

LOA 4: Board of Directors Seat

April 5, 2023

Rich Johnsen
General Vice President-Air Transport
International Association of Machinists
& Aerospace Workers
9000 Machinists Place
Upper Marlboro, MD 20722-2687

Dear Mr. Johnsen:

On behalf of United Airlines Holdings, Inc., a Delaware corporation (the "Corporation"), reference is made to the Restated Certificate of Incorporation of the Corporation (the "Charter"). Capitalized terms used but not defined herein have the respective meanings set forth in the Charter.

The Corporation hereby confirms that, pursuant to Part III of the Charter regarding the Class IAM Junior Preferred Stock, the IAM, as holder of the Class IAM Junior Preferred Stock, shall continue to have voting rights as prescribed therein until such time (the "IAM Termination Date") as (i) there are no longer any persons represented by the IAM (or any IAM Successor) employed by the Corporation or any of its Affiliates or (ii) the letter agreement between the Corporation and the IAM, dated as of May 1, 2003, no longer provides that the IAM has the right to appoint a director of the Corporation. As set forth fully in Part III of the Charter, until the IAM Termination Date, the IAM as holder of the share of Class IAM Junior Preferred Stock shall have the right, voting as a separate class, to (1) elect one director to the Board of Directors at each annual meeting of stockholders for a term of office to expire at the succeeding annual meeting of stockholders, (2) remove such director with or without cause and (3) fill any vacancies in such directorship resulting from death, resignation, disqualification, removal or other cause.

Please acknowledge and confirm your agreement with the terms set forth above by signing this letter agreement in the space indicated below.

Sincerely,

UNITED AIRLINES HOLDINGS, INC.

/s/ Robert Rivkin
Robert Rivkin
Senior Vice President and Chief Legal Officer

Acknowledged and agreed,

INTERNATIONAL ASSOCIATION OF MACHINISTS
& AEROSPACE WORKERS



/s/ Rich Johnsen
Rich Johnsen
General Vice President-Air Transport