

Affirmative Action Policy for Women and Minorities

Effective: 02/04/2025

Issued by Southwest Airlines February 2025; Effective Until/Unless Reissued

Part of Southwest Airlines' Affirmative Action Program

Southwest Airlines is dedicated to providing the best possible work environment, benefits, development opportunities, and equal employment opportunity for our People, which is reflected in the Southwest Airlines Affirmative Action Program. Although we are extremely proud of our record of accomplishments in these areas, we strive to continually improve through good faith efforts.

We are also firmly committed to our efforts to improve the communities that we serve. As a basic premise of our business, it is vitally important to have an Employee base that is reflective of those diverse populations. To ensure the success of our commitment to providing equal opportunity employment, we have developed the Southwest Airlines Affirmative Action Policy for Women and Minorities ("Program"). We desire to maintain a heightened awareness of providing equal employment opportunities to women and minorities in every facet of our business through the Program. This focus includes recruitment, hiring, training, promotions, compensation, and Company-sponsored programs.

It is also the policy of Southwest Airlines to provide equal opportunity to all individuals and not to discriminate on the basis of race, color, ancestry, religion, age, sex, sexual orientation, gender, gender expression, gender identity, pregnancy, marital status, national origin, genetic information, physical or mental disability, or military or veteran status.

The Senior Vice President & Chief People Officer is responsible for establishing and monitoring Southwest Airlines' personnel procedures to guide our Affirmative Action Program. All Southwest Airlines Officers, Directors, and Managers are responsible for supporting the Company's efforts toward Southwest Airlines' goals related to their individual departments. Providing equal employment opportunity is an important part of effectively leading our People and successfully fulfilling Leadership obligations to our Employees, current and future, and to the Company as a whole.

Southwest Airlines' President & Chief Executive Officer and Senior Vice President & Chief People Officer endorse and support this policy and Southwest Airlines' Affirmative Action Program for Women and Minorities.



Robert E. Jordan
Chief Executive Officer



Elizabeth A. Bryant
Senior Vice President & Chief People Officer

Southwest Airlines is an Equal Opportunity Employer