

People Data Table

Total Employees by Category and Race/Ethnicity as of December 31, 2025																		
	Not Disclosed		American Indian or Alaska Native		Asian		Black or African American		Hispanic or Latino		Native Hawaiian or Other Pacific Islander		Two or More Races		White		Total	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Pilots	158	1.3%	62	0.6%	203	1.8%	166	1.5%	504	4.4%	20	0.2%	201	1.8%	10,052	88.4%	11,366	100%
Flight Attendants	163	0.6%	167	0.8%	688	3.1%	3,970	17.7%	3,310	14.8%	173	0.8%	778	3.5%	13,162	58.7%	22,411	100%
Dispatchers, Meteorologists, Simulator Technicians, and Flight Training Instructors	7	0.9%	5	0.6%	38	4.7%	38	4.7%	70	8.6%	2	0.3%	11	1.4%	642	79.0%	813	100%
Ground Operations	240	1.0%	163	0.7%	1,161	4.8%	7,234	29.6%	5,701	23.3%	1,393	5.7%	975	4.0%	7,587	31.0%	24,454	100%
Technical Operations (Maintenance)	29	0.8%	26	0.7%	203	5.3%	426	11.2%	757	19.8%	34	0.9%	85	2.2%	2,258	59.1%	3,818	100%
Customer and Source of Support Representatives	25	0.8%	24	0.8%	51	1.7%	919	31.0%	888	30.0%	43	1.5%	106	3.6%	906	30.6%	2,962	100%
Total Employees Under Collective Bargaining Agreement	622	0.9%	447	0.7%	2,344	3.6%	12,753	19.4%	11,230	17.1%	1,665	2.5%	2,156	3.3%	34,607	52.6%	65,824	100%
Noncontract Employees ¹																		
Executives	2	4.2%	0	—%	1	1.6%	2	3.2%	6	9.7%	0	—%	0	—%	51	80.9%	62	100%
Other Leaders	65	1.1%	29	0.5%	269	4.4%	1,217	20.0%	993	16.4%	169	2.8%	233	3.8%	3,099	51.0%	6,074	100%
Individual Contributors	102	1.5%	27	0.4%	992	14.7%	912	13.5%	878	13.0%	19	0.3%	200	3.0%	3,633	53.7%	6,763	100%
Total Noncontract Employees	169	1.4%	56	0.4%	1,262	9.8%	2,131	16.5%	1,877	14.6%	188	1.5%	433	3.4%	6,783	52.6%	12,899	100%
Total Employees ²	791	1.0%	503	0.6%	3,606	4.6%	14,884	18.9%	13,107	16.6%	1,853	2.4%	2,589	3.3%	41,390	52.6%	78,723	100%

¹ Includes Employees who are members of unions, but are serving in Leadership and Individual Contributor positions.

² Southwest made additional gender markers available to Customers and Employees in 2024. This update aligned with passport and various state ID gender markers. At the end of 2025, eight (8) Employees had provided a gender of Unspecified; as a result, totals may reflect more than the sum of Male and Female Employees.

Total Employees by Category and Gender as of December 31, 2025						
	Female		Male		Total	
	#	%	#	%	#	%
Pilots	549	4.8%	10,817	95.2%	11,366	100%
Flight Attendants	17,357	77.5%	5,053	22.6%	22,410	100%
Dispatchers, Meteorologists, Simulator Technicians, and Flight Training Instructors	123	15.1%	690	84.9%	813	100%
Ground Operations	8,122	33.2%	16,326	66.8%	24,448	100%
Technical Operations (Maintenance)	176	4.6%	3,641	95.4%	3,817	100%
Customer and Source of Support Representatives	2,557	86.3%	405	13.7%	2,962	100%
Total Employees Under Collective Bargaining Agreement	28,884	43.9%	36,932	56.1%	65,816	100%
Noncontract Employees [#]						
Executives	14	22.6%	48	77.4%	62	100%
Other Leaders	2,178	35.9%	3,896	64.1%	6,074	100%
Individual Contributors	3,246	47.9%	3,517	52.0%	6,763	100%
Total Noncontract Employees	5,438	42.2%	7,461	57.8%	12,899	100%
Total Employees ²	34,322	43.6%	44,393	56.4%	78,715	100%

	2025	2024	2023	2022	2021
Workgroup Training Hours					
Flight Operations (Primarily Pilots)	638,222	1,187,013	849,145	378,722	252,030
Inflight Operations (Primarily Flight Attendants)	455,124	876,878	954,154	347,283	263,811
Ground Operations	1,120,523	1,537,085	1,478,013	775,770	507,164
Technical Operations (Maintenance)	362,518	365,307	363,375	276,937	185,148
Customer and Source of Support Representatives	76,001	177,114	342,462	117,382	63,841
Training Hours by Topic (All Employees)					
Safety and Security	More than 1,490,000	More than 1,230,000	More than 1,290,000	More than 650,000	More than 460,000
Cybersecurity	165,473	29,366	16,684	Not Reported	Not Reported
Data Privacy	137,600	2,694	2,848	Not Reported	Not Reported
Environmental	188,500	Not Reported	Not Reported	Not Reported	Not Reported
Human Rights	More than 261,000	More than 125,000	More than 136,000	More than 61,000	More than 61,000
Percent of Total Employees Trained on Human Rights	92%	92%	71%	70%	50%
Average Training Hours by Employee Classification					
Executives	16	14	15	17	12
Other Leaders	74	70	74	72	47
Individual Contributors (Contract & Noncontract)	32	33	53	57	32