

**WELCOME.**





# *Differentiated & Durable*

2024 **Investor Day**

November 20, 2024



# **JULIE** STEWART

Vice President, Investor Relations  
& Corporate Development

# SAFE HARBOR

Statements made in this presentation that are not historical facts, including statements regarding our estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments or strategies for the future, should be considered “forward-looking statements” under the Securities Act of 1933, as amended, the Securities Exchange Act of 1934, as amended, and the Private Securities Litigation Reform Act of 1995. Such statements are not guarantees or promised outcomes and should not be construed as such. All forward-looking statements involve a number of risks and uncertainties that could cause actual results to differ materially from the estimates, expectations, beliefs, intentions, projections, goals, aspirations, commitments and strategies reflected in or suggested by the forward-looking statements. These risks and uncertainties include, but are not limited to, the possible effects of serious accidents involving our aircraft or aircraft of our airline partners; breaches or lapses in the security of technology systems we use and rely on, which could compromise the data stored within them, as well as failure to comply with evolving global privacy and security regulatory obligations or adequately address increasing customer focus on privacy issues and data security; disruptions in our information technology infrastructure; our dependence on technology in our operations; increases in the cost of aircraft fuel; extended disruptions in the supply of aircraft fuel, including from Monroe Energy, LLC (“Monroe”), a wholly-owned subsidiary of Delta that operates the Trainer refinery; failure to receive the expected results or returns from our commercial relationships with airlines in other parts of the world and the investments we have in certain of those airlines; the effects of a significant disruption in the operations or performance of third parties on which we rely; failure to comply with the financial and other covenants in our financing agreements; labor issues; the effects on our business of seasonality and other factors beyond our control, such as changes in value in our equity investments, severe weather conditions, natural disasters or other environmental events, including from the impact of climate change; failure or inability of insurance to cover a significant liability at Monroe’s refinery; failure to comply with existing and future environmental regulations to which Monroe’s refinery operations are subject, including costs related to compliance with renewable fuel standard regulations; significant damage to our reputation and brand, including from exposure to significant adverse publicity or inability to achieve certain sustainability goals; our ability to retain senior management and other key employees, and to maintain our company culture; disease outbreaks, such as the COVID-19 pandemic or similar public health threats, and measures implemented to combat them; the effects of terrorist attacks, geopolitical conflict or security events; competitive conditions in the airline industry; extended interruptions or disruptions in service at major airports at which we operate or significant problems associated with types of aircraft or engines we operate; the effects of extensive government regulation we are subject to; the impact of environmental regulation, including but not limited to regulation of hazardous substances, increased regulation to reduce emissions and other risks associated with climate change, and the cost of compliance with more stringent environmental regulations; and unfavorable economic or political conditions in the markets in which we operate or volatility in currency exchange rates.

Additional information concerning risks and uncertainties that could cause differences between actual results and forward-looking statements is contained in our Securities and Exchange Commission (SEC) filings, including our Annual Report on Form 10-K for the fiscal year ended December 31, 2023 and subsequent quarterly reports and other filings filed with the SEC from time to time. Caution should be taken not to place undue reliance on our forward-looking statements, which represent our views only as of the date of this presentation, and which we undertake no obligation to update except to the extent required by law.



# TODAY'S AGENDA

**Ed Bastian** CEO 8:35 – 9:15 AM

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**Glen Hauenstein** President 9:15 – 9:55 AM

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**Dan Janki** EVP & CFO 9:55 – 10:25 AM

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**BREAK** 10:25 – 10:45 AM

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**Q&A** 10:45 – 11:45 AM

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A blurred, blue-tinted image of an airplane cockpit, showing the instrument panel and windows, positioned in the upper right background of the graphic.

**ED**  
BASTIAN

Chief Executive Officer



# DELTA: A COMPELLING INVESTMENT



## *Positioned* **To Win**

Trusted consumer brand, led by Delta people, and 15 years of consistent strategy, investment, and execution

## *Delivering* **Durability**

Competitive advantages, diverse revenue, and secular growth in travel demand drive durable revenue, earnings, and cash flow

## *Creating* **Value**

Disciplined reinvestment, continued debt reduction, and increased shareholder returns drive sustained value creation for owners

# ENDURING COMPETITIVE ADVANTAGES

**BEST-IN-CLASS  
PEOPLE AND  
CULTURE**



**LEADING  
OPERATIONAL  
RELIABILITY**



**UNMATCHED  
GLOBAL NETWORK**



**TRUSTED  
CONSUMER  
BRAND**



**STRONG FINANCIAL  
FOUNDATION**





# CONSISTENT EXECUTION

## 2021 CAPITAL MARKETS DAY PRIORITIES

## RESULTS



**DELIVER**  
*Best-in-class Operations*

Industry-leading operations and service while restoring the network and renewing the fleet



**STRENGTHEN**  
*Brand & Customer Experience*

Investments in people, technology, airports, Sky Clubs and Delta One Lounges, Delta Sync Wi-Fi, premium products, loyalty and cobrand



**RESTORE**  
*Financial Performance*

Double-digit ROIC, >\$5B cumulative free cash flow, investment-grade balance sheet, fully funded pension, dividend reinstatement

# DELTA'S BRAND TRANSCENDS THE INDUSTRY

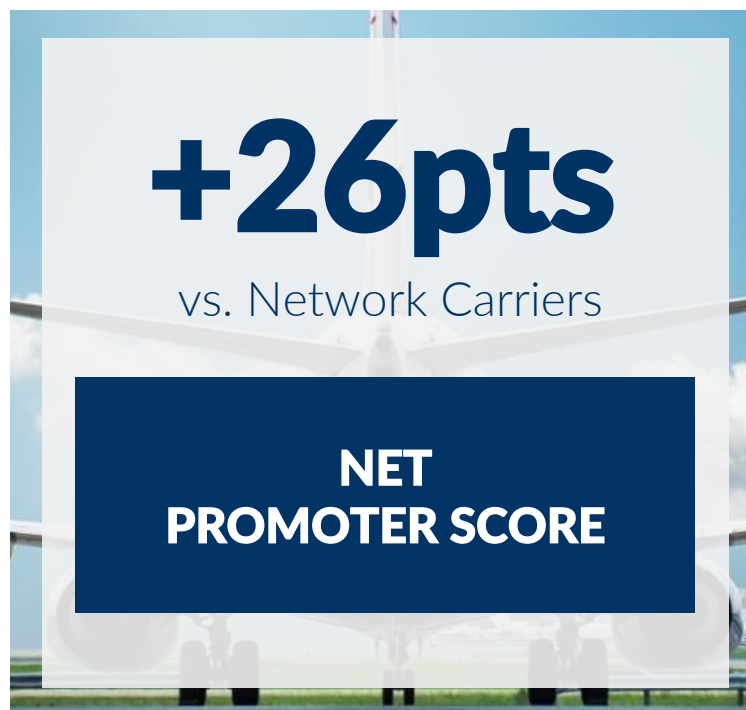
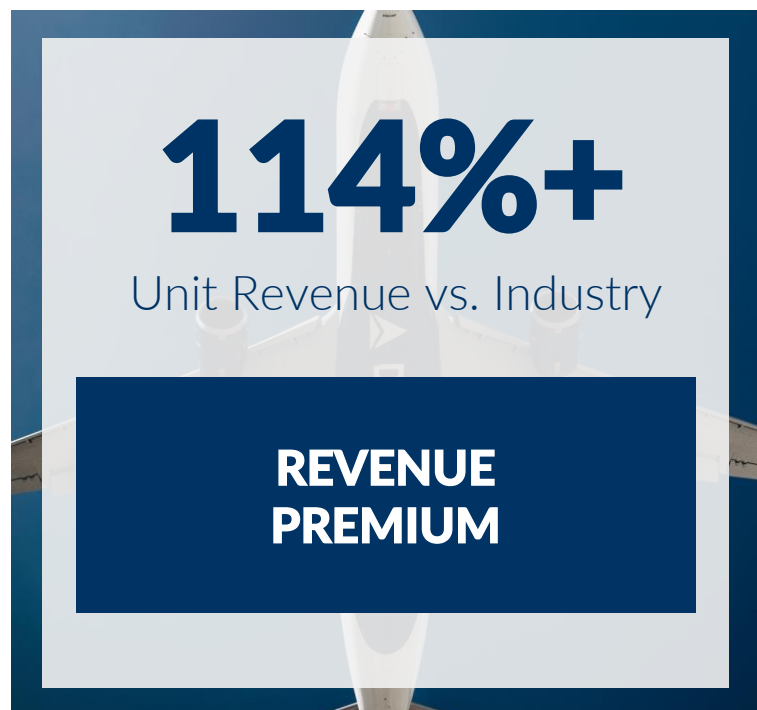


**BEST PLACES TO WORK**  
2024 'GLASSDOOR'



Powered by  
**Delta's people**

# BRAND CREATES DIFFERENTIATION & VALUE





# EVOLVING CONSUMER AND INDUSTRY

Delta is uniquely positioned to capitalize on secular consumer and travel trends



An **advantaged U.S. consumer** in a resilient economy



**Secular growth** in travel demand across generations as **experiences** prioritized

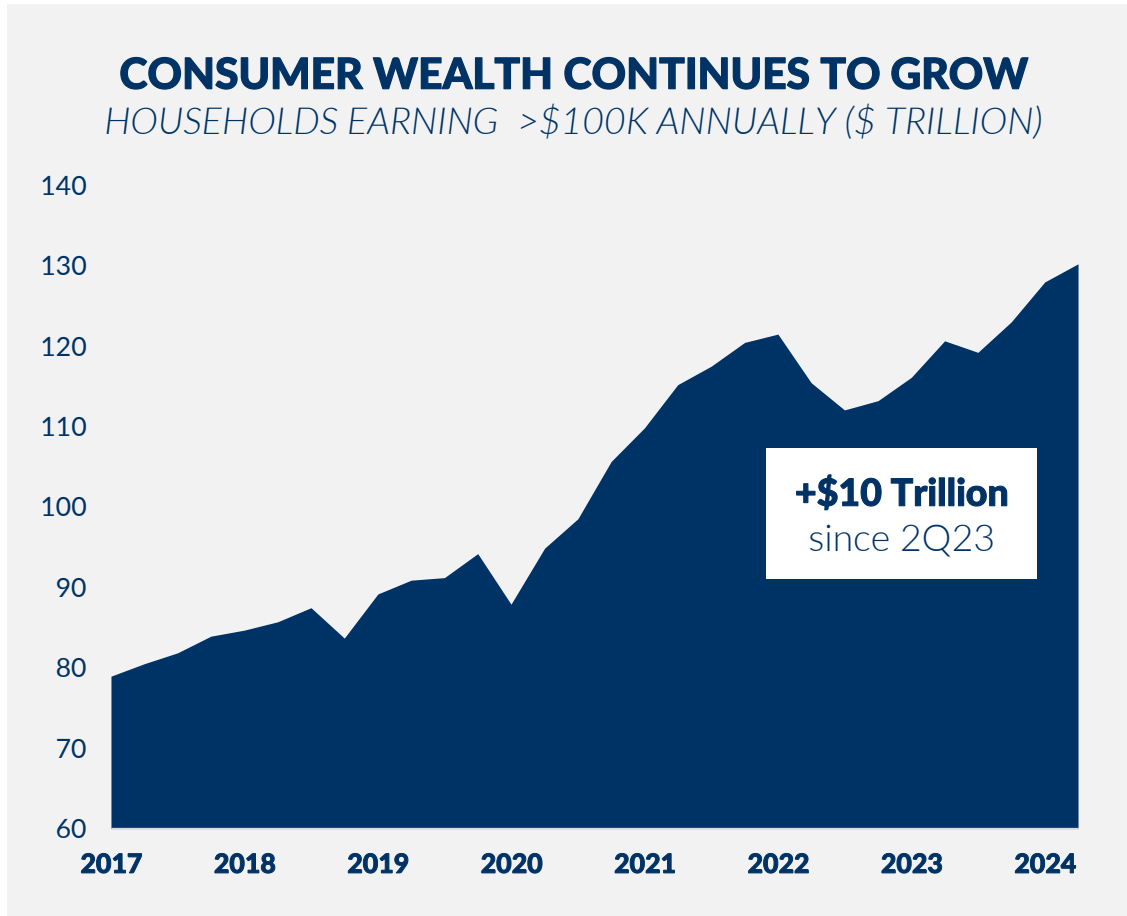


Growing demand for **premium, corporate,** and **international** travel



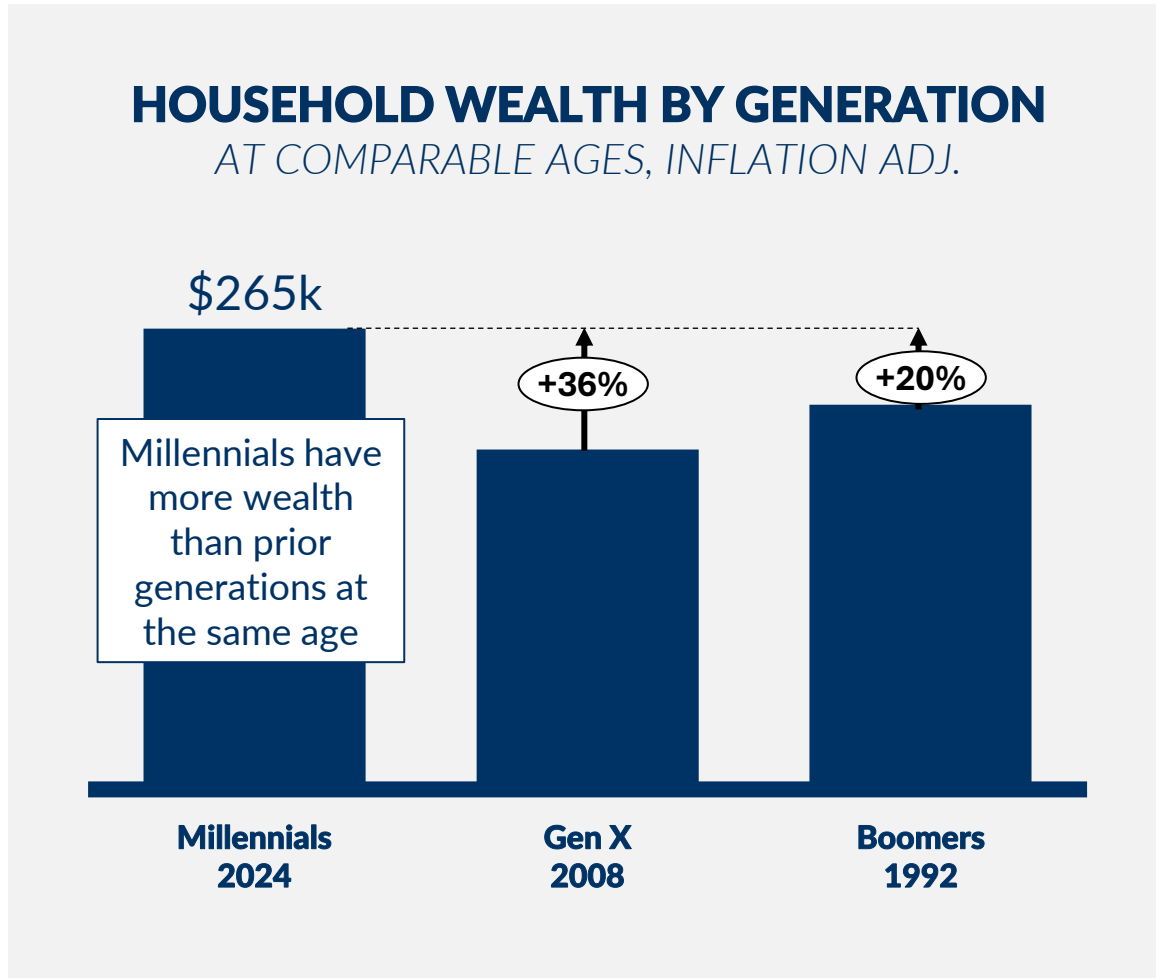
**Accelerating pace of industry change** supports improving financial returns

# PREMIUM CONSUMER IS THRIVING



- High-income household wealth over 40% higher than 2019
- High-income travelers accounted for 75% of spending on air travel
- Leisure travel is the highest priority purchase for high-income households

# MILLENNIALS DRIVING PREMIUM GROWTH



- Air travel spend growth is outpacing total spend for all generations by 3 - 4 pts
- Millennials + Gen Z are the fastest growing customer segments
- Two-thirds of Millennials are willing to spend on luxury travel



# DELTA IS POSITIONED TO WIN

## *Elevate the World's Best Airline*



- Operational excellence
- Technology transformation
- Advantaged network and fleet

## *Unlock the Value of Our Trusted Brand*



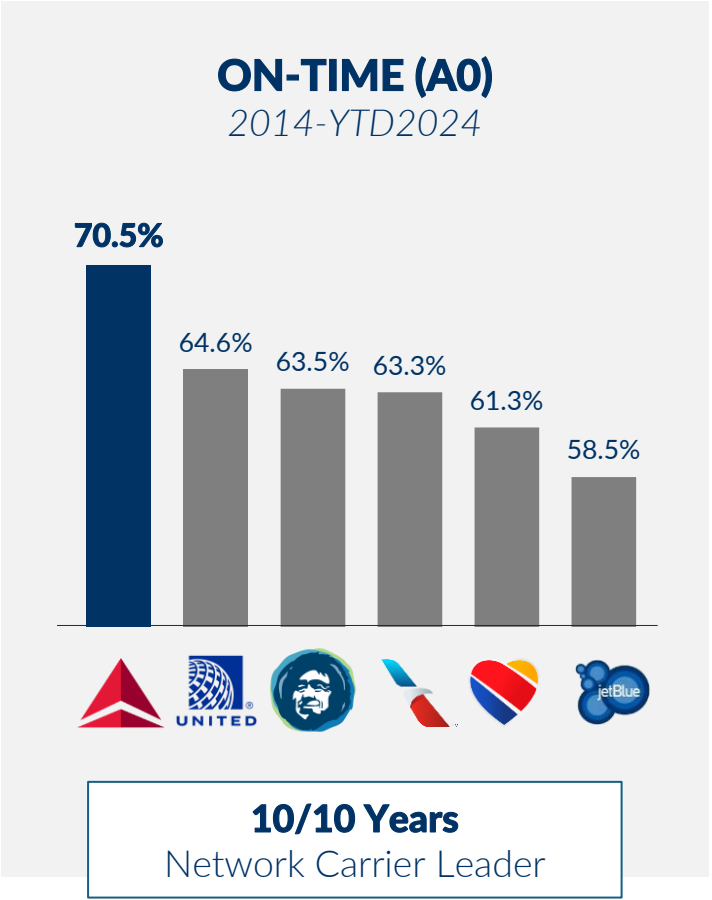
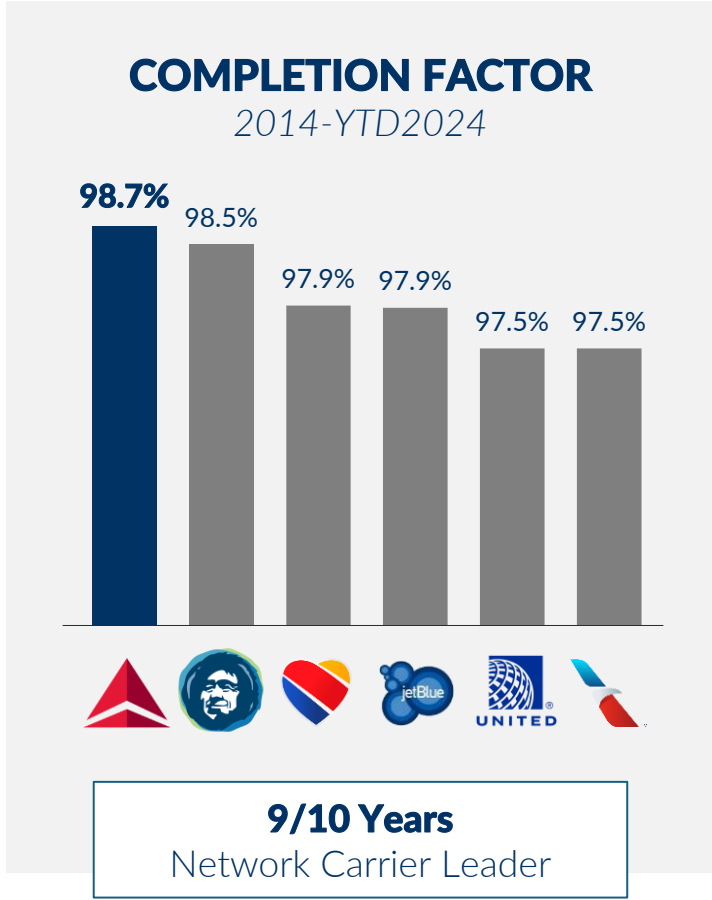
- Invest in experience and choice
- Grow loyalty to Delta's brand
- Engage customers beyond the flight

## *Deliver Sustained Value Creation*



- Margin expansion
- Durable earnings and free cash flow
- Reduce leverage, increase returns

# OPERATIONAL EXCELLENCE IS CORE TO DELTA



**RELIABILITY PROVIDES THE FOUNDATION FOR EFFICIENCY**

# TRANSFORMING THROUGH TECHNOLOGY

Investments in cloud infrastructure enable acceleration



More Reliable Operation,  
Efficiently Delivered

Connected Digital  
Experience for Customers

Enhanced Capabilities  
to Drive Revenue Premium



# VALUE CREATION FRAMEWORK

Three-to-five-year financial targets deliver sustained value creation

**MARGIN  
EXPANSION**

**Mid-teens**

Operating Margin

**DURABLE EARNINGS  
AND FREE CASH FLOW**

**10%**

EPS Growth

**\$3-5B**

Free Cash Flow

**BALANCE SHEET  
STRENGTH**

**1x**

Gross Leverage

**15%+ RETURN ON INVESTED CAPITAL**

**\$40B+ UNENCUMBERED ASSETS**

# BALANCED CAPITAL ALLOCATION



# DELTA IS DIFFERENTIATED & DURABLE



*Positioned*  
**To Win**

*Delivering*  
**Durability**

*Creating*  
**Value**



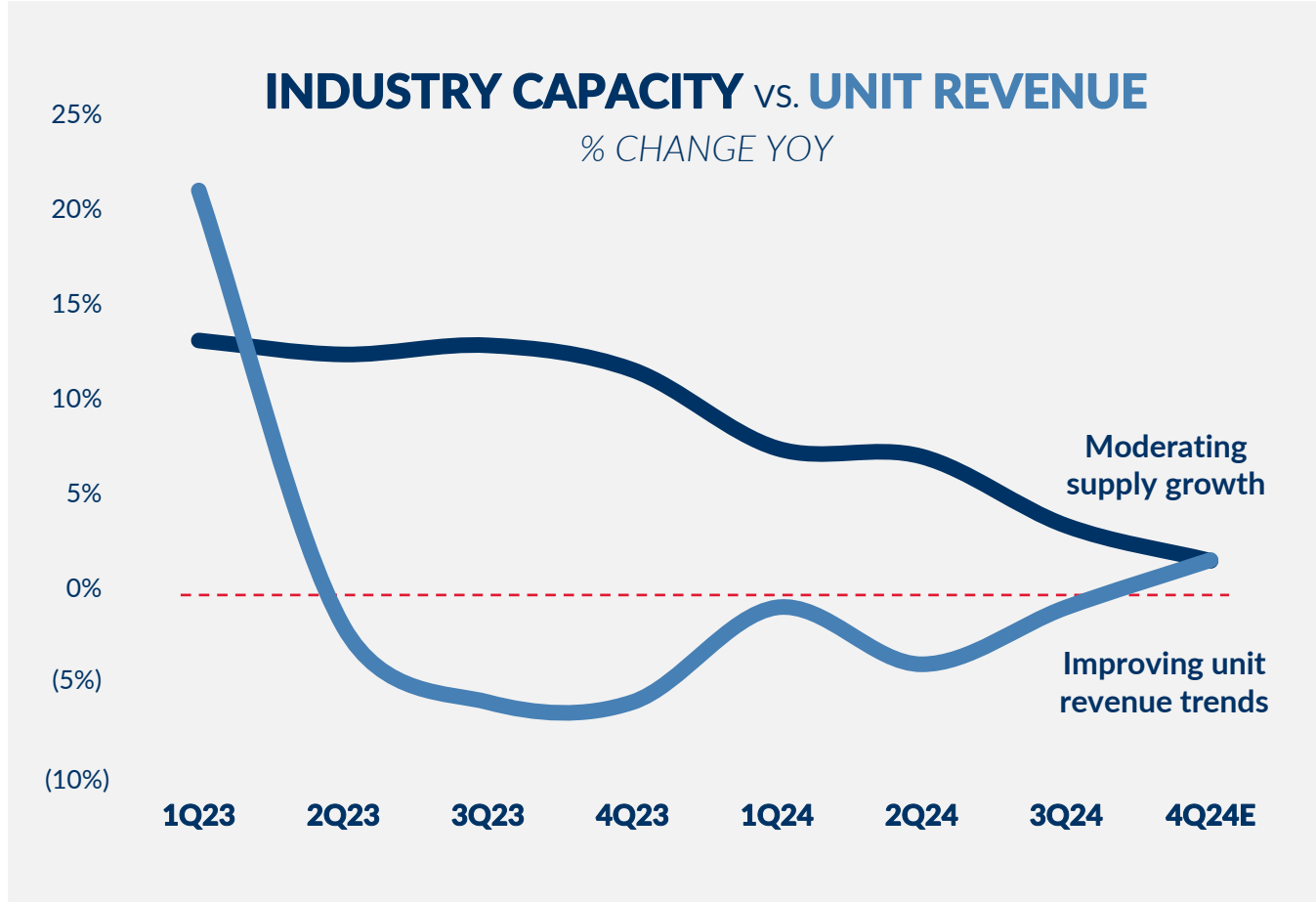
A stylized, light blue graphic of an aircraft fuselage with a row of windows, angled upwards from the bottom left towards the top right, set against a dark blue background.

# **GLEN** HAUENSTEIN

President

# FAVORABLE CURRENT ENVIRONMENT

Continued demand strength and increasingly constructive industry backdrop



- 4Q revenue outlook on track
- Delta well positioned in 2025
  - Expect capacity growth of 3-4% and revenue growth in the mid-single digits



# UNLOCKING VALUE OF DELTA'S BRAND

Delivering customer value and driving durable high-margin revenue





# INVESTING IN ELEVATED EXPERIENCES

15+ years of investment in product & service innovation creates unmatched position



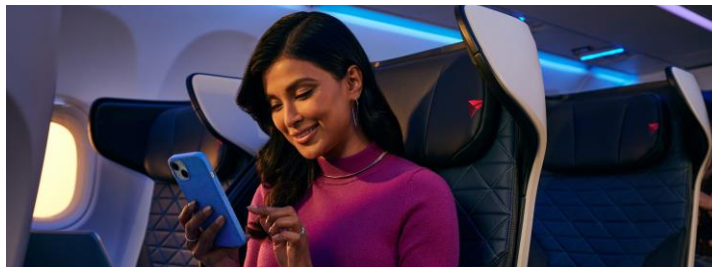
**GENERATIONAL AIRPORT INVESTMENTS**



**MOST COMPREHENSIVE LOUNGE NETWORK**



**SEAMLESS, PERSONALIZED EXPERIENCES AT SCALE**



**GROWING VALUE OF MEMBERSHIP ENGAGEMENT**



**PREMIUM PRODUCTS & CUSTOMER CHOICE**

# DELTA'S PREMIUM PRODUCT JOURNEY

## 2010 and Before

Premium seat mix ~10%

- Low paid load factor
- Used for upgrades

## 2011-2014

Premium seat mix ~20%

- Introduced branded fares
- Added upsell capabilities
- SkyMiles program shifted from miles to dollars spent

## 2015-2019

Premium seat mix >25%

- Expanded branded fares
- Added post-purchase
- Delta One and Delta Premium Select (DPS)
- Miles as currency

## 2022-2024

Premium seat mix ~30%

- Premium on 100% of flights
- DPS global expansion
- Delta Sync Wi-Fi
- Delta One Lounges and airport experience



**Premium Demand**  
Growing

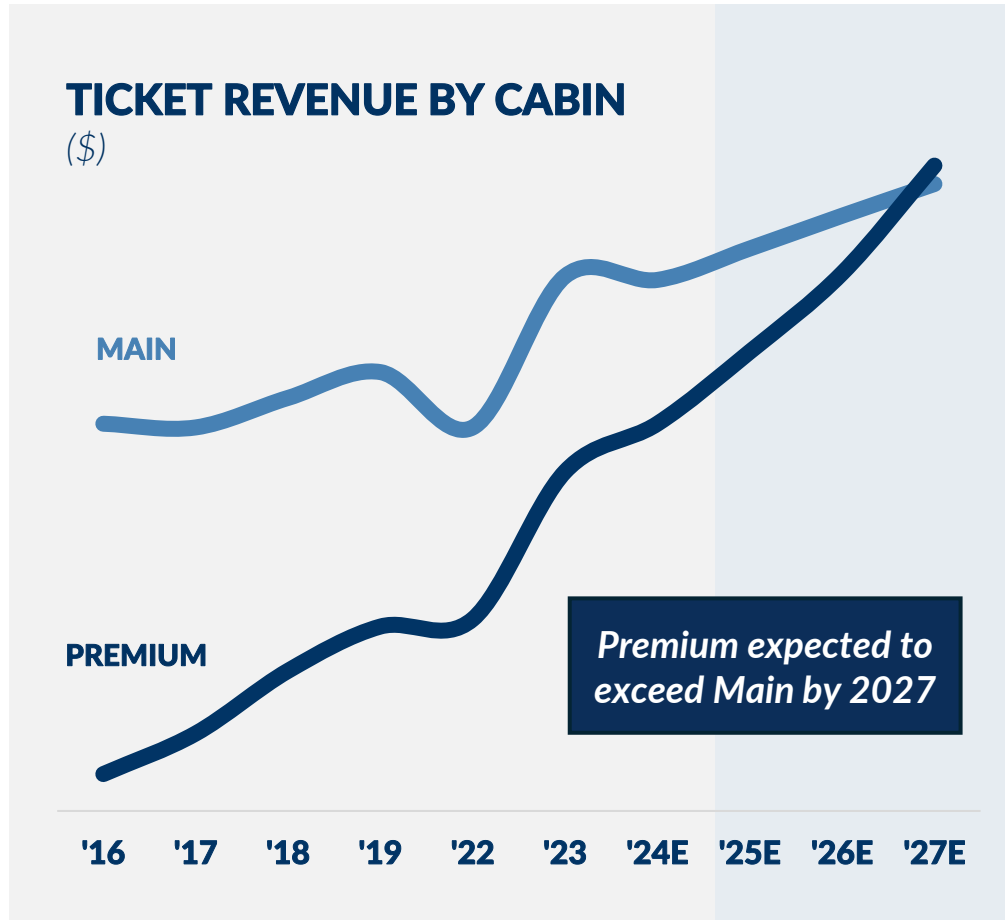


**Margins 15pts+**  
vs. Main Cabin



**85% Repurchase Rate**  
by Frequent Flyers

# PREMIUM HAS SIGNIFICANT RUNWAY



## Increasing Premium Seat Mix

- Introducing A350-1000 with ~50% premium
- Launching A321neo flatbed aircraft
- Completing cabin modification programs to increase premium offerings and harmonize interiors

## Aligning Customer Value to Price

## Optimizing Through Technology

# EMPOWERING CUSTOMERS WITH CHOICE



## Pioneered Cabin Segmentation

## Give Customers More Choice

COACH	BASIC ECONOMY
FIRST	MAIN CABIN
BUSINESS CLASS	COMFORT+
	DELTA PREMIUM SELECT
	DOMESTIC FIRST CLASS
	DELTA ONE

Further Segmentation  
Aligning Value  
to Price

BASIC ECONOMY  
MAIN CABIN  
COMFORT+  
DELTA PREMIUM SELECT  
DOMESTIC FIRST CLASS  
DELTA ONE



# RIGHT OFFER, RIGHT TIME, RIGHT CHANNEL



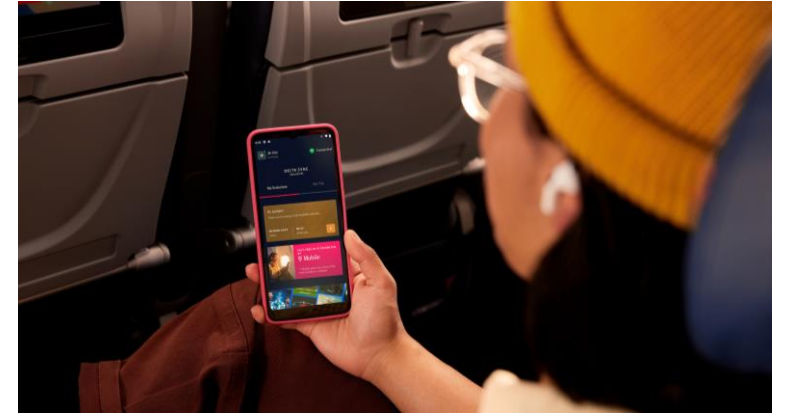
## Improved Distribution

Meeting customers in their channel of choice with omni-channel distribution and new distribution capabilities



## Better User Experience

Simplifying the purchasing process and improving experience in all channels



## Optimized Offers

Generative AI decision-making engine enables more granular pricing and responsiveness to customer signals

# PERSONALIZED & SEAMLESS EXPERIENCES



Ease of Purchase & Check in

Travel Adjacent Experiences

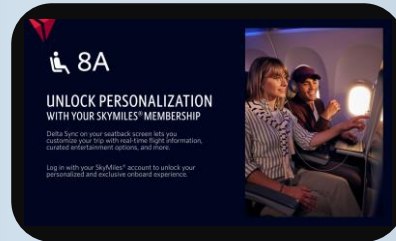
- Vacations
- Stays
- Cars
- Cruises
- Insurance

DIGITAL ID

Digital ID Bag & Security

Improved Day of Travel Experience

Delta Sync Wi-Fi & Seatback



Self-Servicing Capabilities

Integrated Employee Tools

More to Come in 2025+

End-to-End Logged in Experience Deepens Engagement with Customers

# GROWING BRAND LOYALTY

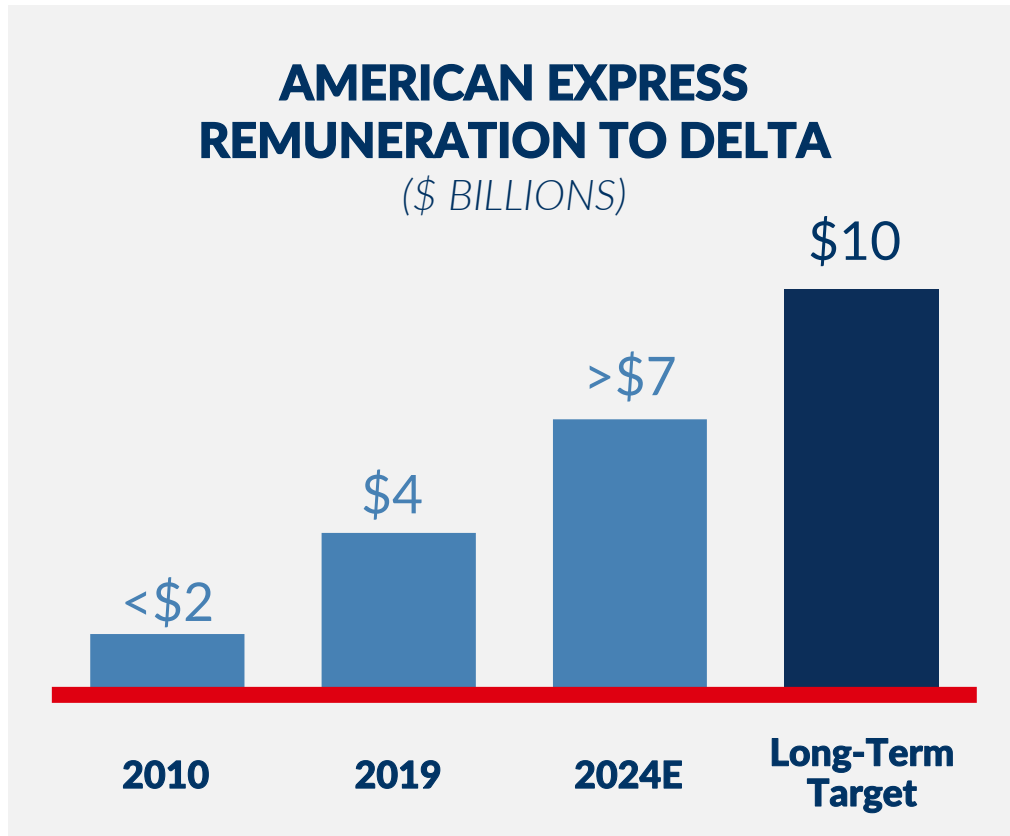
Deepening member engagement creates greater lifetime customer value



- Members spend 5x on Delta
- New members are younger and more engaged
- Growing premium preference
- Increasing engagement beyond flight

# INDUSTRY-LEADING COBRAND CARD

Growth from new accounts, product innovation, and higher share of wallet



- Delta cobrand spend growth CAGR has outperformed credit card industry by 3 points since 2013
- Record cobrand card application volume
- Premium card mix continues to grow



# ENGAGING CUSTOMERS BEYOND FLIGHT

SkyMiles integration reinforces value of membership

**DELTA SKYMILES**

**Partnerships Integrated With SkyMiles**

**Travel-Adjacent Experiences**

**TRUSTED BRAND**

**T-Mobile**

**Hertz**

**lyft**

**AMEX**

**Starbucks**

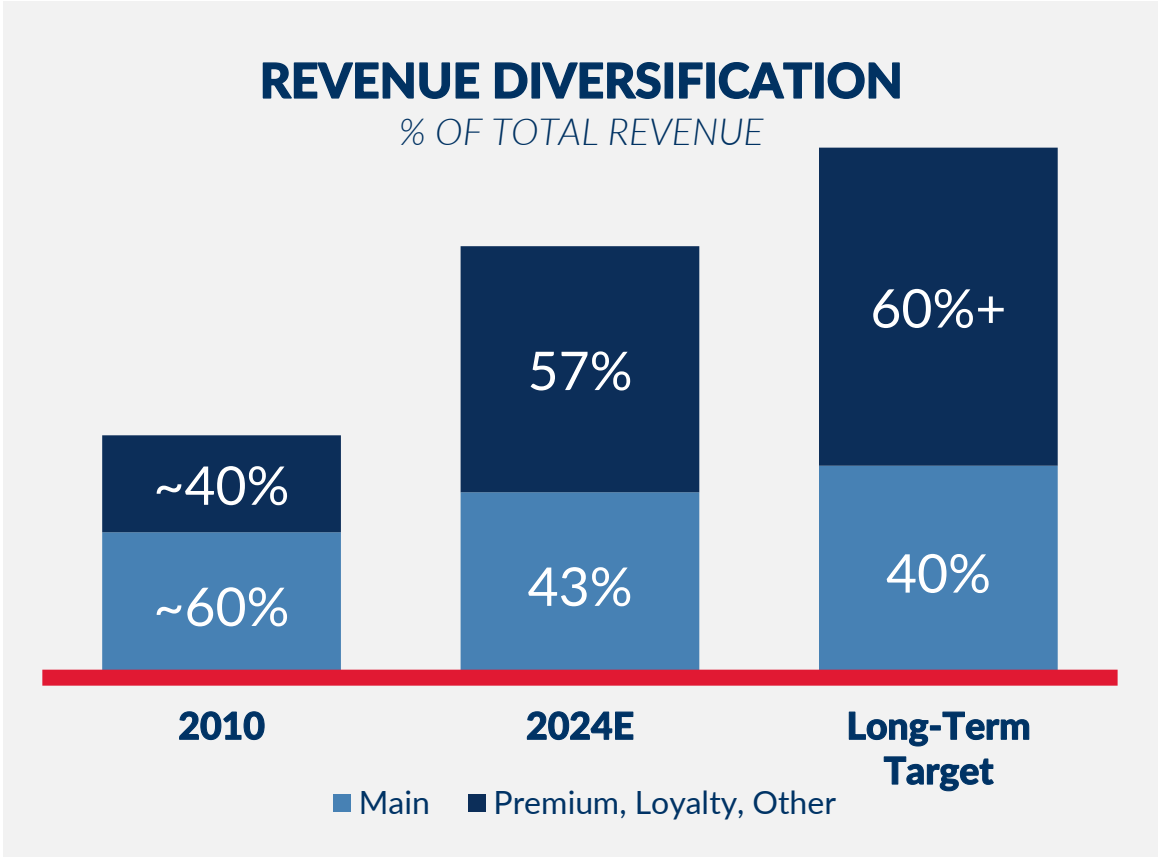
**DELTA VACATIONS**

**WHEELS UP**

**Paramount+**

# DELIVERING HIGH-MARGIN REVENUE GROWTH

Value drivers support revenue premium and margin expansion



- Investing in the customer experience
- Driving premium outperformance
- Empowering customers with choice
- Growing loyalty ecosystem

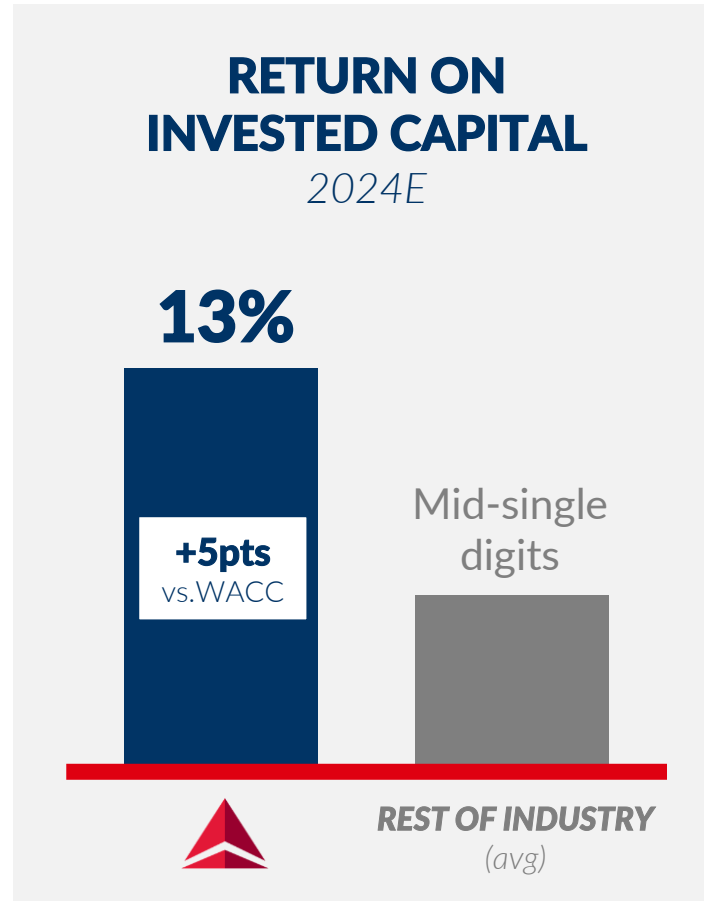
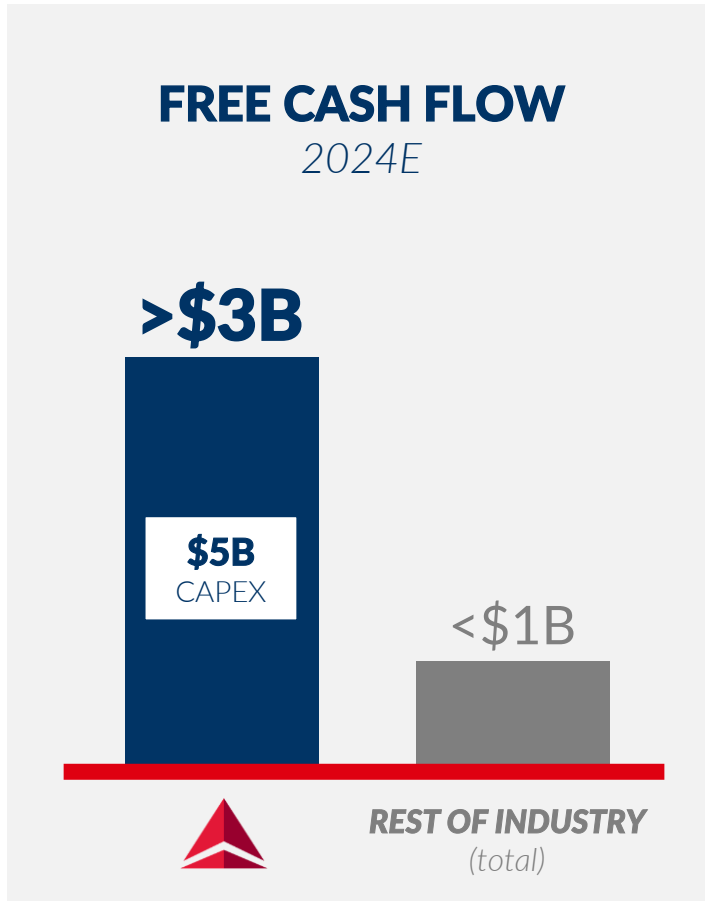




# DAN JANKI

Executive Vice President  
& Chief Financial Officer

# DIFFERENTIATED PERFORMANCE



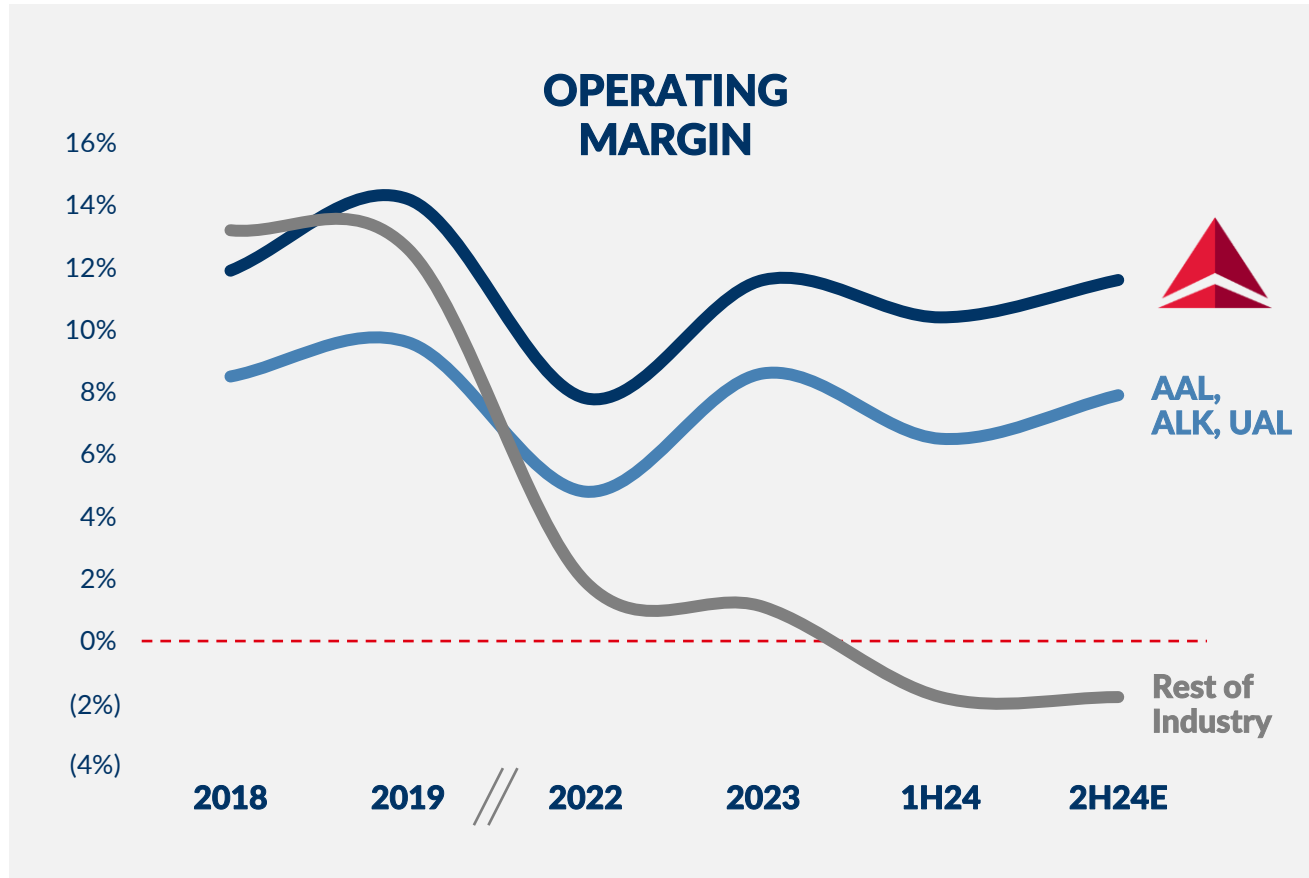
*INVESTMENT-GRADE*  
**BALANCE SHEET**

*\$30 BILLION OF*  
**UNENCUMBERED ASSETS**

*STEADY*  
**DIVIDEND GROWTH**



# CONSISTENT MARGIN OUTPERFORMANCE



## Structural Margin Premium

- Revenue diversity
- Industry-leading operation
- High-margin core hubs
- Corporate leadership
- Best-in-class partnerships

# VALUE CREATION FRAMEWORK

Three-to-five-year financial targets deliver sustained value creation

**MARGIN  
EXPANSION**

**Mid-teens**

Operating Margin

**DURABLE EARNINGS  
AND FREE CASH FLOW**

**10%**

EPS Growth

**\$3-5B**

Free Cash Flow

**BALANCE SHEET  
STRENGTH**

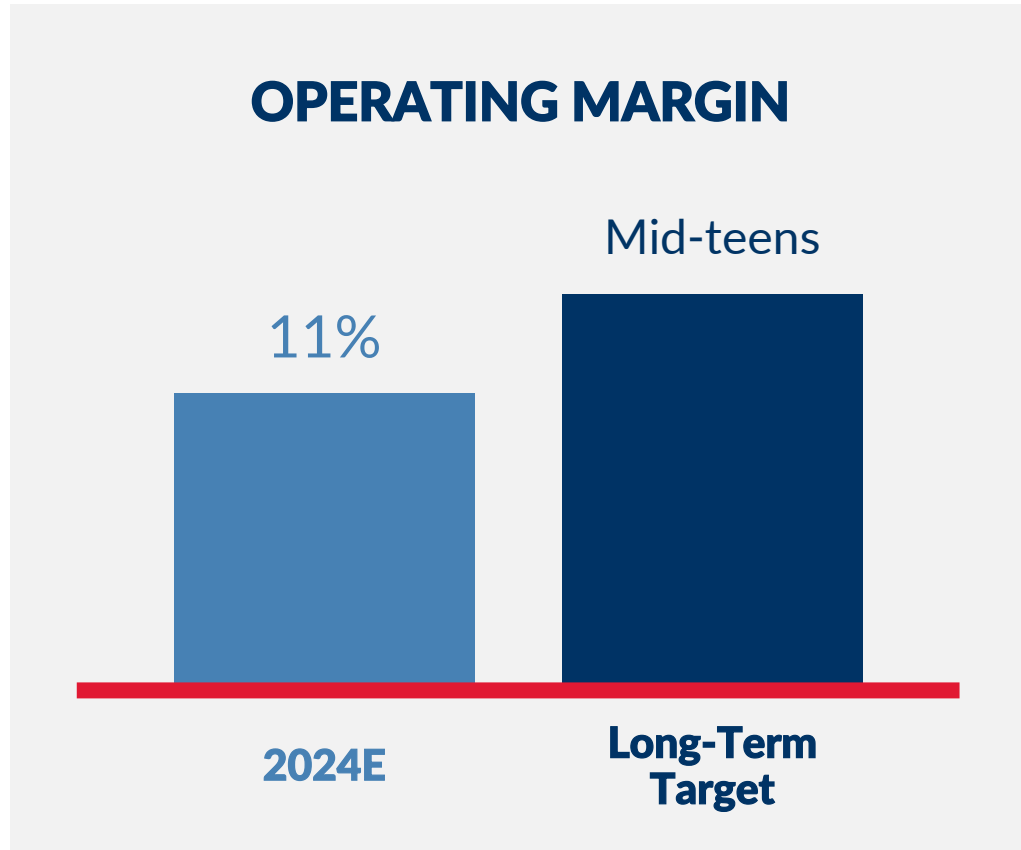
**1x**

Gross Leverage

**15%+ RETURN ON INVESTED CAPITAL**

**\$40B+ UNENCUMBERED ASSETS**

# DELIVERING STEADY MARGIN EXPANSION



## Margin Expansion Drivers

- High-margin revenue growth
- Leveraging investments, normalizing maintenance, and accelerating technology
- Improving industry backdrop supports higher main cabin margins

# DRIVING A COMPETITIVE COST STRUCTURE

Expect to consistently deliver low single-digit non-fuel unit cost growth

## LEVERAGING INVESTMENTS



### FLEET

Better utilization



### NETWORK

Scale core hubs



### WORKFORCE

Grow into resources



### AIRPORTS

Support long-term growth

MAINTENANCE  
**NORMALIZING**

TECHNOLOGY  
**ACCELERATING**

**INVESTING IN CUSTOMER VALUE TO GROW UNIT REVENUES AHEAD OF UNIT COSTS**



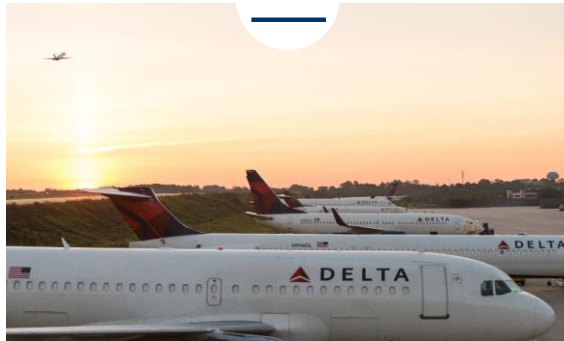
# DISCIPLINED APPROACH TO FLEET

## Premium



- Continued growth in premium seat mix
- Incremental seats ~85% premium in 2025

## Fleet Utilization



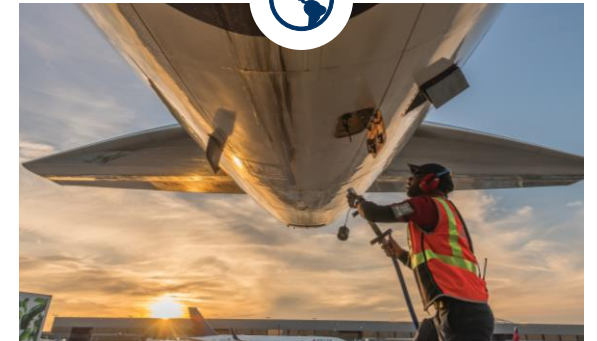
- Full restoration of regional fleet
- Over half of 2025 capacity growth funded by existing assets

## Simplification & Scale



- Reducing fleet families from 13 to 7
- On path to achieve our greatest widebody scale

## Fuel Efficiency



- Expect 1% to 2% fuel efficiency gain annually
- Targeting 50% of fleet on next-gen by 2030

# DURABLE EARNINGS AND FREE CASH FLOW



## 10%

EPS Growth

## \$3-5B

Free Cash Flow

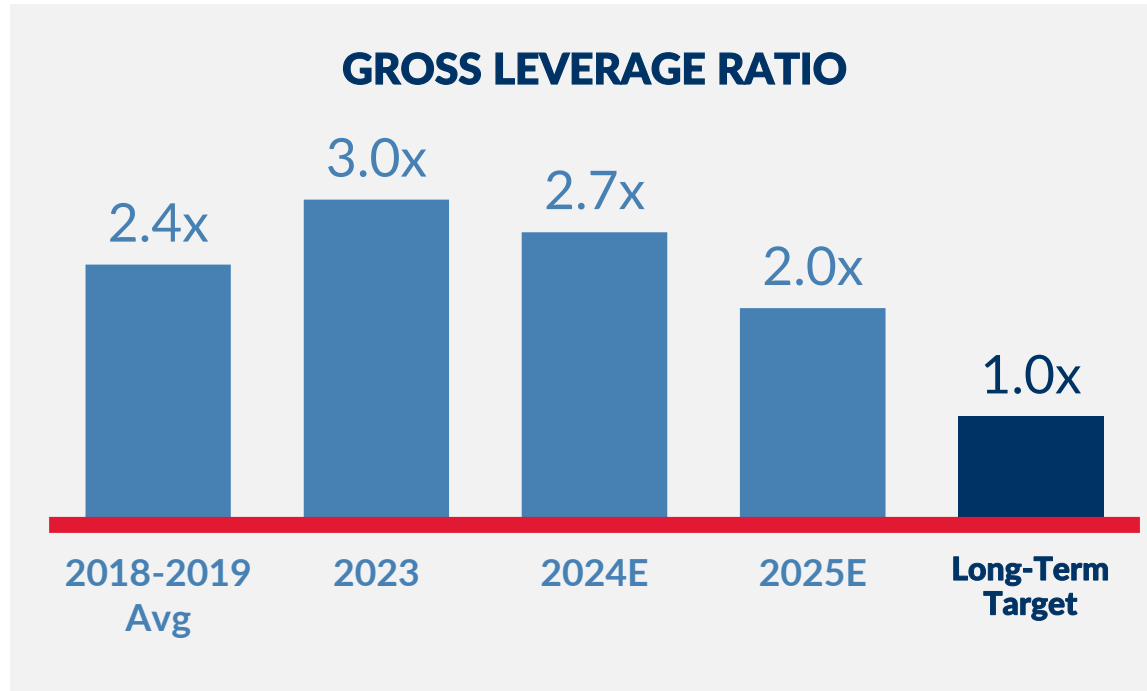
### *Drivers of Durability*

- Consistent strategy, investment, and execution
- Best-in-class operations, network, and trusted brand
- Diversified, high-margin revenue
- Leading cobrand partnership with American Express

**FINANCIAL DISCIPLINE AND FLEXIBILITY STRENGTHEN THROUGH-CYCLE RISK PROFILE**

# FORTIFYING INVESTMENT-GRADE BALANCE SHEET

Positioning Delta with the highest credit quality in its history



- Debt maturities average \$2 billion annually
- Paying cash for new aircraft
- Strong liquidity position and unencumbered asset base
- Pension fully funded

UNENCUMBERED  
ASSETS

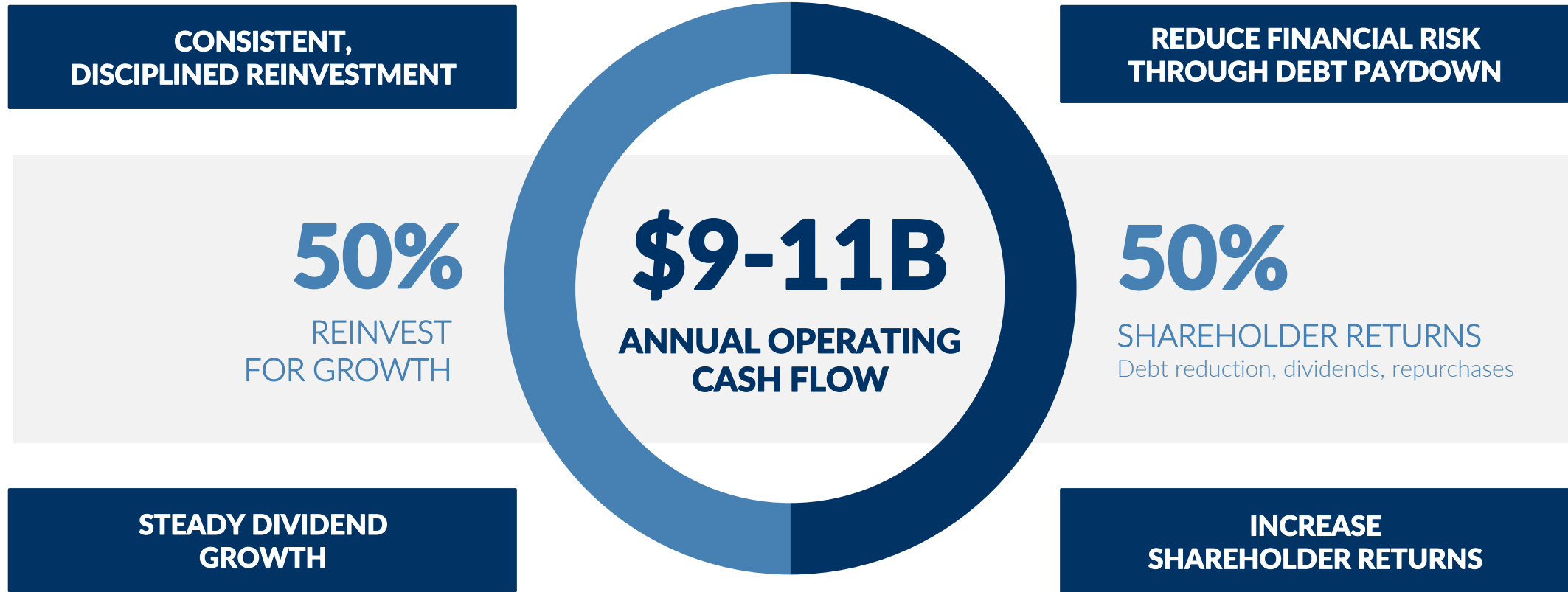
\$15B

>\$20B

>\$30B

>\$40B

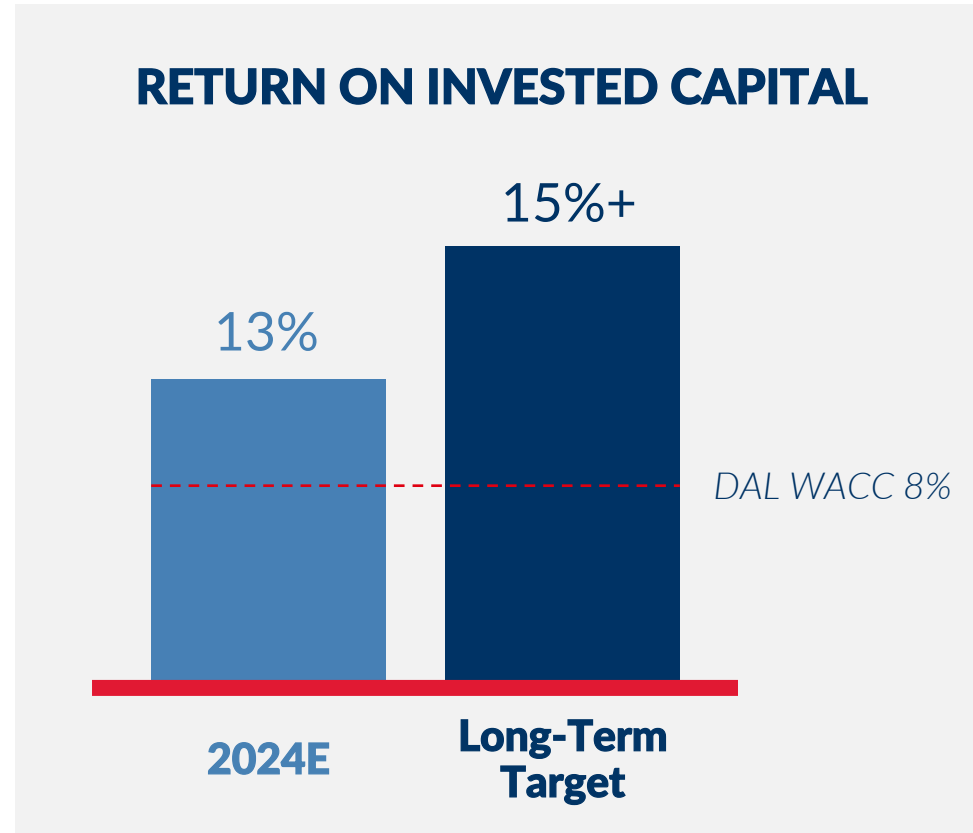
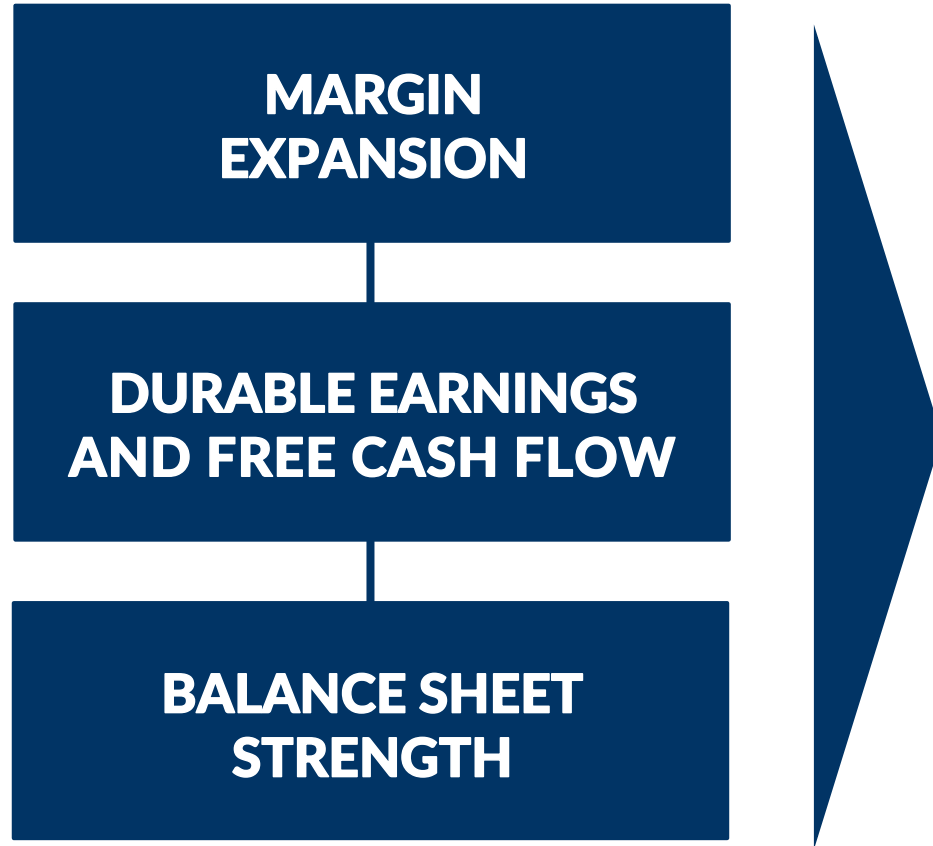
# BALANCED CAPITAL ALLOCATION





# STRONG RETURN ON INVESTED CAPITAL

Delivering returns that are in the upper half of the S&P 500



# DELTA: A COMPELLING INVESTMENT



## *Positioned* **To Win**

Trusted consumer brand, led by Delta people, and 15 years of consistent strategy, investment, and execution

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**KEEP CLIMBING.**

**APPENDIX**



# GLOSSARY AND NOTES

- Long-term financial targets are 3-to-5-year expectations (2027-2029)
- 2024 Baseline: All guidance metrics grow from a 2024 baseline that excludes the impact of the CrowdStrike-caused outage in the September quarter. Please see the supplemental information on Delta's Investor Relations website at [ir.delta.com](https://ir.delta.com) for the impact to key metrics for the September quarter and full year.
- Unless otherwise noted, *industry* includes AAL, ALK, DAL, JBLU, LUV, SAVE, UAL, ULCC
- *Network carriers* include AAL, DAL, UAL
- *Premium Seats* include Delta One, First Class, Delta Premium Select and Comfort Plus
- *Next-generation fleets* include A321neo, A220, A350, A330neo aircraft and MAX aircraft
- WACC represents weighted average cost of capital and is based on Delta's internal calculation
- ROIC represents return on invested capital and is based on Delta's non-GAAP methodology as reconciled in the Appendix
- *Leverage* represents gross adjusted debt to EBITDAR and is based on Delta's non-GAAP methodology as reconciled in the Appendix

# POWERFUL DOMESTIC NETWORK

Delta is #1 or #2 in two-thirds of the top 100 U.S. markets



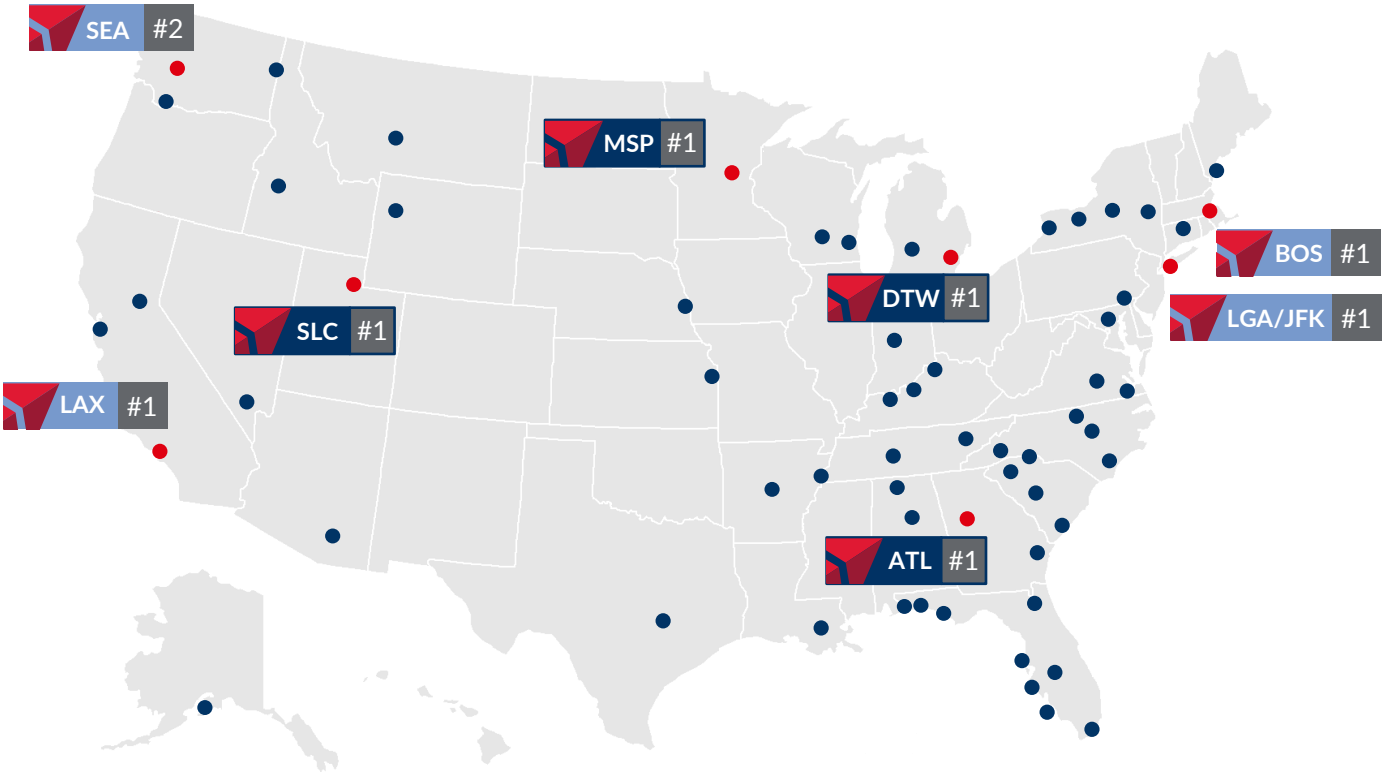
GROWING  
**Membership Engagement**



SCALE  
in **Core Hubs**

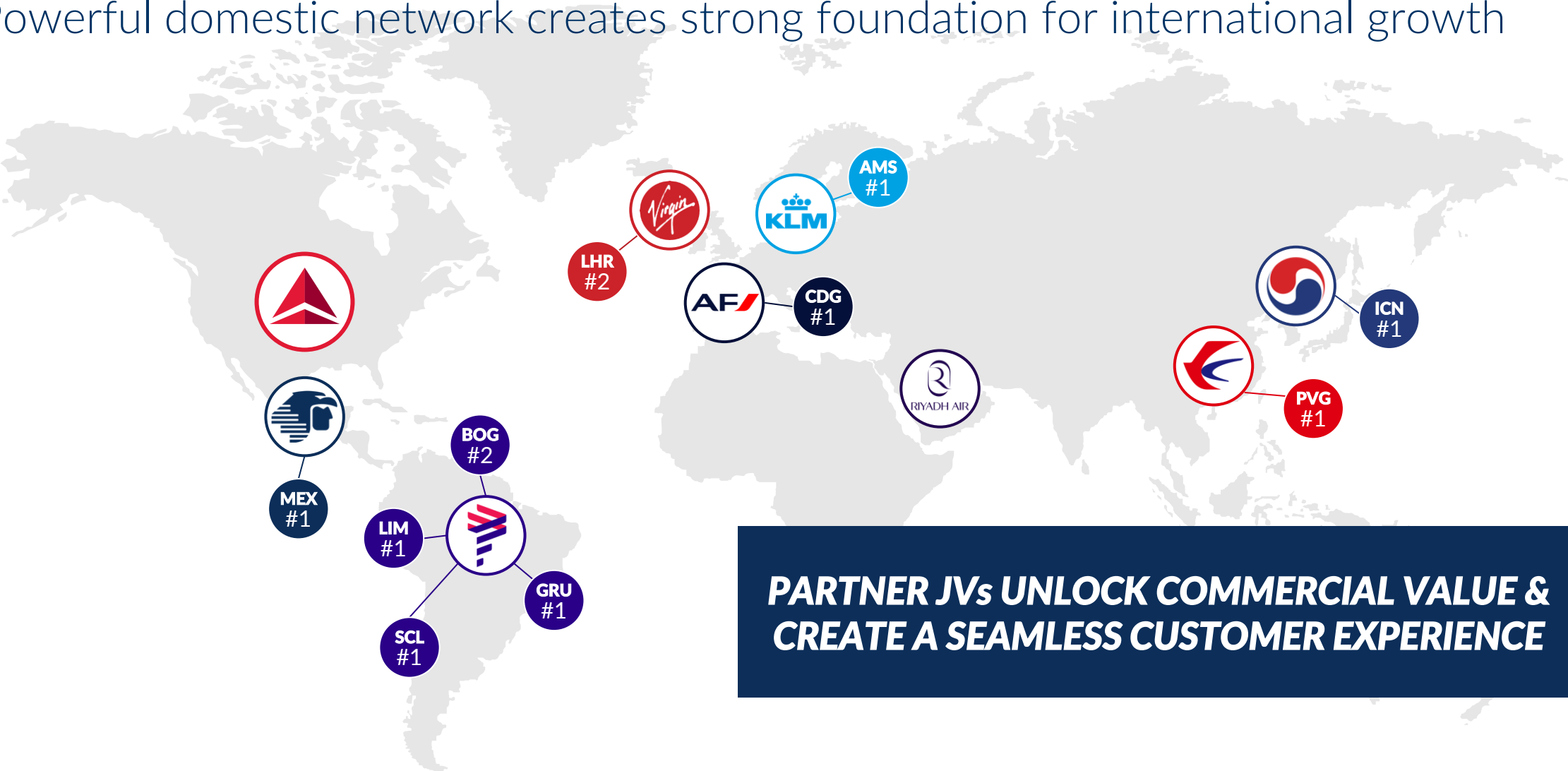


EFFICIENCY  
in **Coastal Hubs**



# LEADING GLOBAL NETWORK & PARTNERSHIPS

Powerful domestic network creates strong foundation for international growth



**PARTNER JVs UNLOCK COMMERCIAL VALUE & CREATE A SEAMLESS CUSTOMER EXPERIENCE**

# Non-GAAP Financial Measures

Delta sometimes uses information ("non-GAAP financial measures") that is derived from the Consolidated Financial Statements, but that is not presented in accordance with accounting principles generally accepted in the U.S. ("GAAP"). Under the U.S. Securities and Exchange Commission rules, non-GAAP financial measures may be considered in addition to results prepared in accordance with GAAP, but should not be considered a substitute for or superior to GAAP results. The following tables show reconciliations of non-GAAP financial measures used in this presentation to the most directly comparable GAAP financial measures. Reconciliations may not calculate due to rounding. Certain of these reconciliations reflect modifications to the methodologies previously presented as more completely described in Delta's earnings release for the September 2024 quarter.

Delta is not able to reconcile certain forward looking non-GAAP financial measures used in this presentation without unreasonable effort because the adjusting items such as those used in the following reconciliations will not be known until the end of the indicated future periods and could be significant.

**Adjustments.** The following reconciliations include certain adjustments to GAAP measures that are made to provide comparability between the reported periods, if applicable, and for the reasons indicated below:

*MTM adjustments and settlements on hedges.* Mark-to-market ("MTM") adjustments are defined as fair value changes recorded in periods other than the settlement period. MTM fair value changes are not necessarily indicative of the actual settlement value of the underlying hedge in the contract settlement period. Settlements represent cash received or paid on hedge contracts settled during the applicable period.

*Third-party refinery sales.* Refinery sales to third parties, and related expenses, are not related to our airline segment. Excluding these sales therefore provides a more meaningful comparison of our airline operations to the rest of the airline industry.

*One-time pilot agreement expenses.* In the March 2023 quarter, Delta pilots ratified a new four-year Pilot Working Agreement effective January 1, 2023. The agreement included a provision for a one-time payment made upon ratification in the March 2023 quarter of \$735 million. Additionally, we recorded adjustments to other benefit-related items of approximately \$130 million. Adjusting for these expenses allows investors to better understand and analyze our core cost performance.

*Restructuring charges.* During 2020, we recorded restructuring charges for items such as fleet impairments and voluntary early retirement and separation programs following strategic business decisions in response to the COVID-19 pandemic. During 2022, we recognized adjustments to certain of those restructuring charges, representing changes in our estimates.



# Non-GAAP Financial Measures

**After-tax Return on Invested Capital ("ROIC").** We present after-tax return on invested capital as management believes this metric is helpful to investors in assessing the company's ability to generate returns using its invested capital. Return on invested capital is tax-effected adjusted operating income (using our effective tax rate for each respective period) divided by average adjusted invested capital. Average stockholders' equity and average adjusted gross debt are calculated using amounts as of the end of the current period and comparable period in the prior year. All adjustments to calculate ROIC are intended to provide a more meaningful comparison of our results to comparable companies.

*Interest expense included in aircraft rent.* This adjustment relates to interest expense related to operating lease financing transactions. Adjusting for these results allows investors to better understand our core operational performance in the periods shown as it neutralizes the effect of lease financing structure.

(in millions)	Twelve Months Ended September 30, 2024	
Operating income	\$	5,601
Adjusted for:		
MTM adjustments and settlements on hedges		11
Interest expense included in aircraft rent		170
Adjusted operating income	\$	5,782
Tax effect		(1,338)
Tax-effected adjusted operating income	\$	4,444
Average stockholders' equity	\$	11,436
Average adjusted gross debt		24,134
Averaged adjusted invested capital	\$	35,570
After-tax Return on Invested Capital		12.5%

# Non-GAAP Financial Measures

**Free Cash Flow.** We present free cash flow because management believes this metric is helpful to investors to evaluate the company's ability to generate cash that is available for use for debt service or general corporate initiatives. Free cash flow is also used internally as a component of incentive compensation programs. Free cash flow is defined as net cash from operating activities and net cash from investing activities, adjusted for (i) net redemptions of short-term investments, (ii) strategic investments and related, (iii) net cash flows related to certain airport construction projects and other, (iv) financed aircraft acquisitions and (v) pilot agreement payment. These adjustments are made for the following reasons:

*Net redemptions of short-term investments.* Net redemptions of short-term investments represent the net purchase and sale activity of investments and marketable securities in the period, including gains and losses. We adjust for this activity to provide investors a better understanding of the company's free cash flow generated by our operations.

*Strategic investments and related.* Certain cash flows related to our investments in and related transactions with other airlines are included in our GAAP investing activities. We adjust for this activity because it provides a more meaningful comparison to our airline industry peers.

*Net cash flows related to certain airport construction projects and other.* Cash flows related to certain airport construction projects are included in our GAAP operating activities and capital expenditures. We have adjusted for these items, which were primarily funded by cash restricted for airport construction, to provide investors a better understanding of the company's free cash flow and capital expenditures that are core to our operations in the periods shown.

*Financed aircraft acquisitions.* This adjustment reflects aircraft deliveries that are leased as capital expenditures. The adjustment is based on their original contractual purchase price or an estimate of the aircraft's fair value and provides a more meaningful view of our investing activities.

*Pilot agreement payment.* In the March 2023 quarter, Delta pilots ratified a new four-year Pilot Working Agreement effective January 1, 2023. The agreement included a provision for a one-time payment upon ratification in the March 2023 quarter of \$735 million. We adjust for this item to provide investors a better understanding of our recurring free cash flow generated by our operations.

(in billions)	Year Ended		Nine Months Ended
	December 31,		September 30,
	2022	2023	2024
Net cash provided by operating activities:	\$ 6.4	\$ 6.5	\$ 6.1
Net cash used in investing activities:	(6.9)	(3.1)	(2.6)
Adjusted for:			
Net redemptions of short-term investments	(0.1)	(2.2)	(1.1)
Strategic investments and related	0.7	0.2	-
Net cash flows related to certain airport construction projects and other	0.4	0.5	0.3
Financed aircraft acquisitions	(0.2)	(0.5)	-
Pilot agreement payment	-	0.7	-
Free cash flow	\$ 0.2	\$ 2.0	\$ 2.7

Cumulative free cash flow 2022-2024YTD of ~\$5B

# Non-GAAP Financial Measures

## Operating Margin, adjusted

	Year Ended December 31,				Six Months Ended June 30, 2024
	2018	2019	2022	2023	
Operating margin	11.8%	14.1%	7.2%	9.5%	9.5%
Adjusted for:					
MTM adjustments and settlements on hedges	(0.1)	0.0	0.1	(0.1)	0.1
Third-party refinery sales	0.2	0.1	0.8	0.7	0.8
One-time pilot agreement expenses	-	-	-	1.5	-
Restructuring charges	-	-	(0.2)	-	-
<u>Operating margin, adjusted</u>	<u>11.9%</u>	<u>14.2%</u>	<u>7.8%</u>	<u>11.6%</u>	<u>10.4%</u>

# Non-GAAP Financial Measures

**Adjusted Debt to Earnings Before Interest, Taxes, Depreciation, Amortization and Rent ("EBITDAR").** We present adjusted debt to EBITDAR because management believes this metric is helpful to investors in assessing the company's overall debt profile. Adjusted debt includes operating lease liabilities (including fleet, ground and other), sale-leaseback financing liabilities and unfunded pension liabilities. We calculate EBITDAR by adding depreciation and amortization to GAAP operating income and adjusting for the fixed portion of operating lease expense.

(in billions)	2018 - 2019 Average	December 31, 2023
Debt and finance lease obligations	\$ 10.4	\$ 20.1
Plus: operating lease liabilities	6.4	7.2
Plus: sale-leaseback financing liabilities	-	1.9
Plus: unfunded pension liabilities	5.9	0.1
<b>Adjusted Debt</b>	<b>\$ 22.7</b>	<b>\$ 29.4</b>

(in billions)	Years Ended 2018 - 2019 Average	Year Ended December 31, 2023
GAAP operating income	\$ 5.9	\$ 5.5
Adjusted for:		
One-time pilot agreement expenses	-	0.9
Operating income	\$ 5.9	\$ 6.3
Adjusted for:		
Depreciation and amortization	2.5	2.3
Fixed portion of operating lease expense	1.0	1.0
<b>EBITDAR</b>	<b>\$ 9.4</b>	<b>\$ 9.6</b>
Adjusted Debt to EBITDAR	2.4x	3.0x