Clause / Mars Clause		URL
				URL
	Audit Fees	Details of Audit Fees		URL
	Training for Executives	Training Policy for Directors and Audit & Supervisory Board Members		URL
	Corporate Governance Committees	Personnel Advisory Committee		URL
		Remuneration Advisory Committee		URL
		Group Management Committee		URL
		Group ESG Management Promotion Committee		URL
		Number Of Meetings Responsible for Corporate Governance held		URL
	Internal Control System	Basic Concept on Internal Control System and the Status		URL
		Functions of the Internal Audit Division		URL
			System for Ensuring the Appropriateness of Business C	URL

Broad category	Medium category	Small category	Reference	URL
			Outline of the Status of Operation of System for Ensuri	URL
Risk Management - Management Approach	Basic Approach			URL
	Implementation Structure	Structure		URL
Risk Management - Data	Risk Management	Risk Assessment Methodology and Process		URL
		Business and Other Risks		URL
	Crisis response	Crisis Management in Response to a Risk		URL
	Risk Culture	Education for Executives on Risk Management		URL
		Training of employees on risk management		URL
		Process for reporting potential risks		URL
		Internal feedback of potential risks		URL
		Risk Management Incentives		URL
		Reflection of risk management on employee evaluation and compensation		URL
	Business Continuity	Business Continuity Plan (BCP)		URL
		Information Technology Business Continuity Plan (IT-BCP)		URL
	Export Control For National Security	Export Control For National Security		URL
	Emerging Risk	Emerging Risk 1		URL
		Emerging Risk 2		URL
				URL
Compliance - Management Approach	Basic Approach			URL
	Implementation Structure	Structure		URL
	KPI		ANA Group Code of Conduct (Responsibility to Society)	URL
Compliance - Data	Compliance Management	Compliance Education		URL
		Compliance Surveys		URL
		Internal Reporting System		URL
		Information dissemination		URL
		Internal Audits		URL
	Compliance Violations	Reporting on breaches		URL
	Harassment Prevention	Harassment Prevention Initiatives		URL
	Anti-Bribery Policy	Anti-Bribery Policy		URL
	Tax Risk Compliance	Tax Policy and Initiatives		URL
	Political Contributions and Expenditures to Organizations	Contributions and Other Spending		URL
Supply Chain Management - Management Approach	Basic Approach			URL
	Implementation Structure	Structure		URL
	KPI		Basic Procurement Policy	URL
			Supplier Code of Conduct	URL
Supply Chain Management - Data	ANA Group Supply Chain	Percentage of suppliers		URL
		Number of suppliers		URL
		Amount Procured		URL
	Sustainable Procurement	Supplier Code of Conduct		URL
		In-house training		URL
	Supplier Assessment	Risk Management in the Supply Chain		URL
		Supply Chain Risk Assessment		URL
		Critical suppliers		URL
	Supplier Monitoring	Monitoring Process		URL
	Enhancement In Supply Chain Management for In-flight Meals			URL
	Supply Chain Management KPIs			URL
				URL
Information Security - Management Approach	Basic Approach			URL
	Implementation Structure	Structure		URL
		Responsible party		URL
		Deliberative body		URL
	KPI		Privacy Policy	URL
			ANA Privacy Policy	URL

Broad category	Medium category	Small category	Reference	URL
			How ANA Handle Personal Information of Customers in	URL
Information Security - Data	Management on Information Security	Declaration of Information Security		URL
		Implementation of information security risk assessment		URL
		Implementation of Education and Training		URL
		Reporting process for potential risks related to information security		URL
	Preventing Information Security Failures	Cyber security measures		URL
	Personal Information Protection	Protection of Personal Information		URL
Customer Relationship Management - Management Approach	Basic Approach			URL
	Implementation Structure	Promotion System		URL
Customer Relationship Management - Data	Enhancing the Value of Customer Experience	Utilizing NPS		URL
		ANA Future Promise		URL
		Construction of a Digital Platform for Our Customers		URL
	Response to customer opinions and complaints	Incorporating Customer Feedback into Our Services		URL
			Customer-Related Data	URL
	Personal Information Protection	Policies and Initiatives		URL
			Breaches of Customer Privacy: Complaints	URL
			Percentage of secondary use of customer data	URL
	Efficiency & Reliability		Flight-Related Data	URL
Safety Initiatives Management	Basic Approach			URL
	Structure The ANA Group Mid-Term Safety Promotion Plan	Structure		URL
		The ANA Group Mid-Term Safety Promotion Plan		URL
		The Four Risk Management Areas for Maintaining Safety		URL
	The ANA Group's Safety Targets	The ANA Group's Safety Targets		URL
		Progress with Safety Targets		URL
Safety Initiatives Data	Safety Management System	Safety Management System : SMS		URL
				URL
	List of Aircraft Accidents and Serious Incidents	Aircraft Accidents		URL
		Serious Incidents		URL
		List of ANA Group Aircraft Accidents and Serious Incidents		URL
	Safety Culture	Safety Education Center		URL
		Emergency Evacuation Training		URL
	Safety and Service Quality Initiatives	Safety and Service Quality Initiatives - Japanese only		URL
	Food Safety and Security Initiatives	Catering Operations		URL
		ANA Catering Quality Program (ACQP): ANA's Quality Control System		URL
		Focused on Food Safety and Quality of Taste		URL
Environmental Management Approach	Basic Approach			URL
	Structure	Structure		URL
		Responsible person		
		Deliberative body		
	Medium- and Long-term Goals	ANA Group Environmental Targets		URL
	Progress	Progress		URL
			ANA Group Environmental Data	URL
Environmental Management Data	Environmental Management System (EMS)			URL
		EMS implementation status		URL
		As an Eco-First Certified Company		URL
			Eco-First Commitment - Japanese only	URL
	Environmental Accounting	Environmental Investment Effectiveness		URL
	Violation of Environmental Laws and Regulations	Environmental Regulatory Violation Results		URL
Climate Change Data	Management on Climate Change	Climate Change Management and Disclosure		URL
		Disclosure based on TCFD Recommendations		URL

Broad category	Medium category	Small category	Reference	URL
		Disclosure based on TCFD recommendations (Strategy)		URL
		Other Climate change-related disclosure (CDP/SBTi)		URL
	Greenhouse Gas Emissions	Greenhouse Gas Emissions - Scope1, Scope2	ANA Group Environmental Data	URL
		Greenhouse Gas Emissions - Scope3	ANA Group Environmental Data	URL
	Other Atmospheric Emissions	Other Atmospheric Emissions	ANA Group Environmental Data	URL
	Initiatives to Reduce Greenhouse Gas Emissions	Global Environmental Situation		URL
		ANA Group Initiatives to Reduce CO2 Emissions		URL
		Improve Flight Operations		URL
		Adopt New Aircraft Technologies		URL
		Utilization of SAF (Shift to Low-Carbon Aviation Fuel)		URL
		Utilization of Emissions Trading Scheme		URL
		Utilization of Negative Emissions Technologies (NETs)		URL
		Environmental Initiatives with External Organizations		URL
	Energy Use	Energy Consumption	ANA Group Environmental Data	URL
		Aircraft Energy Consumption	ANA Group Environmental Data	URL
	Efforts to Reduce Energy Use	Reducing Energy Consumption		URL
			ANA Group Energy Conservation Awards(operation)	URL
		Utilization of Renewable Energy		URL
			ANA Group Energy Conservation Awards(facilities)	URL
Water Resources Data	Use of water resources	Water Consumption	ANA Group Environmental Data	URL
		Water Discharge	ANA Group Environmental Data	URL
Waste/Resource Utilization Data	Waste Management	Waste Disposal Volume		URL
	Waste Reduction and Resource Recycling	Resource Recycling Initiatives		URL
		Details	Reference	URL
			Reference	URL
		Reduction of Packaging Materials		URL
		Amount of packaging materials used		URL
	Food Loss and Waste	Reduction of food loss and waste		URL
		Amount of food loss and waste		URL
	Chemical Substance Management	Chemical Substance Management	ANA Group Environmental Data	URL
Biodiversity Management	Basic Approach			URL
			ANA Group Biodiversity Policy	URL
	Structure	Structure		URL
		Strategy		URL
			Dependency and Impact, Risk and Opportunity Analysis	URL
		Risk & impact management		URL
			ENCORE Analysis	URL
		Metrics and targets		URL
Biodiversity Activities	Measures implemented through business activities			URL
	Collaboration with Stakeholders			URL
Labor Practice Management	Basic Approach		ANA Group DEI Promise	URL
	Commitments			URL
	Progress		Human Resources Data	URL
	KPI		Human Resources Data	URL
Labor Practice Data	Workforce Breakdown	Total Number of Employees (ANA GRP)	Human Resources Data	URL
		Total Number of Employees (ANA)	Human Resources Data	URL
		Nationality	ESG Related Data	URL
		Age	Human Resources Data	URL
		Other indicators related to employees		URL
	Hiring and Leaving	Hiring	Human Resources Data	URL
		Leaving	Human Resources Data	URL
		Years of Service	Human Resources Data	URL

Broad category	Medium category	Small category	Reference	URL
	Pay	Gender Pay Gap (base salary only)	Human Resources Data	URL
	Promoting Employment of People with Disabilities	Promoting Employment of People with Disabilities		URL
	Gender	Gender Equality Promotion		URL
	Major Initiatives About DEI	LGBTQ+		URL
		Globalization		URL
		Actions to Promote DEI Awareness		URL
				URL
Human Capital Development Management	Basic Approach			URL
Human Capital Development Data	Investment in human resource development	Training & Development Inputs	ESG Related Data	URL
	Employee Development Programs	Implication Of Human Resources for ANA Group		URL
		Various Training Modules and Systems		URL
	Work-Life Balance Support System	Diverse Work Styles (Support for Work-Life Balance)		URL
		Work-Life Balance Disclosure	Human Resources Data	URL
	Work-Life Balance	Enhancement of Work-Life Balance		URL
		Percentage of Taking Annual Paid Leave	Human Resources Data	URL
Occupational Safety And Health Management	Employee Engagement	ANA's Way Survey		URL
	Basic Approach			URL
	Implementation Structure	Structure		URL
Occupational Safety And Health Data	Safety And Health Management System	Implementation of Occupational Safety and Health Activities		URL
		Risk Assessment for Health Management		URL
		Employee Occupational Safety and Health Education		URL
	Status of Health Management	Occupational Accidents	Human Resources Data	URL
	Health Management	Major Initiatives		URL
		Health Management Indicators	Human Resources Data	URL
Human Rights Management	Basic Approach	Basic Approach - Policies and Structure for Human Rights		URL
		ANA Group Policy of Human Rights		URL
		Modern Slavery Statements		URL
		ANA Group's Social Responsibility Guidelines		URL
		ANA Group Procurement Policy		URL
	Structure	Structure	Human Rights Report	URL
Human Rights Data	Human Rights Management	Management Cycle	Human Rights Report	URL
		Training our Staff		URL
	Human Rights Due Diligence	Human Rights Due Diligence Process		URL
		Human Rights Impact Assessment		URL
		Priority Human Rights Themes		URL
	Human Rights Remediation	Grievance Mechanism		URL
		Remedial Status		URL
	Stakeholder Engagement	Communication with Stakeholder		URL
		Overseas Dialogue		URL
		Periodic Review		URL
	Responding to ILO International Labour Standards (ILS)	Freedom of Association	Policy on Human Ri9hts	URL
	Major Initiatives	Initiatives for Respect of the Rights of the Supply Chain Workers		URL
		Enhancement In Supply Chain Management of In-flight Meals		URL
		Preventing Human Trafficking via Air Transportation		URL
		Examples of Responses to Other Human Rights Issues		URL
Philanthropy Management	Basic Approach		Environmental and Social Activities Policy	URL
Philanthropy Data	Major Initiatives	Contributing to Regional Revitalization		URL
		Education and Cultural Support		URL
		Partnerships		URL
		Assistance for Disaster Reconstruction		URL
		Overseas Initiatives		URL