

# SUN COUNTRY AIRLINES HOLDINGS, INC.

## SAFETY COMMITTEE CHARTER

**Adopted by the Board of Directors Effective as of August 1, 2023**

### **I. Purpose**

The Safety Committee (the "Committee") of the Board of Directors (the "Board") of Sun Country Airlines Holdings, Inc., a Delaware corporation (the "Company"), shall carry out the responsibilities delegated by the Board relating to the Board's oversight of the Company's safety and security processes, procedures, and reporting, focusing management on airline safety as the top priority for every employee of the Company and promoting a robust safety culture.

### **II. Organization**

The Committee shall consist of three or more directors, each of whom shall satisfy the applicable independence requirements of the Company's corporate governance guidelines, the Nasdaq Stock Market and any other applicable regulatory requirements, if any, subject to any exceptions or cure periods that are applicable pursuant to the foregoing requirements.

Members of the Committee shall be appointed by the Board and may be removed by the Board at any time. The Committee's chairperson shall be designated by the Board or, if not so designated, the members of the Committee shall elect a chairperson by a vote of the majority of the full Committee.

The Committee may form and delegate authority to subcommittees from time to time as it sees fit, provided that the subcommittees are composed entirely of directors who satisfy the applicable independence requirements of the Company's corporate governance guidelines, the Exchange and any other applicable regulatory requirements, if any.

### **III. Meetings**

The Committee shall meet at least four times per year on a quarterly basis, or more frequently as circumstances require. In addition, the Committee shall meet in executive sessions at least twice a year in conjunction with regularly scheduled Committee meetings. Meetings shall be called by the chairperson of the Committee or, if there is no chairperson, by a majority of the members of the Committee. Meetings may be held telephonically or by other electronic means to the extent permitted by the Company's organizational documents and applicable law. Committee actions may be taken by unanimous written consent.

### **IV. Authority and Responsibilities**

To fulfil its responsibilities, the Committee shall:

1. Monitor management efforts to ensure the safety of passengers and employees of the Company.
2. Review the Company's policies, procedures and investments, and monitor Company activities, with respect to physical security and disaster preparedness (including disaster recovery and related business continuity).
3. Monitor and assist management as necessary in creating a uniform safety culture that achieves the highest possible industry performance measures.
4. Periodically review with management and such outside experts, as the Committee deems prudent, all aspects of airline and employee safety and security including: (i) safety-related programs within flight operations, maintenance and engineering inflight and airport operations; (ii) operation of safety and security monitoring programs; (iii) incident, near-miss, air turn-back and accident investigation programs and results; (iv) review results of the Company's safety management system including risk assessments and recommendations; (v) safety and security-related written policies, training programs and audit protocols; (vi) employee occupational health and safety; (vii) employee lost time injuries; (viii) health, safety and environmental policies, practices and applicable federal and state standards; and (ix) aviation and operational security programs.
5. Review its own performance annually.
6. Review and assess the adequacy of this Charter biennially and recommend to the Board any changes deemed appropriate by the Committee.
7. Perform any other activities consistent with this Charter, the Company's by-laws and governing law, as the Committee or the Board deems appropriate.

## **V. Resources**

The Committee shall have the authority, in its sole discretion, to retain and obtain the advice and assistance of outside counsel and such other advisors as it deems necessary (the "Advisors") to assist the Committee in its responsibilities and shall be directly responsible for overseeing the work of such Advisors.

The chairperson of the Committee, at the request of any member of the Committee, may request any officer, employee or advisor of the Company to attend a meeting of the Committee or otherwise respond to Committee requests.

The Committee shall have the sole authority to determine the terms of engagement and the extent of funding necessary (and to be provided by the Company) for payment of compensation to any Advisor retained to advise the Committee and ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.