

Diversity, Equity and Inclusion

AT AMERICAN AIRLINES

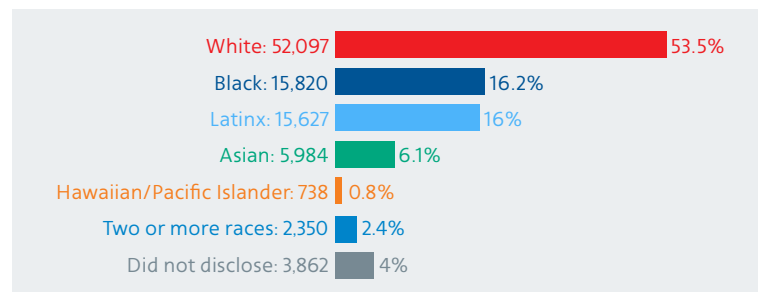
Diversity, equity, and inclusion are foundational to the American Airlines culture and are embedded into the fabric of who we are as a company. As the global leader in commercial aviation, we have an obligation to advance DEI within our company and around the world. We will lead the industry in DEI by:

- Hiring, engaging and retaining the best and brightest talent for growth
- Delivering excellence in our operations to serve and expand our global markets
- Ensuring the diversity of our team reflects the diversity of our global customer base
- Continually test and improve our DEI efforts to drive a competitive advantage for American

Our People

American employs nearly **97,000 team members** and serves over **50 countries and territories** around the world.

We celebrate the diversity of our team members and the backgrounds they represent.



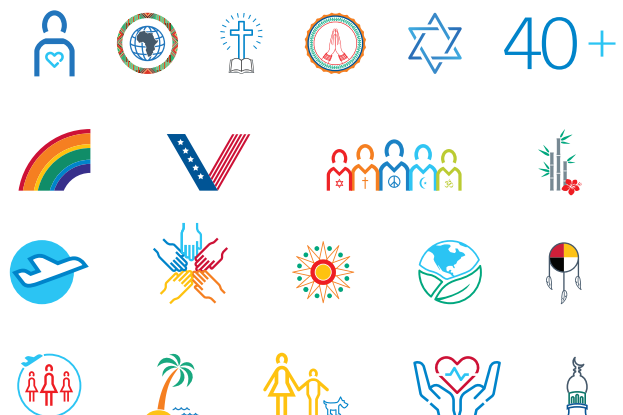
*Team member self-disclosed demographics as of 4Q 2021

Employee Business Resource Groups

Our Employee Business Resource Groups (EBRGs) connect our team members to our customers, communities and mission to have a positive impact.

EBRGs operate under four pillars: advancing American's business, team member engagement, leadership development and community service.

20
EBRGs
183
Chapters
26,331
EBRG members



Engagement and Recognition Opportunities



STATE OF DEI AT AMERICAN

Each year, American honors Dr. Martin Luther King, Jr. by reflecting on our progress in inclusion for all.



HERITAGE MONTH EVENTS

We recognize the contributions of diverse communities to our world and celebrate their achievements with programs all year.



EARL GRAVES AWARD

Honors team members who embody inclusive leadership within American and their community.



Our Momentum

Our goal is to build an open, inclusive culture where people from all backgrounds feel welcome. We know the work is never done, and over the past few years, we've made important progress aligning our efforts to three pillars.



**Listening
& Relationships**

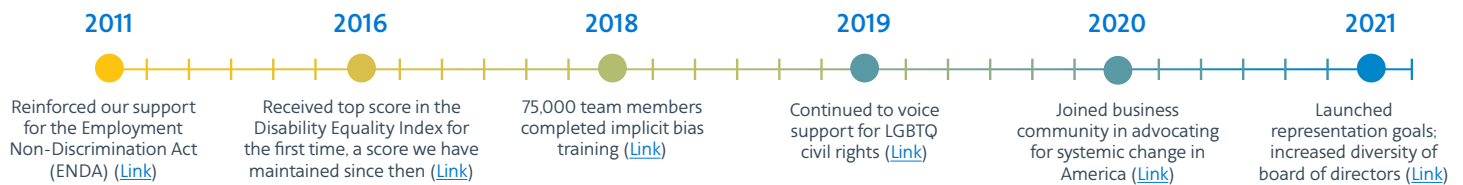


**Learning
& Aligned Values**



**Recruitment
& Advancement**

A Decade of Milestones



Recognition

For decades, American Airlines has been recognized as a leader in LGBTQ workplace policies. American has earned a perfect score in the Human Rights Campaign's U.S. Corporate Equality Index every year since 2002 and the HRC Equalidad Mexico since 2017. DisabilityIN and Seramount continue to recognize American for our inclusion efforts.



Partnerships

We continue to partner with organizations that have a longstanding history of supporting and advocating for civil rights, equity and opportunity for all.



**National
Urban League**

