

American Airlines Earns Perfect Score on Corporate Equality Index Over the Last Two Decades

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FORT WORTH, Texas — American Airlines has been recognized by the Human Rights Campaign (HRC) with the highest possible rating in the prestigious 2021 Corporate Equality Index (CEI). This achievement serves as a milestone as the airline has received a top score for the last 20 years. Companies that earn the top CEI score of 100 are also named the “Best Places to Work” in the United States.

American Airlines earns a 100 on the Human Rights Campaign Foundation’s annual assessment of LGBTQ workplace equality

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“When the Human Rights Campaign Foundation created the Corporate Equality Index 20 years ago, we dreamed that LGBTQ workers — from the factory floor to corporate headquarters — could have access to the policies and benefits needed to thrive and live life authentically,” said Jay Brown, Human Rights Campaign Senior Vice President of Programs, Research and Training. “Congratulations to American Airlines for achieving the title of ‘Best Places to Work’ for LGBTQ equality this year and every year for the past two decades, showing they are a true champion for equality and inclusion.”

The CEI is the nation’s foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. American was the only airline to achieve a perfect score when the CEI first launched in 2002 and is the only airline to receive a perfect score every year since the award’s inception.

The first year of the CEI, only 13 companies achieved a top-score, demonstrating the incredible impact the CEI has had on the business world over its 20-year life. This year's CEI reflects growth across every measurement category, from the adoption of inclusive nondiscrimination policies to equitable healthcare benefits for transgender employees.

"We are proud to create and maintain an inclusive environment for our LGBTQ team members," said Cedric Rockamore, Vice President of Global People Operations, Diversity Equity and Inclusion, and Team Member Services at American Airlines. "Our commitment to diversity, equity and inclusion remains at the core of everything we do at American. We are grateful to our teams for providing an open, inclusive culture where people from all backgrounds feel welcomed and can bring their authentic selves to our airline."

American has a longstanding history of supporting the LGBTQ community and was the first major U.S. airline to protect LGBTQ team members by including gender identity and sexual orientation in workplace nondiscrimination policies. American has also joined Texas Competes to support the inclusion of LGBTQ in nondiscrimination laws and full civil rights protections.

In supporting LGBTQ advocacy initiatives, American is proud of the 20-year recognition with the HRC for creating a supportive and inclusive environment for our team members and customers.

The CEI rates companies on detailed criteria falling under four central pillars:

- Nondiscrimination policies across business entities.
- Equitable benefits for LGBTQ workers and their families.
- Supporting an inclusive culture.
- Corporate social responsibility.

The full report is available online at hrc.org/cei. For more information on American's commitment to Diversity, Equity and Inclusion, visit aa.com/diversity.

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 Human Rights Campaign

The Human Rights Campaign Foundation is the educational arm of the Human Rights Campaign (HRC), America's

largest civil rights organization working to achieve equality for lesbian, gay, bisexual, transgender and queer (LGBTQ+) people. Through its programs, the HRC Foundation seeks to make transformational change in the everyday lives of LGBTQ+ people, shedding light on inequity and deepening the public's understanding of LGBTQ+ issues, with a clear focus on advancing transgender and racial justice. Its work has transformed the landscape for more than 15 million workers, 11 million students, 1 million clients in the adoption and foster care system and so much more. The HRC Foundation provides direct consultation and technical assistance to institutions and communities, driving the advancement of inclusive policies and practices; it builds the capacity of future leaders and allies through fellowship and training programs; and, with the firm belief that we are stronger working together, it forges partnerships with advocates in the U.S. and around the globe to increase our impact and shape the future of our work.