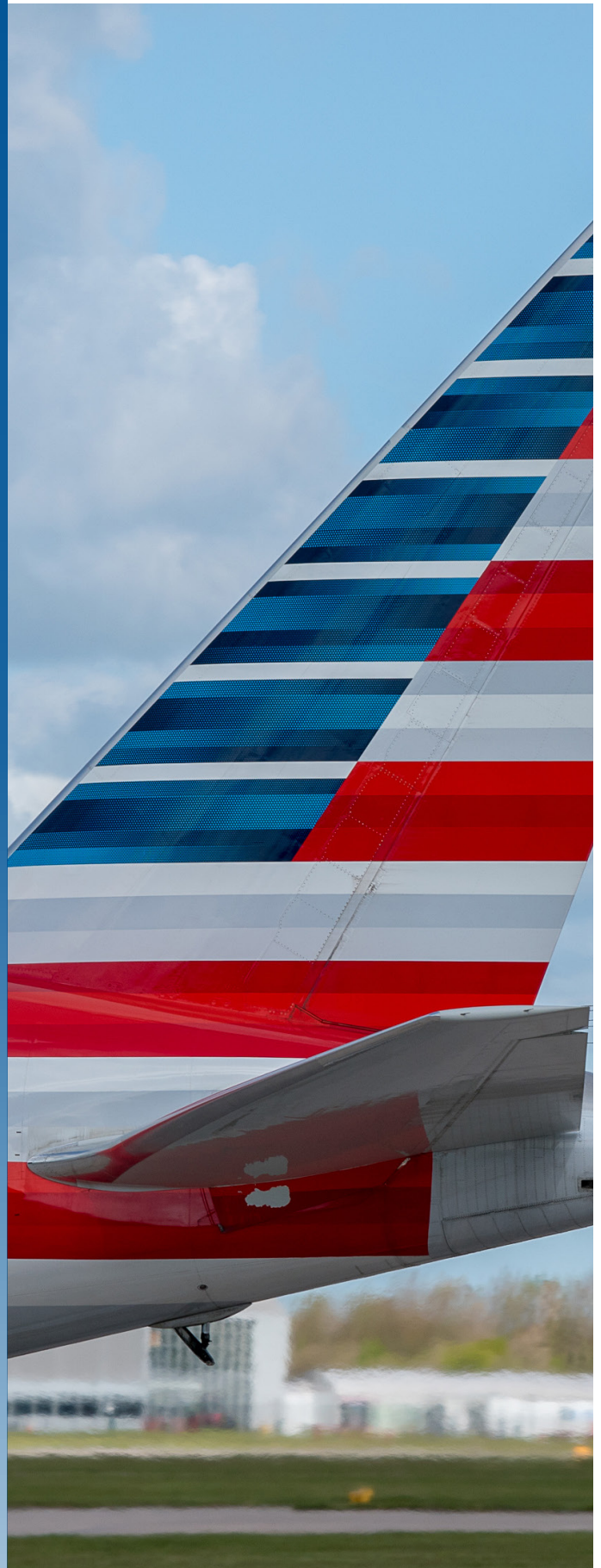


MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT

2025

American Airlines 





Introduction

About this Statement

This statement highlights the programs and initiatives American Airlines, Inc. has undertaken to combat modern slavery (including forced labor and child labor) during the financial year ending December 31, 2025. It is prepared under the UK Modern Slavery Act 2015 and Australia Modern Slavery Act 2018.

Our commitment

We are committed to upholding and advancing human rights across all aspects of our business. This includes a firm commitment to combating human trafficking, modern slavery, and child exploitation. As a global leader in the travel industry, we recognize our responsibility to operate with integrity and to safeguard the dignity and rights of every individual, especially the most vulnerable.

We conduct our operations with the highest ethical standards, ensuring our policies and practices respect and protect human rights. We have established controls to prevent, detect and address instances of forced labor, child labor, or exploitation within our supply chain or broader operations. Through ongoing monitoring and due diligence, we work to identify, assess and mitigate risks associated with human rights abuse.

We are dedicated to fostering a safe, inclusive workplace that protects the rights and well-being of our team members. We provide training and resources to equip team members to recognize and respond to potential human rights violations, including indicators of human trafficking. By collaborating with industry partners, nongovernmental organizations and law enforcement agencies, we strengthen our collective efforts to combat these crimes.

We strive to positively affect the communities we serve and contribute meaningfully to the global fight against human trafficking and exploitation.

Key highlights for 2025

In 2025, we continued to strengthen and enhance our anti-human trafficking and modern slavery program:



Partnered with EcoVadis

We adopted the EcoVadis assessment platform to evaluate suppliers across key areas, enhancing supply chain transparency and identifying high risk suppliers for focused due diligence. This initiative strengthens our supplier review and selection processes, drives continuous improvement in ethical and responsible sourcing and supports compliance with evolving global sustainability regulations.



Strengthening supply chain due diligence

We engaged a consultant in late 2024 to conduct an in-depth review of our uniform suppliers—examining environmental and human rights practices, commodity and country risks, and opportunities to strengthen health, safety, and environmental performance across the uniforms value chain. We expanded this engagement in 2025 to include additional textile suppliers, using these findings to enhance our due diligence processes, improve our supplier standards, and guide ongoing 2026 efforts to map upstream risks and identify further categories for review.



Conducted our annual risk assessment

We conducted our annual risk assessment to identify potential modern slavery and human trafficking risk in our operations and supply chains. Our 2025 assessment, based largely on the controls we have implemented to mitigate human trafficking and modern slavery risk, resulted in an overall low rating for the company.

Our structure, activities, and supply chain

Who we are

American Airlines is a Delaware corporation headquartered in Fort Worth, Texas. We are a wholly owned operating subsidiary of American Airlines Group, Inc. a publicly traded holding company listed on NASDAQ.

American's history spans 100 years. In 1926, a Robertson Aircraft Corporation DH-4 departed Chicago for St. Louis carrying U.S. mail, marking the beginning of what would become modern-day American Airlines. In 2026, we celebrate our centennial, reflecting a century of commercial aviation activity and the evolution of our business into one of the world's largest airlines.

Together with our affiliated regional airlines and third-party regional carriers operating as American Eagle, American provides passenger and cargo air transportation services to hundreds of destinations across the United States and internationally. Our operations are supported by hubs in Charlotte, Chicago, Dallas/Fort Worth, Los Angeles, Miami, New York, Philadelphia, Phoenix and Washington, D.C., as well as partner gateways in locations such as London, Doha, Madrid, Seattle/Tacoma, Sydney and Tokyo, among others.

American is a founding member of the oneworld® alliance, which brings together a global network of 13 world-class member airlines and their affiliates, working together to provide a superior and seamless travel experience.

American operates a cargo division that provides a wide range of freight and mail services, supported by facilities and interline connections around the world. In 2025, we served approximately 20,000 unique origin-and-destination pairs and transported over 1.0 billion pounds of freight and mail across our network. We continue to focus on enhancing our cargo services, including through expanded digital offerings that improve efficiency and accuracy and provide customers with 24/7 access to scheduling, availability, rate retrieval, and booking capabilities.

American also engages in ancillary activities related to airline operations, including aircraft maintenance and engineering, airport operations, customer service, information technology, procurement and corporate support functions.

In addition to air transportation, American operates a customer loyalty program (AAdvantage®), which allows members to earn and redeem miles through air travel and through a network of commercial partners.

The airline industry depends heavily on a skilled and committed workforce, and our team members play a central role in delivering safe and reliable service to our customers. The scale and complexity of airline operations require personnel with specialized training and expertise across a wide range of functions, including flight operations, ground handling, safety and maintenance, customer service, and network planning and scheduling. Supporting our team members and enabling them to perform their roles effectively is fundamental to the success of our business. This includes attracting and retaining highly qualified individuals, promoting awareness of career opportunities within aviation among people of diverse backgrounds, and fostering an inclusive workplace environment in which all team members can develop, contribute, and succeed.

Our over 130,000 team members are dedicated to delivering a high-quality customer experience. Approximately 86% of our workforce is represented by labor unions that negotiate collective bargaining agreements governing compensation, work rules and other terms of employment. Most of our team members are based in the United States, with additional personnel in international locations where we operate.



Our sustainable supply chain

At American, operating responsibly is at the core of everything we do and that commitment extends to our supply chain. We partner with over 10,000 trusted suppliers to source high-quality, cost-effective goods and services. Through oversight and collaboration across all business units, we seek to ensure our supply chain operates with integrity, efficiency, and environmental responsibility.

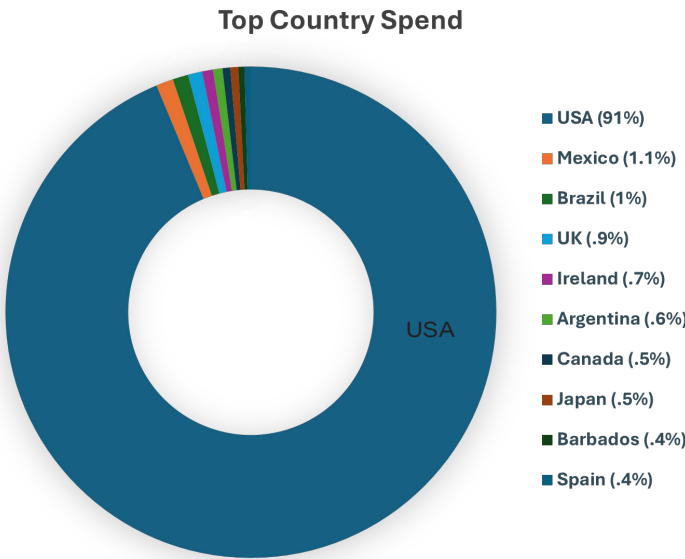
While we source goods and services globally, most of our annual supplier spend is focused on top suppliers in key markets, with the U.S. being the most prominent. This concentrated spend allows us to foster strong, long-term partnerships with key suppliers, helping us better understand and manage supply chain risks. The chart on the right identifies our top 10 countries of procurement spend by principal supplier location.

We have nine essential procurement teams:

Team	Responsibilities
Airport	Products and services used by the operation, including ground equipment and outsourced ground and passenger services.
Crew	Products and services to support our inflight and flight crews, such as uniforms, luggage allowance, crew transportation and hotels.
Customer	Products and services that enhance the customer experience, including inflight dining, lounges and premium guest services.
Facilities	Construction services, security, facilities management, and utilities for our owned and leased properties; supports sustainability, safety and environmental initiatives.
Fuel	All jet fuel and fueling services for aircraft used in our global operation.
Professional Services	Employee benefits, human resources/talent services, contact centers, contract labor, contingent workforce, consulting, marketing and other professional and managed services.
Technical Operations	Sourcing and repair of aircraft parts, components, systems and ground support equipment; sourcing of third-party services for maintenance, repair and operations (MRO), line maintenance and facility maintenance.
Technology	Information technology hardware, software (including SaaS and enterprise applications), infrastructure and cloud platforms, and IT professional services.

Historically, our procurement activities were decentralized, with individual departments managing their own purchasing strategies, controls, and procedures. While this approach offered flexibility, it resulted in inconsistencies in supplier selection and onboarding and limited visibility into overall third-party spending.

In early 2024, we appointed a Chief Procurement Officer to centralize purchasing and enhance transparency, efficiency, and cost management. As part of this effort, we implemented systems to monitor and analyze third-party expenditures, providing greater insight into spending patterns and supporting data-driven decisions for optimization and risk mitigation. We also established a Sustainability Procurement Council, comprised of leaders from our Sustainability, Legal and



Procurement teams, to set and oversee execution of our responsible sourcing strategy and to further mitigate risks related to human rights, labor practices, and environmental stewardship.

Jet fuel is our largest procurement category. Given its significance, we dedicate substantial resources to evaluating health, safety, environmental, and labor risks across the fuel lifecycle, from production and distribution through use in our operations. This approach supports regulatory compliance and aligns with American’s commitment to sustainability and responsible sourcing. We also recognize that risk may exist in other categories, so we are exploring a due diligence program that maps risk across the value chain and helps identify priority categories for enhanced due diligence.



Assessing our modern slavery risk

Millions of people trust American to care for them on life's journey. We connect people, cultures and commerce worldwide, but recognize the same global reach that brings people together can also be misused by those seeking to exploit others.

Unfortunately, making the world more connected can create opportunities for human traffickers. While studies suggest airlines are rarely used for labor trafficking, we acknowledge our aircraft could be used by traffickers for forced labor involving debt bondage or sexual exploitation. We remain alert to these risks and continue to work to identify and mitigate them.

Our global supply chain includes a wide range of goods and services that may expose the company to modern slavery risk if not appropriately managed. Given the scale and complexity of our supply chain, it is not feasible to assess every supplier in the same manner. So, we prioritize our efforts by focusing on industries, products and geographic regions that may present a heightened risk of forced or child labor.

We also focus on suppliers that are most critical to our operations, enabling us to target due diligence and risk mitigation efforts where they are likely to be most effective. This risk-based approach supports ethical labor practices while maintaining the resilience and integrity of our supply chain.

Assessment of our operational and supply chain risk falls within a broader risk management framework. We begin by evaluating inherent risk—that is, risk before considering mitigating controls—using a combination of internal and external data sources, stakeholder input and emerging external benchmarks. As part of this process, we assess suppliers that are critical to our operations, as well as those that may be exposed to modern slavery risks based on geographic, sector-specific and product-level factors, informed in part by sustainability frameworks such as the Sustainability Accounting Standards Board (SASB) standards. Understanding the origin of the goods we purchase further supports our ability to identify areas of potential modern slavery risk.

We then assess residual risk by considering existing controls and mitigation measures. For both inherent and residual risk, we evaluate (1) the likelihood of noncompliance and (2) the reasonably foreseeable impact of noncompliance. Risk levels are determined by plotting likelihood and impact on a risk assessment matrix, allowing senior management to evaluate whether existing controls are appropriate and where more action may be required.

Our modern slavery risk assessment is reviewed and updated annually to account for factors such as entry into new markets, regulatory developments and changes in our supply chain. Risk matrices are reviewed by our Chief Ethics & Compliance Officer, and risks rated Serious or High are reviewed annually with a Vice President, Senior Vice President, or our Chief Legal Officer. Our 2025 assessment resulted in an overall "low" rating for operational risk and a "minor" rating for supply chain risk, reflecting the controls in place, while recognizing that the risk of modern slavery cannot be entirely eliminated.

In late 2024, we engaged an independent third-party expert to review selected uniform suppliers and their environmental and human rights policies and processes. This work continued into 2025 and included interviews with uniform suppliers, a review of our existing policies and practices, and an analysis of the value chain for key inputs, including cotton and wool, to better understand commodity- and country-level risks. Based on this assessment, we worked to address identified gaps and pursued opportunities to strengthen our approach by engaging with suppliers on potential health and safety concerns and environmental practices. We also applied relevant insights from this work to our due diligence processes for other purchased goods. The findings informed enhancements to our Standards of Business Conduct for Suppliers and related policies.

We are continuing this work in 2026 to further assess upstream risks in our uniform value chain and to develop a mapping process to help identify additional categories that may be appropriate for enhanced due diligence and develop protocols for vendor engagement on these issues.



How we manage modern slavery risks

As a global airline, we recognize our unique role and responsibility to combat modern slavery and child exploitation.

We embrace this responsibility by maintaining a comprehensive human trafficking and modern slavery prevention program designed to prevent, detect and remedy forced or child labor. American's program comprises four essential elements: (1) policies and due diligence processes addressing modern slavery; (2) training to identify and report suspected human trafficking and forced labor; (3) internal accountability and reporting; and (4) external engagement and collaboration.

Our policies and due diligence processes

Policies

1. Standards of Business Conduct

American is committed to upholding human rights across our operations and supply chain. This commitment is embedded in our Standards of Business Conduct, which require all team members to respect the rights of every individual. We operate with zero tolerance for human trafficking, child exploitation, forced labor, or any form of modern slavery, and we expect the same from our team members, agents, contractors and suppliers. Our policies require team members to act with integrity, comply with all applicable laws, safeguard the rights and dignity of others and promptly report suspected misconduct or human-rights concerns through established reporting channels. We work to raise awareness, cooperate with law enforcement and ensure that our operations and business relationships uphold the highest standards of safety, respect and accountability.



2. Human Rights Statement

Although governments are primarily responsible for safeguarding human rights, we endeavor to conduct our business in a socially responsible and ethical manner consistent with human rights principles. In 2020, we adopted

a Human Rights Statement to align with global standards such as the UN Guiding Principles on Business and Human Rights. Updated regularly, this statement applies to all team members, contractors, suppliers and business partners.

3. Policy Prohibiting Trafficking in Persons and Compliance Plan

As a U.S. federal government contractor, we comply with the Trafficking Victims Protection Act of 2000 and the implementing Federal Acquisition Regulation (FAR) 48 CFR § 52.222-50—Combating Trafficking in Persons. We have adopted a Policy Prohibiting Trafficking in Persons and a Compliance Plan to meet these requirements. We also flow down FAR 52.222-50 to government subcontractors and agents. Violations of these requirements or our policy may result in removal from contracts, termination of contracts, suspension of privileges, or termination of employment.

4. Standards of Business Conduct for Suppliers

We expect all suppliers—and their extended supply chains—to uphold the highest standards of ethical conduct, human rights and responsible labor practices. Our Supplier Standards of Business Conduct prohibit the use of forced labor, child labor, prison labor, human trafficking, or any form of modern slavery, and require suppliers to provide safe, respectful and nondiscriminatory workplaces. Suppliers must ensure lawful wages and working hours, respect freedom of association, maintain effective grievance mechanisms without retaliation, and comply with all applicable labor and environmental laws.

5. Sustainable Supply Chain Policy

Our Sustainable Supply Chain Policy establishes the principles and governance framework that guide how we integrate ethical, social and environmental considerations into our procurement practices. Through this Policy, we promote responsible sourcing and ensure our supply chain aligns with our values and enterprise-level sustainability commitments.

For more information about our policies and procedures related to ethics and human rights, as well as our Standards of Business Conduct, please visit our [website](#).

Supply chain due diligence

To uphold our commitment to ethical and sustainable sourcing, we conduct supplier due diligence through policy-driven assessments, third-party evaluations and direct engagement. These processes verify compliance with our standards, identify risks—including modern slavery—and drive continuous improvement across our global supply chain.

As part of our sourcing process, we include a Supplier Corporate Social Responsibility Assessment in our standard requests for proposals. This assessment includes suppliers' policies and practices related to wage and labor standards, working conditions, and business ethics. Responses are reviewed to identify potential indicators of forced labor, human trafficking, or other human rights risks, and to determine whether enhanced diligence is required.

To strengthen visibility into our supply chain, we have implemented procurement tools that provide greater insight into our third-party relationships and purchasing patterns. These tools support our ability to identify higher-risk suppliers and prioritize due diligence efforts where the risk of modern slavery may be elevated.

We also utilize a third-party assessment platform, EcoVadis, to evaluate supplier performance on labor and human rights criteria, including policies, due diligence processes, and safeguards against forced labor. Through this process, suppliers receive scorecards, and where gaps are identified, we work with them to implement corrective action plans. This enables us to monitor progress, address risks, and promote responsible labor practices.

Beyond third-party assessments, we engage directly with suppliers to identify and address potential risks. Our teams review onboarding questionnaires and conduct follow-up inquiries where responses indicate heightened risk. In higher-risk situations—particularly in regions or sectors where modern slavery risks may be more prevalent—our Procurement team may conduct on-site inspections of supplier facilities and operations.

We also recognize that risks of forced labor and human trafficking can extend beyond our direct suppliers. To address this, we work with Tier 1 suppliers to improve transparency into their supply chains and to identify and mitigate risks among subcontractors and upstream suppliers. This layered approach strengthens accountability and helps extend our standards throughout the supply chain.

Training

Training is an integral part of our human trafficking and modern slavery prevention program. Through training, team members learn to recognize signs of human trafficking and modern slavery and understand what action to take if they suspect a violation. We provide mandatory initial and recurrent human trafficking awareness training to more than 75,000 frontline team members, including flight attendants, pilots and airport customer service representatives.



As part of this training framework, and to align with government-recognized best practices in the commercial aviation sector, we have incorporated the U.S. Department of Homeland Security's Blue Lightning Initiative (BLI) training module for our flight attendants and airport customer service agents. The BLI module reinforces aviation-specific trafficking indicators and instructs team members on how to promptly report suspected trafficking to federal law enforcement.

We also offer modern slavery training developed by TRACE International for team members with international purchasing responsibilities, which helps them identify and mitigate forced-labor risks, recognize potential indicators of modern slavery and understand how to escalate and report concerns.



Accountability and reporting

We know, even with robust policies and practices, companies may unknowingly cause or contribute to forced labor or child labor within their operations or supply chains. If we identify such instances, whether through our due diligence processes, risk assessments or other channels, it is our responsibility to address and remedy them. Consistent with the UN Guiding Principles on Business and Human Rights, effective and accessible grievance mechanisms are essential to enabling remediation for individuals who may be adversely impacted.

We encourage our team members, suppliers, and business partners to report any concerns related to human trafficking, forced labor, child labor, or other conduct inconsistent with our standards. EthicsPoint, our 24/7 global business ethics helpline, is available by toll-free phone, secure online portal, or mobile device, and reporters may remain anonymous. Reports may also be submitted directly to our Business Ethics & Compliance Office or Legal Department by telephone, mail, or email. Team members are also advised that they may contact the U.S. National Human Trafficking Hotline.



All reports are assessed by the Business Ethics & Compliance Office, which determines the appropriate escalation path and initiates an investigation where warranted. Investigations may involve the Legal Department, Corporate Security, Supply Chain Management, or subject-matter specialists depending on the concern. Findings are documented, and corrective actions are tracked through closure.

We will protect anyone suspected of being a victim of, or witness to, prohibited activities and will cooperate with appropriate audits and investigations by U.S. federal authorities, including providing reasonable access to our facilities and personnel. We have a zero-tolerance policy against retaliation.

We recognize terminating a supplier relationship can adversely impact workers and their families, and we consider these potential downstream impacts when determining appropriate remediation. In 2025, we received no reports or complaints involving forced or child labor that required remediation, and we are not aware of any loss of income to vulnerable families resulting from measures taken to mitigate or eliminate modern slavery risks in our activities or supply chains.

Our EthicsPoint helpline helps us to identify, address, and remediate suspected abuses. If forced labor or child labor is discovered in our supply chain, we will consider our response and its potential impacts and engage with relevant suppliers to implement a corrective action plan to meet international human rights standards and avoid the use of forced or child labor.

External engagement and collaboration

Collaboration with government agencies, industry partners and nongovernment organizations is a key component of our human trafficking prevention program.

UN Global Compact

We participate in the UN Global Compact, committing to align our strategies and operations with its universal principles on human rights, labor, the environment, and anticorruption. This includes our pledge to eliminate forced and child labor in all forms.

Blue Campaign and Blue Lightning Initiative

In 2024, we joined the U.S. Department of Transportation (DOT) and U.S. Customs and Border Protection's Blue Lightning Initiative (BLI), expanding our partnership with the U.S. government to combat human trafficking. BLI equips aviation personnel with tools to better identify potential traffickers and victims through BLI-developed training materials. Before joining BLI, we participated in Department of Homeland Security's Blue Campaign, a national public awareness program focused on educating the public, law enforcement and industry partners about human trafficking. We are also a member of DOT's Transportation Leaders Against Human Trafficking initiative, a coalition of transportation and travel industry stakeholders working together to address human trafficking.

PACT

We are a signatory to PACT's Tourism Child-Protection Code of Conduct. PACT (Protect All Children from Trafficking) is a leading U.S. policy organization dedicated to ending the commercial sexual exploitation of children. We also donate AAdvantage® miles to support PACT's Survivors' Council, enabling survivor leaders to meet with lawmakers and share their recommendations to strengthen trafficking prevention policies.

It's a Penalty

We are a longstanding supporter of It's a Penalty, an organization combating human trafficking, exploitation and abuse through global educational campaigns. Our team members volunteer to support IAP's advocacy efforts, including campaigns tied to major sporting events such as the Super Bowl and the FIFA World Cup. We highlighted Its mission on our inflight entertainment platforms during the first two months of 2025 and have donated AAdvantage® miles to support trainings, awareness initiatives and other activities that benefit from air travel.

State Partnerships

As one of the largest employers in Texas, American joined Texas Businesses Against Trafficking (TBAT) in 2019. TBAT, established by the Texas Secretary of State, fosters collaboration between public- and private-sector partners to

combat human trafficking. We also support the Governor's Council to Combat Human Trafficking in Arizona through targeted prevention and public-awareness initiatives.

New Friends New Life

We maintain a strong partnership with New Friends New Life (NFNL), a Texas-based organization supporting formerly trafficked and sexually exploited women and their children. Alongside our employee business resource groups—Professional Women in Aviation, Black Professional Network and Latin Diversity Network—NFNL conducts trafficking-awareness sessions for our team members. Our legal team also provides pro bono support, including helping clients expunge criminal records arising from their time being trafficked.



New Friends New Life and the U.S. Department of Homeland Security joined American for our annual human trafficking awareness and training event at DFW.

Other notable activities:

- ➔ In August 2025, American's Professional Women in Aviation Employee Business Resource Group (EBRG) sponsored an inspiration day at CAR GRACIA, a shelter in Lima, Peru that rescues women and teenage victims from human trafficking.
- ➔ The Professional Women in Aviation EBRG also hosted human trafficking awareness sessions in partnership with the Department of Homeland Security and other organizations. These sessions took place at: Dallas Fort Worth International Airport (DFW), Ronald Reagan Washington National Airport (DCA), Boston Logan International Airport (BOS), Sao Paulo International Airport (GRU) and Toronto Pearson Airport (YYZ).





Assessing the effectiveness of our program

Evaluating the effectiveness of our human trafficking and modern slavery prevention program is essential to ensuring that forced labor and child labor are not present in our operations and supply chains.

We recognize that modern slavery risks are often complex, concealed, and difficult to detect, which can make measuring program effectiveness challenging. Traditional key performance indicators and quantitative metrics may not fully capture the impact of preventive measures or the absence of harm.

Despite these challenges, we remain committed to strengthening our approach and enhancing how we assess performance. We seek to develop practical and meaningful indicators that help us evaluate our controls, identify emerging risks, and hold ourselves accountable for continuous improvement. This includes periodic reviews of our policies, procedures, and internal controls to identify gaps, assess alignment with regulatory expectations and industry best practices, and implement enhancements where needed.

We monitor a range of indicators to support our assessment efforts, including:

- Human trafficking training coverage and completion rates for team members.
- Trends in reports and concerns submitted through EthicsPoint, including the number and nature of human rights-related allegations.
- Supplier-engagement metrics, such as the number of suppliers completing risk-screening questionnaires.
- If necessary, follow-up on corrective actions, including closure rates and recurrence of identified issues.

These indicators help us evaluate awareness, engagement and the effectiveness of our internal reporting channels and supplier-management processes. In addition to quantitative data, we gather qualitative insights through discussions with internal stakeholders, suppliers and industry partners to understand evolving risks and the practical effectiveness of our controls.

Governance oversight also contributes to our assessment efforts. Findings and key risk trends are shared with senior leadership to support informed decision-making and ensure accountability at the appropriate levels.

By combining quantitative metrics, qualitative insights, governance review and ongoing engagement with stakeholders, we aim to strengthen our prevention framework and proactively address risks across our operations and supply chain. Our goal is not only to meet applicable legal and regulatory requirements, but also to make meaningful and measurable improvements that reduce the risk of exploitation and protect vulnerable workers. We recognize that assessing effectiveness is an ongoing process and remain committed to refining our methodologies as our program matures and our understanding of risk deepens.



Approval

This Modern Slavery and Human Trafficking Statement was approved by the board of directors of American Airlines, Inc.



Stephen L. Johnson
Director, American Airlines, Inc.
June 2026