

**CHARTER OF THE SAFETY COMMITTEE
OF THE BOARD OF DIRECTORS
OF ALASKA AIR GROUP, INC.**

As Amended November 7, 2025

- 1. Purpose, Policies and Objectives.** The purpose of the Safety Committee (the “Committee”) is to discharge the responsibilities of the Board of Directors (the “Board”) of Alaska Air Group, Inc. (the “Company”) relating to safety of the Company and its wholly-owned operating subsidiaries (the “Subsidiaries”). In order to assure the Board of Directors and the Company’s shareholders that Alaska Air Group believes that safety is the highest responsibility of every employee of the Company and its subsidiaries, and that it seeks to realize its goal to be number one in safety and compliance, on November 1, 2000, the Board of Directors established this Committee.
- 2. Membership.** The Committee will be composed of at least three directors. The members of the Committee will be appointed by and serve at the discretion of the Board. The Chairperson of the Committee will be appointed by and serve at the discretion of the Board.
- 3. Specific Responsibilities and Duties.** The Board delegates to the Committee the express authority to do the following:
 - (a) Monitor management efforts to ensure the safety of passengers and employees of the Company and the Subsidiaries;
 - (b) Monitor and assist management as necessary in creating a single level of safety culture that achieves the highest possible industry performance measures; and
 - (c) Periodically review with management and such outside experts, as the Committee deems prudent, all aspects of airline safety including:
 - 1) safety-related programs within flight operations, maintenance and engineering, inflight and airport operations;
 - 2) operation of monitoring programs such as the Alaska Airlines and Horizon Air Internal Evaluation Programs;
 - 3) incident, near-miss, air turn-back and accident investigation programs and results;
 - 4) review results of the Safety Management System including risk assessments and recommendations;
 - 5) safety-related written policies, training programs and audit protocols;
 - 6) employee occupational health and safety;
 - 7) employee lost time injuries;
 - 8) health, safety and environmental policies, practices and applicable regulatory standards; and
 - 9) aviation and operational security programs.
 - 10) opportunities for safety innovation, leveraging Artificial Intelligence and other emerging technologies.

- (d) Review the Performance-Based Pay, Operational Performance Rewards and any other broad-based incentive plan safety goals annually and recommend for approval by the Compensation and Leadership Development Committee.
4. **Meetings.** The Committee will meet with such frequency, and at such times as its Chairperson, or a majority of the Committee, determines. The agenda of each meeting will be prepared by the Chairperson and circulated to each member. Unless the Committee or the Board adopts other procedures, the provisions of the Company's Bylaws applicable to meetings of Board committees will govern meetings of the Committee.
5. **Minutes.** Minutes of each meeting will be kept with the regular corporate records. The Safety Committee will report to the Board regularly or whenever requested to do so by the Board.
6. **Subcommittees.** The Committee has the power to delegate any of its duties or responsibilities herein to a subcommittee comprised of one or more members of the Committee.
7. **Reliance; Experts; Cooperation.**
- (a) **Retention of Advisors and Consultants.** The Committee has the power, in its discretion, to retain at the Company's expense such advisors and experts as it deems necessary or appropriate to carry out its duties. If the Committee decides in its discretion to retain an advisor or consultant, the Board delegates to the Committee the sole authority to retain and terminate any such advisor or consultant and to approve the firm's fees and other retention terms.
- (b) **Investigations.** The Committee has the authority to conduct any investigation it deems necessary or appropriate to fulfilling its duties.
- (c) **Reliance Permitted.** In carrying out its duties, the Committee may act in reliance on the Company's management, independent public accountants, internal auditors and outside advisors and experts, as it deems necessary or appropriate.
- (d) **Cooperation.** The Committee shall have unrestricted access to the Company's employees, independent public accountants, internal auditors, and internal and outside counsel, and may require any employee of the Company or representative of the Company's outside counsel or independent public accountants to attend a meeting of the Committee or to meet with any members of the Committee or representative of the Committee's counsel, advisors or experts.