

ANA Group Receives Gold Recognition in Pride 2022 for LGBTQ+ Inclusion Efforts

- ANA Group's 35 group companies including All Nippon Airways received Gold recognition in Pride 2022, further exemplifying its reputation as a leader in diversity and inclusion progress
- ANA recognized for education campaigns and LGBTQ+-friendly employment policies



TOKYO, Nov. 11, 2022 – ANA HOLDINGS INC. (hereinafter “ANA HD”) is proud to announce that 35 of its group companies received the prestigious Gold recognition in the PRIDE Index 2022 assessment by "Work With Pride", a Japan-based nonprofit organization. Creating a safe and welcoming workplace for all employees has long been a priority for ANA, and the airline has actively promoted respect for LGBTQ+ rights through booklets, seminars, e-learning courses, and discussion sessions.

To continue its efforts to a more LGBTQ+-friendly work environment, ANA expanded the number of gender-neutral bathrooms for employees while also improving access to changing rooms and shower facilities. In addition, ANA's human resources offers counseling service for LGBTQ+ employees to discuss personal matters freely and openly. ANA has previously been recognized by [IATA](#) for efforts to improve workplace diversity and inclusion as well as to create equal opportunities for all employees.

"In every endeavor and sector of the ANA Group it is critical that our employees feel included and celebrated and we are honored to be recognized for our efforts," said Jun Taneie, Group CDO (Chief Diversity, Equity & Inclusion Officer). "We are dedicated to continuing to implement policies and education initiatives to uphold values of diversity, inclusion and acceptance."

The PRIDE Index was established in 2016 with the aim of helping Japanese employers create workplaces that are comfortable for all, including LGBTQ+ individuals. Work with Pride's evaluation was based on five key factors: Policy, Representation, Inspiration (activities to raise awareness), Development (training/educational systems and programs), and Engagement/Empowerment. ANA performed with distinction in all categories.



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About ANA HOLDINGS

Founded in 1952 with just two helicopters, All Nippon Airways (ANA) has grown to become the largest airline in Japan. ANA HOLDINGS Inc. (ANA HD) was established in 2013 as the largest airline group holding company in Japan, comprising 69 companies including ANA and Peach Aviation, the leading LCC in Japan.

ANA is a launch customer and the largest operator of the Boeing 787 Dreamliner, making ANA HD the biggest Dreamliner owner in the world. A member of Star Alliance since 1999, ANA has joint venture agreements with United Airlines, Lufthansa German Airlines, Swiss International Airlines and Austrian Airlines - giving it a truly global presence.

The airline's legacy of superior service has helped it earn SKYTRAX's respected 5-Star rating every year since 2013, with ANA being the only Japanese airline to win this prestigious designation for nine consecutive years. ANA also has been recognized by Air Transport World as "Airline of the Year" three times (2007, 2013 and 2018); it is one of only a select few airlines to win this prominent award multiple times.

In 2021, ANA was awarded the 5-star COVID-19 safety rating by SKYTRAX, recognizing the airline's initiatives to provide a safe, clean and hygienic environment at airports and aboard aircraft, embodied in the ANA Care Promise.

ANA is the only company in the aviation industry to receive the Gold Class distinction from the 2022 S&P Global Sustainability Awards and ANA HD has been selected as a member of the Dow Jones Sustainability World Index list for the fifth consecutive year and the Dow Jones Sustainability Asia Pacific Index list for the sixth consecutive year.

For more information, please refer to the following link.

<https://www.ana.co.jp/group/en/>