

Volaris Donations Line¹

The purpose of this policy is to establish guidelines for the delivery, control, and supervision of any type of donation granted by Volaris, under the applicable laws, the internal policies of the Company and due diligence procedures, in order to allocate the donations to socially responsible and volunteer programs that align with our values and corporate vision.

Volaris will not use donations as a means to cover up acts of corruption or bribery or to receive illegal benefits.

Volaris may act as an intermediary in in-kind donations from its Ambassadors² to donors or to other Ambassadors (does not apply to cash donations).

This policy is applicable to Volaris and the Ambassadors through whom any donation is made and/or for whom it acts as an intermediary.

Donation Guidelines and Due Diligence

- It is prohibited to make donations in the name of or on behalf of Volaris without receiving authorization from the Sustainability Committee.
- Donations may only be given to organizations that:
 - Are non-profit non-governmental organizations authorized by the Sustainability Committee to receive such donations, for which the corresponding receipt must be obtained.
 - Can demonstrate efficiency in its financial management, administration, and governance.
 - Do not engage in activities that could harm Volaris' image.
 - Are compliant with any applicable legislation, including its tax obligations.
- It is prohibited to donate to organizations that:
 - Could be or are related to government officials and public servants or their relatives.
 - Do not have sufficient financial resources to meet its expenses.
 - Are, or have projects, dedicated to a political, union, or religious cause.
 - Exercise any form of discrimination.
- It is prohibited for any Volaris Ambassador to offer or give donations to an entity or organization with the intent of influencing a member of said entity or organization in order to obtain or secure an undue advantage.
- When a Volaris Ambassador wishes to donate in a personal capacity, they should not use the name of any of the businesses of Volaris, its image, resources, facilities, or work time.

¹ This Declaration is supported by the institutionalization of the Policy: POL-AUD-03- Listening Line

² By Ambassador, we refer to people who work for Volaris.

- It is prohibited to use Volaris resources to donate in cash or in kind to political parties, unauthorized governmental institutions, current or former government officials, or to any person who, because of their position in any government institution, could influence the benefit given to Volaris.
- It is prohibited to donate to organizations that support terrorism, social destabilization and illegal activity.
- No donation may be offered in connection to any bid, tender, contract revision, or a future business relationship with Volaris.
- It is prohibited to enter a donation agreement with an organization as a means of obtaining favorable terms with said organization or its affiliates or related parties in another business agreement.
- Any irregularity(ies) that are detected or suspected or that may occur in the future must be reported through the Volaris Listen Line as soon as possible if you believe that it has produced a violation of this Policy.
- Donations should be approved by the Company's tax department prior to making the donation so that it can determine which Volaris company through which the donation should be made, the conditions and requirements, as well as the maximum amount of the donation to determine its deductibility.
- In the event of any unauthorized donation in the name of Volaris, sanctions will be applied as appropriate in accordance with the policies established by the organization (POL-TAL-GTL-03 Sanctions Policy). The applicable sanction for this transgression is for the lack of integrity and honesty. The proposed sanctions are a reference, as the respective leader will have final say in the applicable sanction in each individual case.

Programs authorized for donations

Projects related to the operation of Volaris (transportation of people or cargo) - Airline tickets and electronic credits

- a) **Avión Ayuda Volaris. Airline tickets/cargo:** The purpose of the Avión Ayuda Volaris Program is to provide support to people who are in a vulnerable position due to emergencies resulting from natural disasters, humanitarian/migratory crises, medical emergencies, among others. Donations of airline tickets or cargo transported for humanitarian purposes must be allocated to projects related to one of the 5 axes of Avión Ayuda Volaris:
 - Axis 1: Natural disasters/civil protection/health crises
 - Axis 2: Transport of organs and tissues for transplants
 - Axis 3: Medical treatments
 - Axis 4: Fulfillment of dreams Let's Fly Together
 - Axis 5: Reuniting Families Program
- b) **Corporate Sustainability Program Projects:** Volaris makes donations of airline tickets for sustainability activities including, but not limited to, conferences, events, congresses, among others.

- c) Projects that contribute towards environmental protection: Volaris makes donations of airline tickets to projects related to the Volaris #Cielitolimpio Integral Environmental Protection Policy that aims to protect biodiversity through reforestations, environmental protection awareness campaigns, and strategic alliances in this area.
- d) Corporate Volunteer Programs: Volaris makes donations for volunteer activities in order to strengthen an authentic social conscience, as well as a sense of belonging and pride in our Ambassadors, through the creation of strategic alliances. Some of the volunteer activities organized by Volaris are:
 - Fulfillment of Let's Fly Together Dreams and visits to hospitals with strategic alliances
 - Reforestations
 - Collections for homes, hospitals, and shelters
 - Turtle releases and beach clean-ups
 - Remote volunteering, where Ambassadors train vulnerable sectors of society and allies
 - Granting of exemptions to partner foundations with which we carry out volunteer activities³
- e) Donations authorized by the Chief Executive Officer for specific projects: Volaris may make special donations, requested for by the Chief Executive Officer for approval by the Sustainability Committee, in order to cover social needs not covered by the programs in this Policy.
- f) Donations made by the Marketing and Digital Division. Donations are classified as follows:
 - a. Donations to foundations: The Department of Institutional Relations and Sustainability will provide at the beginning and middle of the year the list of foundations applicable for the granting of donations. This is so that for Marketing and Digital activities, donations are granted to foundations that have undergone the due diligence process, have been approved by the Sustainability Committee, and with which we have agreements. Likewise, the Marketing and Digital area must manage its donations in accordance with the process established in this Policy.
 - b. Donations to individuals: refers to the granting of airline tickets for exceptional cases (e.g., people with illnesses who request tickets through Volaris' communication channels). These tickets will be channeled to the Institutional Communications and Culture area so that they can be processed.⁴

SDG 17 – Partnerships to Achieve the Goals: As a company that has made sustainability part of its business strategy, we have a responsibility to generate value for our stakeholders. We want to reiterate our commitment to the future of new generations, creating the ideal context for the ultra-

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low-cost aviation business to continue to be an engine of development and source of employment for many years to come. This is why our business goals are aligned with the United Nations (UN) Sustainable Development Goals, also known by their acronym SDGs. Our commitment to the UN identifies those goals (SDGs) where we can innovate, create shared value, and focus our efforts to achieve greater impact. Our strategic and transparent grantmaking efforts are designed and focused on achieving the following SDGs:

SDG 1 – No Poverty

SDG 3 – Good Health and Well-Being

SDG 8 – Decent Work and Economic Growth

SDG 10 – Reducing Inequalities

SDG 16 – Peace, Justice, and Strong Institutions

Enrique J. Beltranena Mejicano
President & Chief Executive Officer