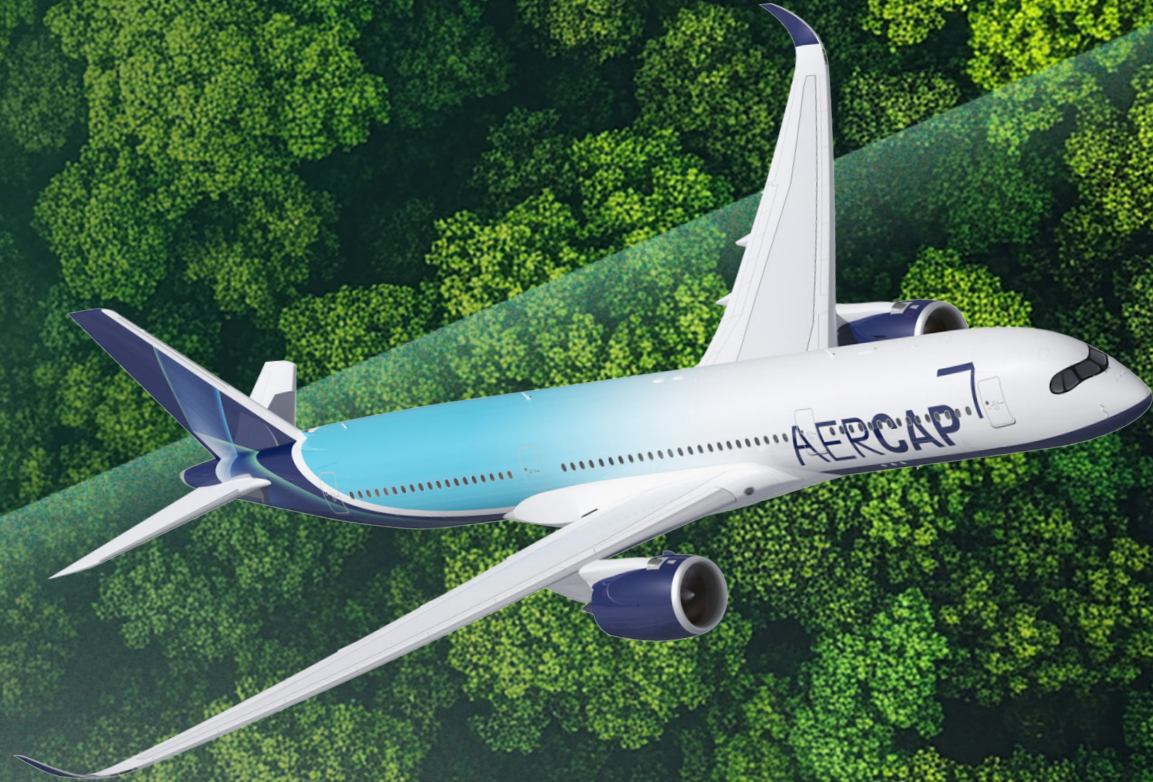


CORPORATE RESPONSIBILITY REPORT

FOR THE YEAR 2024

AERCAP



April 24, 2025

AIR TRANSPORT – THE \$4.1 TRILLION IMPACT

AerCap plays a key role in supporting the global air transport industry, a sector that supported 86.5 million jobs and contributed \$4.1 trillion to Global GDP in 2023



Aviation contributes to the growth, affordability, and accessibility of air travel by enabling airlines to connect communities around the world

With ~300 customers and a portfolio consisting of over 3,500 aircraft, engines, helicopters that are owned, managed or on order, AerCap is the industry leader across all areas of aviation and we actively support our customers in their decarbonization efforts




<div>58%</div> <div>INTERNATIONAL TOURISTS</div> <div>Percentage of international tourists who travel by air</div>	<div>33%</div> <div>WORLD TRADE</div> <div>Air transport carries around 33% of world trade by value and less than 1% by volume</div>	<div>61.4</div> <div>MILLION TONNES/ FREIGHT</div> <div>Tonnes of freight handled by air, 2023</div>	<div>\$8</div> <div>TRILLION CARGO/ VALUE</div> <div>Value of cargo handled by air, 2023</div>
<div>86.5</div> <div>MILLION JOBS</div> <div>Jobs supported by aviation worldwide</div>	<div>\$4.1</div> <div>TRILLION ECONOMIC IMPACT</div> <div>Aviation’s total global economic impact including direct, indirect, induced and tourism catalytic</div>	<div>3.9%</div> <div>GDP</div> <div>Global GDP supported by aviation</div>	<div>3x</div> <div>Globally, each aviation job generated €92,000 in gross value added (GVA). Aviation jobs are on average 3 times more productive than other jobs</div>

CELEBRATING 50 YEARS OF FLIGHT

AerCap has become the global leader in aviation leasing through carefully planned organic growth and decisive industry-transforming acquisitions, combined with five decades of experience

We are the partner of choice to hundreds of the world’s most successful airlines as the industry continues its journey to achieve net-zero aviation

We play a critical role in supporting the global air transport industry



CELEBRATING 50 YEARS OF FLIGHT

2025 marks a significant milestone for the aircraft leasing industry and for AerCap, as we celebrate 50 years since the industry was founded in Ireland in 1975

The aircraft leasing industry in Ireland traces its origins back to Guinness Peat Aviation, which was established in Shannon, County Clare in 1975

During the 1980s, GPA became the world’s largest commercial aircraft lessor. Many GPA employees subsequently went on to found or work for other aircraft lessors, including AerCap (a successor company of GPA), GECAS (which was acquired by AerCap from GE in 2021), and ILFC (which was acquired by AerCap from AIG in 2014)

Over the past five decades, Ireland has become the global hub for commercial aviation leasing and financing

Today, approximately 50% of the world’s commercial aircraft fleet is leased, and Irish lessors own and manage ~\$150 billion of assets¹

AerCap is the largest owner of commercial aircraft in the world with a portfolio of over 3,500 assets, including aircraft, engines and helicopters, and an order book of the most in-demand new technology aviation assets

See Supplemental Information – Endnotes



CELEBRATING 50 YEARS OF FLIGHT

AERCAP 50

CONTENTS

01 OVERVIEW

ESG Committee Chair & CEO Message	6
About AerCap	7
Corporate Responsibility Highlights for 2024	8
Our Approach to ESG Risk Factors	9
Aligning Our Actions with the UN's Sustainable Development Goals	10

02 CARE FOR OUR ENVIRONMENT

Decarbonization of Aviation Remains Essential	14
Net-Zero 2050 – AerCap Considerations	15
Fleet Transformation & Carbon Intensity Reduction	16
Progressively Modernizing our Fleet	17
Circular Economy and Aviation	18
Cargo Conversion Programs	19
Milestone – Supporting Climate Change Adaptation	20
Efficient AerCap Office Operations	21
Funding of Emissions Reduction Projects	22
Carbon Emissions Disclosures	23
Scope 3 Emissions 2023 v 2024	25

03 CORPORATE CITIZENSHIP

Our Employees	27
Our Employee Engagement Program	29
Supporting Education	30
Corporate Social Responsibility Outreach	31

04 WORLD-CLASS GOVERNANCE

AerCap's Board of Directors	36
ESG Governance Structure	40
Ethics and Compliance	41
Privacy and Data Protection	45
Information Security	46
Risk Management	47
Transparent Tax Policies	48

05 REPORTING APPROACH

AerCap's Leading Role in Policy Collaboration	50
Our Stakeholder Mapping & Engagement Approach	51
ESG Rating Agencies	56
Climate Related Regulatory Disclosures	57
Materiality Assessment	58
GRI Content Index	60
Supplemental Information	68

Reporting Period

This report covers AerCap's 2024 financial year from January 1, 2024 to December 31, 2024

Reporting Scope

Information in this report covers AerCap Holdings N.V. and all of our consolidated subsidiaries (which are listed in Exhibit 8.1 of our 20-F), unless specified otherwise

Reporting Process

We follow the recommended reporting principles of stakeholder inclusiveness, sustainability context, significance and completeness

This report is produced with reference to the GRI Standards

We value our stakeholders' input and welcome feedback on this report or any aspect of our ESG approach

Contacts:

ESG

Donal Handley
Head of Government Affairs
& Sustainability
dhandley@aercap.com

Media

Gillian Culhane
Head of Corporate Communications
& Marketing
gculhane@aercap.com

01 OVERVIEW

AERCAP¹

A MESSAGE FROM OUR COMMITTEE CHAIR & CEO

Dear Stakeholders,

It is with great pleasure that we present AerCap's Corporate Responsibility Report covering the year 2024.

Despite various geopolitical developments and associated policy changes, the air transport industry remains broadly committed to achieving net-zero carbon emissions and AerCap continues to play an important role in supporting its customers in meeting their ambitions.

AerCap has been powering global air transport for over 50 years and we are proud to be the partner of choice to hundreds of the world's most successful airlines as the industry continues its journey to achieve net-zero aviation.

Currently, the most significant contributor to aviation decarbonization is fleet renewal. AerCap plays a leading role by investing in the most fuel-efficient, new-technology aircraft. In the last decade, we have invested ~\$55 billion in new-technology aircraft - more than any airline or lessor¹. This investment has led to a 17% reduction in gCO₂ per seat/km across our fleet, notwithstanding our doubling in size through M&A².

In 2024, we completed purchases of 150 assets, including 92 fuel-efficient aircraft, and sold 166 assets, including 98 aircraft with an average age of 15.3 years, which further improved our Scope 3 emissions intensity by ~2% across our fleet.

In April 2025, we achieved our new technology aircraft target of 75% set in 2021. We are pleased to announce that AerCap has set an ambitious new target to achieve 85% new technology assets by 2030, including aircraft, engines and helicopters - an industry first³.

Beyond fleet renewal, AerCap is also continuing to collaborate with industry partners and policymakers to explore, advocate and support progress towards net-zero aviation through key areas such as:

- Aircraft decommissioning and recycling
- Assessing the latest and emerging airframe and engine technologies
- Sustainable Aviation Fuels ("SAF"); e.g., by joining as a launch partner of the Airbus Book & Claim Demonstrator initiative (announced March 2025)
- Assessing options relating to sustainable finance
- Supporting customers with regard to climate-related regulatory disclosures and monitoring, preparing and adapting to recent changes in both U.S. and EU policy frameworks, e.g., the proposed EU Omnibus Simplification Package

Last year, we mitigated 100% of our own unavoidable Scope 1, 2, and 3 (business travel) emissions, achieving the goal we established in 2021 to meet by 2024. We also further reduced our unavoidable emissions by ~12%.

Our Board-level ESG Committee met four times during 2024, monitoring the implementation of our work program. By identifying areas where we can maximize our impact and by proactively addressing key risks and opportunities, we aim to drive meaningful change within our industry.

With ~700 high-caliber skilled aviation professionals, we have an unrivaled level of expertise. We are proud of our high-performance culture, which is built on the values of Ambition, Excellence and Respect.

We believe that true success is built upon a foundation of trust and integrity, and we endeavor to create an environment where our people feel included and empowered to do their best work and reach their full potential.

We strive to conduct our business in an honest and responsible manner and to build and maintain long-term, mutually beneficial relationships with our customers, suppliers, shareholders, employees and other stakeholders.

These values contribute to sustainable long-term value creation for AerCap and its stakeholders and are further specified in our code of conduct and our ethics-related compliance policies, procedures, trainings and programs. Ethical behavior is strongly promoted by the senior leadership team.

In 2024, AerCap, together with its employees, donated over \$900,000 to 50 local, national and international charities and organizations across various causes.

Our commitment to corporate responsibility is duly acknowledged by ratings agencies with further upgrades secured in 2024.

As we move forward, we wish to extend our sincere gratitude to our valued stakeholders for their unwavering support. Together, we will continue shaping a more sustainable and prosperous future for AerCap and the aviation industry as a whole.

“AerCap has been powering global air transport for over 50 years and we are proud to be the partner of choice to hundreds of the world's most successful airlines as the industry continues its journey to achieve net-zero aviation”

Aengus Kelly
AerCap CEO

Stacey Cartwright
ESG Committee Chair



ABOUT AERCAP



UNRIVALED LEADER IN AVIATION

3,525 Assets

With total assets of ~\$71 billion and a fleet of ~1,700 aircraft, over 1,000 spare engines, and over 300 helicopters, our unmatched team of aviation experts is leading and shaping the aviation leasing industry¹



LONG-TERM INVESTMENT STRATEGY

Entire Asset Lifecycle

We engage across the entire asset lifecycle (~25 years), including order-books, sale & leasebacks, operating leases, finance leases, purchasing, sales transitioning, repurposing (cargo conversion/helicopter adaptation), part-out, and final decommissioning

GLOBALLY DIVERSE REACH

OEM partnerships & ~300 active customer relationships

We are a strategic partner to Original Equipment Manufacturers ("OEMs") and airlines globally; AerCap has taken delivery of more aircraft than any other airline or lessor, in the last decade



TRANSITIONING TO A GREENER FLEET

~\$55 billion invested in new technology aircraft since 2014²

We are at the forefront of the transition to new technology, having invested ~\$55 billion in new technology aircraft since 2014, thereby lowering the operating costs and carbon emissions of our airline customers

ATTRACTIVE ORDER BOOK

~300 new technology aircraft & >200 new technology engines³

Our order book is comprised exclusively of the most in-demand, fuel-efficient, new technology assets, around which airlines are building their future fleets



HIGH-CALIBER TEAM

~700 skilled aviation professionals

With 50 years of experience dating back to the founding of the aircraft leasing industry, AerCap has an unrivaled level of expertise; our ongoing commitment to the development of our employees is a key tenet of our success

CORPORATE RESPONSIBILITY HIGHLIGHTS FOR 2024

AerCap continues to make progress on key environmental sustainability, social responsibility and governance matters



STRONG ESG RATINGS - MSCI & SUSTAINALYTICS¹

Strong ESG focus highlighted and acknowledged by ratings agencies; AerCap has maintained a “AA” ESG rating from MSCI, with strong governance a key rating positive for the company, in addition Sustainalytics improved its rating for AerCap from “Medium Risk” to “Low Risk” level in May 2024



COLLABORATION REMAINS AT THE FOREFRONT

Providing a unique level of engagement, collaboration and cooperation across the entire aviation ecosystem through our Government Affairs & Sustainability function

Continuous engagement with policymakers, industry stakeholders (OEMs, airlines and trade bodies) at the global, regional and national level



DEFINING OUR ~85% NEW TECHNOLOGY ASSETS TARGET²

AerCap’s Board-level ESG Committee set a new ambitious target for AerCap to achieve a target of ~85% new technology assets by 2030, including aircraft, engines and helicopters – an industry first

Completed the purchase of 92 fuel-efficient aircraft and sold 98 aircraft with an average age of 15.3 years, which improved our Scope 3 emissions intensity by ~2% across our fleet



STRONG ESG GOVERNANCE

AerCap’s Board-level ESG Committee provides oversight of ESG risks and opportunities at the highest level

In 2024, our Board-level ESG Committee met four times. ESG factors are a key consideration in our Board and management’s decision-making process



CORPORATE SOCIAL RESPONSIBILITY

In 2024, AerCap, together with employees, donated over \$900,000 to 50 local, national and international charities and organizations across various causes



MITIGATING THE EMISSION AERCAP HAS CONTROL OVER

In 2024 AerCap mitigated 100% of its unavoidable Scope 1 and 2 emissions (achieving the goal we established in 2021 to achieve by 2024)

We further reduced our unavoidable emissions by ~12% through the increased electrification of the leased car fleet and the increased use of renewable electricity

OUR APPROACH TO ESG RISK FACTORS

ENVIRONMENTAL



RELATED RISKS

Indirect Physical Risks

- The occurrence of severe weather events or natural disasters may impact demand for air travel or make airlines unable to operate from certain regions, and the frequency or severity of these types of events may worsen as a result of climate change
- However, due to the mobile nature of our assets and our ability to work effectively from various locations, we consider direct physical risks to AerCap to be limited

Indirect Transition Risks

- Due to growing concerns over the risks of climate change, many jurisdictions are moving towards imposing more stringent limits on greenhouse gas emissions from aircraft engines
- The general public's increasing interest in less carbon-intensive travel methods will likely lead to airlines favoring aircraft with lower emissions, and airlines may choose to exit older technology assets more quickly
- This may affect lease rates on our older technology aircraft and pose a risk to their residual values

AERCAP APPROACH

- 99.9% of our total reported emissions in 2024 related to Scope 3 downstream use of our owned assets across our global fleet. We do not have direct control over these emissions, as our customers operate these assets
- Financing the replacement of older aircraft/engines with lower-emitting new technology aircraft is our key and most direct contribution to the challenge. We have set a new ambitious target of ~85% new technology assets by the end of this decade, including aircraft, engines and helicopters – an industry first¹
- Our focus on supporting our customers' fleet renewal plans and being able to provide the best-in-class new technology aircraft has resulted in a ~17% reduction in AerCap's gCO₂/ASK ("Available Seat Kilometer's") over the last decade²
- In 2024, we purchased 92 new technology aircraft and sold 98 primarily older technology aircraft with an average age of 15.3 years, improving the risk profile of our portfolio³
- As the largest lessor, with an installed base of assets with ~300 customers, we are frequently asked to partner with the aircraft OEMs on major campaigns for new technology aircraft
- Through efficient resource management, AerCap has been able to reduce emissions under our operational control by ~12% in 2024 compared to 2023. This has been achieved through an increase in renewable electricity in our offices, increased electrification of our leased car fleet and efficient resource usage
- AerCap is continually exploring how to encourage the scale-up of SAF to support our customers' emissions reduction efforts, e.g., by joining as a launch partner of Airbus's new SAF Book & Claim Demonstrator initiative (announced March 2025)
- Through our Government Affairs & Sustainability function, we actively engage policymakers and industry on regulatory developments across all net-zero aviation areas
- In 2021, the airline members of the International Air Transport Association ("IATA") approved a resolution to achieve net-zero carbon emissions by 2050. Approximately 190 of those airlines are AerCap customers. AerCap is enabling their journey through the provision of the latest technology aviation assets
- In 2024 AerCap became a strategic associate member of the Air Transport Action Group ("ATAG") and supports its activities
- Membership of, and regular engagement with, aviation sustainability bodies overseen by the European Commission, including the Renewable Low Carbon Fuel Alliance ("RLCFA") and the Alliance for Zero Emission Aircraft ("AZE")
- Through AerCap Cargo, we recycle older aircraft by placing them into cargo conversion programs, helping to extend the usable life of these aircraft and reduce emissions from production
- Through AerCap Materials, we efficiently retire aircraft where >90% of the aircraft can be processed for recycling and reuse, with strict processes around adherence to environmental and safety protocols
- We engage with our OEM partners, airlines, and other industry players in discussions regarding the design and commercialization of the next generation of aircraft and engine technology

OUR APPROACH TO ESG RISK FACTORS

SOCIAL



RELATED RISKS

Internal Risks

- Aircraft leasing is a competitive industry. Our business relies heavily on people, and our ability to attract and retain the best talent in the industry
- Our stance and actions, either as a company or by our employees individually, directly convey our values

Downstream Risks

- Increased public scrutiny over social aspects of airlines’ behavior may lead to disruptions to airline schedules or impair airlines’ ability to operate at full capacity and efficiency, thereby affecting their ability to meet their lease obligations

Upstream Risks

- Social issues adversely affecting the ability of our suppliers, the OEMs, to meet their delivery obligations may impact our financial performance and pose potential reputational risks

AERCAP APPROACH

- We are committed to developing programs and initiatives to support the AerCap Community
- AerCap has a high-performance culture and operates in a dynamic and fast-paced industry. Our employees are one of our most important assets and we seek to hire, reward, and retain the best talent in the industry to help retain our global leadership position
- AerCap offers attractive remuneration packages to our employees, including competitive salaries, performance-based bonuses, and employee share schemes, as well as comprehensive health and dental coverage and a wide selection of wellness initiatives promoted throughout 2024
- We are focused on building a diverse talent pipeline, both internally through our continuous professional development programs and externally through our commitment to supporting the next generation of aviation professionals through a variety of educational programs. These programs help to cultivate a diverse, highly skilled talent base to drive the industry’s future growth and innovation
- We are committed to creating an environment where our employees can grow and develop while contributing to the ongoing success of the company, regardless of race, religion, gender, marital status, family/civil status, sexual orientation, age or disability
- At an industry level, we partner with a variety of organizations that are focused on advancing gender diversity and gender equality, including Advancing Women in Aviation Roundtable (“AWAR”), Women in Aviation Singapore Chapter, and PropelHer
- Our CSR Committee is led by employees and has representatives from the Dublin, Shannon, and Singapore offices, as well as representatives in each of the larger overseas offices who coordinate local initiatives
- We partner with charities in our local communities and with our airline customers and OEMs on charitable and social initiatives. In 2024, AerCap, together with our employees, donated over \$900,000 to 50 local, national, and international charities and organizations across various causes

OUR APPROACH TO ESG RISK FACTORS

GOVERNANCE



RELATED RISKS

- Aircraft leasing requires both financial and industrial expertise, so it is important to have the correct mix of expertise on the Board of Directors
- Having operations, assets, and customers in many different parts of the world requires internationally diverse expertise
- Regulation of aircraft and engine noise and emissions levels are increasingly being adopted and can apply based on where the aircraft is registered or where the aircraft is operated
- Given that aviation is a hard-to-abate sector, there is a heightened risk of greenwashing claims
- IT security threats are emerging with growing complexities
- Following the implementation of the General Data Protection Regulation ("GDPR") in the EU, the mishandling of personal data can result in significant financial and reputational damage to the Company
- Although some jurisdictions have recently rolled back on planned reporting climate-related reporting requirements, e.g., the broad reduction at a federal level in the U.S. and reduced requirements by the EU, public ESG and sustainability reporting remains important for many lenders, investors, shareholders and other third parties

AERCAP APPROACH

- Our Board of Directors is a key competitive advantage for AerCap, and provides a wealth of knowledge and experience, with deep industrial and financial expertise, as well as diversity of gender and nationality
- We strive to conduct our business with integrity and in an honest and responsible manner and to build relationships with our customers, suppliers, shareholders, employees and other stakeholders
- Governance of ESG-related risks and opportunities was further enhanced with the establishment of a Board-level ESG Committee in December 2021
- Our Government Affairs & Sustainability function, located in Brussels, is focused on legislative developments and strategic matters emerging from Europe and beyond, helping AerCap to understand the emerging regulatory landscape and be heard
- Our Code of Conduct outlines the high standards and business principles expected from all employees and business partners
- No material/reported compliance breaches or major lawsuits against AerCap in 2024
- AerCap has adopted and maintains an active cybersecurity strategy, including preventative technology solutions, to assess, identify and manage material risks from cybersecurity threats and to respond to cybersecurity incidents
- Transparency: AerCap has published an annual Corporate Responsibility Report (previously known as "The ESG Report") since 2018 – and each year we strive to improve the report to promote transparency and to confirm that the disclosures provided are relevant and focused on what matters most to our stakeholders
- Industry coordination and support to the European Commission in relation to the development of EU taxonomy
- Monitoring, preparing and adapting to recent changes in both US and EU reporting frameworks, e.g., the proposed EU Omnibus, in the context of possible scope changes to the EU's Corporate Sustainability & Reporting Directive ("CSRD") obligations, as well as the reduction of previously proposed U.S. Federal SEC reporting disclosures

ALIGNING OUR ACTIONS WITH THE UN'S SDGs

AerCap is committed to supporting the Sustainable Development Goals ("SDGs") of the United Nations ("UN") through our strategy and our actions



AerCap offers a range of health and wellbeing programs for our employees, including comprehensive medical and dental insurance

We are committed to maintaining an environment where employees feel safe and are treated with mutual dignity and respect



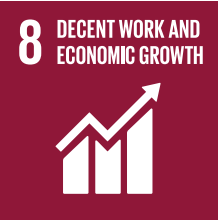
AerCap supports the next generation of aviation industry professionals through a variety of educational programs and scholarships

AerCap provides support for all staff to pursue continued professional development



43% of our employees, 26% of our senior management, and 40% of our board are female

AerCap continues to support the development of the next generation of female talent through several educational and industry-led initiatives



Our employees are one of our most important assets and we seek to hire, reward and retain the best talent in the industry

We are committed to training and developing our employees



Over \$900,000 contributed through the CSR Committee to community charities and initiatives in 2024

AerCap has zero tolerance for human rights violations, including, but not limited to, modern-day slavery, forced labor, child labor or human trafficking



Zero-to-landfill policy in our Dublin office and increased recycling

Donation of ~23,000 "Re-Turn" bottles to local charities

Organic waste from the Dublin Office is converted to sustainable fuel

Catering in our Ireland offices is part of the Origin Green National Food and Drink Sustainability Program



~12% decrease in GHG emissions under AerCap's operational control in 2024

100% mitigation of emissions under AerCap's operational control

Support and engagement with the Community Foundation Ireland Biodiversity Fund and the Home Tree Charity

Our order book is comprised of 100% new technology aircraft, the most fuel-efficient aircraft available



We strive to conduct our business with integrity and in an honest and responsible manner

We have various policies and procedures in place designed to facilitate compliance with relevant laws and regulations; details of some of our most important policies can be found on our website and throughout this report

02

CARE FOR OUR ENVIRONMENT

AERCAP

DECARBONIZATION OF AVIATION REMAINS ESSENTIAL

Although policy deviation has emerged in recent times from some jurisdictions, the industry remains committed to achieving net-zero. AerCap plays an important role in helping the industry to meet its ambitions

Reality Check?

As global awareness of climate change intensifies, aviation stakeholders—including airlines, manufacturers, regulators, and international organizations — continue to recognize the need to reduce their carbon footprint while ensuring the sector's long-term sustainability

However, in recent times, there have been some notable developments, which highlight the challenge ahead in achieving Net-Zero 2050, including:

- The achieved SAF global production level in 2024 was significantly lower than anticipated, and a number of large oil companies have reduced their planned investment in renewable fuels
- Aerospace supply chain shortfalls, which have resulted in lower volumes of aircraft deliveries of new technology aircraft, have slowed the transition to lower-emitting aircraft types
- In early 2025, the European aviation industry estimated in its Destination 2050 Roadmap, that the costs of achieving net-zero for Europe would be ~€2.4 trillion, an increase of €0.5 trillion since its previous report in 2021, mainly due to higher estimated SAF costs
- The roll-back of U.S. decarbonization policy, including a reduction of proposed federal SEC climate-reporting disclosures
- The announcement by Airbus in February 2025 of a delay in its plans to develop a hydrogen-powered commercial aircraft, originally targeted for introduction by 2035, citing slower-than-expected advancements in necessary technologies and infrastructure
- In recent months, several Wall Street lenders, including J.P. Morgan, Goldman Sachs, and Citigroup, have exited the Net-Zero Banking Alliance ("NZBA") – the world's largest climate alliance for banks. In March 2025, UBS disclosed its decision to revise its target to decarbonize its own operations from 2025 to 2035. In February 2025, HSBC also pushed back its timeline to decarbonize its own operations, delaying its own target by 20 years to 2050

AerCap plays an important role in helping the industry to meet its ambitions

Despite these recent developments, the aviation industry remains committed to achieving net-zero carbon emissions by 2050. One of the main drivers of this commitment is the industry's recognition of its contribution to global carbon emissions, accounting for approximately 2-3% of worldwide CO₂ emissions

Key tools at the industry's disposal include:

- Fleet Renewal & Recycling
- Sustainable Aviation Fuel
- Emerging Technologies
- Market-Based Measures
- Regulatory Disclosures
- Sustainable Finance



NET-ZERO 2050 AERCAP CONSIDERATIONS

AerCap plays an important role across many of the key decarbonization tools



FLEET RENEWAL

Fleet renewal is key to our core business, and the supply of new technology assets is our most direct contribution to the net-zero challenge

New technology aircraft are ~20%-30% more efficient. We have set an ambitious new target to achieve ~85% new technology assets (aircraft, engines & helicopters) by 2030¹



SUSTAINABLE AVIATION FUEL

AerCap is collaborating with industry partners and policymakers to help encourage the scale-up of SAF to support our customers, e.g., by joining as a launch partner of Airbus's new SAF Book & Claim Demonstrator initiative (announced March 2025)

SAF is expected to provide ~65% of emission reductions by 2050, but the scale-up is slow and requires public support and collaboration across industry



CIRCULAR ECONOMY

AerCap Materials has 50+ years of experience in aircraft dismantling and recycling, while AerCap Cargo has 30+ years of Passenger-to-Freighter ("P2F") conversion programs, extending the useful life of in-service aircraft

Milestone Aviation has pursued a climate change adaptation approach by repurposing former oil and gas helicopters for firefighting roles



SUSTAINABLE FINANCE

AerCap seeks to deploy capital in the most efficient way possible to support our customers, and we will continue to explore potential sustainable finance opportunities with our lenders and investors, as well as innovative assessment mechanisms

This is a steadily evolving area. The impact of the decision of many U.S. banks to exit from the Net-Zero Banking Alliance is being assessed



EMERGING TECHNOLOGIES

AerCap has deep relationships with our OEM partners and continues to engage on airframe and engine efficiency gains and step changes

AerCap's focus relates to R&D of leading-edge technology that can upgrade existing new technology aircraft systems as well as engine and airframe innovations for the next generation of large transport aircraft (~150-200 seats), which will continue to be combustion fuel-powered, including SAF, systems but with a further step-up in efficiency



MARKET BASED MEASURES

To balance all of our unavoidable direct emissions, we contribute to an overall reduction in global GHG emissions by financing carbon reduction/removal projects with carbon credits

Exploring options in relation to carbon markets, including ICAO's Carbon Offsetting and Reduction Scheme for International Aviation ("CORSIA")

Carbon capture technology is in its infancy, and AerCap has had early engagement with leading innovators

Using the levers under our direct control or influence to help mitigate these emissions. In considering Net-Zero 2050, our decisions must take into account both investor expectations and customer needs

FLEET TRANSFORMATION & CARBON INTENSITY REDUCTION

In April 2025, we achieved our previous new technology aircraft target of 75% set in 2021 and set a new ambitious target of ~85% of all assets by 2030¹

Fleet Investment

While we own many aircraft, we do not operate them. However, as the global leader in aviation leasing, AerCap has the ability to lead the industry toward a lower-carbon economy. The most effective way for us to do so is to support our airline customers’ adoption of the most fuel-efficient aircraft available

Since 2014, AerCap has invested ~\$55 billion in new technology aircraft². This investment significantly enhances the fuel efficiency of our customers’ fleets, reducing their Scope 1 emissions and reducing Scope 3 emissions for AerCap. In addition, these aircraft significantly reduce noise and air pollution

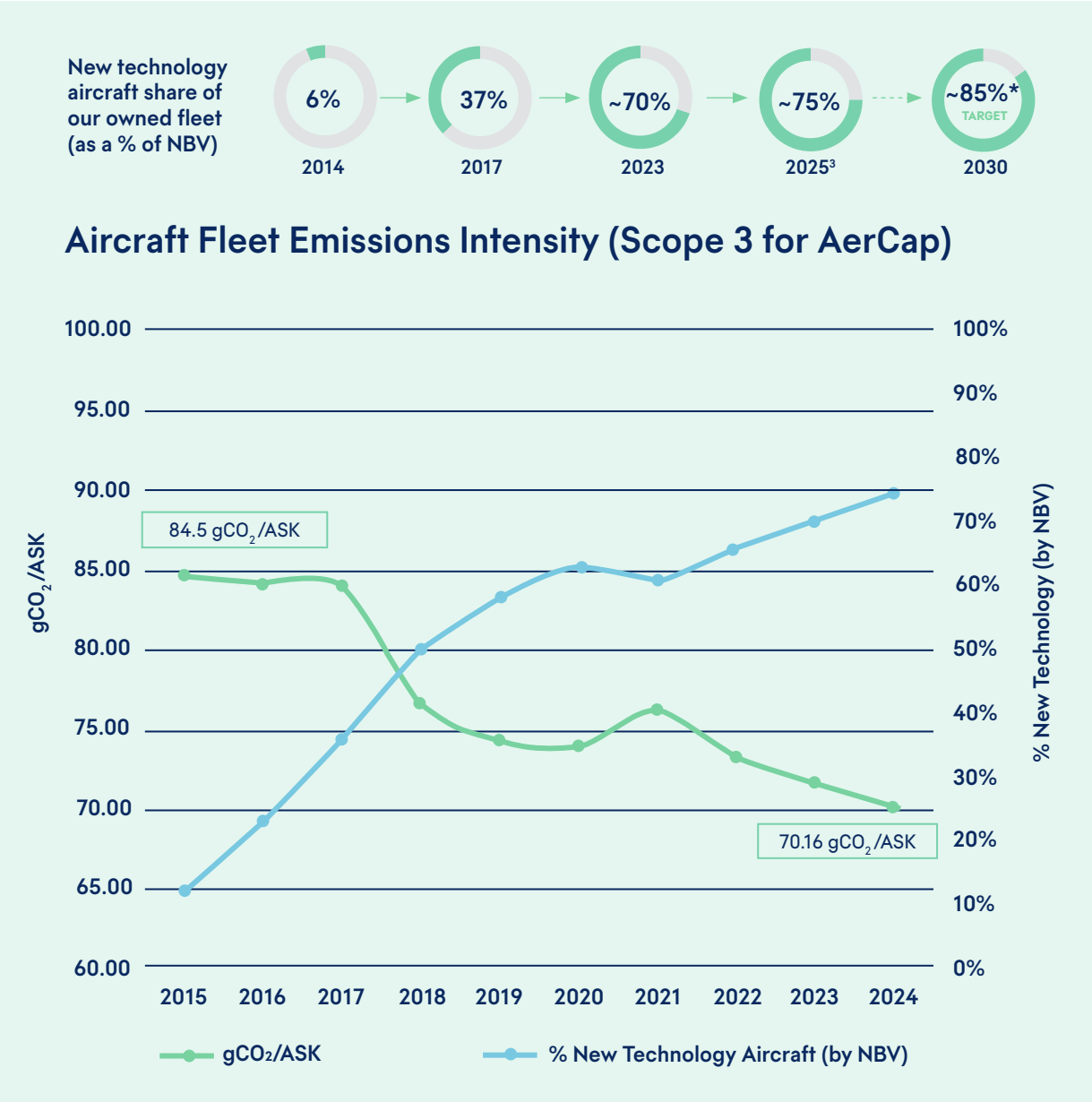
As a result of our continued investment in the latest new technology assets, our Scope 3 emissions intensity has improved, generating a ~17% reduction in gCO₂/ASK across our entire fleet in the last decade³

In April 2025, we achieved our previous new technology aircraft target of 75% set in 2021⁴

All of our aircraft are capable of flying with up to a 50% blend of SAF, and both Airbus and Boeing are targeting 2030 for 100% SAF capability and certification, an important step on the path to net-zero



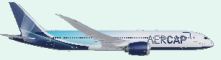





***AerCap’s Board-level ESG Committee has set a new ambitious target for AerCap to achieve a target of 85% new technology assets by 2030, including aircraft, engines and helicopters – an industry first**

Driven by our order book of ~300 new technology aircraft and >200 new CFM LEAP engines, we expect to see a further positive impact for our customers and for AerCap⁵



PROGRESSIVELY MODERNIZING OUR FLEET

New technology aircraft provide 20-31% fuel burn savings per seat, while also lowering CO₂ emissions, NO_x pollution, and noise. All new technology aircraft listed below are deemed likely to be eligible under the EU taxonomy for Aviation¹

SIGNIFICANT FUEL EFFICIENCY GAINS WITH NOISE AND POLLUTION REDUCTIONS ²				
	NEW TECHNOLOGY AIRCRAFT	FUEL CONSUMPTION [versus previous generation aircraft]	NITROGEN OXIDES (NO _x EMISSIONS)	NOISE
	Airbus A350-900	25% lower fuel burn per seat	Up to 23% margin to CAEP/8	Up to 24.8 EPNdB noise margin to ICAO Chapter 4
	Airbus A330neo	25% lower fuel burn per seat	Up to 20% below CAEP/8	Up to 18.8 EPNdB noise margin to ICAO Chapter 4
	Boeing 787	31% lower fuel burn per seat	36% margin to CAEP/8	>17.1 EPNdB noise margin to ICAO Chapter 4
	Airbus A321neo	22% lower fuel burn per seat	Up to 11% below CAEP/8 (CFM Engine) Up to 49% below CAEP/8 (PW Engine)	Up to 17.9 EPNdB noise margin to ICAO Chapter 4
	Airbus A320neo	20% lower fuel burn per seat	Up to 43% below CAEP/8 (CFM Engine) Up to 49% below CAEP/8 (PW Engine)	Up to 21.4 EPNdB noise margin to ICAO Chapter 4
	Boeing 737 MAX	21% lower fuel burn per seat	17% margin to CAEP/8	>13.2 EPNdB noise margin to ICAO Chapter 4
	Airbus A220-300	25% lower fuel burn per seat	Up to 38% below CAEP/8	Up to 17.4 EPNdB noise margin to ICAO Chapter 4
	Embraer 195-E2	25% lower fuel burn per seat	40% margin to CAEP/8	Up to 18.9 EPNdB noise margin to ICAO Chapter 4

~30% of the global fleet now comprises new technology aircraft, leaving a ~70% gap to renew the current global fleet over the next two decades³

CIRCULAR ECONOMY AND AVIATION

AerCap Materials is a leading global distributor of airframe and engine components for commercial aircraft and engine manufacturers

AERCAP
MATERIALS

>250,000
Items Stocked

>850
Customers

>50
Years Experience

>600
Aircraft Dismantled

As a leader in the Aviation Industry AerCap is involved in the whole life of its assets

- Taking delivery of brand-new aircraft from the OEMs and remaining involved until those aircraft are disassembled and their parts returned into the supply chain to be used once again
- AerCap Materials has more than 50 years of experience in aircraft dismantling. Its facility is ISO certified and Aircraft Fleet Recycling Association ("AFRA") accredited, helping to ensure that aircraft are retired in adherence to strict environmental and safety protocols²

1. Retirement

In-service aircraft, stored aircraft, abandoned aircraft, damaged aircraft

2. Removal

Valuable aircraft components are removed

3. Repair & Recertify

Valuable parts are repaired and/or returned to service

4. Repurpose

Remaining valuable parts are dismantled and evaluated for use outside the aerospace industry

5. Recycle

Waste is evaluated and recycled

6. Disposal

Disposal and landfilling of the remaining non-recyclable waste

AerCap Materials helps to reduce the consumption of resources by:

- Reusing or Recycling** ~85-90% of an aircraft
 - Reuse:** ~40-50% of an aircraft is returned to the parts distribution pipeline and used again in aircraft maintenance
 - Recycle:** most of the remaining materials and returning them to the supply chain as raw materials
- Disposal:** Ensuring the remaining ~10% of materials is disposed of an environmental sensitive manner

Disposed

Reused

Recycled

ISO 9001 2015
CERTIFIED

AFRA
ACCREDITED

ASA
ACCREDITED

CARGO CONVERSION PROGRAMS

AerCap Cargo conversion programs extend the useful life of in-service aircraft and avoid the environmental impact of building new freighter aircraft

AERCAP
CARGO

~120

Owned, Managed & On-order
Freighter

>150

Conversions
Completed

>30

Years Experience

A New Generation of Large Capacity Freighters

- **AerCap Cargo** has an unparalleled 30-year track record of P2F conversion programs
- Through the conversion and continued use of older aircraft as freighters, AerCap can extend the usable life of an aircraft and reduce the volume of raw materials extracted and the associated carbon footprint from production
- AerCap Cargo provides ten types of modern narrowbody and widebody cargo aircraft to ~20 customers around the world, including e-commerce, express delivery, and general cargo operators



Big Twin Partnership

- AerCap Cargo also plays a developmental role in the provision of new cargo options, including the “Big Twin” freighter program between AerCap Cargo and Israel Aerospace Industries, which involves the conversion of the Boeing 777-300ER aircraft into long-haul large-capacity freighters
- The Big Twin is a large widebody freighter offering 25% more volume than the Boeing 777-200LRF freighter

THE BIG TWIN 777-300ERSF



High Volume Capacity

25% more volume than the B777-200LRF



Seamless Commonality

High commonality with existing B777 fleet



Long-Range Efficiency

~21% less fuel/tonne than existing Boeing 747-400 aircraft

MILESTONE – SUPPORTING CLIMATE CHANGE ADAPTATION

Milestone Aviation, an AerCap Company, is the world's leading helicopter leasing and financing company



>300
Helicopters

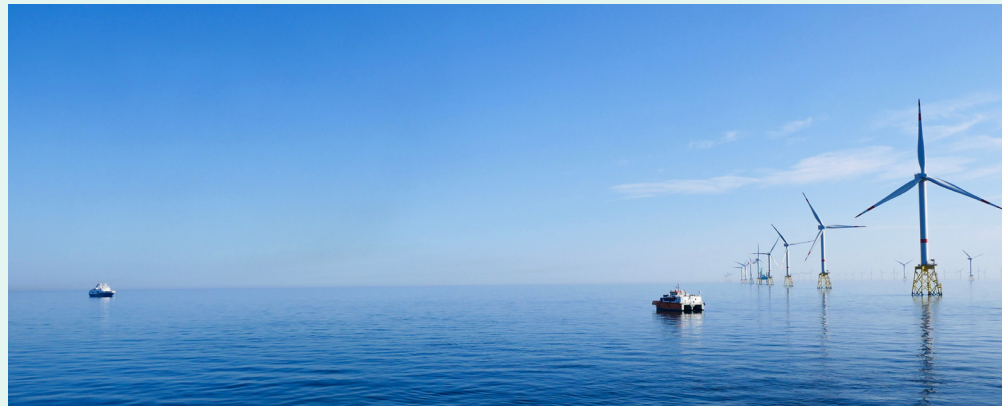
~50
Customers

~30
Countries

~100
Transactions

Firefighting and offshore wind farms

- **Milestone Aviation** has pursued a climate change adaptation approach by repurposing former oil and gas helicopters for firefighting roles:
- By converting these helicopters, Milestone supports critical emergency efforts, enhances the efficiency of aerial firefighting and contributes to environmental protection
- This initiative extends the operational life of the aircraft while reducing the need for new production, which in turn lowers resource consumption and associated emissions
- This industry-first firefighting platform combines the unique capabilities of the S-92A with Helitak's lightweight, carbon fiber FT5000 system, which includes a retractable belly-mounted fire suppression tank with a 5,000-liter (1,320 U.S. gallons) capacity
- Milestone has a growing customer base that is actively involved in the offshore wind farm sector



EFFICIENT AERCAP OFFICE OPERATIONS

~75%

of our electricity usage across our global offices in 2024 was from renewable energy¹

~80%

of our leased car fleet is electric or plug-in hybrid, with EV charging points in our main offices

~72%

of waste generated in our Dublin and Shannon offices was either recycled or composted²

~66t

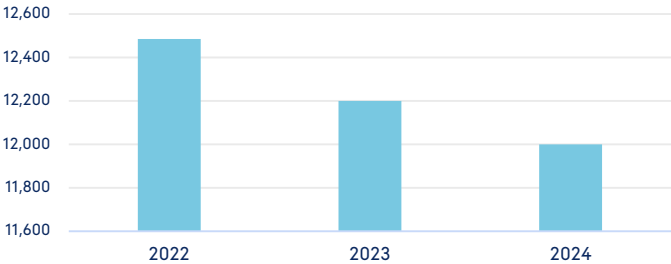
of waste were generated by AerCap offices in 2024³

100%

of organic waste in Dublin was converted to sustainable fuel⁴

Water

~12,000 cubic meters of water was used by AerCap in 2024⁵. This represents a ~4% reduction in water usage since 2022



Re-Turn Scheme

AerCap participated in the Deposit Return Scheme where all empty cans and bottles with a Re-Turn Logo were donated to two charities, which were able to claim the government refund through the Re-Turn Scheme

Since May 2024, AerCap has donated ~23,000 bottles from our Irish offices to these two charities. The Liberties Soup Run and Limerick Suicide Watch



HQ LEED Platinum Certified Offices in Dublin, APAC and Miami



Cycle to work scheme, secure bike racks, shower facilities and dry room that utilizes waste heat from the HVAC system



Light and air-conditioning/heat motion sensors; **70%** capacity during business hours and **5%** at weekends and at night



Locally sourced and sustainable produce in office restaurants through our Origin Green Certified Suppliers



FUNDING OF EMISSIONS REDUCTION PROJECTS

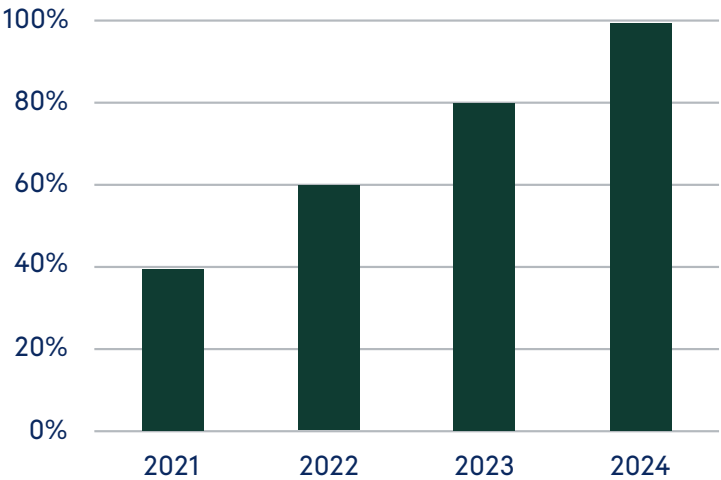
In 2024, AerCap mitigated 100% of the 2023 direct and indirect emissions under its control



Balancing our unavoidable direct emissions

In 2024, AerCap contributed to reducing its direct (Scope 1) and indirect (Scope 2 and Scope 3 business travel) emissions GHG emissions by purchasing carbon credits equivalent to 100% of our unavoidable direct and indirect emissions for the year 2023, up from ~80% the prior year. This amounted to ~12,300 tCO₂, sourced exclusively from developing countries in the Global South

In 2021, AerCap set a target to achieve 100% emission reduction of its Scope 1, 2, and Scope 3 business travel by 2024; this was successfully achieved in 2024



AerCap’s Supported 2024 Projects



Mexico - Oaxaca IV Wind Power Project
Helping to diversify Mexico’s energy mix with 422,000MWh/year of renewable electricity



Brazil - Recreio Land Fill Gas
Capturing and utilizing landfill gas to produce 578MWh of sustainable electricity generation



Kenya - Household & Commercial Biogas Plants
Transforming organic waste into renewable biogas to meet Kenya’s rural energy demand. CORSIA Phase-1 eligible



CARBON EMISSIONS DISCLOSURES – SCOPE 1 & 2

Scope 1 & 2 Emissions

AerCap's Scope 1 & 2 Emissions over which it has operational control account for <0.01% of the Company's overall emissions in 2024

Nevertheless, we endeavor to minimize our impact on the environment where it is feasible to do so and in doing so have been able to reduce our impact through efficient energy management and increase in renewable energy usage throughout our locations

To balance our unavoidable direct and indirect emissions (relating to Scope 1, 2, and Scope 3 business travel), we contribute to an overall reduction in GHG emissions by financing carbon avoidance projects (see previous page)

- AerCap's Scope 1 Emissions**, are direct emissions that stem from gas for the heating of our offices, our leased car fleet and corporate jet fuel usage
- Reduced by ~12% in 2024 compared to 2023
 - ~47% reduction in gas consumption across AerCap's offices from 2023 to 2024 due to reduced consumption
 - ~62% reduction in leased car emissions from 2023 to 2024, as a direct result of increased electrification of the fleet

- AerCap Scope 2 Emissions** are comprised of indirect emissions related to purchased electricity for our offices
- ~29% reduction in electricity usage across AerCap's offices from 2023 to 2024
 - ~75% of our electricity usage across our global offices in 2024 was derived from renewable sources, with all of our Irish locations consuming 100% renewable electricity

Emissions (tonnes CO ₂ e)	2020	2021	2022	2023	2024	YOY% Change
Scope 1						
Leased Car Fleet	34	29 ³	99	76	29	(62%)
Gas ^{1,2}	-	71	217	135	71	(47%)
Corporate Jet Fuel	-	-	-	3,740	3,378	(10%)
Total Scope 1 Emissions	34	100	316	3,951	3,478	(12%)
Scope 2 ²						
Purchased Electricity	-	114	265	166	118	(29%)
Total Scope 2 Emissions	-	114	265	166	118	(29%)
Total Scope 1 & 2 Emissions	34	214	581	4,117	3,596	(12%)
Total Scope 1, 2 & 3 Emissions in 2024					52,808,688	
2024 Scope 1 & 2 as % of Total Emissions					0.007%	

CARBON EMISSIONS DISCLOSURES – SCOPE 3

Emissions (tonnes CO ₂ e)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Scope 3	First year of our major investment in new technology aircraft					Impact of COVID-19 across all AerCap markets		First full year of AerCap operations reflecting GECAS integration (near doubling of fleet) and COVID-19 and air traffic recovery	Continued COVID-19 air traffic recovery, particularly in APAC region	Addition of expanded reporting incorporating leased engines and helicopters
Owned Aircraft ¹	43,300,000	40,600,000	38,400,000	35,600,000	35,000,000	16,400,000	22,100,000	38,400,000	44,400,000	46,200,000
Engines										6,400,000
Helicopters										198,000
Business Travel ²	-	-	-	4,767	3,952	2,011 ^{2,3}	2,428 ^{2,3}	8,349 ^{2,3}	8,111 ²	7,092
Total Scope 3 Emissions	43,300,000	40,600,000	38,400,000	35,604,767	35,003,952	16,402,011	22,102,428	38,408,349	44,408,111	52,805,092

Our Scope 3 emissions encompass our owned aircraft, engines, helicopters, and business travel and accounted for 99.9% of our total reported emissions in 2024. Of these, the vast majority relates to the downstream use of owned assets across our global aircraft and engine fleet. We do not have direct control over these emissions as the assets are operated by our customers, and this fact limits our ability to directly impact the amount of our reported emissions.

AerCap recorded ~19% growth in our total Scope 3 Emissions in 2024 compared to 2023. This is primarily attributed to the fact that in 2024, we developed an accurate method for calculating the emissions of our leased engines and helicopters and have disclosed these figures voluntarily for the first time in this report. The addition of this enhanced Scope 3 data disclosure, including emissions of our SES JV, accounts for ~80% of the total increase in emissions between 2023 and 2024. The combined engine and helicopter increase of 6.6M tCO₂e accounts for ~80% of the total increase.

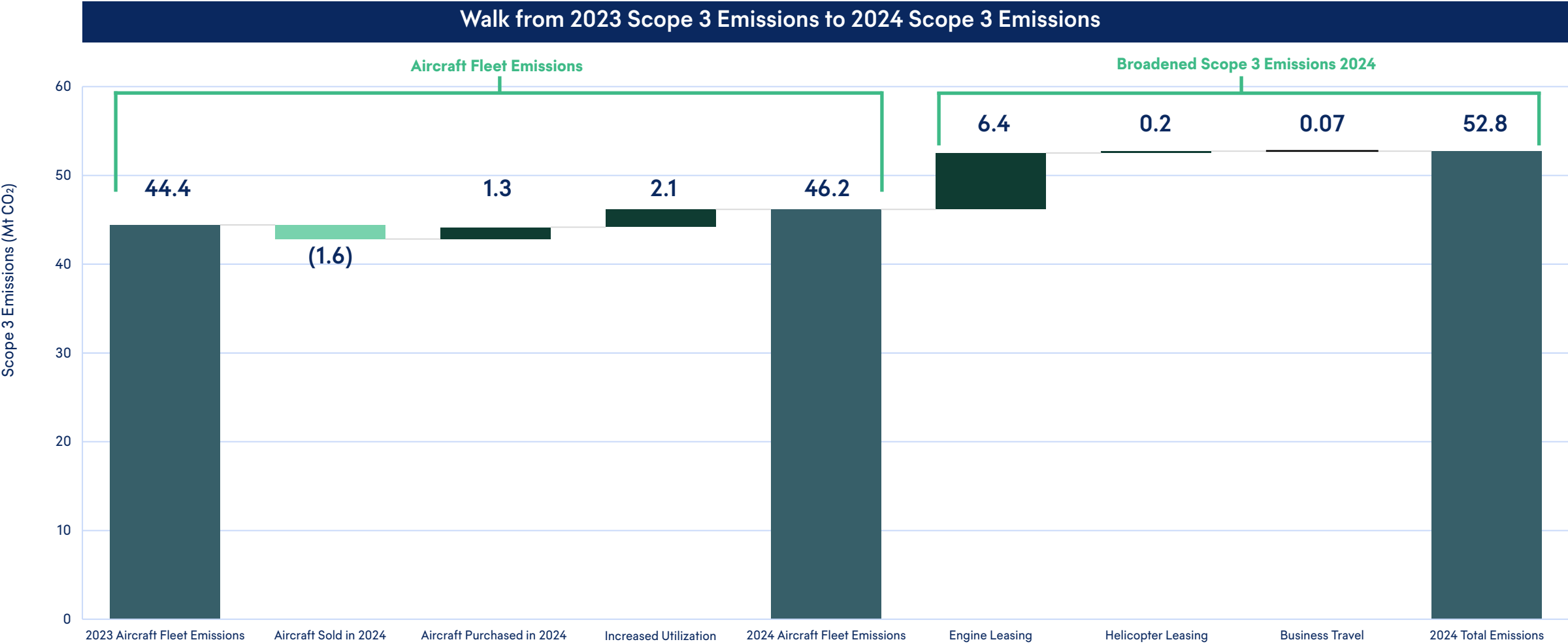
Like-for-like Scope 3 emissions, i.e., owned aircraft and business travel, increased by ~4% in 2024, which is considerably lower than the total global traffic growth of 13.6% (in RPKs) in 2024 as reported by IATA.

As a result of our ~\$55 billion investment in new technology assets, our Scope 3 Emissions intensity has improved, generating a ~17% reduction in gCO₂ per ASK across our entire fleet since 2015, despite the aircraft fleet almost doubling in size over this period as a result of the GECAS acquisition. AerCap's business travel emissions decreased by ~13% in 2024 compared to 2023 and accounted for 0.01% of its Total Scope 3 emissions in 2024.

AerCap will continue to explore methods to further enhance our Scope 3 disclosures, which could in the future potentially include data points such as emissions generated from the OEM upstream supply chain. In that regard, we will continue to collaborate with industry peers, the OEMs, the Air Transport Action Group ("ATAG") and Aircraft Leasing Ireland ("ALI").

SCOPE 3 EMISSIONS 2023 VS 2024

AerCap recorded a ~19% growth in our Scope 3 Emissions in 2024 compared to 2023. However, in 2024 we developed an accurate method for calculating the emissions of our leased engines and helicopters and have disclosed these figures for the first time in this report



03 CORPORATE CITIZENSHIP

AERCAP

OUR EMPLOYEES

Our diverse workforce is a key competitive advantage and we continue to support more equal gender representation at AerCap. We pride ourselves on being a global business, operating across many countries with diverse and talented teams.



Management Levels	Male	Female
Board of Directors ¹	60%	40%
Executive Leadership Team	86%	14%
Senior Management	74%	26%

Gender Mix	Male	Female
Employees	57%	43%
New Hires	66%	34%
Promotions	66%	34%

Employee Age Ranges	
Under 30	10%
30-50	65%
Over 50	25%

Office Locations	
Ireland	68%
United States	19%
Singapore	8%
Other ²	5%

REMUNERATION

- Competitive remuneration packages include³
- Base salary
 - Performance-based bonuses
 - Employee share scheme

BENEFITS

- Generous leave policies, including annual leave, maternity leave, and compassionate leave
- Comprehensive health plans are provided to employees and their families
- Policies that support employees for absence due to short or long-term illness
- Health and wellness initiatives
- Retirement savings plans

DEVELOPMENT

- Promotion and development opportunities
- Tuition reimbursement policy to facilitate career development
- Ongoing performance and development discussions
- Support a variety of continuous professional development programs internally and externally
- Paid professional memberships

See Supplemental Information – Endnotes

EMPLOYEE WELLBEING

The safety of our employees is of the utmost importance and is inextricably linked to the financial success of AerCap

RESPECT & DIGNITY

- AerCap is committed to maintaining a productive working environment in which all employees are treated with mutual dignity and respect
- All employees have the right to work in an environment that is free from sexual harassment, other forms of harassment and bullying
- Our policies apply to employees both in the workplace and at work-associated events such as meetings, conferences, and social events, whether on AerCap premises or off-site
- AerCap is committed to creating an environment where employees feel comfortable discussing any complaints
- A prompt and thorough investigation of complaints will be undertaken and appropriate disciplinary action taken
- The reporting and escalation process is clearly outlined in our Dignity at Work policy, which is available to all employees

WELLNESS PROGRAMS

- AerCap has a high-performance culture and operates in a dynamic and fast-paced industry. We offer a range of health and wellness programs to strengthen connections and improve the overall well-being of our employees
 - Medical and dental insurance
 - Fitness classes
 - Wellness talks
 - Onsite health assessments
 - Provision of complimentary healthy snacks and fresh fruit in all offices
 - On-site gyms in our offices in Dublin and Shannon
 - Bike-to-Work scheme

SAFE WORKPLACE

- The AerCap House Safety Statement governs workplace safety practices in our Dublin HQ. This statement is approved by our CEO and is updated regularly. It includes:
 - Health and Safety ("H&S") responsibility
 - Hazard identification and risk assessment
 - Emergency response
 - Worker exposure
 - Contractor obligations
 - Safe systems and training
- Similar policies have been implemented in other offices and warehouses globally, where we are obliged to obey all local H&S laws and regulations

SAFE PRODUCTS

- We only deliver certified aircraft that meet strict regulatory standards to customers
- Our customers are contractually required to operate and maintain our assets according to the laws and regulations of the FAA, EASA or a competent equivalent local authority
- We have regular oversight of the operating and maintenance records of our aircraft
- We also monitor the health and safety conditions of our supply chain partners

TRIR / LTR (Total Reportable Incident Rate/Lost Time Rate)

There were no fatalities or workplace injuries at AerCap in 2024¹ or over the last three years



OUR EMPLOYEE ENGAGEMENT PROGRAMS AND INITIATIVES

We are committed to developing programs and initiatives to support the AerCap Community

AerCap is committed to building a pipeline of diverse talent through a variety of initiatives

We are committed to creating an environment where our employees can grow and develop while contributing to the ongoing success of the Company, regardless of race, religion, gender, marital status, family/civil status, sexual orientation, age or disability

AerCap is a signatory of the Aircraft Leasing Ireland Sustainability Charter. The Charter sets out ten key industry initiatives, including a commitment to diversity and equal opportunities in the workplace and the wider aviation industry

Leading Through Inclusion

We are committed to raising awareness among our employees and fostering a deeper understanding of diversity and inclusion in its broadest sense through various initiatives

We welcomed Irish Paralympic Swimmer and Gold Medalist Ellen Keane to speak to employees about her inspirational story. She spoke about the challenges and obstacles she faced along her journey, from hiding her disability to developing a winning mindset

In 2024, the world's first transport training facility dedicated to inclusive mobility for all was opened in Dublin. The WayFinding Center is an innovative, multi-functional space that strives to make transport accessible for everyone. AerCap was pleased to contribute to the facility with the donation of the forward section of an Airbus A319 aircraft that was previously leased to Air France

During Pride Month, we welcomed Moninne Griffith, CEO of Belong To, a national organization supporting LGBTQ+ young people in Ireland. Ms. Griffith shared practical advice and guidance for parents and families on how to create a supportive environment for LGBTQ+ young people. As part of our Pride celebrations, employees participated in a Stride for Pride walk, raising awareness and funds for LGBTQIA+ organizations worldwide

In 2024, we established a partnership with the **Trinity Centre for People with Intellectual Disabilities**, which provides high-quality training and education to people with intellectual disabilities, enabling them to transition to meaningful employment or further education



Irish Paralympic Swimmer and Gold Medalist Ellen Keane



World's first transport training center for visually impaired

Promoting Women in Aviation

AerCap is committed to fostering the development and advancement of women leaders in aviation, while inspiring the next generation of aviation professionals

We partner with various organizations dedicated to promoting gender diversity including **AWAR, Advancing Women in Aviation Roundtable** and **PropelHer**

In November 2024, AerCap hosted an international delegation from **IATA, the International Aviation Women's Association**, during their annual conference

AerCap is a long-time supporter of **Women in Aviation Singapore Chapter** – an organization that champions diversity and inclusion while inspiring young women to pursue careers in aviation

In 2024, AerCap supported the **Girls in Aviation Day** events in Singapore and Ireland, which introduce students to various careers opportunities in the aviation industry by connecting them with accomplished women from a wide range of aviation professions



Women in Aviation Scholarship Recipients

SUPPORTING EDUCATION

We are committed to supporting the next generation of aviation professionals



UCD Michael Smurfit
Graduate Business School



Ireland is recognized as a world-class leader and center of excellence in the aviation leasing industry. As such, AerCap benefits from having access to a large, highly skilled talent pool, making it an attractive hub for industry professionals

AerCap is committed to supporting the next generation of aviation professionals through a variety of educational programs. These initiatives cultivate a diverse, highly skilled talent pool, driving the industry's future growth and innovation

As part of our sponsorship of the prestigious MSc in Aviation Finance program at **University College Dublin ("UCD") Michael Smurfit Graduate Business School**, we provide a range of supports, including guest lectures and internships for a number of students. Through our internship program, graduates gain valuable insights and experience across multiple disciplines

AerCap provides a number of scholarships each year to students at the International **School of Engineering at Chulalongkorn University** - Thailand's number one-ranked university and a world-class leader in aerospace engineering education. In addition to the scholarships, AerCap supports students through guest lectures, workshops and summer internships

AerCap also partners with the **University of Limerick** on the **Women in Aviation Scholarship Program** - the first program of its kind in Ireland. Now in its sixth year, the scholarship provides female students in the Bachelor of aeronautical engineering degree program with tailored supports, including an eight-month internship working with the AerCap Engines team. Through this initiative, AerCap aims to inspire more women to pursue careers in aviation, strengthening the pipeline of diverse highly skilled talent to support the future growth and development of the aviation industry

In 2024, AerCap established the "AerCap Scholarship Fund" in partnership with the **ISTAT Foundation**. This fund offers financial support to students pursuing undergraduate or graduate degrees in aviation studies at a U.S. university. The ISTAT Foundation partners with industry sponsors to support high-performing and talented students, who aspire to pursue a career in aviation but face financial barriers



Colleagues from the APAC Commercial team meeting with Aerospace Engineering scholarship students at Chulalongkorn University in Thailand



Róisín Philbey – student of the Aeronautical Engineering program and recipient of the AerCap Women in Aviation Scholarship at University of Limerick visiting Atlantic Aviation hangar

CSR OUTREACH IN OUR LOCAL COMMUNITIES

In 2024, AerCap, together with our employees, donated over \$900,000 to over 50 local, national, and international charities and organizations across various causes

Our Corporate Social Responsibility Committee is employee-led and oversees the selection of charities and the implementation of fundraising and volunteering initiatives across the organization

Each year, the CSR Committee invites employees to participate in our giving efforts by voting for their preferred charitable and social causes from a shortlist curated by the CSR Committee

Throughout the year, the CSR Committee is responsible for reviewing and evaluating requests for support for charitable and community-related initiatives aligned with the chosen causes

In 2024, we directed our giving and volunteered our support towards the following chosen causes:

- Cancer Care Services
- Environmental and Sustainability Initiatives
- Mental Health and Suicide Prevention
- Child & Adolescent Welfare
- Education
- Humanitarian Relief Efforts



We continued to partner with Community Foundation Ireland, through which we directed charitable donations in line with our chosen causes

In addition to this, the CSR Committee can nominate charity partners that would benefit from longer-term partnerships with AerCap, rather than one-time donations

In addition, we have multi-year partnerships with sporting organizations such as Leinster Hockey and Tennis Ireland, supporting the development of their Junior Age Kids programs

We have a long-term partnership with the Museum of Literature Ireland where we provide financial support for their creative writing workshops, MoLI in the Classroom in partnership with AerCap. These interactive, online workshops - free for schools across Ireland - encourage children to explore their creativity through engaging writing exercises



HIGHLIGHTS OF OUR COMMUNITY OUTREACH

PIETA HOUSE

Each year, we encourage employees from across our global offices to participate in the annual Darkness into Light Walk. These events aim to raise awareness and vital funds for suicide prevention services worldwide. In 2024, over 100 employees and their families participated in events in Ireland, Dubai, Singapore and the U.S., helping to raise funds for Pieta House in Ireland, Suicide Prevention Services of America, Samaritans of Singapore and Al Jalila Foundation in Dubai



ÁBALTA SPECIAL SCHOOL

Located in County Galway, Ábalta (which means "able" in Gaeilge/Irish) Special School provides specialized teaching programs for students with autism and complex needs

Each year, the school faces a funding shortfall that impacts its ability to maintain services and facilities. Recognizing this need, a team of 16 employees from our Shannon office volunteered their time to revamp the school, painting classrooms and hallways. Additionally, they organized a fundraiser to help raise funds for the purchase of exercise equipment which is an essential component of the school's support services



AISLING PROJECT

Aisling Project is an after-school intervention service located in Ballymun in Dublin, an area historically associated with social disadvantage. Its mission is to ensure that every child accessing its service receives a hot, nutritious meal, support with their homework, and afterschool activities. AerCap's funding is contributing to the development of a new centralized kitchen that will service all five of its centers across Ballymun, as well as other practical supports



UNITED WAY

As part of our longstanding partnership with United Way of Leflore County - a non-profit agency that serves ten local charities in the Mississippi Delta region, each year the AerCap Greenwood team volunteers in United Way's "Day of Caring"

In 2024, our team participated in a clean-up project at Yazoo River & Arboretum, a popular local recreational area for walking and hiking. Volunteers removed litter and debris from trails and bridges and cleared two large trees that had fallen over the winter

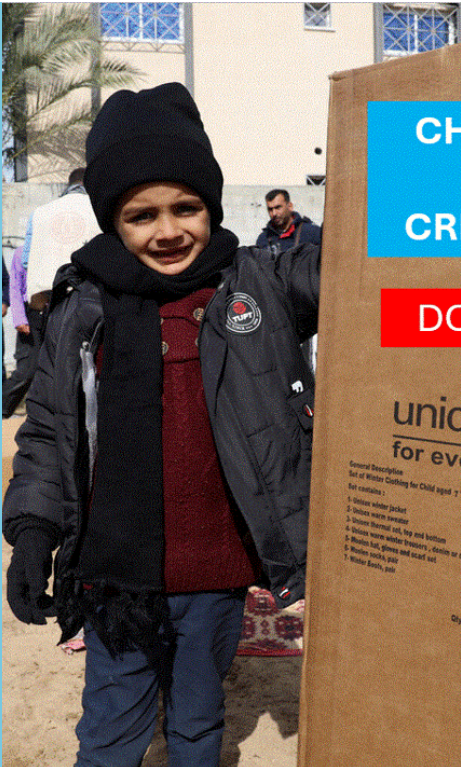
Also in 2024, AerCap extended its support to United Way Mid-South region - a charity that provides essential services and community resources to non-profit organizations assisting individuals and families living in poverty across the Memphis and greater Tennessee metro area

HIGHLIGHTS OF OUR COMMUNITY OUTREACH

UNICEF

UNICEF works across 190 countries and territories to reach the world's most disadvantaged children – to save lives, defend their rights and help them fulfil their potential

In 2024, in response to the humanitarian crisis unfolding in Gaza, AerCap employees took part in a fundraising initiatives to support UNICEF's Emergency Gaza Appeal – helping to bring vital aid and emergency supplies to children and their families. AerCap matched all employee donations through its Matching Donation program



AIRLINK

In 2024, we continued to support Airlink, a global humanitarian charity dedicated to delivering critical aid to communities in crisis worldwide. The organization provides airlift and logistical solutions to NGO partners

Throughout the year, AerCap provided donations to several humanitarian crises, including Hurricane Beryl and Milton as well as the floods in Southern Brazil. Employees were invited to make donations to these appeals, and the Company matched employee donations through its Matching Donation program



ORBIS

Orbis Ireland is an international non-profit charity fighting avoidable blindness in Southern Ethiopia, where four million people are blind or visually impaired due to high rates of trachoma - a painful blinding eye disease. Orbis operates a flying eye hospital, which is a fully accredited ophthalmic teaching hospital, complete with an operating room

One of Orbis' key annual fundraisers is the Great Ethiopian Run, held in Addis Ababa in Ethiopia each November. Since 2008, over 500 AerCap employees have participated in this event, collectively raising more than \$1 million, including contributions from AerCap

In 2024, a team of 16 employees travelled to Ethiopia to take part in the event. AerCap covers the costs of travel and accommodation, while employees fundraise the remaining amount which goes towards Orbis' sight-saving work. After the event, the team visited Southern Ethiopia to witness firsthand Orbis' sight-saving work and the life-changing impact of the funds raised



04

WORLD CLASS GOVERNANCE

AERCAP

GOVERNANCE AT AERCAP

AerCap is at the forefront of aviation leasing and we pride ourselves on our world-class governance

- Our Board of Directors is a key competitive advantage for AerCap and provides a wealth of knowledge and experience, with deep industrial and financial expertise, as well as diversity of gender and nationality
- We strive to conduct our business with integrity and in an honest and responsible manner and to build relationships with our customers, suppliers, shareholders, employees, and other stakeholders
- Our high-caliber leadership team holds themselves to rigorous ethical and professional standards. Best-in-class policies and procedures clearly describe the expectations we have of all our employees, wherever they are in the world
- We expect our customers and suppliers to operate with a similar level of integrity
- We comply with NYSE corporate governance standards that apply to a foreign private issuer and with the Dutch Corporate Governance Code



Board Appointment Process

- Directors are appointed at the Annual General Meeting of Shareholders by a majority vote
- Each director serves up to 4 years in a single term
- This strikes the right balance between board stability and the introduction of fresh perspectives



AERCAP BOARD OF DIRECTORS

AerCap is committed to growing our business in a responsible and sustainable way, starting with having a strong and experienced Board providing effective oversight and governance to the Company



PAUL DACIER

Non-Executive Chairman, AerCap. Partner with Quinn Emanuel Urquhart & Sullivan. Former General Counsel, EMC and Indigo Agriculture. Non-Executive Director, Progress Software Inc. Over 30 years of corporate law experience and more than 10 years on aircraft leasing boards



AENGUS KELLY

CEO, AerCap
Over 20 years of aviation leasing and financing experience, including fourteen years as CEO of AerCap



BRAD BRANCH

Former Senior Advisor in the Office of the CEO, Deloitte Touche Tohmatsu Ltd. Significant global financial services and audit experience, over a 40-year career in accounting practice, including a sector focus on air transportation



STACEY CARTWRIGHT

Chair of Savills PLC and a Non-Executive Director of Gymshark. Extensive executive management and financial experience across retail, media and healthcare industries



RITA FORST

Non-Executive Director of Johnson Matthey Plc. Member of the supervisory board of Norma Group SE. Over 35 years of experience in the automotive and engineering industries



VICKY JARMAN

Chartered accountant. Spent ten years with Lazard Ltd in Investment Banking, then as COO for the London and Middle East operations

Previously a Non-Executive Director and Chair of the Audit Committees of Equiniti Group plc, Hays plc and De La Rue plc, a Non-Executive Director of Signature Aviation plc, Melrose Industries plc and Entain plc and Senior Independent Director at Equiniti Group plc.



JIM LAWRENCE

Chairman of Lake Harriet Capital, a private investment firm. Former Chairman & CEO, Rothschild North America, former CFO and Executive Director of Unilever and former CFO of Northwest Airlines

Major corporate and board experience, including in the aviation industry. Significant background in M&A and investment banking



JENNIFER VANBELLE

Former CEO and Treasurer of GE and GE Capital, Senior Vice President, GE Capital

Extensive capital markets and risk management experience



MICHAEL WALSH

Chair of Shannon Foynes Port Company, Non-Executive director of Uisce Eireann, the Irish government owned national water utility, and of Limerick Civic Trust, a charitable organization

Over 30 years' experience as a non-executive director, senior executive and commercial lawyer in the aircraft leasing and financing industry












ROBERT WARDEN

Managing Director at Fortress Investment Group. Former Global Head of Private Equity at Cerberus Capital Management. Formerly worked in private equity at Pamplona Capital Management, JH Whitney, Cornerstone Equity and DLJ. Over 25 years of financial services and private equity experience

BOARD COMMITTEES

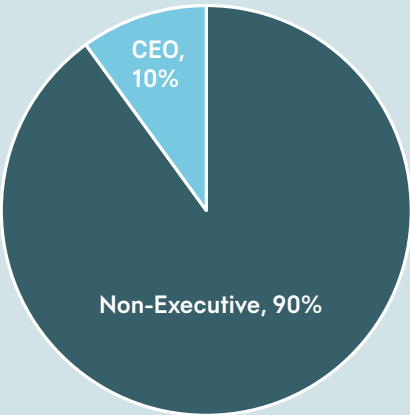
Established to assist the Board in accordance with our Articles of Association and Board Rules, each of the Board Committees has at least one financial expert, one industry expert and one governance expert among its members

Group Executive Committee ("GEC")	Group Portfolio and Investment Committee	Group Treasury and Accounting Committee	Audit Committee	Nomination and Compensation Committee	ESG Committee
<div> Aengus Kelly CEO</div> <div> Peter Anderson CCO</div> <div> Peter Juhas CFO</div> <div><p>The GEC is tasked with assisting the CEO with the operational management of the Company. It is chaired by the CEO and also consists of AerCap's Chief Commercial Officer and Chief Financial Officer</p></div> <div><div> Financial Expert</div><div>As of April 24, 2025</div></div>	<div> Aengus Kelly CEO</div> <div> Robert Warden</div> <div> Rita Forst</div> <div> Bart Ligthart CIO</div> <div> Peter Juhas CFO</div>	<div> Paul Dacier</div> <div> Aengus Kelly CEO</div> <div> Robert Warden</div> <div> Peter Juhas CFO</div> <div> Brian Canniffe Group Treasurer</div>	<div> Jim Lawrence</div> <div> Brad Branch</div> <div> Michael Walsh</div>	<div> Paul Dacier</div> <div> Michael Walsh</div> <div> Robert Warden</div> <div> Stacey Cartwright</div> <div> Jennifer VanBelle</div>	<div> Stacey Cartwright</div> <div> Rita Forst</div> <div> Brad Branch</div> <div> Peter Juhas CFO</div> <div> Tom Slattery EVP Engines</div> <div> Joseph McGinley Head of IR</div>

BOARD COMPOSITION

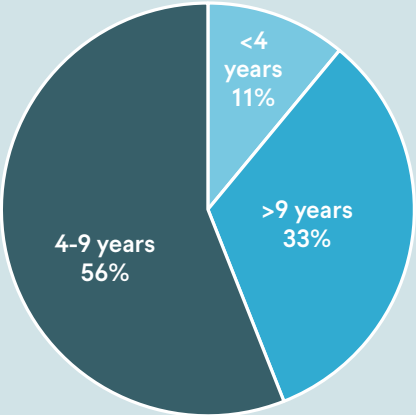
- AerCap’s directors are from diverse legal, financial, and technical professional backgrounds and combine a broad spectrum of expertise with a reputation for integrity
- The Chairman and CEO positions are held separately and the chairman is a non-executive director
- The non-executive directors are carefully selected based on their combined experience and expertise, as outlined in the Board profile
- The average tenure for non-executive directors was 9.4 years, as of December 31, 2024. Each independent director serves up to 4 years in a single term, whilst some have been extended
- The Company has benefited from the reappointment of non-executive directors given the long-term business cycle of AerCap’s industry (e.g., the initial lease for an aircraft term is typically 12 years) and the strategic focus on the long-term creation of shareholder value

Board Composition



90% Non-Executive Directors

Average Tenure of Non-Executive Directors



9.4 Years

Gender Diversity¹



40% Female

60% Male

Nationalities¹



40%



20%



30%













10%

14 Board Meetings in 2024 with ~97% Average Director Attendance

As of December 31, 2024. See Supplemental Information – Endnotes

BOARD EXPERIENCE

		Dacier ¹	Kelly ¹	Branch	Cartwright	Forst	Jarman ²	Lawrence	VanBelle	Walsh	Warden ¹
Nationality											
AerCap Board Record	Years on the board	15	14	7	6	6	Appointed 16th April 2025	8	3	8	18
	Board meeting attendance in 2024	100%	100%	92%	92%	100%	N/A	100%	100%	100%	100%
Board & Management	Total Public Boards (incl. AerCap) ³	2	1	1	2	4	3	3	1	1	1
	Public Company CEO/CFO ⁴		✓		✓			✓			
Industry & Finance	Aerospace /Transportation Industry		✓	✓		✓	✓	✓	✓		
	Financial Services		✓	✓			✓	✓	✓		✓
	M&A / Accounting	✓	✓	✓	✓		✓	✓	✓		✓
ESG	Governance / Legal	✓			✓	✓		✓	✓	✓	
	Risk /Information Technology	✓		✓				✓	✓		
	Social / Not-for-Profit			✓	✓			✓		✓	

ESG GOVERNANCE STRUCTURE

Our board-level ESG Committee provides dedicated oversight of ESG risks and opportunities at the highest level

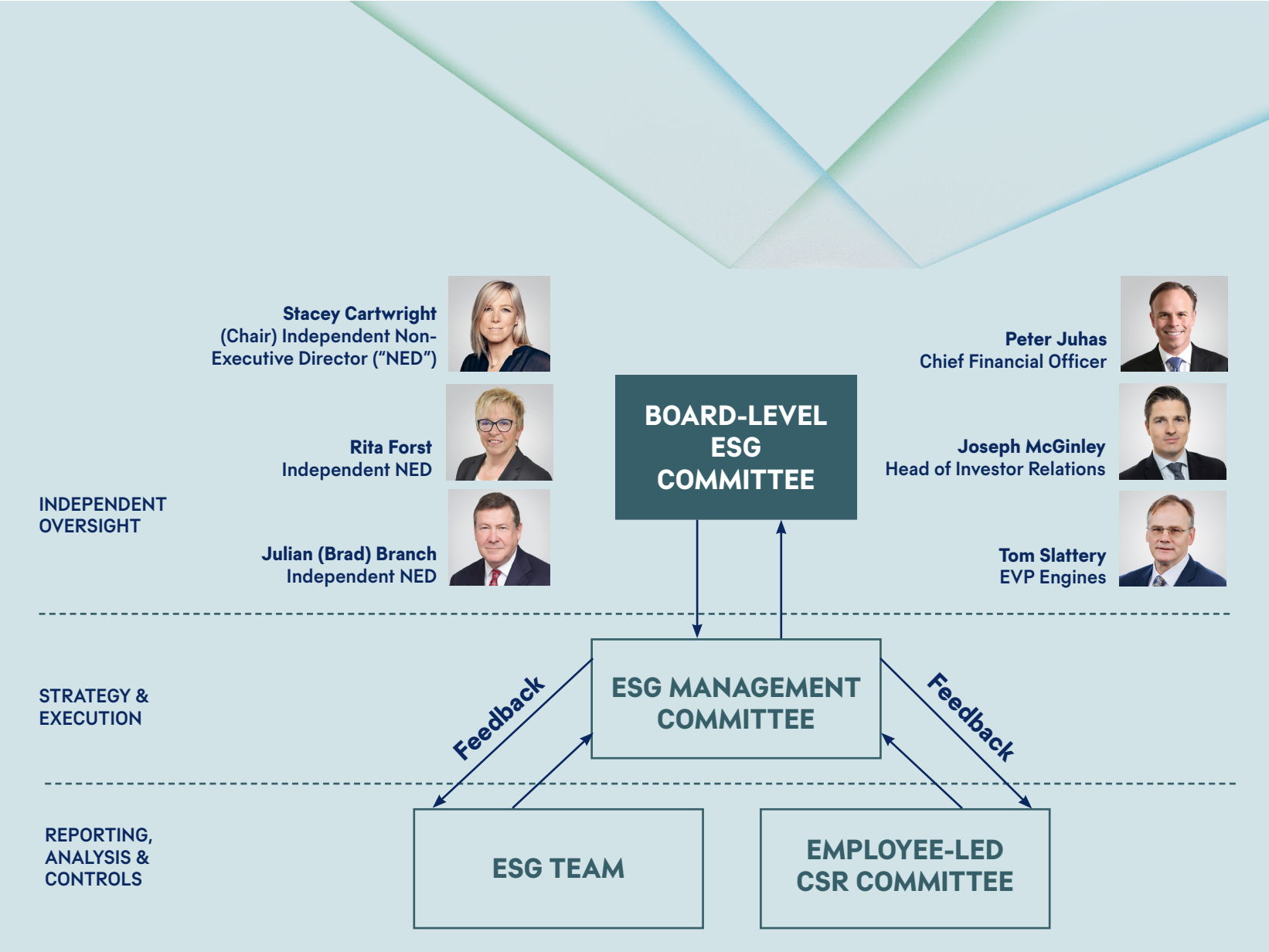
Primary responsibility for AerCap’s ESG strategy lies with the Board and its ESG Committee.

The ESG Committee comprises 50% independent Board members and 50% executives; these individuals have relevant experience in areas such as governance, sustainability, greenhouse gas emissions management, charitable outreach, financial reporting and reputational risk management.

The ESG Committee is responsible for defining and reviewing AerCap’s strategy relating to ESG matters and developing and maintaining the Company’s policies, targets, and initiatives in this space. This creates a balance between the execution of strategy at an executive level with the independent oversight and counsel of the experienced board members.

In 2024, the ESG Committee met on four occasions. At these meetings it discussed and reviewed our approach to ESG related topics and other values that we believe contribute to a culture focused on long-term value creation, the ongoing deployment of the Company’s ESG strategy, external reporting and compliance matters, engagement with staff and stakeholders, AerCap’s role in sustainability initiatives, industry engagement and initiatives, regulatory developments, and community and social involvement by the Company.

An overview of the responsibilities of the ESG Committee can be found on our website [here](#).



ETHICS AND COMPLIANCE

We strive to conduct our business with integrity, in an honest and responsible manner, holding our employees to high levels of ethical and professional standards

- AerCap has a **zero-tolerance policy** for any ethical violations
- We recognize the fundamental principles of human rights, as outlined in the UN’s Universal Declaration of Human Rights
 - **Zero tolerance** of human rights violations, including modern-day slavery, child labor, and human trafficking, is built into AerCap’s compliance philosophy. Our industry has very low exposure to human rights violations, and we monitor any potential risks in our operations and throughout our supply chain
- Reports of suspicious activities can be made anonymously and will be thoroughly investigated
- Disciplinary actions are taken according to set policy and serious offenses, if warranted, will be reported to relevant enforcement authorities without delay
- AerCap’s **Code of Conduct** outlines the operational standards and general principles of ethical behavior applicable to all AerCap employees, wherever they are based in the world
- We have various policies and procedures in place designed to facilitate compliance with relevant laws and regulations. These provide clear guidance to employees on their compliance obligations and options available to them in various situations
- There were **no identified compliance breaches** or violations in 2024

On an annual basis, all employees are required to participate in mandatory compliance training courses, which include an annual review of key compliance areas, including the Code of Conduct and annual certifications

Compliance is factored into employee reviews and promotions

The list of compliance training includes the following:

- | | |
|--|---|
| • Anti-Money Laundering and Counter-Terrorism | • Economic Sanctions and Export Controls |
| • Anti-Bribery and Fraud | • Insider Dealing |
| • Third Party Due Diligence | • Whistle-Blower Policy |
| • Antitrust Compliance | • Compliance Review of Vendors |
| • Screening and Ongoing Monitoring | • Disclosure of Lobbying Activity |
| • Data Protection and GDPR | • Social Media Policy |



SPOTLIGHT ON COMPLIANCE POLICIES AND PROCEDURES

Antitrust Compliance

- Employees are required to be aware of antitrust rules and potential limitations of their acts in the marketplace
- Employees are governed under AerCap’s Antitrust Policy, which is made available to all employees
- Clear compliance guidance on the type of interactions, conduct, and agreements that may raise antitrust concerns is provided
- Active compliance channels for consultation and reporting in case of doubt or questions are in place

Anti-Money Laundering and Counter-Terrorism

- AerCap prohibits any form of money laundering or terrorism financing
- Controls are in place to prevent and detect money laundering and terrorism financing, including stringent Know Your Customer (“KYC”) reviews. No cash is accepted, and compliance approval is needed for charitable donations, etc.
- Additional KYC checks are performed on politically exposed persons (“PEPs”)
- Relevant AerCap entities have registered with the Central Bank of Ireland for Anti-Money Laundering (“AML”) purposes, underpinning the group’s commitment to following best practices in this area

Due Diligence / Screening and Ongoing Monitoring

- A KYC review is performed on new customers, trade partners, vendors, and a targeted KYC review of existing customers is performed using a risk-based approach
- We cross-reference a global screening system, Bridger, on a restricted party list
- Potential red flag events are highlighted with clear lines for compliance escalation
- Approval of new vendors is required before entering any transaction
- No leasing transaction can be executed without the approval of AerCap Compliance

Whistle-blower Policy

- Detailed and defined scope, breaches, and reporting procedures. Anonymous reporting can be made via an independently operated toll-free hotline that is available 24 hours a day
- Reported issues are fully investigated, escalated (if applicable) and recorded
- Any employee who reports a concern regarding a financial or non-financial breach that they reasonably believe to be true will be given protection for such reporting and we provide all necessary protections in line with EU regulations
- No tolerance for any form of threat, retaliation, or other action against a whistle-blower

SPOTLIGHT ON COMPLIANCE POLICIES AND PROCEDURES

Anti-Bribery and Fraud

- Fraud is defined as the intentional, false representation, or concealment of a material fact for the purpose of inducing another to act upon it to his or her injury
- Policies clearly define behaviors that are considered to be fraudulent; however, this is not intended to be exhaustive, and if there is a question as to whether an action constitutes fraud, the Chief Compliance Officer must be consulted
- Bribery is prohibited at AerCap. There is a wide variety of situations in which bribery may occur. Guidelines are provided on the anti-bribery procedures that employees must follow in such situations if they occur

Economic Sanctions and Export Controls

- Numerous jurisdictions around the world enforce economic sanctions and export controls on certain countries and certain persons and entities
- AerCap identifies Prohibited Countries and Prohibited Persons and does not do business with either unless it is determined that the transaction is authorized by law
- The Bridger screening system is a tool used in support of AerCap’s sanctions and export control compliance program
- Economic sanctions and export controls compliance clauses are included in our contracts with customers and other trade partners
- In the past few years, compliance with sanctions arising from the Ukraine Conflict have been a particular focus

Disclosure of Lobbying Activity

- AerCap is required by the Irish Regulation of Lobbying Act 2015 to disclose any lobbying activity with Designated Public Officials (“DPOs”). Prior approval is required for any intended communication with a DPO that potentially constitutes lobbying activity
- In 2024, AerCap conducted lobbying activity related to key industry and regulatory developments and their impact on lessors generally, including engagement with governments/regulators on ESG and the Ukraine conflict. All lobbying activities were properly disclosed¹
- EU Transparency Register – AerCap Holdings N.V. (TR: 461173445540-46)
- US Lobbying Disclosure House (56769) and Senate (401109093) Registration active since January 2025
- We made de minimis political contributions in 2024

Insider Dealing

- Applies to all AerCap directors, employees, and individuals who are subject to the influence or control of an AerCap director or employee
- Clearly defined applicable periods (during and post-employment)
- Clearly listed prohibited trading activities
- All permissible trading activities are subject to open window periods and individual compliance clearance
- Annual reporting required through an internal system

RIGOROUS INTERNAL AUDIT PROCEDURES

Internal audit function provides assurance over risk management, controls and compliance

01

PLANNING

↓

02

PREPARATION

↓

03

FIELD WORK

↓

04

AUDIT REPORT

↓

05

FOLLOW-UP

KEY FEATURES

- Authority and independence with a dual reporting line to the Audit Committee and CEO
- Risk-based approach focused on risks to AerCap achieving its corporate objectives
- Strong endorsement by CEO and GEC members
- Open and transparent interaction across the organization
- Follow the IIA Framework of Professional Standards
- Use of Big 4 auditing firm to support SOX compliance program

KEY OBJECTIVES

- Aimed at anticipating internal and external risks
- Focus on maintaining industry-leading quality and governance
- Support speed of execution, and avoid creation of unnecessary barriers
- Designed to underline the importance of personal responsibility
- Promote continued compliance with SOX 404 requirements
- Focused on complementing attributes that make AerCap succeed



PRIVACY AND DATA PROTECTION

DATA PROTECTION POLICIES AND PROCEDURES

DATA RETENTION POLICY

- The privacy officer and privacy leads conduct an annual refresh of the personal data register
- Internal and external procedures and processes are clearly defined and available to all employees

DATA PROTECTION POLICY

- Enhanced data protection training for employees
- Projects or changes deemed to impact the transfer or processing of personal data must undergo a data protection impact assessment

DATA BREACH POLICY

- One material/reported personal data breaches in 2024¹
- No breach notified by suppliers in 2024
- Thousands of malware and phishing attempts caught by IT

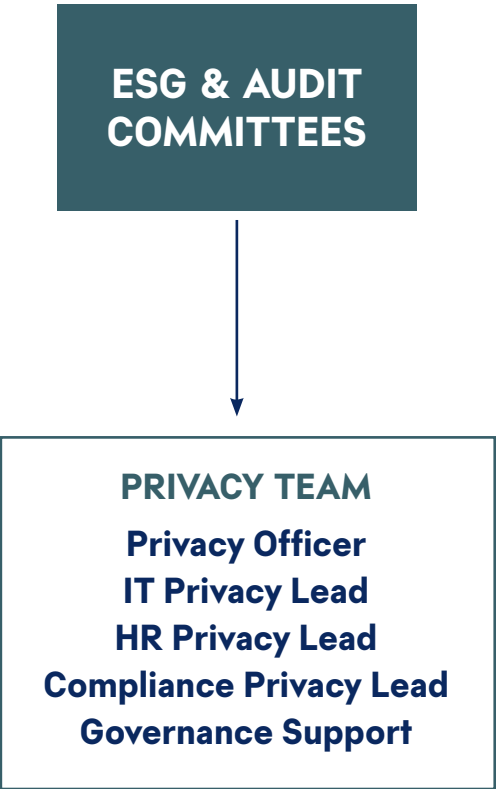
GDPR HANDBOOK

- The GDPR Handbook is a reference guide with detailed information and procedures in relation to the protection of personal data
- Applicable to the Privacy Leads and the Privacy Officer; available on request to all employees
- Contains information on data quality, the personal data register, data protection impact analyses, and definitions relevant to GDPR

GDPR IMPLEMENTATION

- AerCap applies GDPR requirements globally through uniform processes and enhanced data security
- The responsibility is on all AerCap employees to protect and use personal data appropriately
- AerCap employees enjoy the enhanced protection of their personal data in accordance with GDPR

PRIVACY GOVERNANCE STRUCTURE



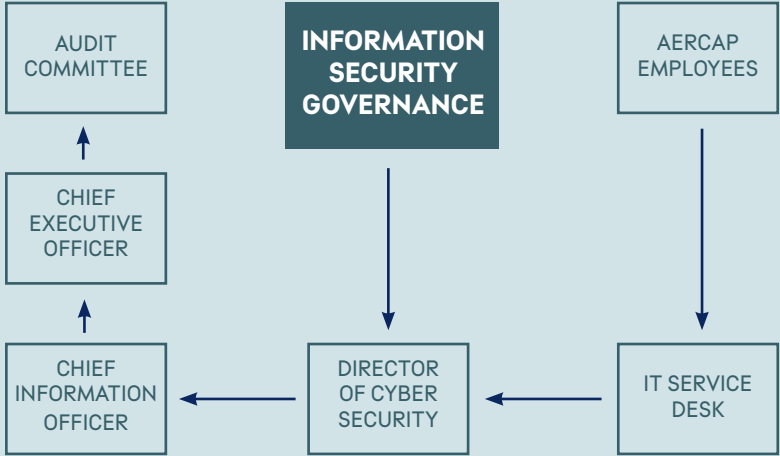
INFORMATION SECURITY

Robust infrastructure, policies and procedures in place to protect IT assets and sensitive information



GOVERNANCE

Our business depends on the secure operation of our information systems and the information systems of our third-party providers to manage, process, store and transmit information associated with aviation leasing. Like other global companies, we have, from time to time, experienced cybersecurity threats to, and breaches of, data and information systems



2024 Ransomware Attack on AerCap

As reported in our 2024 6-K SEC filings and in the prior year ESG report, during January 2024, the Company experienced a cybersecurity incident related to ransomware. The incident caused no material disruption to the company's operations, the Company suffered no financial loss related to the incident, and the Company incurred no material expenses in connection with the investigation, review and disclosure of the attack

INTERNAL CONTROLS

Code of Conduct on Use of IT infrastructure	Audited externally by reputable global companies	24/7/365 Security Operation Center processes aligned to NIST
Regular tests for Disaster Recovery and Business Continuity Plans	IT Security and Cybercrime Policy	Best-of-breed, leading security systems and technology
Regular vulnerability and penetration testing		

Annual IT and Cyber Security Training is required for all employees and contractors and includes the following:

- Personal digital footprint
- Privacy settings
- Phishing
- IT security at home and at work
- Ransomware
- Password hygiene
- Business email compromise

RISK MANAGEMENT

Customer Credit Risk

- Ongoing and rigorous monitoring of airline credit is central to our portfolio management
- The risk team conducts regular airline visits to review and assess financial performance, business plans, and fleet planning issues
- Watch-list actively maintained such that the most critical exposures within the Company may be readily identified and properly communicated

Balanced Decision Making

- Our scale gives us access to an unparalleled level of data and intelligence and gives us unrivalled visibility on market developments
- Cross-departmental teams meet to discuss lease, sale, and purchase opportunities. Risks, rewards, and economics are reviewed, and strategies developed
- Thorough research allows for a decisive and efficient decision-making process
- Deals are reviewed and approved by members of our leadership team, with decisions of a certain type or scale requiring Board or shareholder approval

Business Continuity Plan

- AerCap's Business Continuity Plan deals with major business disruption events and involves multiple levels of management and departments
- Our emergency management team includes two members of the GEC, the Chief Information Officer, Head of HR, Head of Investor Relations and Head of Corporate Communications
- This plan is available internally to all employees

Supply Chain Management

- AerCap has a global supply chain supporting its long-term development and success
- We work closely with our suppliers and set governance and performance standards that they are required to meet
- AerCap's critical suppliers include the aircraft, engine, and helicopter OEMs
- Compliance review of all suppliers, including initial KYC and AML checks and continuous monitoring
- Strict anti-bribery and insider trading policies covering all suppliers



TRANSPARENT TAX POLICIES



- AerCap Holdings N.V. is a Dutch-incorporated company that is tax-resident in Ireland
- Our subsidiaries are subject to taxation in a number of jurisdictions, principally in Ireland and in the United States
- AerCap is committed to effective tax risk management. Our tax affairs are managed in line with rigorous standards of corporate governance
- In accordance with the AerCap Code of Conduct we are committed to managing our tax policy with integrity and in an honest and responsible manner
- The AerCap tax department consists of professionals who collectively have the appropriate level of knowledge and skills to manage AerCap's tax affairs and monitor tax risks across our business
- Due to the cross-border nature of our business, we are cognizant of potential risks which could arise. The AerCap tax department assists each entity within the AerCap group to actively identify, monitor and manage tax risks on an ongoing basis
- AerCap does not interpret tax laws in a manner that we believe is contrary to their intention and we do not undertake tax planning which is unrelated to commercial transactions
- We maintain an open and honest relationship with tax authorities. In addition, we place a strong emphasis on transparency, working with integrity, and maintaining a collaborative and professional relationship with tax authorities
- Professional advice is obtained from qualified external advisers where the treatment of specific items is uncertain or complex. We seek to comply with all relevant laws, rules, regulations, and reporting and disclosure requirements in a manner that aligns with our tax policies

05 REPORTING & ENGAGEMENT APPROACH

AERCAP

AERCAP'S LEADING ROLE IN POLICY COLLABORATION

AerCap actively engages with stakeholders across the entire aviation ecosystem, including policymakers, regulators, airlines, OEMs, lessors, lenders, fuel suppliers, international organizations and trade associations

Sample of AerCap engagement areas

- Decarbonization policies, including industry metrics, taxonomy guidance, next-generation aircraft & engine technology, and SAF
- Trade policies, including sanctions
- Taxation policies, including global and national frameworks
- Technical requirements, including harmonization of global regulatory standards

Our unique approach

- Dedicated AerCap Government Affairs & Sustainability function (based in Brussels) with regular interaction with policymakers and industry on relevant policies

See Supplemental Information – Endnotes

Policy Bodies

- Continuous engagement with policymakers in the EU, U.S., Ireland, UK, etc., which helps AerCap to positively influence outcomes
- Provide support to the EU and industry in responding to EU reporting requirements



Industry Collaboration

- Working closely with our industry partners provides AerCap with many benefits, such as:
 - Creating an ability to strengthen the position of AerCap through alignment
 - Providing insight and situational awareness of aviation industry needs, challenges, and plans
 - Developing a deeper understanding of key policy developments

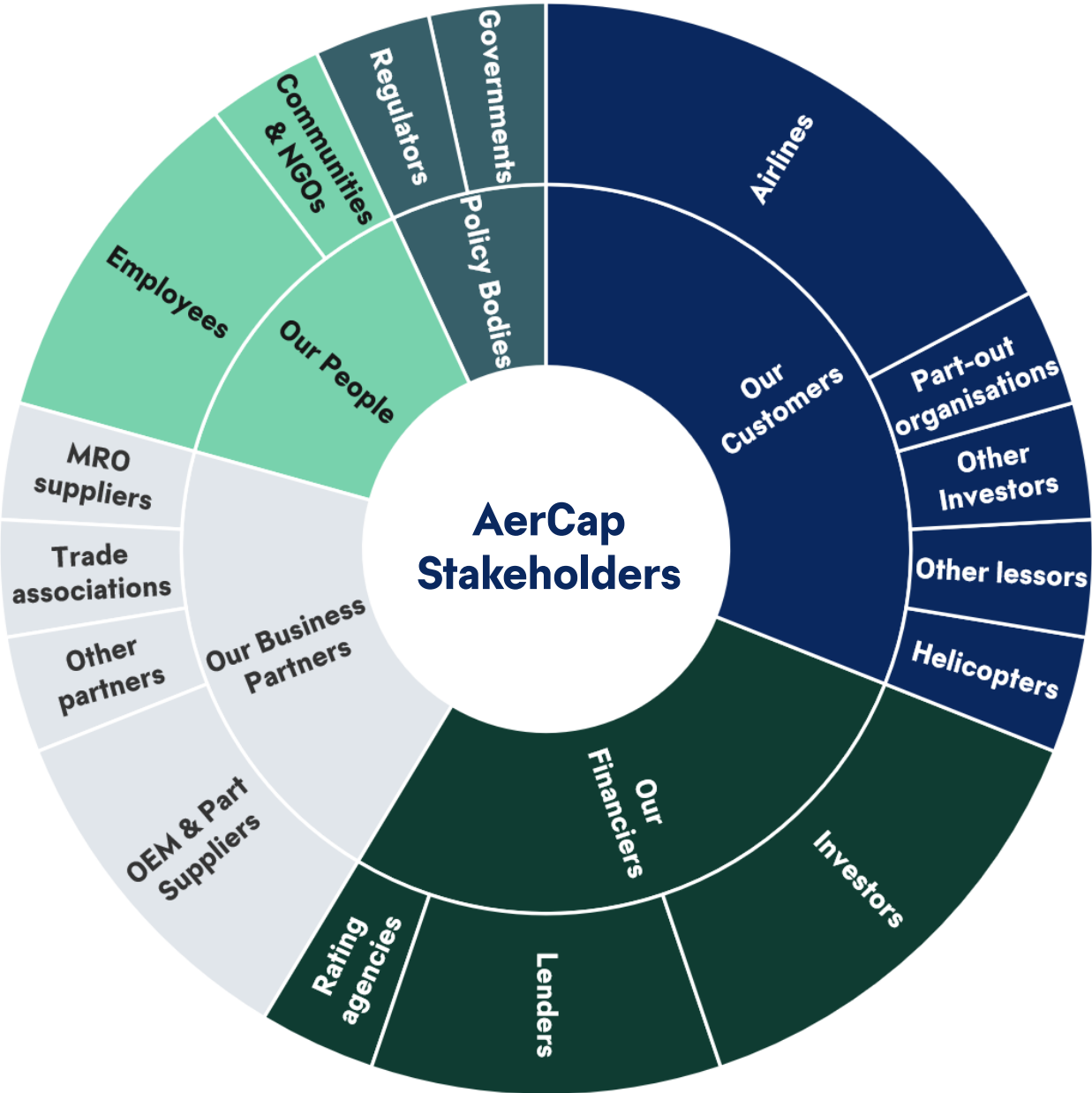


OUR STAKEHOLDER MAPPING

Continuous engagement across all relevant stakeholders

Our Approach

- Geopolitical developments, the impact of tariffs and sanctions, and major conflicts are collectively generating a level of uncertainty that we have not experienced in recent memory. Furthermore, some jurisdictions are deviating from their previous ESG-related policies and goals
- The air transport sector continues to face significant supply chain issues, while simultaneously taking actions to decarbonize
- Against this backdrop, as the world’s largest lessor, AerCap has a multitude of relevant stakeholders in the context of ESG, including our financiers, our airline customers, our business partners, our people and policymakers
- We disclose to, and are rated by, several ESG rating agencies
- We speak regularly to sustainability experts and seek their views on our approach to ESG issues. We will continue to engage with the sustainability community to help ensure our approach remains relevant and in line with best practices in the industry
- We welcome ongoing feedback and dialogue from our stakeholders; any comments or queries should be directed to our Head of Government Affairs & Sustainability



STAKEHOLDER ENGAGEMENT APPROACH

With our financiers and rating agencies

STAKEHOLDERS	ENGAGEMENT	OUR APPROACH
Investors	<ul style="list-style-type: none">Quarterly public earnings calls, as well as regular calls and meetings, to update both equity and fixed-income investors on AerCap’s financial and operating performanceHost one-on-one and group meetings with investors at industry and investment conferencesESG issues are actively discussed with investors and ESG reports are publicly available in the Investor Relations section of our websiteContinuous investor communications through the Investor Relations team and senior managementAnnual General Meeting of Shareholders held each year, open to all investors	<ul style="list-style-type: none">Video conferencing continued to be an efficient method for the AerCap team to stay in close contact with shareholders. Hundreds of online calls and in-person meetings were conducted in 2024, maintaining a high volume of interactionsSenior executives participated in ~20 non-deal roadshows and several industry conferences throughout the yearWe continue to see active ESG-related engagement from investors and lenders, especially from EuropeWide range of corporate governance issues discussed and voted on at AGMTimely disclosure of all matters significant to the business according to SEC rules and other applicable laws and regulationsShareholder resources portal: https://www.aercap.com/investors/shareholder-servicesSingle share class with equal voting rights
Lenders	<ul style="list-style-type: none">Maintain strong relationships with diverse set of funding partners around the worldCommunicate our ESG progress to our funding partnersReceive industry insights from our lenders regarding sustainable and/or green financing options	<ul style="list-style-type: none">Upgraded to BBB+ by S&P, Baa1 by Moody’s in June 2024 and BBB+ by Fitch in March 2025Maintain lending relationships with over 100 banking relationships in North America, EMEA and Asia PacificConducted hundreds of calls and meetings with lenders in 2024Received ESG updates from several key banks in 2024Maintain diverse sources of fundingLiquidity coverage ratio of 2.0x as at December 31, 2024, well in excess of target level of 1.5x
ESG Rating Agencies	<ul style="list-style-type: none">We disclose to, and are rated by, several ESG rating agenciesWe regularly review our ESG ratings and the methodology used in the reporting processWe ensure that the latest annual reports and ESG reports are available and accurately reflected by the ratings agencies	<ul style="list-style-type: none">We maintain continuous engagement with all major ESG rating agenciesWe provide information every quarter, answering questionnaires, updating and reviewing information from our annual reports, ESG reports, and policies to the ratings agenciesIn 2024, we established a new Director ESG position within our Government Affairs & Sustainability function

STAKEHOLDER ENGAGEMENT APPROACH

With our customers and business partners

STAKEHOLDERS	ENGAGEMENT	OUR APPROACH
Customers	<ul style="list-style-type: none">Lease new technology, fuel-efficient aircraft, and work with airlines to transition to a lower carbon economyEnable airlines to grow in a cost-effective, flexible, and sustainable wayOffer expertise and advice on aircraft, engine, and helicopter fleet planning, strategy and executionCelebrate landmark events with our customers	<ul style="list-style-type: none">We are the largest lessor in the world, ending 2024 with ~\$71 billion of total assetsIn April 2025, we achieved our previous new technology aircraft target of 75% set in 2021 and we set an ambitious new target to achieve ~85% new technology assets (aircraft, engines & helicopters) by 2030We serve ~300 customers all over the worldAerCap leases new technology aircraft to ~80 customersDedicated leasing executives and technical teamsCommunicate our values and ethics through customer interactionBespoke internal credit rating system monitoring risk exposure to all customers
OEMs and Other Suppliers	<ul style="list-style-type: none">Dedicated and experienced OEM Relations teamESG factors incorporated in our supply chain management	<ul style="list-style-type: none">We work closely with the aircraft OEMs and purchased 92 new technology fuel-efficient aircraft for our owned portfolio in 2024 (100% of our owned aircraft deliveries were new technology)We have weekly video meetings with our larger OEM partners. At least once a quarter we will meet in person. A large part of this conversation is focused on our forward order, new technology aircraftWe consider ESG factors in our service partner selection processes, such as avoiding single-use plastic and a preference for local suppliers in our catering services
Other Industry Partners	<ul style="list-style-type: none">Our experienced Engine and Cargo teams maintain an excellent dialogue with our strategic partners in both of these business linesWe continue to have an active dialogue with other industry players regarding strategic partnerships in relation to a wide variety of aviation related issues	<ul style="list-style-type: none">We have a joint venture with Safran called Shannon Engine Support Ltd (“SES”), which is the leading supplier of spare engines for CFM InternationalWe have invested with Boeing and AEI on the B737-800 cargo conversion program, and with IAI on the B777-300ER cargo conversion programOngoing identification of opportunities to further align and partner with other players in the industry
Trade Associations and Companies	<ul style="list-style-type: none">Coordination on engagement on sustainability and regulatory affairs with relevant stakeholder representative bodies, such as airlines, manufacturers, lessors, and other industry bodiesConsultation on matters of common interest or emerging regulatory/sustainability interest	<ul style="list-style-type: none">Lessors: Membership of Aircraft Leasing Ireland (“ALI”), the Aviation Working Group (“AWG”) and the International Society of Transport Air Trading (“ISTAT”)Airlines: IATA Strategic Partnership member and regular engagement with Airlines For Europe (“A4E”), Airlines For America (“A4A”), as well as with individual airlinesOEMs: Regular engagement with Aerospace & Defence Industries of Europe (“ASD-Europe”), as well as Airbus, Boeing, GE Aerospace and SAFRANSustainability policy: Membership and regular engagement with the Air Transport Action Group (“ATAG”)Recycling & decommissioning: Membership of the Aircraft Fleet Recycling Association (“AFRA”)Business interests: Membership of Business EuropeD&I: Supporter of Advancing Women in Aviation Roundtable (“AWAR”), PropelHer and a member of Women in Aviation Singapore Chapter

STAKEHOLDER ENGAGEMENT APPROACH

With policy bodies

STAKEHOLDERS	ENGAGEMENT	OUR APPROACH
Governments & Regulators	<ul style="list-style-type: none">Dedicated Government Affairs & Sustainability function based in Brussels, focused on legislative developments and strategic matters emerging from Europe, the U.S., and beyond, in relation to aircraft leasing, air transport, and aviation sustainabilityParticipation in industry conferences to discuss regulatory matters affecting aircraft leasing and the air transportation sector	<ul style="list-style-type: none">Through our Government Affairs & Sustainability function in Brussels, we engage in regular and coordinated engagement with senior policymakers in the European Union and liaise on a variety of financial, aviation and decarbonization policy domains. Engagement takes place with:<ul style="list-style-type: none">Senior officials from the European Commission Directorate of Mobility and Transport ("DG MOVE"), Directorate of Financial Stability, Financial Services and Capital Markets Union ("DG FISMA"), and Directorate for Trade ("DG Trade"), among others,Representatives from Member States, andMembers of the European ParliamentMembership of, or regular engagement with, aviation sustainability bodies managed by the European Commission, including the Renewable Low Carbon Fuel Alliance ("RLCFA"), and the Alliance for Zero Emission Aircraft ("AZEA") since 2022Regular technical engagement with regulatory agencies, including the U.S. Federal Aviation Administration ("FAA") and the EU Aviation Safety Agency ("EASA"). Furthermore, AerCap functions as the leasing representative on EASA's Stakeholder Advisory Body on behalf of the Aviation Working Group ("AWG")Regular engagement with EUROCONTROL's Aviation Sustainability Unit throughout 2024Regular engagement with various branches of the Irish GovernmentRegular engagement with U.S. authorities, including the U.S. Departments of State and Commerce
Other Industry Participants	<ul style="list-style-type: none">Accounting and financial reporting in compliance with Sarbanes–Oxley ("SOx") requirementsRegular SEC disclosuresReport lobbying activities in accordance with local laws and regulations	<ul style="list-style-type: none">Our financial reports are publicly available on our website and the SEC websiteWe report our lobbying activities to the Irish Register of Lobbying every four months, declaring whether any lobbying activity was conducted and, if so, disclosing the specific lobbying activityEU Transparency Register – AerCap Holdings N.V. (TR: 461173445540-46)US Lobbying Disclosure House (56769) and Senate (401109093) Registration active since January 2025We made de minimis political contributions in 2024All material litigation is disclosed in our SEC filings

STAKEHOLDER ENGAGEMENT APPROACH

With policy bodies

STAKEHOLDERS	ENGAGEMENT	OUR APPROACH
Employees	<ul style="list-style-type: none">Company-wide employee portal and email communicationsOne-on-one employee meetings and interaction with senior executivesRegular business updates to staff throughout the yearEmployee health and wellness initiativesEmployee training and continuous development programs	<ul style="list-style-type: none">Quarterly Town Hall hosted by senior executives communicating financial results and issues impacting AerCap, and acts as a forum for employees' questions that can be submitted in advance or asked live on the dayWe seek to attract the best talent in aviation and continue to provide some of the most attractive packages in the industry, including competitive salaries, performance-based bonuses, and comprehensive benefit programs to all employees, supplemented by on-site health and wellness initiatives throughout the yearAll employees received a formal annual review in 2024, with their performance in 2023 evaluated and goals for the upcoming year clearly defined. Employees have regular check-ins with their managers throughout the year to help them make progress toward their goals and development objectivesTraining on employee engagement topics were made available to all employees during 2024. AerCap's senior leadership team, together with the ESG Committee, will continue to engage and utilize feedback from employees to further develop programs and initiatives that support our strategyAERHUB is our staff intranet where employees can find all the latest news and event information as well as key HR-related documents and applications and our Facilities Hub and IT Help & Support pageWe have comprehensive compliance policies and procedures covering all aspects of our business. Employees are required to participate in compliance training annuallyOur Code of Conduct is applicable to employees globally and covers matters of governance, risk management, social responsibility, etc.All employees are required to participate in mandatory IT security training annually; the policy is available internally
Other Industry Participants	<ul style="list-style-type: none">Support a range of charities each year in our communitiesCorporate Social Responsibility Program in place that encourages employees to engage with their local communities. AerCap matches funds (subject to certain limits) to boost those initiativesSupport educational initiatives to nurture the next generation of talent for the industry	<ul style="list-style-type: none">AerCap's CSR Committee runs a large number of charitable initiatives in our global offices, supporting causes that are aligned to themes selected by our employees. We partner with local communities in projects to the benefit of communities across Ireland, as described in this reportWe partner with charities in our local communities and with our airline customers and the OEMs on charitable and social initiatives. In 2024, together with our employees, AerCap donated over \$900,000 to charitable and social causes2024 was the ninth year of our sponsorship of University College Dublin ("UCD") Michael Smurfit Graduate Business School's MSc in Aviation Finance Program. It was also the third year of our scholarship program with Thailand's Chulalongkorn University, Faculty of Engineering, a world-class leader in aerospace engineering education.2024 was the sixth year of AerCap's Women in Aviation scholarship program with the University of Limerick. The program began in 2019 and aims to create awareness amongst female students of Aeronautical Engineering as a career option and encourage more women to join the industry

ESG RATING AGENCIES

We aim to achieve a continued upward trajectory in our ESG Rating scores to demonstrate continuous improvement

Engagement with ESG Rating Agencies

- Public ESG and sustainability reporting is now more broadly expected by lenders, investors, shareholders, and other third parties. Specialist ESG rating agencies provide corporate governance and other corporate risk information to investors and shareholders, as well as scores and ratings to evaluate companies and investment funds based on ESG or sustainability metrics
- We disclose to and are rated by several ESG rating agencies and recognize that our sustainability performance as rated by these agencies has become an increasingly important component of stakeholders' decision-making
- This industry is evolving, and concerns have been raised about the lack of consistency between different rating agencies and methodologies. Efforts are underway, especially within the EU, to regulate the sector and we support this development
- We aim to achieve a continued upward trajectory in our ESG Rating scores to demonstrate continuous improvement in our ESG activities and we have been successful in our efforts, as evidenced by our recent rating upgrades by MSCI and Morningstar Sustainalytics

Other ESG Ratings

ISS ESG

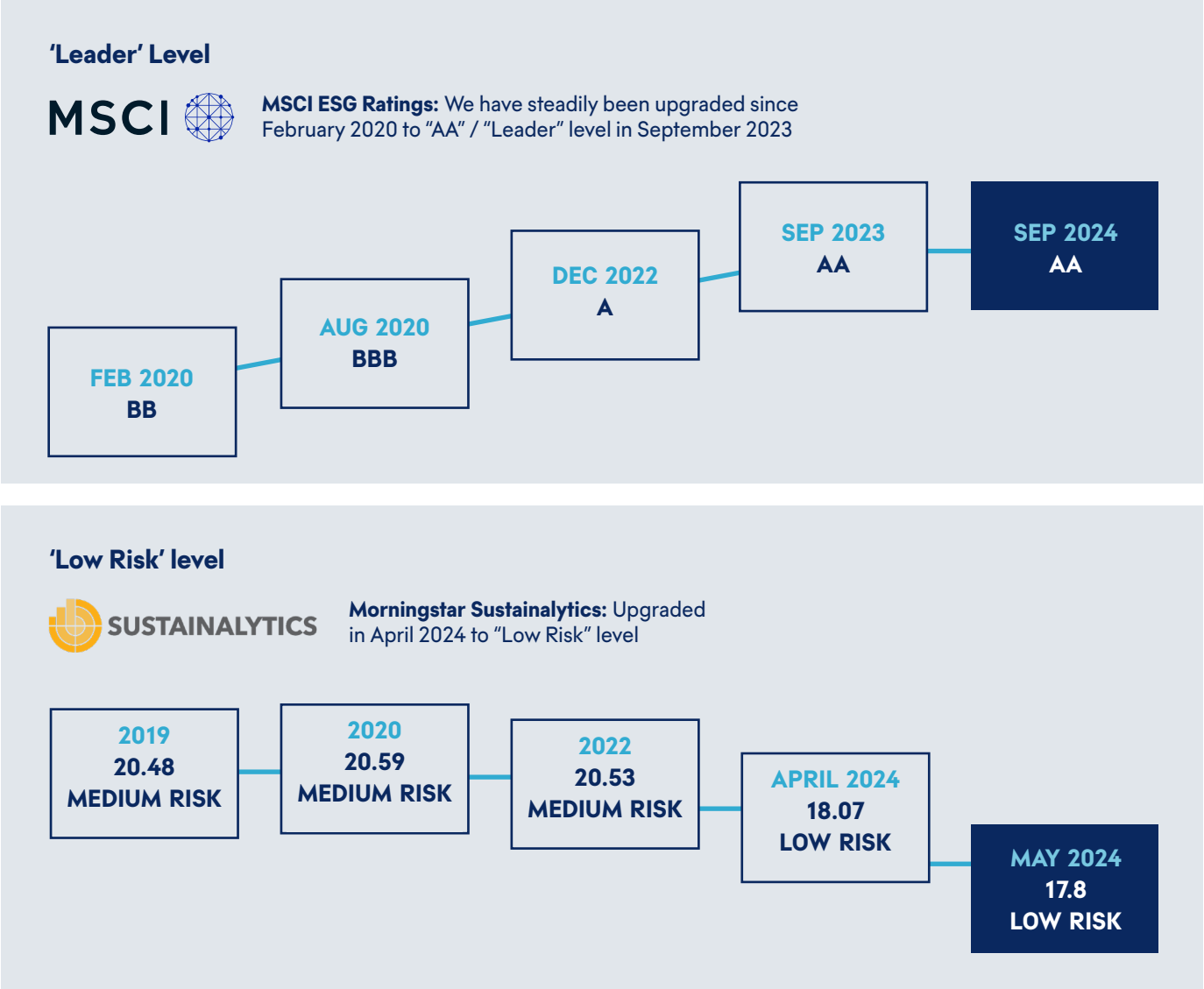
C-

S&P Global Ratings

32

CDP Discloser 2024

D-



'Low Risk' level

SUSTAINALYTICS

Morningstar Sustainalytics:

Upgraded in April 2024 to "Low Risk" level

2019

20.48

MEDIUM RISK

2020

20.59

MEDIUM RISK

2022

20.53

MEDIUM RISK

APRIL 2024

18.07

LOW RISK

MAY 2024

17.8

LOW RISK

CLIMATE-RELATED REGULATORY DISCLOSURES

We are monitoring, preparing and adapting to recently proposed changes in both U.S. and EU reporting frameworks

AerCap has completed a significant amount of work in preparation for fulfilling anticipated climate-related disclosure requirements, i.e., the EU Corporate Sustainability Reporting Directive (“CSRD”), the EU taxonomy, and U.S. SEC Climate Rules

Significant work was undertaken throughout 2024 in relation to CSRD, ahead of expected reporting for 2025, with regular monitoring carried out by our ESG Board Committee

AerCap has been playing a leading role across the industry in key areas such as the composition of Scope 3 emissions as it pertains to lessors, as well as the development of EU taxonomy alignment reporting guidance material

However, recently proposed changes announced in both the U.S. and in the EU require adjustment to our approach, such as:

- On March 27, 2025, the U.S. SEC announced it was ending its defense of the Climate Disclosure Rule, which would have required public companies to disclose climate-related risks and greenhouse gas emissions. A number of states have their own disclosure rules in place or planned
- AerCap is unlikely to be in-scope for any current individual state reporting obligations and therefore currently has no additional U.S. reporting obligations
- The EU Omnibus proposal was issued by the Commission on February 26, 2025. If approved, this legislation will reduce the number of in-scope companies by ~80%. Also, the criteria for reporting against taxonomy would become considerably reduced/simplified and also become voluntary for many companies
- Based on the current proposal, AerCap would no longer be in-scope for CSRD, nor would it be required to provide EU taxonomy disclosures
- The process to agree on the changes is likely to take much of 2025
- Therefore, AerCap continues to monitor and prepare and will adapt accordingly



CSRD-related activities conducted in 2024

- (Preliminary) Double-Materiality Assessment, including bilateral engagement with ~30 stakeholders
- Detailed gap assessment on mandatory requirements and preparations to address gaps
- Development of new procedures to meet audit requirements
- Development of additional metrics to enhance our Scope 3 emissions disclosure
- Supported the development of industry guidance material in relation to the EU taxonomy for aviation

The preparatory activities already undertaken which are deemed to be the most beneficial to AerCap will be assessed on the basis that some initiatives will be utilized

AerCap will continue to focus on providing relevant and material climate related data to stakeholders

MATERIALITY ASSESSMENT

The process of identifying stakeholder needs and expectations in relation to sustainability issues is ongoing

Accounting for stakeholder issues

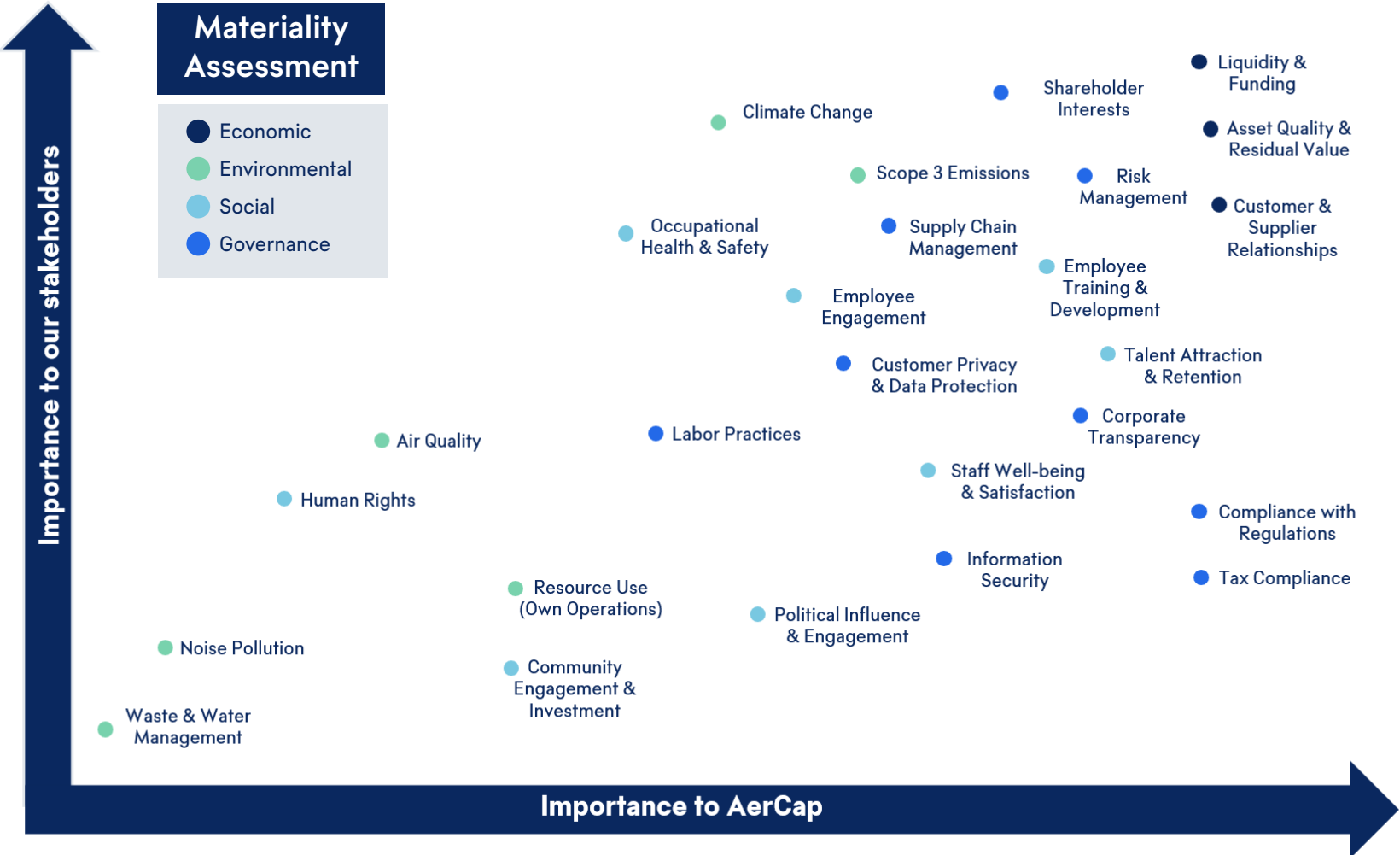
As illustrated throughout this report, we engage extensively with all our relevant stakeholders

We aim to take account of their needs and expectations, with regard to ESG changes, and how we can align our corporate strategies

In 2024, in preparation for one of the key requirement of EU CSRD, we conducted work on a (preliminary) Double-Materiality Assessment. This activity has been paused in light of the recent EU Omnibus proposal and its potential implications

In the meantime, we have continued to identify the most important issues for AerCap and for our global community through our extensive engagement processes. The Materiality Assessment shown here also takes account of feedback received from our preliminary Double Materiality process

The inclusion of information in our materiality assessment, our traditional assessment or elsewhere in this report is not an indication that we deem such information to be "material" for purposes of U.S. securities law or important to an understanding of our business or an investment decision with respect to our securities



GRI CONTENT INDEX

AERCAP¹

GRI CONTENT INDEX

This report is produced with reference to the GRI Standards. Disclosures corresponding to GRI Standards that are relevant and important to AerCap and our stakeholders can be found after the general disclosures in the index below

GRI Standard	GRI Defined Disclosure	Location	Comment
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organizational details	AerCap Form 20-F 2024 P1 AerCap Form 20-F 2024 P76 Major Shareholders	AerCap’s main offices are based in Ireland, the United States and Singapore, exact locations can be found on our website: https://www.aercap.com/contact
	2-2 Entities included in the organization’s sustainability reporting	AerCap CR Report 2024, P4 Reporting Scope	
	2-3 Reporting period, frequency and contact point	AerCap CR Report 2024, P4 Contact	Annual Reporting Frequency; Reporting Period January 01, 2024 to December 31, 2024
	2-4 Restatements of information	AerCap CR Report 2024, P22-23. Carbon Emissions Disclosures	We continue to refine how we measure and estimate our emissions. Discrepancies to past disclosures may result from changes to the way we estimate our emissions and/or the reporting ability of third-party providers
	2-5 External assurance	See Comment	We did not seek external assurance for this report. The report has been reviewed and approved by our board-level ESG Committee, as well as Compliance and Internal Audit
	2-6 Activities, value chain and other business relationships	AerCap Form 20-F 2024 P28-29	
	2-7 Employees	AerCap Form 20-F 2024 P76. Employees AerCap CR Report 2024 P26. Our Employees	Gender breakdown: 57% male, 43% female (by headcount, permanent employees only)
	2-8 Workers who are not employees	See Comment	AerCap has a number of contractors working in our various offices, the exact number of these employees is not something we disclose publicly
	2-9 Governance structure and composition	AerCap Form 20-F 2024 P71-74 AerCap CR Report 2024 P35-39	https://www.aercap.com/about-us/board-of-directors

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
General Disclosures			
GRI 2: General Disclosures 2021	2-10 Nomination and selection of the highest governance body	AerCap Form 20-F 2024 P72-73 Articles of Association of AerCap Holdings, P32, Article 15	Profile of the Non-Executive Directors of the Board of Directors is available on the AerCap website: https://www.aercap.com/esg/governance-documents
	2-11 Chair of the highest governance body	AerCap Form 20-F 2024 P62	Mr. Paul Dacier, Non-Executive Chairman of the Board of Directors
	2-12 Role of the highest governance body in overseeing the management of impacts	AerCap Form 20-F 2024 P71-74 AerCap CR Report 2024 for 2024 P39	https://www.aercap.com/about-us/board-of-directors#board-committees
	2-13 Delegation of responsibility for managing impacts	AerCap CR Report 2024 P39	The board-level ESG Committee has delegated execution and ongoing engagement on ESG matters to the ESG Management Committee. The ESG Management Committee comprises seven senior executives including AerCap's Chief Financial Officer, Company Secretary and Chief Compliance Officer, General Counsel, Head of Human Resources, and Head of Investor Relations
	2-14 Role of the highest governance body in sustainability reporting	AerCap CR Report 2024, P39. ESG Governance Structure	The ESG Committee is responsible for reviewing and approving the ESG Report and other relevant information or disclosures in the 20-F related to Sustainability. The ESG Report and 20-F are sent to the Committee members for review alongside the supporting data, any comments or concerns are discussed, amendments made, and a second review is completed by Committee members in advance of any public disclosure
	2-15 Conflicts of interest	See Comment	Related party transactions (and related conflict of interest risks) are monitored closely by both management and the board. Processes include annual confirmations from relevant parties and regular compliance and Internal Audit reviews. Approval is required upon the identification of new related party transactions or relevant changes in circumstances. On the limited occurrence of related party transactions, disclosure of such matters to management and/ or the board is done on a case-by-case basis. Management and the board also discuss related party matters annually, including with reference to the annual confirmation process. External disclosure of related party transactions is part of the company's detailed corporate governance and financial reporting close processes

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
General Disclosures			
GRI 2: General Disclosures 2021	2-16 Communication of critical concerns	See Comment	Whistle Blower Policy is available on the AerCap website: https://www.aercap.com/esg/governance-documents
	2-17 Collective knowledge of the highest governance body	AerCap CR Report 2024, P35. AerCap Board of Directors AerCap CR Report 2024, P38. Board Experience AerCap CR Report 2024, P39. ESG Governance Structure	
	2-18 Evaluation of the performance of the highest governance body	AerCap Dutch GAAP Annual Report 2024 P30	In 2024, the non-executive directors of the Board also performed a self-assessment of the Board's performance. It assessed its own functioning, that of its individual members and the functioning of its Committees, at a Board meeting. The outcome of the self-assessment was that the Board, its Committees and its individual members functioned, and continue to function, satisfactorily
	2-19 Remuneration policies	AerCap Form 20-F 2024 P68-70 AerCap Dutch GAAP Annual Report 2024 P45-48	Remuneration Policy for AerCap's Board of Directors is available on the AerCap website: https://www.aercap.com/esg/governance-documents
	2-20 Process to determine remuneration	AerCap Form 20-F 2024 P73	Rules for the Board of Directors, including its Committees P6. 2.4 Remuneration
	2-21 Annual total compensation ratio	AerCap Dutch GAAP Annual Report 2024 P47	
	2-22 Statement on sustainable development strategy	AerCap CR Report 2024, P5. A Message from our ESG Committee Chair & CEO	

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
General Disclosures			
GRI 2: General Disclosures 2021	2-23 Policy commitments	AerCap CR Report 2024, P41-42 AerCap CR Report 2024, P46. Risk Management (Supply Chain Management) AerCap CR Report 2024, P11. Aligning Our Actions with the UN's SDGs	Relevant policies can be found on the AerCap website: https://www.aercap.com/esg/governance-documents
	2-24 Embedding policy commitments	AerCap CR Report 2024, P40-42. Ethics, Compliance, Policies and Procedures	AerCap Code of Conduct and other relevant policies are available on the AerCap website: https://www.aercap.com/esg/governance-documents . All employees are required to complete annual compliance training which covers all key compliance areas
	2-25 Processes to remediate negative impacts	AerCap CR Report 2024, P49-54. Reporting Approach	
	2-26 Mechanisms for seeking advice and raising concerns	See Comment	AerCap Whistleblower Policy for Financial and Non-Financial Matters available on the AerCap website: https://www.aercap.com/esg/governance-documents
	2-27 Compliance with laws and regulations	See Comment	None in the reporting period
	2-28 Membership associations	See Comment	AerCap is a member of The Ireland-US Council, Aircraft Leasing Ireland ("ALI"), American Chamber of Commerce Ireland, Irish Chamber of Commerce (Singapore), Limerick Chamber of Commerce, IATA, ALTA, CAPA, the Aviation Working Group, ASPA, Association of South Pacific Airlines, ISTAT, Airlines Association of Southern Africa NPC, Airline Passenger Experience Association, International Airlines Technical Pool
	2-29 Approach to stakeholder engagement	AerCap CR Report 2024, P51-54. Stakeholder Engagement	
	2-30 Collective bargaining agreements	AerCap Form 20-F 2024 , P76	

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
Anti-corruption			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	AerCap CR Report 2024, P50-57	
	3-2 List of material topics	AerCap CR Report 2024, P57	
Economic Performance			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024 , P4-27 Risk Factors AerCap CR Report 2024, P8-10	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	AerCap Form 20-F 2024, F-5	AerCap N.V. and Subsidiaries, Consolidated Income Statements. Notes to the Consolidated Financial Statements, beginning on F-11
	201-2 Financial implications and other risks and opportunities due to climate change	AerCap Form 20-F 2024 , P4-27. Risk Factors AerCap CR Report 2024, P8 Our Approach to ESG Risk Factors - Environmental	
	201-3 Defined benefit plan obligations and other retirement plans	AerCap Form 20-F 2024, F-46	
	201-4 Financial assistance received from government	See Comment	None in the reporting period.
Indirect economic impacts			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024, P4-27 Risk Factors AerCap CR Report 2024, P8-10. Our Approach to ESG Risk Factors	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	AerCap CR Report 2024, P15. Fleet Transformation & Carbon Intensity Reduction AerCap CR Report 2024, P30-32. CSR Outreach at AerCap	
	203-2 Significant indirect economic impacts	AerCap CR Report 2024, P11. Aligning our Actions with the UN's SDGs AerCap CR Report 2024, P2. Air Transport – the \$4.1 trillion Impact AerCap CR Report 2024, P29. Supporting Education AerCap CR Report 2024, P30-32. CSR Outreach at AerCap	

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
Anti-corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024 , P4-27. Risk Factors AerCap CR Report 2024, P35-38. AerCap's Board of Directors AerCap CR Report 2024, P10. Our Approach to ESG Risk Factors - Governance AerCap CR Report 2024, P51-54. Stakeholder Engagement AerCap CR Report 2024, P39-42. Ethics, Compliance and Compliance Policies and Procedures	Relevant governance documents are available on the AerCap website: https://www.aercap.com/esg/
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	AerCap Form 20-F 2024 , P4-27. Risk Factors	Corruption is assessed as part of AerCap's overall annual risk assessment and covers 100% of our locations. Anti-corruption is included in our training and we have a top-down driven zero-tolerance culture
	205-2 Communication and training about anti-corruption policies and procedures	AerCap CR Report 2024, P40. Ethics and Compliance	Applicable policies and procedures are available to all employees on the company intranet AerCap Code of Conduct is available on the AerCap website: https://www.aercap.com/esg/governance-documents
	205-3 Confirmed incidents of corruption and actions taken	AerCap CR Report 2024, P40. Ethics and Compliance.	No incidents in 2024
Anti-competitive behaviour			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024 , P4-27. Risk Factors AerCap CR Report 2024, P35-38. AerCap's Board of Directors AerCap CR Report 2024, P10. Our Approach to ESG Risk Factors - Governance AerCap CR Report 2024, P51-54. Stakeholder Engagement AerCap CR Report 2024, P39-42. Ethics, Compliance and Compliance Policies and Procedures	Relevant governance documents are available on the AerCap website: https://www.aercap.com/esg/governance-documents
GRI 206: Anti-Competitive Behavior 2016	305-1 Direct (Scope 1) GHG emissions	See Comment	None in the reporting period

GRI CONTENT INDEX

GRI Standard	GRI Defined Disclosure	Location	Comment
Energy			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024, P4-27. Risk Factors AerCap CR Report 2024, P39 AerCap CR Report 2024, P8. Our Approach to ESG Risk Factors - Environmental AerCap CR Report 2024, P57	ESG Committee Charter available on the AerCap website: https://www.aercap.com/about-us/board-of-directors#board-committees
GRI 302: Energy 2016	302-1 Energy consumption within the organization	AerCap CR Report 2024, P22. Carbon Emissions Disclosures - Scope 1 and Scope 2 Emissions. AerCap CR Report 2024, P20. Efficient AerCap Office Operations	Electricity Consumption 2,227,559 kWh [~75% Renewable] Heating Consumption 393,342 kWh
	302-2 Energy consumption outside of the organization	AerCap CR Report 2024, P23. Carbon Emissions Disclosures - Scope 3 Emissions	(Downstream Leased Assets (owned aircraft only) and Business Travel)
	302-3 Energy intensity	AerCap CR Report 2024, P22-23. Carbon Emissions Disclosures. AerCap CR Report 2024, P15. Fleet Transformation & Carbon Intensity reduction	
	302-4 Reduction of energy consumption	AerCap CR Report 2024, P15. Fleet Transformation & Carbon Intensity reduction. AerCap CR Report 2024, P20. Efficient AerCap Office Operations	
	302-5 Reductions in energy requirements of products and services	AerCap CR Report 2024, P15. Fleet Transformation & Carbon Intensity reduction	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	AerCap Form 20-F 2024 P4-27. Risk Factors AerCap CR Report 2024, P29. AerCap CR Report 2024, P8. Our Approach to ESG Risk Factors - Environmental	ESG Committee Charter available on the AerCap website: https://www.aercap.com/about-us/board-of-directors#board-committees
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	AerCap CR Report 2024, P22. Carbon Emissions Disclosures	
	305-2 Energy indirect (Scope 2) GHG emissions	AerCap CR Report 2024, P22. Carbon Emissions Disclosures	
	305-3 Other indirect (Scope 3) GHG emissions	AerCap CR Report 2024, P23. Carbon Emissions Disclosures	
	305-4 GHG emissions intensity	See Comment	0.00753 † CO2e/\$ million (revenue) direct

SUPPLEMENTAL INFORMATION

AERCAP

PAGE 2: AIR TRANSPORT – THE \$4.1 TRILLION IMPACT

Air Transport Action Group (ATAG) – Aviation Benefits Beyond Borders, December 2024

PAGE 3: CELEBRATING 50 YEARS OF FLIGHT

1. Q4 2024 Cirium Lessors Portfolio Tracker

PAGE 6: A MESSAGE FROM OUR ESG COMMITTEE CHAIR & CEO

1. Includes legacy GECAS investment in new technology aircraft
2. Emissions calculated as Grams of Carbon Dioxide per seat per Kilometer, using data from IBA Analytics and AerCap utilization data for the period 2015-2024. Please note that certain data for the period 2015-17 is derived from estimated (rather than specific) commercial aircraft fleet utilization. Data does not include pre-acquisition November 2021 legacy GECAS information
3. As a % of the net book value ("NBV") of our owned assets

PAGE 7: ABOUT AERCAP

1. Includes both Owned and Managed Assets
2. Includes legacy GECAS investment in new technology aircraft
3. As of December 31, 2024

PAGE 8: CORPORATE RESPONSIBILITY HIGHLIGHTS FOR 2024

1. MSCI ESG Rating and Morningstar Sustainalytics Rating
2. As a % of NBV of our owned fleet

PAGE 9: OUR APPROACH TO ESG RISK FACTORS – ENVIRONMENTAL

1. As a % of NBV of our owned fleet
2. Emissions calculated as Grams of Carbon Dioxide per Seat per Kilometer, using data from IBA Analytics and AerCap utilization data for the period 2015-2024. Please note that certain data for the period 2015-17 is derived from estimated (rather than specific) commercial aircraft fleet utilization. Data does not include pre-acquisition November 2021 legacy GECAS information
3. AerCap 2024 20-F

PAGE 15: NET-ZERO 2050 AERCAP CONSIDERATIONS

1. As a % of NBV of our owned fleet

PAGE 16: FLEET TRANSFORMATION & CARBON INTENSITY REDUCTION

1. As a % of NBV of our owned fleet
2. Total investment includes legacy GECAS investments in new technology aircraft since 2015
3. Emissions calculated as Grams of Carbon Dioxide per seat per Kilometer, using data from IBA Analytics and AerCap utilization data for the period 2015-2024. Please note that certain data for the period 2015-17 is derived from estimated (rather than specific) commercial aircraft fleet utilization. Data does not include pre-acquisition November 2021 legacy GECAS information
4. As a % of NBV of our owned fleet
5. AerCap 2024 20-F – Aircraft on order

PAGE 17: PROGRESSIVELY MODERNIZING OUR FLEET

1. ICF Whitepaper: EU Taxonomy for aviation-eligible aircraft technology (2024)
2. Source: Airbus, Boeing, Embraer. Comparisons: Boeing 787 vs. Boeing 767-300ER; Airbus A350-900 vs. B777-200ER; Boeing 737-9 MAX vs. Boeing 737-900ER; Airbus A330-900neo vs. Airbus A330 (NOx and noise) and B767-300ER (fuel consumption); Airbus A321neo vs. Airbus A321ceo; Airbus A320neo vs. Airbus A320ceo; A220-300 vs. Embraer 195-E1 and Airbus A319ceo; Embraer 195-E2 vs. Embraer 195-E1. CAEP = Committee on Aviation Environmental Protection (a technical committee of the ICAO Council). EPNdB = Effective Perceived Noise Decibel
3. Airbus Global Market Forecast 2024

PAGE 18: CIRCULAR ECONOMY AND AVIATION

1. <https://kpmg.com/ie/en/home/insights/2024/03/circularity-in-flight-fs-aviation.html>

PAGE 21: EFFICIENT AERCAP OFFICE OPERATIONS

1. Renewable electricity usage is available for offices representing ~98% of all permanent employees, where breakdown is unavailable, we assume zero renewable energy
2. Representing 66% of all permanent employees
3. Total waste generated includes an estimate for locations where data is not available based on headcount of permanent employees and/or size, representing 5% of the total waste generated. Total waste breakdown estimate: Dry mixed recycling (~4 tonnes), mixed general waste (~6 tonnes), food brown bin waste (~9 tonnes) and glass waste (~0.5 tonnes)
4. Key Green Organic Waste Process
5. Total water usage includes an estimate for locations where data is not available based on the headcount of permanent employees and/or size, representing 14% of the total water usage

PAGE 23: CARBON EMISSIONS DISCLOSURE – SCOPE 1 & 2

1. Emissions were calculated using DEFRA GHG Conversion Factors 2024; CO2e includes CO2, CH4 and N2O. The total includes an estimate for locations where data is not available based on the headcount of permanent employees and/or size, representing ~27% of the total emissions generated by gas
2. Gas was incorrectly allocated to Scope 2 emissions in 2021, this has been amended in this report
3. AerCap employee headcount increased after the GECAS acquisition in 2021, resulting in an increase in the total number of leased cars

PAGE 24: CARBON EMISSIONS DISCLOSURE – SCOPE 3

1. IBA InsightIQ Carbon Emissions Calculator, rounded to the nearest 100,000 tonnes; CO2 only
2. Emissions calculated using DEFRA Conversion Factors 2024 (with radiative force); CO2e includes CO2, CH4, and N2O
3. Re-based measurements for the years 2020 to 2022
4. DEFRA factors were updated in 2023 retroactively for 2022 only, and
5. Updated business travel for the years 2020 to 2022

PAGE 27: OUR EMPLOYEES

As of December 31, 2024 or for the year 2024, unless otherwise stated. Permanent employees only.

1. Board of Directors is as of April 24, 2025
2. Includes the United Arab Emirates, United Kingdom, China, the Netherlands and Belgium
3. Peer group for comparison purposes: AAR Corp., Air Lease Corporation, Ashtead Group Plc, Atlas Air Worldwide Holdings, Inc., BlackRock, Inc., BOC Aviation Limited, Credit Suisse Group AG, Deutsche Bank AG, Element Fleet Management Corp, Equinix, Inc., Finning International Inc., First Citizens BancShares, Inc., GATX Corporation, Herc Holdings, Inc., Morgan Stanley, Northern Trust Corporation, Prologis, Inc., Public Storage, Ryder System, Inc., Schroders Plc, Simon Property Group, Inc., State Street Corporation, T. Rowe Price Group, Inc, Toromont Industries Ltd., Triton International Ltd., UBS Group AG, United Rentals, Inc., Wells Fargo & Company, Willis Lease Finance Corporation

PAGE 28: EMPLOYEE WELLBEING

1. “TRIR” is the Total Recordable Injury Rate and is defined by the Occupational Safety and Health Standards (“OSHA”) as the Number of Incidents x 200,000 / Total Number of Hours Worked in a Year. “LTFR” is the Lost-Time Injury Frequency Rate and is defined as the number of lost time injuries that occurred during the reporting period per 1 million man-hours worked

PAGE 38: BOARD COMPOSITION

1. As of April 24, 2025

PAGE 39: BOARD EXPERIENCE

1. Three of our non-executive directors (out of a total of nine) had served on our Board in excess of 12 years. Each independent director serves up to 4 years in a single term, whilst some have been extended. The Company has benefited from the reappointment of non-executive directors given the long-term business cycle of AerCap’s industry (e.g. the initial lease for an aircraft term is typically 12 years) and the strategic focus on the long-term creation of shareholder value
2. Victoria Jarman was appointed to the Board at the most recent AGM
3. Public company is defined as a company with publicly listed shares
4. Current or previous CEO/CFO experience in a public company (defined as above)

PAGE 43: SPOTLIGHT ON COMPLIANCE POLICIES AND PROCEDURES

1. <https://www.lobbying.ie/return/66037/aercap-holdings-nv>

PAGE 45: PRIVACY AND DATA PROTECTION

1. The Company experienced a cybersecurity incident related to ransomware in January 2024. Please refer to “Item 3. Key Information—Risk Factors—Risks related to information technology in the AerCap 2024 20-F

FORWARD-LOOKING STATEMENTS

This presentation contains certain statements, estimates and forecasts with respect to future performance and events. These statements, estimates and forecasts are “forward-looking statements”. In some cases, forward-looking statements can be identified by the use of forward-looking terminology such as “may,” “might,” “should,” “expect,” “plan,” “intend,” “will,” “aim,” “estimate,” “anticipate,” “believe,” “predict,” “potential” or “continue” or the negatives thereof or variations thereon or similar terminology. Any statements other than statements of historical fact included in this presentation are forward-looking statements and are based on various underlying assumptions and expectations and are subject to known and unknown risks, uncertainties and assumptions and may include projections of our future financial performance based on our growth strategies and anticipated trends in our business. These statements are only predictions based on our current expectations and projections about future events, including the impacts of, and associated responses to: the Ukraine Conflict; our ability to realize anticipated synergies and cost savings from the GECAS transaction; and the impact of the consummation of the GECAS transaction on relationships, including with employees, suppliers, customers and competitors. There are important factors that could cause our actual results, level of activity, performance or achievements to differ materially from the results, level of activity, performance or achievements expressed or implied in the forward-looking statements. As a result, we cannot assure you that the forward-looking statements included in this presentation will prove to be accurate or correct.

Further information regarding these and other risks is included in AerCap’s annual report on Form 20-F and other filings with the United States Securities and Exchange Commission. In light of these risks, uncertainties and assumptions, the future performance or events described in the forward-looking statements in this presentation might not occur.

Accordingly, you should not rely upon forward-looking statements as a prediction of actual results and we do not assume any responsibility for the accuracy or completeness of any of these forward-looking statements. Except as required by applicable law, we do not undertake any obligation to, and will not, update any forward-looking statements, whether as a result of new information, future events or otherwise.

No warranty or representation is given concerning such information, which must not be taken as establishing any contractual or other commitment binding upon AerCap Holdings N.V. or any of its subsidiaries or associated companies.

The standards of measurement and performance contained in this report are developing and may be based on assumptions, estimates or information collected on a delayed or incomplete basis. The inclusion of information in this report is not an indication that we deem such information to be material or important to an understanding of our business or an investment decision with respect to our securities.

Due to rounding, numbers presented throughout this document may not add up precisely to the totals provided and percentages may not precisely reflect the absolute figures.

AERCAP¹

NEVER STAND STILL