

## Our Corporate Commitment to Supplier Diversity

At Southwest, diversity is more than a word—it is the fabric of our Culture. We are dedicated to cultivating an inclusive and equitable environment for our Employees, our Customers, our Suppliers, and the Communities we serve.

A diverse workforce keeps Southwest Airlines strong and inspires unity. Our unique workforce has encouraged innovative business solutions and leveraged our competitive advantage to establish Southwest Airlines as a consistently profitable airline.

In the same way we recognize that a diverse Employee base generates strength, we know our Suppliers are an integral part of our success. Our Supplier Diversity Program seeks sustainable diverse suppliers that are:

- Small
- Small Disadvantaged
- Women owned
- HUBZone
- Veteran owned
- Service-disabled Veteran owned
- Minority owned
- Disabled owned
- LGBT owned

We value our diverse suppliers that help fulfill our operational needs, stimulate economic growth in the Communities we serve, and satisfy the expectations of our Stakeholders.

We understand the powerful impact Southwest has in the markets in which we operate—and that is why we give from the Heart. We strive to make a positive difference by virtue of our outreach initiatives and community engagement. It is through this involvement that we build longstanding relationships with our Community Partners and work toward becoming the World's Most Loved, Most Efficient, and Most Profitable Airline.

A handwritten signature in black ink that reads "Gary C. Kelly". The signature is written in a cursive, flowing style.

Gary C. Kelly  
Chairman and Chief Executive Officer  
Southwest Airlines Company

Sept. 24, 2021