

Fighting Against Forced Labour and Child Labour in Supply Chains Act

Joint Annual Report of Alaska Airlines, Inc. (“Alaska Airlines”) and Horizon Air Industries, Inc.
 (“Horizon”)

Fiscal Year 2023

Pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, SC 2023, c 9 (the “Act”), this is Alaska Airlines and Horizon Air’s first Annual Report.

The Annual Report is for the financial year ending December 31, 2023.

Structure

Alaska Airlines is a corporation headquartered in Seattle, Washington, USA that operates as an airline with scheduled passenger and cargo operations throughout North America. Alaska Airlines currently operates flights into and out of British Columbia, Alberta, and Ontario.

Horizon Air is a corporation headquartered in Seattle, Washington, USA that operates as an airline with scheduled passenger and cargo operations. Horizon Air currently operates flights into and out of Canada pursuant to a capacity purchase agreement with Alaska Airlines.

Operations & Supply Chains

Alaska Airlines and Horizon Air are not involved in the production of goods. Alaska Airlines and Horizon Air occasionally act as importer of record of goods into Canada.

Alaska Airlines and Horizon Air have policies and due diligence processes in place in relation to forced labour and child labour. They conduct a WorldCheck screen on new and international suppliers and ensures suppliers at airport locations are all licensed and permitted to perform services.

The Supplier Code of Conduct is publicly available on Alaska Airlines’ website and applies to both Alaska Airlines and Horizon Air.¹ The Supplier Code of Conduct communicates our values and sets out our standards and expectations of our suppliers. It covers labor practices, safety and health, business practices, corporate social responsibility, and downstream suppliers and diversity. The Code is intended to facilitate better-quality communications by informing current and potential suppliers of Alaska’s standards, and ethical expectations of our suppliers.

The Code expressly states that suppliers, their employees, sub-contractors, and agents must comply with the Code and with any applicable laws in the jurisdiction where the supplier conducts business with, or on behalf of Alaska Airlines and Horizon Air. Suppliers are required to self-monitor compliance with this Code and must be able to demonstrate and/or certify their compliance upon request. Suppliers must comply with minimum working-age laws and employees must not be younger than age 16. Suppliers must pay at least the legally required minimum wage and provide all legally mandated benefits relevant to where the work is performed, including withholding legally

¹ <https://www.alaskaair.com/content/about-us/suppliers#supplier-code>

mandated amounts of taxes. Suppliers must abide by the maximum legally allowed number of working hours and overtime hours. Mandatory overtime must not impair the health or safety of employees. Adequate rest periods must be provided. Suppliers must respect their employees' freedom of association and their right to engage in, or refrain from, collective bargaining. Employees must be engaged on a voluntary basis without force or threat. Employees must not be required to make a monetary deposit as a condition of employment. Employees' identification and/or immigration documents must not be surrendered or withheld as a condition of employment.

Alaska Airlines and Horizon Air have not identified any parts of their business and supply chains that carry a risk of forced labour or child labour being used. Alaska Airlines and Horizon Air have not identified any forced labour or child labour in their activities or supply chain.

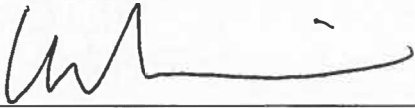
Alaska Airlines and Horizon Air provide Human Trafficking Training during initial training and through recurrent annual training which includes training on forced labour and domestic servitude. This training is required for all customer service agents, passenger service agents, Station Leadership, Cargo, and Ground employees.

Alaska Airlines and Horizon Air use recurrent station visits and audits by regional and corporate teams to ensure the effectiveness of their policies and procedures in relation to forced and child labour.

Alaska Airlines and Horizon Air will continue to monitor and evaluate measures to abolish forced and child labour and take further measures as necessary to remediate any risks of forced labour or child labour in their activities and supply chain.

May 31, 2024

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink, appearing to read 'Kyle Levine', written over a horizontal line.

Kyle Levine

Senior VP Legal, Corporate Secretary

I have the authority to bind Alaska Airlines, Inc. and Horizon Air Industries, Inc.