COPA HOLDINGS, S.A. – EXECUTIVE OFFICERS

The following table sets forth the name, age, and position of each of our executive officers as of January 31, 2026. A brief biographical description of each of our executive officers follows the table.

Name	Position	Age
Pedro Heilbron	Chief Executive Officer and Director	67
Robert Carey	Executive Vice-President	46
Peter Donkersloot	Chief Financial Officer	42
Daniel Gunn	Senior Vice-President of Operations	58
Carolyn Prowse	Senior Vice-President of Commercial and Planning	53
Julio Toro	Vice-President of Technology	52
Bolívar Domínguez	Vice-President of Flight Operations	50
Eduardo Lombana	Chief Executive Officer of AeroRepública, S.A. (Wingo)	64
Rafael Samudio	Vice-President of Technical Operations	55
María Jaén	Vice-President of On Board Service	52
Ricardo Sotelo	Vice-President of Airports	45

Mr. Pedro Heilbron has been our Chief Executive Officer since 1988. He received an MBA from George Washington University and a BA from College of the Holy Cross. Mr. Heilbron is the brother of Mr. Alvaro Heilbron, a member of our Board of Directors.

Mr. Robert Carey has been our Executive Vice-President since October 2024. Prior to joining Copa Airlines, Mr. Carey served as President of Wizz Air, Chief Commercial and Customer Officer for EasyJet, and worked for Delta Air Lines and America West Airlines. Mr. Carey was also a Partner at McKinsey & Company. Mr. Carey received an MBA from the Harvard Business School and a BS in Industrial Engineering from Arizona State University.

Mr. Peter Donkersloot has been our Chief Financial Officer since March 2025. Prior to this, he joined Copa Airlines in August 2019 and served as Vice-President of Human Resources since January 2020. Mr. Donkersloot has over twenty years working experience holding key positions in five different countries (Jamaica, Panama, Peru, El Salvador and Guatemala). His experience ranges in Commercial Operations, Logistics, Risk Assessment, Strategic Planning, Financial Planning and General Management with full P&L responsibility. He holds a Global MBA from the Thunderbird School of Global Management along with professional qualifications in Industrial Engineering from the Instituto Tecnológico y de Estudios Superiores de Monterrey (ITESM).

Mr. Daniel Gunn has been our Senior Vice-President of Operations since February 2009. Prior to this Mr. Gunn had served as Vice-President of Commercial and Planning and Vice-President of Planning and Alliances. Prior to joining Copa in 1999, he spent five years with American Airlines holding positions in Finance, Real Estate and Alliances. Mr. Gunn received a BA in Business & Economics from Wheaton College and an MBA from the University of Southern California.

Mr. Carolyn Prowse has been our Chief Commercial Officer since September 2026. Prior to joining COPA, she served as Chief Commercial, Customer, Network and Strategy Officer for Vueling Airlines (part of International Airlines Group) based in Barcelona, and before that as Chief Commercial Officer of Volaris (Controladora Vuela Compañía de Aviación) based in Mexico City. Carolyn has over 30 years of experience, the majority of which has been working in aviation across the globe, including senior management roles in British Airways and Etihad Airways as well as advisory work for both airlines and shareholders. Her background also includes LEK consulting and investment banking. Ms Prowse holds a BA (Hons) degree in Chemistry from St Anne's College, University of Oxford.

Mr. Julio Toro has been our Vice-President of Technology since October 2015. He joined Copa in May 2011 as Director of the Project Management Office. Before joining Copa, he served as Operations Manager and Vice-President of Information Systems for Cable & Wireless Panama. He received a BS in Electrical Engineering from Texas A&M University, a Master in Renewable Energy from *Universidad Tecnológica*, and an MBA jointly issued by New York University Stern School of Business, London School of Economics and Political Science, and HEC Paris School of Management.

Captain Bolivar Dominguez G. has been our Vice-President of Flight Operations since December 2017. He began his career with Copa Airlines in 2000 as a Copilot in the Boeing 737-200, and has held positions of increasing responsibility, such as Head of Training on the Embraer fleet, Director of our System Operations Control Center (SOCC), and System Chief Pilot. Bolivar was also a member of the IATA Safety, Flight and Ground Operations Advisory Council (SFGOAC) from 2019 to 2023, responsible for advising the Board of Governors and the Director General of IATA on all matters connected with the improvement of safety and efficiency of civil air transport, ground operations and baggage. Bolivar holds an Airline Transport Pilot License, with Type Ratings on the Boeing 727, Embraer 190, and Boeing 737, and received a BS in Industrial Engineering from *Universidad Latina* in Panama, and an MBA from the University of Louisville.

Mr. Eduardo Lombana joined the Company in May 2005 as Chief Operating Officer and was appointed as Chief Executive Officer of Copa Colombia as of February 2012. He served three years at Avianca as Vice-President of Network, responsible for revenue management, network planning and revenue accounting during the company's bankruptcy turn over. Prior to that, he served as Vice-President of Flight Operations for ACES before it merged with Avianca. Mr. Lombana holds a BS in Aviation Technology and an AS in Aviation Maintenance Technology from Embry Riddle Aeronautical University.

Mr. Rafael Samudio has been our Vice-President of Technical Operation since January 2022. He started his career with Copa Airlines in 1994 and has held various technical, supervisory, and management positions including, Director of Engineering & Maintenance Planning, and Senior Director of Procurement & Technical Contracts. He has a BS in Electromechanical Engineering from Technology University of Panama and an MBA from Latin American University of Science and Technology (ULACIT).

Mrs. María Alejandra Jaén has been our Vice-President of Inflight Services since January 2022. She joined Copa in November 2014 as Director of In flight Training and Standards. Before joining Copa, she held several management positions in large multinational companies such as Dell and Citibank. Her previous experience included Operations, Customer Service, Project Management and Business Process Improvement, being a Certified Black Belt. She has a BS in Industrial Engineering from Universidad Tecnológica de Panamá, an MBA from Nova Southeastern University and an Executive Certification in Management and Leadership from MIT Sloan School of Management.

Mr. Ricardo Sotelo has been our Vice-President of Airport Services since January 2025. Prior to this, Mr. Sotelo served as Senior Director of Digital Product and Services, Director of Loyalty Programs and held other positions within Copa Airlines. Mr. Sotelo graduated from Universidad Santa María la Antigua, Panama with a bachelor's degree in Industrial Engineering and holds an MBA from Instituto de Empresa (IE), Madrid.