

UNITED AIRLINES HOLDINGS, INC.
Public Responsibility Committee Charter

Purpose

The purpose of the Public Responsibility Committee (the “Committee”) of the Board of Directors (the “Board”) of United Airlines Holdings, Inc. (the “Company”) is to review and make recommendations to the Board regarding the Company’s policies and positioning with respect to safety and health, community impact, environmental sustainability and climate-related, people impact, responsible sourcing and governmental affairs initiatives, risks and opportunities, including strategic goals and objectives.

In addition to the powers and responsibilities expressly delegated to the Committee below, the Committee may exercise any other powers and carry out any other responsibilities delegated to it by the Board from time to time consistent with the Company’s Amended and Restated Certificate of Incorporation (the “Certificate of Incorporation”), Amended and Restated Bylaws (the “Bylaws”) and applicable law. The powers and responsibilities delegated by the Board to the Committee in this Charter or otherwise shall be exercised and carried out by the Committee as it deems appropriate without the requirement of Board approval and any decision made by the Committee (including any decision to exercise or refrain from exercising any of the powers delegated to the Committee hereunder) shall be at the Committee’s sole discretion. While acting within the scope of the powers and responsibilities delegated to it, the Committee shall have and may exercise all the powers and authority of the Board. To the fullest extent permitted by law, the Committee shall have the power to determine which matters are within the scope of the powers and responsibilities delegated to it.

Membership

The Committee shall consist of no fewer than three members of the Board. Each member of the Committee shall be appointed by the Board (taking into account any recommendations of the Nominating/Governance Committee) and shall serve until such member’s successor is duly appointed and qualified or until such member’s resignation or removal by the Board. The Board shall appoint a Chair of the Committee, taking into account the recommendation of the Nominating/Governance Committee. The Nominating/Governance Committee is responsible for making recommendations to the Board regarding Committee membership and appointment of the Chair of the Committee.

Authority and Responsibilities

The Committee shall have the following responsibilities:

Corporate Citizenship and Political Trends and Risks

1. The Committee shall oversee management’s identification, evaluation and monitoring of the safety and health (including workplace and customer safety and security), community impact, environmental sustainability and climate-related, people impact, responsible sourcing and governmental affairs (including political and legislative) trends, issues, concerns and risks, domestic and international, that affect or could affect the Company’s reputation, business activities, strategies and performance.
2. The Committee shall review, in conjunction with the Nominating/Governance Committee, all stockholder proposals submitted to the Company relating to the Company’s policies and positioning with respect to safety and health, community impact, environmental sustainability and climate, people impact, responsible sourcing and governmental affairs.

Corporate Citizenship and Political Policies and Practices

3. The Committee shall review and make recommendations to the Board, as appropriate, on the Company’s philosophy, initiatives, policies, positioning, practices and opportunities concerning various issues relating to:
 - Safety and health (including workplace and customer safety and security);
 - Community impact;
 - Environmental sustainability and climate;
 - People impact;

- Responsible sourcing;
 - Governmental affairs (including political and legislative);
 - Consumer affairs;
 - Civic activities and business practices that impact communities in which the Company does business; and
 - Involvement with and contributions to charitable, political, social and educational organizations.
4. The Committee shall review and monitor the development and implementation of the Company’s safety and health (including workplace and customer safety and security), community impact, environmental sustainability and climate-related, people impact, responsible sourcing and governmental affairs (including political and legislative) strategic goals and objectives, including periodically reviewing the Company’s performance against these goals and objectives as well as other relevant and appropriate frameworks, metrics, scorecards and rankings.
 5. The Committee shall oversee the Company’s policies and practices regarding political expenditures, including an annual review of the Company’s political and lobbying policy and a review of the Company’s annual corporate political contributions and trade association dues and payments.

Retention of Advisors

6. The Committee shall have the authority to obtain, at the expense of the Company, advice and assistance from internal or external advisors as the Committee deems advisable, and to approve any such advisor’s fees and other terms of engagement.

Performance Evaluation

7. At least annually, the Committee shall review its own performance.
8. The Committee shall reassess the adequacy of this Charter at least annually in such manner as it deems appropriate and submit such evaluation, including any recommendations for change, to the Board for review, discussion and approval.

Meetings, Structure and Operations

The Committee may form and delegate authority to subcommittees, to the extent consistent with the Company’s Certificate of Incorporation, the Bylaws and applicable law.

The Committee will coordinate, to the extent appropriate, with any other relevant committee with respect to safety and health (including workplace and customer safety and security), community impact, environmental sustainability and climate-related, people impact, responsible sourcing and governmental affairs (including political and legislative) matters.

The Committee may act by unanimous written consent signed by each member of the Committee.

The Committee shall maintain minutes or other records of its meetings and shall give regular reports to the Board on these meetings and its other activities.

All minutes of meetings of the Committee, and all unanimous written consents of the Committee, shall be filed with the records of meetings of the Committee and delivered to the Secretary of the Company.

The Committee shall meet as often as may be deemed necessary or appropriate in its judgment, and in any event at least once a year. The Committee may request that members of management or others attend its meetings to provide pertinent information, as necessary or appropriate.

Approved by the Public Responsibility Committee
Date: December 11, 2025

Approved by the Board of Directors
Date: December 11, 2025