

## ANA Becomes First Japanese Airline to Join IATA's 25by2025 Campaign

- Efforts to promote diversity and inclusion align with ANA's goals and core values.

**TOKYO, Nov. 30, 2020** – All Nippon Airways (ANA), Japan's largest and 5-Star airline for eight consecutive years has again indicated its commitment to diversity and inclusion by signing on the [25by2025 campaign](#) organized by the International Air Transport Association (IATA). ANA has a history of working to advance diversity and inclusion within its organization, with Japan Women's Innovation Network (J-Win) [recognizing its efforts in 2018 and 2019](#).

25by2025 is an IATA led industry campaign that aims to shift key diversity and inclusion metrics across the industry by engaging member airlines. Participants commit to increasing the representation of female employees in senior positions and under-represented areas both within their airlines and within the pool from which IATA governance roles are appointed. The current guidelines call for aspects such as for airlines to report annually on key diversity metrics, to increase female nominations for IATA governance roles to a minimum of 25% by 2025, and have the airline and IATA work together to reach a minimum of 25% of the roles to be held by women by 2025.

"The 25by2025 campaign celebrates diversity and inclusion, aligning with ANA's core values," said Hitomi Yamamoto, Executive Vice President of ANA. "We will continue working to advance diversity within our organization as it makes the entire company stronger. This campaign is an excellent example of the airline industry coming together for social good and we are honored to be able to take part."

ANA is a member of the [30% Club Japan](#), an elite international group of companies that promote the role of women in the workplace. In addition to helping women rise to [senior leadership positions](#), ANA has instituted networking programs that are designed to help women advance within the organization and has also opened up management level positions for employees working part-time.

Achieving gender equality and empowerment of all women is one of the [UN Sustainable Development Goals](#) (SDGs), and ANA has long worked to [advance the SDGs](#). ANA is committed to empowering every employee to reach their full potential and will continue seeking out opportunities to improve career prospects for women within its organization.

**Contact:** ANA Corporate Communications, TEL +81-3-6735-1111, [publicrelations@ana.co.jp](mailto:publicrelations@ana.co.jp)



### About ANA

Following the "Inspiration of Japan" high quality of service, ANA has been awarded the respected 5-Star rating every year since 2013 from SKYTRAX. ANA is the only Japanese airline to win this prestigious designation eight years in a row. Additionally, ANA has been recognized by Air Transport World as "Airline of the Year" three times in the past 10 years - 2007, 2013 and 2018, becoming one of the few airlines winning this prestigious award for multiple times.

ANA was founded in 1952 with two helicopters and has become the largest airline in Japan, as well as one of the most significant airlines in Asia, operating 82 international routes and 118 domestic routes (as of December 2019). ANA offers a unique dual hub model which enables passengers to travel to Tokyo and connect through the two airports in the metropolitan Tokyo, NARITA and HANEDA, to various destinations throughout Japan, and also offers same day connections between various North American, Asian and Chinese cities.

ANA has been a member of Star Alliance since 1999 and has joint venture partnerships with United Airlines, Lufthansa German Airlines, Swiss International Airlines and Austrian Airlines.

In addition to the full service and award-winning record of ANA, the ANA Group's subsidiary Peach Aviation Limited is the leading LCC in Japan, and has expanded following the integration of Vanilla Air Inc. in late 2019. The ANA Group carried 54.4 million passengers in FY2018, has approximately 43,000 employees and a fleet of 260 aircraft. ANA is a proud launch customer and the biggest operator of the Boeing 787 Dreamliner.

For more information, please refer to the following link.

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