

Equal Employment Opportunity Policy for Persons with Disabilities and Covered Veterans

Effective: 01/01/2026

Issued by Southwest Airlines, January 2026; Effective Until/Unless Reissued

Part of Southwest Airlines' Affirmative Action Program

Southwest Airlines is firmly committed to our efforts to provide employment and advancement opportunities for Qualified Persons with Disabilities, Disabled Veterans, Armed Forces Service Medal Veterans, Active-Duty Wartime/Campaign Badge Veterans, and Recently Separated Veterans ("Covered Veterans"). Employees may voluntarily self-identify as disabled and/or as a veteran at any time through Workday at workday.swalife.com >Recommended for You >Manage Profile >Actions >Personal Data. This information supports our efforts to recruit, hire, train, and promote based solely on valid job requirements and qualifications, without regard to disability or veteran status. Self-identification of any disability or covered veteran status is voluntary, and any self-identification or refusal to self-identify will not cause an Employee to be disciplined, terminated, or retaliated against; all such discrimination or retaliation is prohibited.

The Senior Vice President & Chief People Officer is responsible for establishing and monitoring Southwest Airlines' personnel procedures to guide our Affirmative Action Program, including this Policy. The Senior Manager, Employee Relations, is responsible for overseeing the Company's outreach efforts to persons with disabilities and veterans. All Southwest Airlines Officers, Directors, and Managers are responsible for supporting efforts working toward Southwest Airlines' disabled utilization goal and the Company's veteran hiring benchmark in their respective departments. Providing equal employment opportunity is an important part of Southwest Airlines Leaders successfully fulfilling their obligations to our Employees, current and future, and to the Company as a whole.

Employees requiring a reasonable accommodation to perform essential job duties, or to enjoy equal benefits and privileges of employment due to a disability, should contact the Southwest Airlines' Accommodations Team at HDQ at Accommodations.Team@wnco.com. For more information, refer to the [Disability Discrimination and Workplace Accommodation Policy](#).

Employees and applicants shall not be harassed, intimidated, threatened, discriminated, or retaliated against for filing any complaint, for assisting or participating in an investigation, audit, compliance evaluation, hearing, or any other protected activity related to this Policy, Southwest Airlines' Affirmative Action Program, or any other applicable law requiring equal opportunity for individuals with disabilities or for covered veterans. Any concerns regarding discrimination or retaliation under this Policy should be shared with your Leader or Employee Relations in the People Department at HDQ.

Southwest Airlines' President & Chief Executive Officer and the Senior Vice President & Chief People Officer endorse and support this policy and the Southwest Airlines' Affirmative Action Program for Persons with Disabilities and Covered Veterans.



Robert E. Jordan
Chief Executive Officer



Elizabeth A. Bryant
Senior Vice President & Chief People Officer

Southwest Airlines is an Equal Opportunity Employer