

American Airlines Group Inc.
Human Rights Statement
Adopted by the Board of Directors on July 22, 2020

American's values are the foundation of our business because our business is people — flying over borders, walls and stereotypes to bring people together and connect people, cultures and commerce worldwide. Our core values include integrity, compliance with the law, respect for the individual and for the unique customs and cultures in communities where we operate, and respect for human rights as embodied in the principles of the United Nations Universal Declaration of Human Rights.

While it is the duty of governments to protect human rights, American endeavors to conduct its business in a socially responsible and ethical manner consistent with human rights principles. Our approach to human rights is guided by international standards; we respect and support the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises, the core Conventions of the International Labour Organization (ILO), the ILO Declaration on Fundamental Principles and Rights at Work and the UN Universal Declaration of Human Rights. We respect the rights of individuals who may be particularly vulnerable, including but not limited to women, LGBTQ people and minorities.

We are committed to embedding respect for human rights in all aspects of our business and in all geographies where we operate. These principles apply to all team members of American Airlines Group Inc. and its wholly owned subsidiaries, including American Airlines, Envoy Air, Piedmont Airlines and PSA Airlines. They also apply to our agents, consultants, contractors, providers and suppliers when they are representing or acting for us.

We continuously evaluate our operations and supply chain to identify, assess and address human rights risks and to engage key stakeholders. These evaluations include the ongoing development and implementation of due diligence processes to identify and mitigate potential impacts on human rights.

These principles are included in our Standards of Business Conduct and complement our annual training on those Standards for team members. We provide a dedicated hotline for team members, suppliers and partners to anonymously report potential concerns regarding human rights violations. We do not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation.

Our Principles

Diversity, Non-Discrimination and Non-Harassment: American values diversity in our workforce, and in our customers, suppliers and others. We provide equal employment opportunity for all applicants and team members. We are committed to ensuring that all workers are treated equally, and we do not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, marital status, gender identity, gender expression, sexual orientation, national origin, ancestry, ethnic origin,

citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any basis protected by law.

Prevention of Human Trafficking, Forced Labor and Child Labor: We do not tolerate the use of child labor, forced labor or human trafficking — including slave labor, prison labor, indentured servitude or bonded labor — in our operations or supply chain. We forbid harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment in our operations or supply chain.

Workplace Health and Safety: We are committed to providing a safe and healthy workplace with appropriate rules and practices for reporting and preventing accidents, injuries and unsafe conditions and for procedures and behaviors to protect our team members, business partners and communities.

Freedom of Association: We respect freedom of association and our team members' right to join, or not to join, third party organizations such as labor unions or other lawful organizations of their own selection, along with the right to bargain or not bargain collectively, in accordance with local laws, without fear of reprisal, intimidation or harassment. We are committed to fostering open communication between team members and managers and providing our team members with appropriate access to grievance mechanisms and remedial action.

Supply Chain: We expect our suppliers to adhere to these same principles and respect human rights in their operations and business relationships. We expect our suppliers to have in place policies and due diligence measures to ensure adherence to these principles.

Stakeholder Engagement: We work to support the communities in which we operate by engaging with our stakeholders and taking into account their views related to our business.

We will continue to review and update these principles and our related programs based on consultation with our stakeholders, company leadership and Board of Directors.