



NEWS RELEASE

American Airlines Receives Top Score on the 2021 Disability Equality Index

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FORT WORTH, Texas — For the sixth year in a row, American Airlines received a top score of 100 on the Disability Equality Index® (DEI) and is named one of the best places to work for disability inclusion in 2021. The DEI was launched in 2015 by Disability:IN and The American Association of People with Disabilities (AAPD). Today, the DEI is acknowledged as the most robust disability inclusion assessment tool in business.

“At American Airlines, we have a mission to care for all people on life’s journey and that starts with our team members,” Vice President of Global People Operations and Diversity & Inclusion Cedric Rockamore said. “We are committed to creating an inclusive workplace where people of all abilities feel welcomed and respected across our global organization. American is incredibly proud of this achievement because the recognition acknowledges the airline’s continued work to build an inclusive workplace for all employees.”

Globally, people with disabilities represent more than 1 billion people across all lines of age, ethnicity, gender, gender identity, race, sexual orientation, socioeconomic status and religion.

The DEI was created by the DEI Advisory Committee, a diverse group of business leaders, policy experts and disability advocates. The DEI examines the practices and procedures companies are implementing in the following categories to select the top scorers: Culture & Leadership; Enterprise-wide Access; Employment Practices (Benefits, Recruitment, Employment, Education, Retention & Advancement, Accommodations); Community Engagement; Supplier Diversity; Non-U.S. Operations.

Now in its seventh year, the DEI continues to help businesses make a positive impact on the unemployment/underemployment of people with disabilities.

Learn more about the DEI at disabilityin.org.

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About American Airlines Group

American's purpose is to care for people on life's journey. Shares of American Airlines Group Inc. trade on Nasdaq under the ticker symbol AAL and the company's stock is included in the S&P 500. Learn more about what's happening at American by visiting news.aa.com and connect with American on Twitter [@AmericanAir](https://twitter.com/AmericanAir) and at Facebook.com/AmericanAirlines.

About the Disability Equality Index®

The Disability Equality Index (DEI) is a comprehensive benchmarking tool that helps companies build a roadmap of measurable, tangible actions that they can take to achieve disability inclusion and equality. Each company receives a score, on a scale of zero (0) to 100, with those earning 80 and above recognized as a "Best Place to Work for Disability Inclusion."

The DEI is a joint initiative of the American Association of People with Disabilities (AAPD), the nation's largest disability rights organization, and Disability:IN, the global business disability inclusion network, to collectively advance the inclusion of people with disabilities. The organizations are complementary and bring unique strengths that make the project relevant and credible to corporations and the disability community. The tool was developed by the DEI Advisory Committee, a diverse group of business leaders, policy experts, and disability advocates. Learn more at disabilityequalityindex.org.

About the American Association of People with Disabilities (AAPD)

AAPD is a convener, connector, and catalyst for change, increasing the political and economic power for people with disabilities. As a national cross-disability rights organization AAPD advocates for full civil rights for the 50+ million Americans with disabilities. Learn more at aapd.com.

About Disability:IN®

Disability:IN is a global organization driving disability inclusion and equality in business. More than 270 corporations trust Disability:IN to activate and achieve disability inclusion across their enterprise and in the broader corporate mainstream. Through the world's most comprehensive disability inclusion benchmarking; best-in-class conferences and programs; and expert counsel and engagement, Disability:IN works with leading businesses to create long-term business and societal impact. Join us at disabilityin.org/areyouin #AreYouIN.