



AerCap Holdings N.V.

Remuneration Policy for Members of the Board of Directors

General

The underlying principle of our remuneration policy is to attract and recruit the right people for the Board of Directors, who possess the required core competencies, professional backgrounds and skill sets in line with the global nature and identity of the company and its business.

Remuneration for Non-Executive Members of the Board of Directors

The remuneration scheme for the Chairman of the Board of Directors and the Non-Executive Directors of the Company as of 1 January 2013 is as follows:

Status	Base Annual Remuneration	Remuneration per attended meeting in person	Remuneration per attended meeting by telephone
Director	EUR 95,000	EUR 4,000	EUR 1,000
Vice-Chairman of the Board of Directors	EUR 115,000	EUR 4,000	EUR 1,000
Chairman of the Board of Directors	EUR 200,000	EUR 4,000	EUR 1,000
Audit Committee Membership Fee	EUR 15,000	EUR 4,000	EUR 1,000
Audit Committee Chairman Fee	EUR 25,000	EUR 4,000	EUR 1,000
Treasury Committee Nomination and Compensation Committee Portfolio and Investment Committee Membership Fee	EUR 10,000	EUR 4,000	EUR 1,000
Treasury Committee Nomination and Compensation Committee Portfolio and Investment Committee Chairman Fee	EUR 15,000	EUR 4,000	EUR 1,000

The package for the Chairman of the Board of Directors and the Non-Executive Directors of the Company also comprises participation in the Company's equity incentive plan.

The remuneration of the Executive Director is in accordance with the relevant employment agreement.