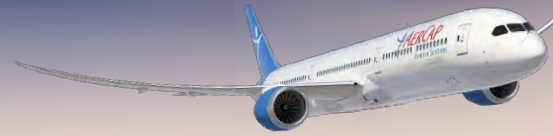


2021



Environmental, Social & Governance
Report

AERCAP
Global Leader in Aviation

Contents

1 Overview

CEO's Message	2
About AerCap	3
ESG Overview	4
Our Approach to ESG Risk Factors	5
2020 Highlights	8
Recent Update	9

2 Our Response to Covid-19

Board and Management Involvement	11
Putting Employees' Health and Wellness First	12
Flexible Working and IT readiness	13
Workplace Safety	14
Personal Protection Equipment	15
Customers, Supply Chain and Investors	16
Local Community Covid-19 Initiatives	17
Orbis Run 20 / 20 Challenge	18

3 World Class Governance

Board Independence, Diversity and ESG Responsibility	21
Alignment with Shareholders	26
Compliance	28
Rigorous Internal Audit Procedures	34
Information Security Governance	35
Risk Management – Business Continuity Plan	38
Privacy Governance Structure	39
Supply Chain Management	43

4 Care for Our Environment

Understanding Aviation's Environmental Impact	46
Progressively Modernizing Our Fleet	47
Efficient Operations	50
Optimal Asset Management	52
Reduce and Recycle	53
Partnership to Offset Our Carbon Footprint	56

5 Corporate Citizenship

Human Rights and Community Relations	59
Non-Discrimination and Diversity	61
Employee Retention and Attraction	63
Continuous Development	65
Health and Safety	66
Giving to Our Communities	68

6 Reporting Approach

Stakeholder Engagement	74
Material Issues	76
GRI Content Index	81

CEO's Message

2020 was the most demanding year that both the aviation industry, and many of the communities we operate in, have ever faced. Despite these challenges, I am pleased that our long-term, stakeholder-driven approach never wavered. In 2020, this approach focused on protecting our employees, supporting our customers and suppliers, and continuing to manage the business in the long term interest of our investors.

On the environmental side, in terms of downstream leased assets, we continue to lead the industry in penetration of new technology aircraft, which now comprises 63% of our fleet, up from 6% in 2014¹. We will continue to partner with our airline customers to grow that share even further. We also play an active role in curtailing our share of emissions through the responsible sourcing of power for our offices, increasing our share of electric cars in our fleet and doubling the level of carbon offset associated with our business travel. These measures have helped us to curtail and reduce our scope 1 and 2 emissions.

Social sustainability has always been an important topic for AerCap. Our employees are our biggest asset and on behalf of the Board of Directors, I would like to say how proud we are of our employees who went above and beyond this year to keep our business going strong. Despite having limited access to our offices for large parts of the year, and a curtailed ability to meet our customers, our employees continued to carry out their duties professionally and diligently. As a result of their efforts, we managed through the crisis without drawing on any government supports, or redundancies in 2020. As we facilitate a return to working at our offices, the health and well-being of our employees remains our utmost priority.

Extending beyond our own business, we are proud of the social contributions we make. In 2020, we sourced and donated \$500,000 of critical PPE to public hospitals and healthcare facilities in Ireland, and also to our airline customers in the early stages of the pandemic. Our charity partnerships also continued throughout the year and were particularly meaningful for those charities whose fundraising efforts have been curtailed due to the restrictions on social events.

We pride ourselves on robust corporate governance and being open and transparent in our actions. Our board members come from diverse geographic and professional backgrounds, and each member brings a different set of skills and experiences, from finance and aviation to governance and social responsibility.

To our current stakeholders, thank you for your support especially this year, and to those of you considering joining us – thank you for taking the time to learn more about AerCap and our sustainability efforts. As always, we welcome your feedback and suggestions as we continue on our journey towards a more sustainable future.



Aengus Kelly, Chief Executive Officer

AERCAP

1. As a % of Net Book Value ("NBV") of the owned fleet as of December 31, 2020; new technology includes A320NEO Family, A350, B737MAX, B787 and E190/195-E2.

About AerCap



We are the largest owner of commercial aircraft in the world with \$42 billion of assets as of December 31, 2020



As the largest aircraft lessor in the world, we have active customer relationships with ~200 airlines in ~80 countries



We have significantly reduced our environmental impact in the past five years by selling ~500 aircraft with an average age of ~17 years



Our orderbook is exclusively comprised of new technology aircraft

ESG Overview

AerCap is committed to operating its business responsibly and sustainably

Reporting Period

- ▶ This report covers the 2020 financial year from January 1, 2020 to December 31, 2020

Reporting Scope

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

Reporting Process

- ▶ We follow the recommended reporting principle of stakeholder inclusiveness, sustainability context, materiality and completeness

Feedback

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

Contacts

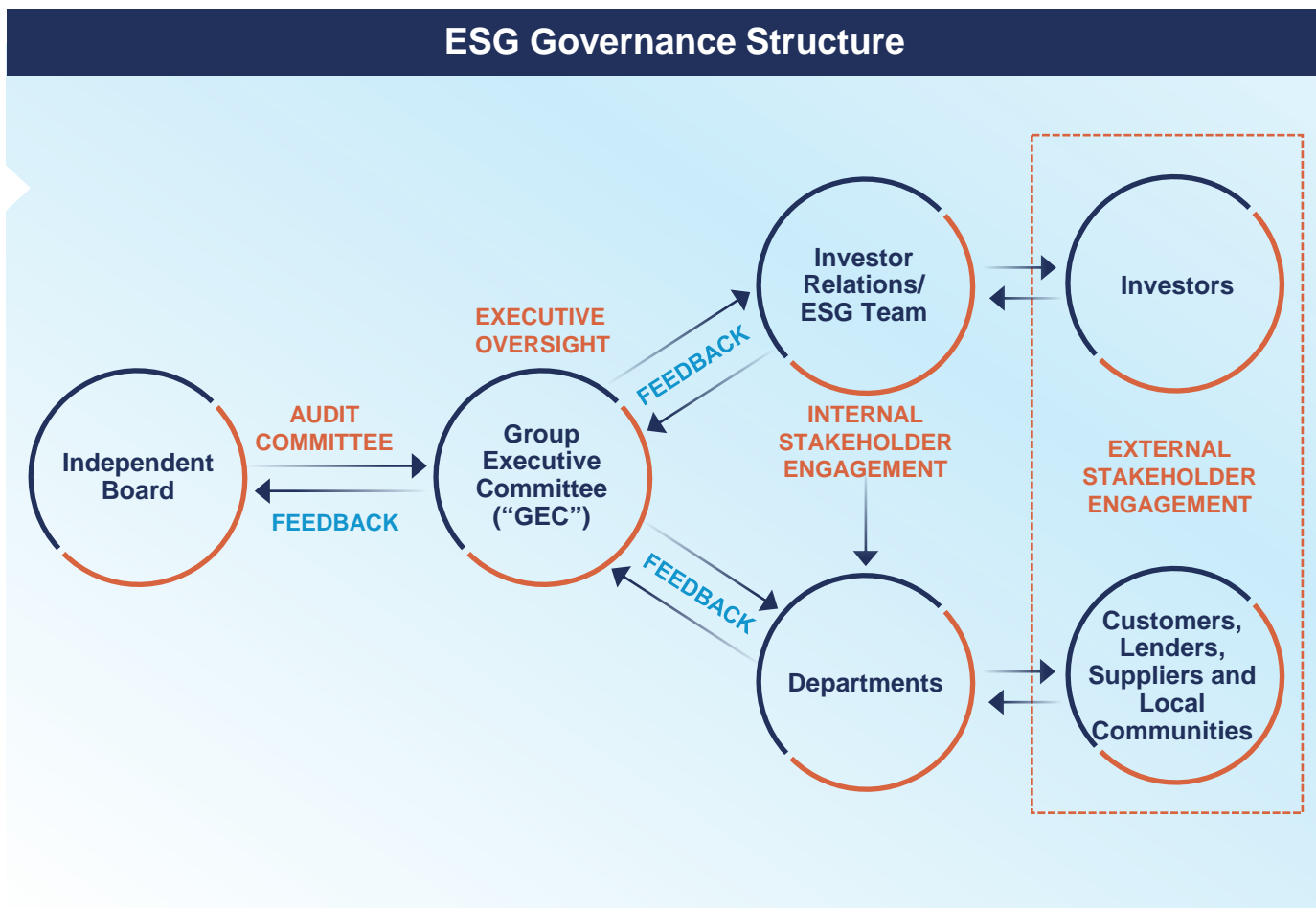
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ESG Governance Structure



Our Approach to ESG Risk Factors

Our actions can have a profound impact on various parts of society

E Limited Physical Risk but Growing Transition Risk

Physical Risk

- ▶ The risk of a physical threat to our business
- ▶ Due to the mobile nature of our assets and our ability to work effectively from various locations, we consider these risks to be limited

Transition Risk

- ▶ The recovery of the aviation industry will be driven by increasing levels of new technology fuel-efficient aircraft as airlines look to minimize variable costs
- ▶ Environmental regulations and the general public's increasing interest in cleaner travel methods will likely lead to airlines favoring aircraft with lower emissions. This may affect lease rates on our current technology aircraft
- ▶ The transition into a lower-carbon economy and changing regulations may impact future demand, and therefore the residual value of our fleet

Our Actions

- ▶ Set a clear target for fleet transformation
- ▶ Purchase the most in-demand new technology aircraft
- ▶ Actively sell older current technology aircraft to de-risk our portfolio and reduce the overall emission impact of our fleet
- ▶ Introduce new technology aircraft to a growing base of customers
- ▶ Support customers' initiatives to transform to a lower-carbon economy
- ▶ Actively communicate our ESG strategies to stakeholders
- ▶ Business Continuity Plan in place to minimize impact of any physical threat to our operations

Our Progress So Far

- ▶ In 2020, we purchased 36 fuel-efficient new technology aircraft and sold 46 current technology aircraft with an average age of 17 years
- ▶ At year end 63% of our fleet was comprised of new technology aircraft, among the highest percentage of any major lessor¹
- ▶ We have set a new ambitious target to achieve ~75% new technology aircraft by the end of 2024²
- ▶ ~50 of our airline customers now lease new technology aircraft
- ▶ Our Business Continuity Plan worked well as we transitioned to working from home

1. As a % of Net Book Value (NBV) of the owned fleet as of December 31, 2020; new technology includes A320NEO Family, A350, B737MAX, B787 and E190/195-E2

2. Including impact of the GE Capital Aviation Services ("GECAS") transaction. Refer to Disclaimer Incl. Forward Looking Statements & Safe Harbor

Our Approach to ESG Risk Factors (cont'd)

Our commitment to social responsibility protects our staff and the communities where we operate



Our Approach to ESG Risk Factors (cont'd)

Our world-class board is a key competitive advantage for AerCap

G Independent Board Addresses Governance Challenges

- ▶ We rely on the independence and effectiveness of our board for strategic decision-making and risk control
- ▶ As a global business, we are exposed to various operating environments and international/local laws and regulations
- ▶ Aircraft leasing requires both financial and industrial expertise
- ▶ Information 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 material financial and reputational damage to the company

Our Actions

- ▶ A globally diverse board with a wide array of expertise adds value
- ▶ We lead by example and communicate our values through cooperation with our customers and suppliers
- ▶ We strictly follow local and international laws and regulations
- ▶ Our asset management is supported by extensive compliance and technical programs
- ▶ We have extensive privacy policies and procedures in place to safeguard employee, company and customer privacy

Our Progress So Far

- ▶ Majority independent board since IPO in 2006
- ▶ Experienced directors with deep financial and industrial experience
- ▶ Four nationalities represented on our board
- ▶ No compliance breaches or major lawsuits in 2020
- ▶ No major employee, company or customer data privacy breaches in 2020
- ▶ Steadily increasing female board members, adding differentiated expertise and diversity

2020 Highlights

Covid-19 has changed the way we live and work, but AerCap remains committed to contributing positively to our environment and society



NAVIGATING THROUGH THE PANDEMIC

Platform performed well despite numerous challenges



63% NEW TECHNOLOGY AIRCRAFT¹

Invested ~\$2.1 billion in fuel-efficient aircraft



UPGRADED TO BBB BY MSCI

Strong ESG focus highlighted with our stakeholders



LOOKING AFTER OUR EMPLOYEES

Prioritizing employee safety and physical / mental health



SUPPORTING GLOBAL SUPPLY CHAIN

Working closely with our customers and suppliers



CARING FOR OUR LOCAL COMMUNITIES

Charitable donations took on added significance in 2020

DESPITE A CHALLENGING 2020, WE CONTINUED TO WORK WITH OUR STAKEHOLDERS ON VARIOUS ESG ISSUES

1. As a % of Net Book Value (NBV) of the owned fleet as of December 31, 2020; new technology includes A320NEO Family, A350, B737MAX, B787 and E190/195-E2.

Recent Update

In March 2021, we entered into a definitive agreement to acquire 100% of GE Capital Aviation Services



CREATES AN INDUSTRY LEADER

Across all areas of aviation leasing – aircraft, engines and helicopters



COMPLEMENTARY FLEET STRATEGY

Combined fleet focuses on narrowbody and new technology aircraft



TRAJECTORY TO INCREASE NEW TECH

Expect to reach ~75% new technology fuel-efficient aircraft by 2024¹



ENHANCES KEY CREDIT METRICS

We expect to maintain our investment grade ratings with S&P, Moody's and Fitch



GREATER CUSTOMER DIVERSIFICATION

Will increase global customer base to ~300 companies



MAINTAINS STRONG GOVERNANCE

General Electric will own ~46% of AerCap and hold two board seats while board remains independent

GECAS TRANSACTION CREATES A LEADER ACROSS AVIATION LEASING

1. As a % of Net Book Value (NBV) of the owned fleet; new technology includes A320NEO Family, A350, B737MAX, B787 and E190/195-E2. Including impact of the GE Capital Aviation Services ("GECAS") transaction. Note: Refer to Disclaimer Incl. Forward Looking Statements & Safe Harbor

2021

TOGETHER
WE FIGHT

#FIGHT COVID-19
#STAY HOME STAY SAFE
#HEALTHY AT HOME
#TOGETHER WE CAN
#STAY HOME SAVE LIVES

Our Response to Covid-19

AERCAP

Global Leader in Aviation

Board and Management Involvement

The Board and Board Committees met on 36 occasions in 2020 to discuss, monitor and plan the company's response to the impact of Covid-19 on aviation



Initial Response

At the start of the pandemic, Board update meetings were convened on a weekly basis as the company's corporate priorities, crisis management and action plans were developed, agreed and executed



Ongoing Dialogue

Maintained engagement with all key stakeholders to ensure clear communication and that all relevant priorities were understood
Relevant pre-existing communications (e.g., disclosure of the company's risk factors in its annual report) were reassessed to ensure they remained up-to-date and that they reflected the impact of Covid-19 as the pandemic progressed



Key Areas of Focus

Particular focus on liquidity management; the financial health of customer airlines and of OEMs; business continuity; and the well-being of employees



Impact Assessment

The Board and Audit Committee considered in detail the impact of the crisis on processes and controls, including the impact of increased remote working and of increased cyber/fraud threats. The Internal Audit plan was updated accordingly

- ▶ The Board responded promptly upon identification of the threat of the emerging Covid-19 crisis to aviation by adjusting the frequency of board meetings and the matters discussed at these meetings. These changes meant that the Company could reach a consensus quickly on appropriate actions and move at the necessary speed to manage emerging risks
- ▶ ESG matters remained a key focus of the Board and Management during 2020
- ▶ In addition to maintaining the current Board review cycle of ESG matters, certain areas received heightened Board focus as the Covid-19 crisis developed
- ▶ These included:
 - ▶ Caring for the health and well-being of employees and their families
 - ▶ Supporting our customers and suppliers
 - ▶ Contributing positively to our communities

Putting Employees' Health and Wellness First

We have prioritized the physical and mental health of our employees during this extraordinary time



Flexible Working and IT Readiness

Adhered to government lockdown restrictions and gave employees the tools to work remotely effectively



Introduced flexible working arrangements to ensure business continuity

Equipped employees with hardware and software to support working from home

Cyber awareness campaigns to highlight risks (e.g., increased phishing activities)

Workplace Safety

AerCap implemented Covid-19 safety practises in all of our offices around the world



Personal Protection Equipment

Leveraging our global network, we sourced and donated vital Personal Protection Equipment (“PPE”) to our communities



“AerCap is extremely grateful to the healthcare professionals and frontline aviation staff who have worked so hard to keep ourselves and our families safe during the Covid-19 pandemic. Given the urgent need for PPE at the beginning of the pandemic we are proud to have contributed these supplies to help stop the transmission of infections and ensure that frontline workers are protected while doing their critical jobs.”

Peter Anderson
Chief Commercial Officer

AERCAP



- ▶ A crucial element of our response to the Covid-19 pandemic was to help source and donate critical supplies of PPE to many of our customers in Asia at the beginning of the pandemic
- ▶ We also donated almost \$500,000 to public hospitals and healthcare facilities all around Ireland to support the frontline staff in the communities where we live and work

Customers, Supply Chain and Investors

Supporting our customers & suppliers and keeping our investors informed were the key priorities in 2020



- ▶ Supported our airline customers' operations and liquidity with >\$500 million of rent deferrals through this challenging time
- ▶ Sourced and donated critical supplies of PPE to customers during the early stage of the pandemic



- ▶ Worked with our supply chain partners to ensure the safe and timely delivery/transition of aircraft
- ▶ Rescheduled upcoming aircraft delivery timing to ease the pressure on our supply chain and customers



- ▶ Conducted 200+ calls in March, April and May to update investors on the latest company and industry developments
- ▶ Continued communication throughout the year to keep the investment community updated on Covid-19 and its impact on AerCap and our customers

Local Community Covid-19 Initiatives

We supported various charitable projects in 2020 that were focused on the Covid-19 relief effort



ICU 4 U Charity Cycle

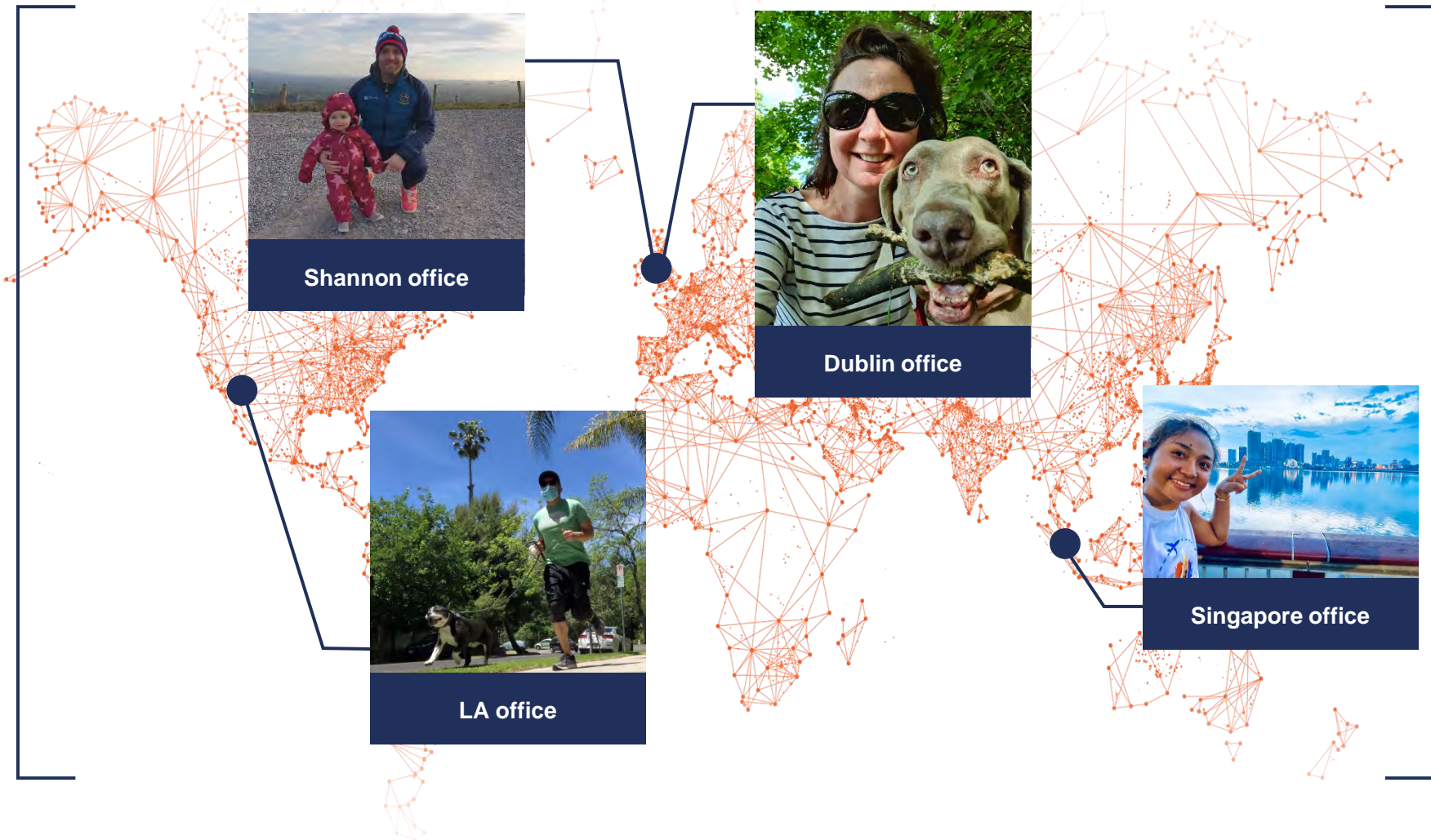
- ▶ AerCap was the lead sponsor of the “ICU 4 U” Charity Cycle, a two-day event in which intensive care unit (“ICU”) doctors, nurses and staff cycled across Ireland to raise €100,000 for four charities which have been particularly affected by the Covid-19 crisis
- ▶ The ICU teams finished the cycle at the Mater Hospital in Dublin where An Taoiseach, Micheál Martin TD, met the teams



- ▶ As part of our Covid-19 outreach, we donated \$5,000 to Frontline & Adolescent Mental Health Research to the benefit of charity, SpunOut.ie

Orbis Run 20 / 20 Challenge

During the first Covid-19 lockdown, our offices around the world came together to stay healthy while raising funds for charities



- ▶ During the month of May 2020, 62 participants ran, jogged or walked 7,763km in support of Orbis and a range of charities
- ▶ AerCap and staff donated €12,000 to four charities



2021



World Class Governance

AERCAP
Global Leader in Aviation

World Class Governance

At AerCap, we pride ourselves on our world class governance. This includes an independent and diversified Board, highly professional standards of conduct for our employees, prudent supply chain monitoring and quality risk management

We comply with NYSE corporate governance standards as a foreign private issuer and with the Dutch Corporate Governance Code

Board Independence and Structure



Board Experience and Diversity



Shareholder Advocacy



Compliance, Privacy and Information Security



Risk Management and Internal Audit



Supply Chain Management



Board Independence, Diversity and ESG Responsibility

AerCap's directors are from diverse professional backgrounds and combine a broad spectrum of experience and expertise with a reputation for integrity

The Board of Directors of AerCap currently consists of nine directors, eight of whom are non-executive. We follow the definition of "independent" according to the Dutch Corporate Governance Code and our Board has been majority-independent since our IPO in 2006.

With diversity in mind, we carefully select our non-executive directors based upon their combined experience and expertise. The directors are appointed at the Annual General Meeting of the shareholders by a majority vote. Each director serves up to four years in a term. We believe this strikes the right balance of board stability while allowing for the introduction of regular fresh perspectives.

AerCap's Board has direct influence on all material issues facing the company, such as significant transactions, funding and risk management, either via Board meetings / resolutions or through Board committees. On ESG issues, the AerCap Board exerts oversight and delegates implementation of these ESG strategies to our GEC. The Board was actively involved in monitoring our response to Covid-19, and increased the regularity of meetings accordingly.

Under the Board's guidance, management has actively implemented our fleet strategy and has significantly reduced our overall carbon footprint. The extent of our fleet transformation has been one of our key competitive advantages. The positive impact of our proactive approach extends into a wide range of environmental, social and governance issues. This also translates positively into management assessment metrics and earnings-per-share ("EPS") growth target, aligning management with shareholder interests and ESG factors.



Board Assessment and Profile

AerCap's Board is comprised of an international group of directors with a wide range of experience

Board Assessment

In 2020, the non-executive directors of the Board performed a self-assessment of the Board's performance. This included an assessment of how well the Board, its committees and its individual members functioned. The non-executive directors concluded that the Board, its committees and its individual members functioned and continue to function satisfactorily

Possible improvement opportunities were documented and will be monitored through to implementation. The Board maintains an induction program for new non-executive directors with the purpose of familiarizing them with AerCap's business, values, governance and compliance

The Board has developed a profile for its non-executive directors which is made available on the Company's website
<https://www.aercap.com/about/our-team/#Board-of-Directors>

Board Profile¹

Category	Value	Sub-category	Percentage
Independent Directors	78%	Non-Executive Director (>12 years on the Board)	
		CEO	
Nationalities	4	USA	45%
		UK	22%
		Ireland	22%
		Germany	11%
Average Non-Executive Director Tenure	5 Years	< 4 years	63%
		4-9 years	12%
		> 9 years	25%

1. As of December 31, 2020

Board of Directors



 **Paul Dacier**

**Non-Executive Chairman, AerCap
General Counsel, Indigo Agriculture and Non-Executive Director of Progress Software Inc.**

Over 30 years of corporate law experience and 10 years on aircraft leasing boards



 **Aengus Kelly**

CEO, AerCap

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



 **Julian (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**

Non-Executive Director of Savills PLC and Genpact and Majid al Futtaim LEC. Chair of the Board of Ovo Energy.

Extensive executive management and financial experience across retail, media and healthcare industries



 **Rita Forst**

Non-Executive Director of Norma Group SE, ElringKlinger AG and Westport Fuel Systems Inc.

Over 35 years of experience in automotive and engineering industries



 **Richard (Michael) Gradon**

Former Legal Dept. Group Head, The Peninsular & Oriental Steam Navigation Company (P&O)

Significant legal and corporate governance experience, with over 10 years on aircraft leasing boards



 **James (Jim) Lawrence**

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



 **Michael Walsh**

Former Chief Legal Officer, Bord Gais Eireann and former General Counsel of GPA Group plc

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












 **Robert Warden**

Global Head of Private Equity, Cerberus Capital Management

Over 25 years of financial services and private equity experience

Board Experience

Our majority-independent Board has significant experience with industrial operations and financial services and a wide array of ESG issues

		Dacier	Kelly	Branch	Cartwright	Forst	Gradon	Lawrence	Walsh	Warden
	Nationality									
AerCap Board Record	Independent	●		●	●	●	●	●	●	
	Years on the Board	10	9	2	1	1	10	3	3	13
	Board meeting attendance in 2020	100%	100%	100%	90%	95%	95%	90%	100%	90%
Board & Management	Total Public Boards ¹ (incl. AerCap)	2	1	1	3	4	1	3	1	1
	Public Company CEO/CFO		●		●			●		
Industry & Finance	Aerospace/Transportation Industry		●	●		●		●	●	
	Financial Services		●	●				●		●
	M&A/Accounting		●	●	●			●		●
ESG	Governance/Legal	●					●	●	●	
	Risk/Information Technology	●		●				●		
	Social/Not-for-profit			●	●		●	●		

1. Public company defined as a company whose stock is publically listed

2020 Board Committees

Five committees have been established to assist the Board of Directors in accordance with our Articles of Association and Board rules

		Financial Expert	Industry Expert	Governance Expert
GEC	Group Executive Committee¹ 	✓	✓	✓
GPIC	Group Portfolio and Investment Committee 	✓	✓	✓
GTAC	Group Treasury and Accounting Committee 	✓	✓	✓
AC	Audit Committee 	✓	✓	✓
NCC	Nomination and Compensation Committee 	✓	✓	✓

1. As of December 31, 2020. In March 2020, Philip Scruggs retired from AerCap and was replaced by Peter Anderson as Chief Commercial Officer. Philip is no longer a member of the GEC.

Alignment with Shareholders

The interests of our directors and officers are well-aligned with those of our shareholders through our Articles of Association and our business practices

Annual General Meeting (“AGM”) of Shareholders



PROXY VOTING

One month+ for shareholders to review proxy materials and vote through proxy



AGM PARTICIPATION

All registered shareholders are facilitated to attend the AGM




RESOLUTION PROPOSAL

Amendment of articles and other resolutions can be proposed to shareholders and need to be passed by an absolute majority

- ▶ AerCap’s share capital consists only of ordinary shares
- ▶ Each ordinary share represents the right to cast one vote at our general meeting of shareholders
- ▶ GEC members are required to own ordinary shares of AerCap having a value equal to at least five times their annual base salary (ten times in the case of the CEO)
- ▶ GEC members are required to hold, post-vesting, 25% of the net shares (50% for our CEO) (after satisfaction of any exercise price or tax withholding obligations), delivered to them, for so long as such members remain employed by the company
- ▶ Equity grants are subject to challenging performance targets and vesting periods (generally 3-5 years). Equity awards vest on a single date (“cliff vesting”)

Remuneration Determination

Challenging remuneration packages designed to align management with shareholders



Remuneration packages of our officers and employees are designed to align their compensation with the long-term interests of our shareholders. Features of these packages include, but are not limited to, challenging performance targets, long vesting periods and cliff vesting

The compensation package of our Chief Executive Officer, consisting of base salary, annual bonus, annual stock bonus and a long-term equity incentive award, along with other benefits, is determined by the Board of Directors, upon recommendation of the Nomination and Compensation Committee, in accordance with the remuneration policy approved by the General Meeting of Shareholders

Equity incentive plans for our directors are approved by the General Meeting of Shareholders

Compliance

At AerCap, we hold our employees to the highest ethical and professional standards. Employee behaviour is governed by the AerCap Code of Conduct



Due Diligence



Anti-Money Laundering and Counter-Terrorism



Screening and Ongoing Monitoring



Economic Sanctions and Export Controls



Compliance Review of Vendors



We have zero tolerance for any ethical violations. 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

Data Protection/GDPR



Antitrust Compliance



Insider Dealing



Whistle-Blower Policy



Disclosure of Lobbying Activity



Compliance (cont'd)

Anti-Corruption and Fraud

- ▶ AerCap's fraud policy defines the behaviours that are considered to be fraudulent
- ▶ Clearly defines anti-bribery measures
- ▶ Over-riding principle: bribery is always prohibited
- ▶ Policies familiarize employees with the increasingly strict legal environment and associated reputational risk
- ▶ Use of FCPA Map and Corruption Perception Index
- ▶ Guidelines on improper payments
- ▶ No false/fictitious book entries
- ▶ No secret/unrecorded funds
- ▶ Clear procedural guidelines, anti-bribery clauses in contracts and clear documentation trail
- ▶ Guidelines (and compliance approval procedures) for appropriate business gifts, travel, customer entertainment and corporate hospitality events/sponsorships/donations
- ▶ Corporate political contributions, facilitation payments and cash gifts are prohibited
- ▶ Guidelines on accepting gifts



Compliance (cont'd)

DUE DILIGENCE

A Know Your Customer (“KYC”) review is performed on new customers and a targeted KYC review of existing customers is performed using a risk-based approach

We cross reference a global screening system, Amber Road, on restricted party list

RED FLAGS

Potential red flag events are highlighted with clear lines for compliance escalation

ANTI-MONEY LAUNDERING AND COUNTER-TERRORISM FINANCING

AerCap does not allow any form of money laundering or terrorism financing

Controls are in place to prevent and detect money laundering and terrorism financing, including stringent KYC reviews. No cash is accepted and compliance approval is needed for charitable donations, etc.

Additional KYC checks on politically exposed persons (“PEPs”)

Employees are provided with examples of red flags during their compliance training

Relevant AerCap entities have registered with the Central Bank of Ireland for Anti-Money Laundering purposes, underpinning the group’s commitment to following best practice in this area

SCREENING AND ONGOING MONITORING

AerCap Compliance evaluates potential matches in the Amber Road screening system and records decisions with a description of the analysis

No transaction can be executed without the approval of AerCap Compliance

The ongoing monitoring process includes systematic overnight screening in the Amber Road Screening System of existing customers, trade partners, and vendors to allow all existing business parties to be screened again against changes and updates to restricted party lists

Compliance (cont'd)

ECONOMIC SANCTIONS AND EXPORT CONTROLS

AerCap identifies Prohibited Countries and Prohibited Persons and does not do business with either

AerCap complies with export controls, including licensing requirements and sectorial sanctions

Economic sanctions and export controls compliance clauses are included in our contracts with customers



COMPLIANCE REVIEW OF VENDORS

AerCap performs reviews of all vendors prior to engaging them, and conducts ongoing monitoring of existing vendors

AerCap screens new vendors using the Amber Road screening system

Approval of new vendors is required prior to entering into any transaction

Existing vendors are subject to a systematic overnight screening routine to ensure ongoing compliance with economic sanctions and export controls



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



Compliance (cont'd)

INSIDER DEALING

Applies to all AerCap directors, employees and individuals who are subject to the influence or control of an AerCap director/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



WHISTLE-BLOWER POLICY

Separate whistle-blower policies for both financial and non-financial matters

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

No tolerance for any form of threat, retaliation or other action against a whistle-blower



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

AerCap Compliance will disclose the key parameters of communication in the central Irish lobbying register

AerCap had no lobbying activity in Ireland in 2020

AerCap made no contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations, trade associations and other tax-exempt groups in 2020



Compliance Training and Review



All employees are required to complete online compliance training courses customized to their line of business. Topics are broken down into sessions. Employees are also required to successfully finish a quiz after each session

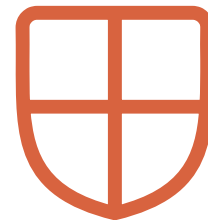
Function-specific training includes courses on MIFID II, AML training, etc.



Compliance is factored into employee reviews and promotion considerations



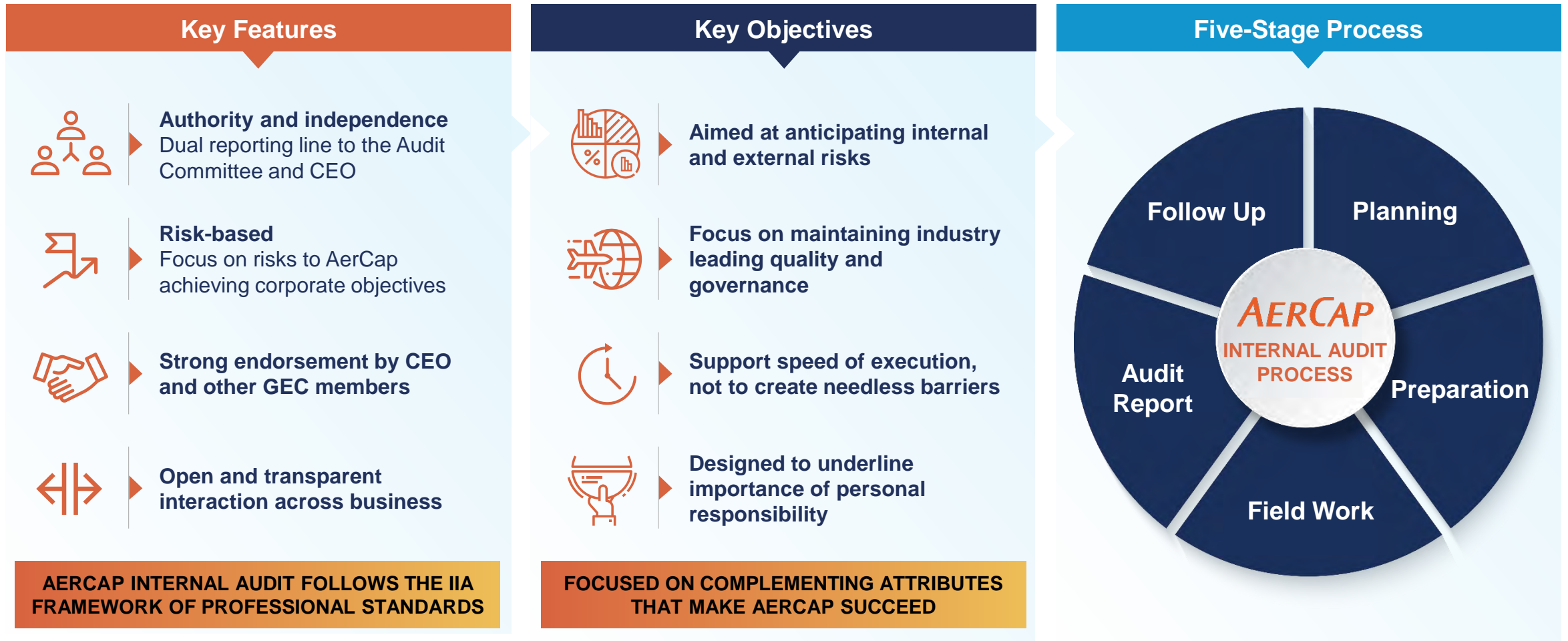
100%
Of employees completed training



0 INCIDENTS
There were no compliance breaches or violations in 2020

Rigorous Internal Audit Procedures

AerCap Internal Audit aims to provide assurance over risk management/controls and compliance



Information Security Governance

AerCap Information Security Policies and Procedures cover all staff in order to protect AerCap IT assets and sensitive AerCap information

Information Security

- ▶ AerCap devotes substantial resources to safeguard our information security
- ▶ Information security policies, as well as acceptable use policies, are internally available to all employees



Information Security Governance



Information Security System and Processes

Robust infrastructure in place to protect systems



Information Security Training and Awareness

Continuous Employee Training and Education

- ▶ Employees and contractors are required to complete the annual Policies and Procedures certification which included the policy of cyber crime
- ▶ Local briefings are held in person at all major locations annually
- ▶ Issue alerts and notifications regularly and on demand if required
- ▶ Cyber Security Awareness training covers area such as:

Personal Digital Footprint



Privacy Settings



Phishing



Home and Work



Cyber Awareness Training

- ▶ To step up efforts to keep our organization and people safe and secure from cyber-attacks, we partnered with NINJIO to further enhance our cyber awareness training
- ▶ The training included entertaining and educational animated episodes divided in 4 core modules:



Employees and Contractors Information Security Annual Certification



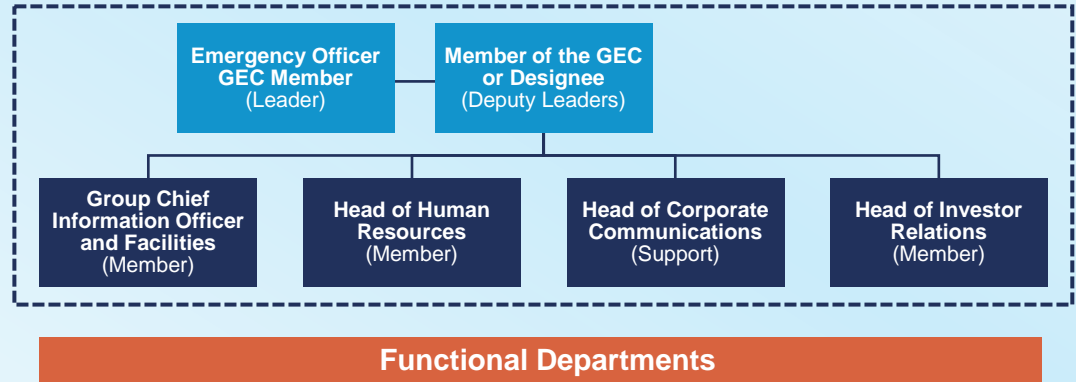
Cyber Awareness Training Completion

Risk Management – Business Continuity Plan

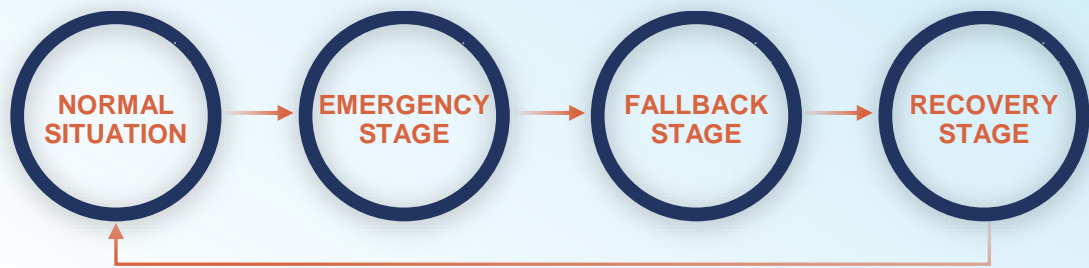
- ▶ AerCap’s Business Continuity Plan deals with eight major business disruption events. It involves multiple levels of management and departments
- ▶ The plan is available internally to all employees
- ▶ We also use scenario analyses to prepare employees with structured responses upon occurrence of these unlikely events



Emergency Response Management Team

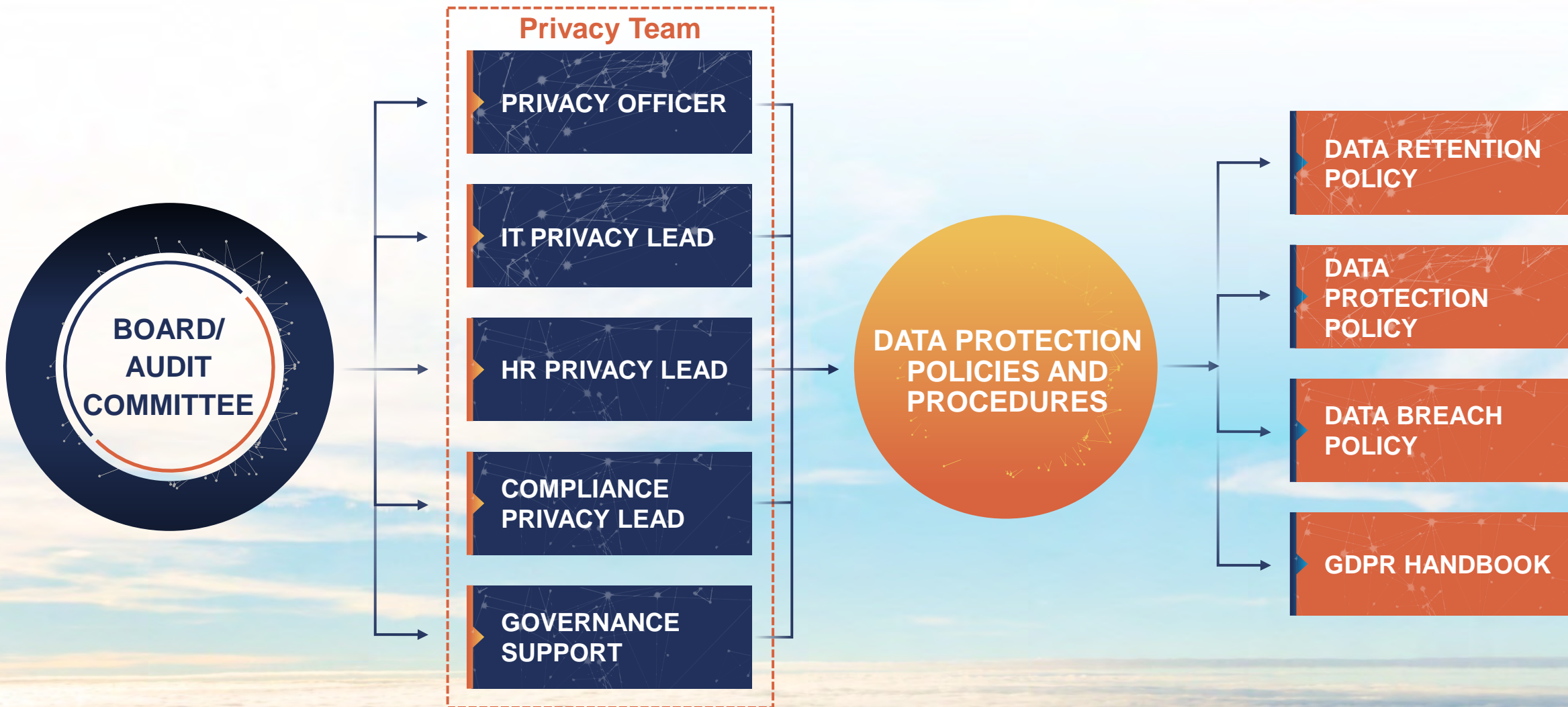


Business Continuity Stages



0
Other than Covid-19, there were no major business disruption events in 2020

Privacy Governance Structure



Privacy Policies

AerCap information Security Policies and Procedures cover all staff in order to protect AerCap IT assets and sensitive AerCap information

- ▶ **GDPR took effect on May 25, 2018. It covers all organisations involved in the processing of personal data of EU Citizens, emphasising transparency, security and accountability. AerCap applies GDPR requirements globally through uniform procedures**
- ▶ **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**

GDPR Implementation at AerCap

**ENHANCED
DATA SECURITY**



**NO SIGNIFICANT
PERSONAL DATA
BREACHES**



**ENHANCED DATA
PROTECTION TRAINING**



**NO REPORTING
TO DATA
COMMISSIONER**



**~1,000 MALWARE/
PHISHING ATTEMPTS
CAUGHT BY IT EACH
MONTH**



**SMALL NUMBER OF
INSIGNIFICANT
BREACHES NOTIFIED
BY SUPPLIERS**



Privacy Procedures

Internal Procedures

Files and Emails

- ▶ Use password protection to secure files and emails with personal data
- ▶ Use links to shared folders/documents containing personal data rather than sending attachments, where possible
- ▶ Reduce the use of hardcopies of personal data
- ▶ Retain personal data in line with the personal data retention schedule
- ▶ Carry out a cleanse of personal data files and emails (both sent and deleted folders) on a regular basis

Processes

- ▶ Use safeguarded and controlled central repositories to store personal data
- ▶ Projects or changes deemed to impact the transfer or processing of personal data must undergo a data protection impact assessment



The Privacy Leads and the Privacy Officer conduct an annual refresh of the personal data register

External Procedures

- ▶ Third parties processing personal data on behalf of AerCap must be GDPR-compliant
- ▶ Privacy communications and disclaimers are in place and regularly updated
- ▶ Existing Third party processors reviewed as part of the GDPR readiness project
- ▶ Privacy Lead or Privacy Officer oversees new Third party processors
- ▶ Website policy updated and in place
- ▶ Secure links with encryption with key data processors
- ▶ Password protection to secure files and emails with personal data

Customer Privacy and Data Subject Request Rights

Information Notices

- ▶ AerCap must provide clear information notices to ensure transparency of processing

Subject Access, Rectification and Portability

- ▶ AerCap must, on request, confirm if they process an individual’s personal data, and provide a copy of the data
- ▶ Individuals can require AerCap to rectify inaccuracies in personal data
- ▶ Individuals have the right to port their personal data, to the extent applicable

Right to Erasure

- ▶ Individuals can require data to be erased when there is a problem with the underlying legality of the processing or where they withdraw consent
- ▶ AerCap is required to notify others who are processing that data with details of the request

Regular Privacy Training

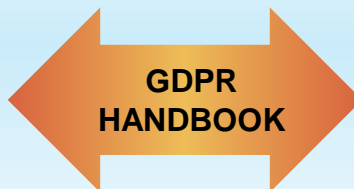
Policies and Procedures

Protection of Personal Data Policy

Personal Data Retention Policy

Personal Data Breach Reporting Policy

Annual privacy training and GDPR seminars



- ▶ 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
- ▶ It also contains information on data quality, the personal data register, data protection impact analyses and definitions relevant to the GDPR

Supply Chain Management

We have a global supplier network that supports the long-term development of the company. We work closely with our suppliers, set governance and performance standards that they are required to meet and convey our values through our supply chain



Critical suppliers include Airbus, Boeing, Embraer and the engine OEMs



Compliance review of suppliers, including initial KYC check and continuous monitoring



Strict anti-bribery and insider-trading policies covering all suppliers



Contractually require suppliers to meet certain standards and monitor supplier compliance through multiple channels

2021



Care for Our Environment

AERCAP
Global Leader in Aviation

Care for Our Environment

FLEET TRANSFORMATION

Contribute to the transition to a lower carbon economy

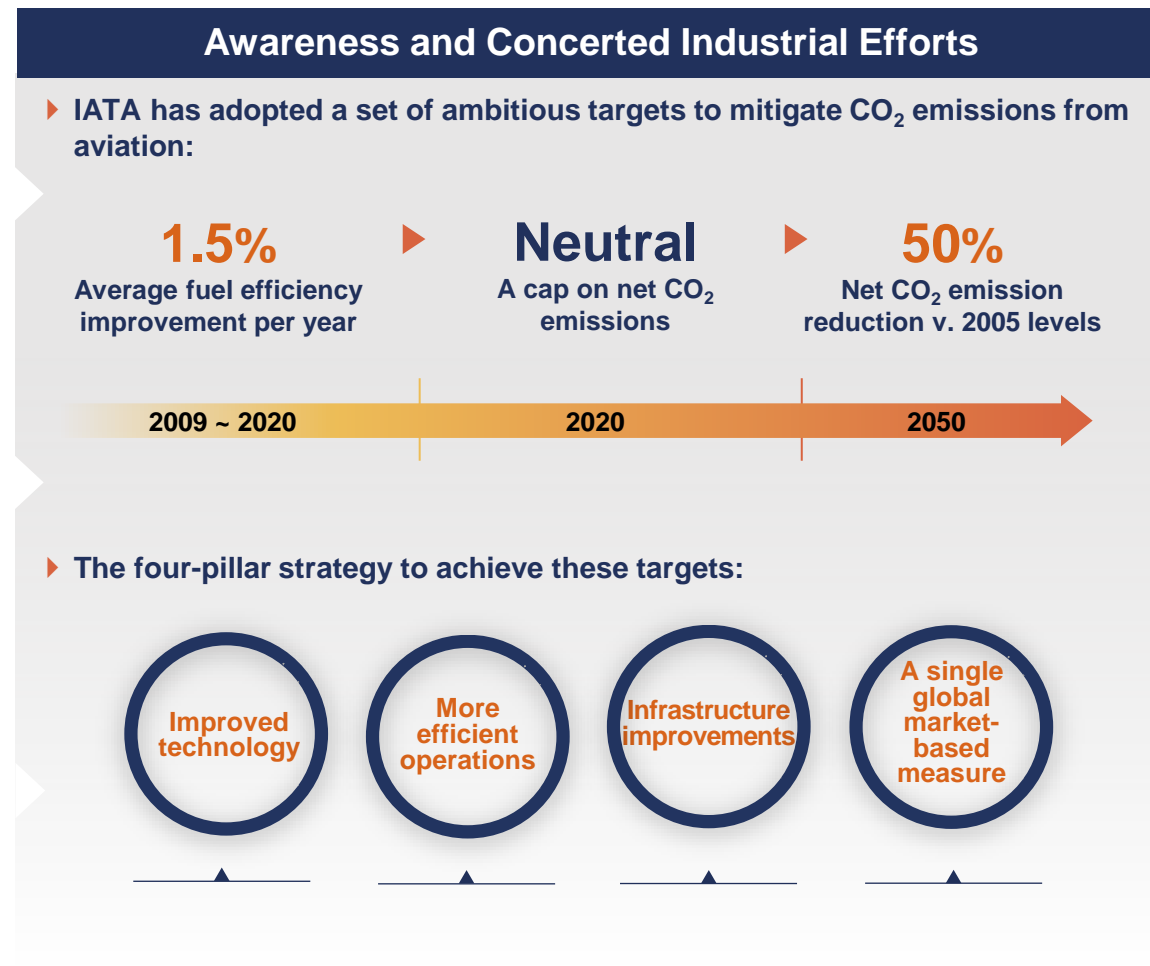
We deal with ESG risks as part of our overall risk framework at AerCap. The transition to a lower-carbon economy provides dual benefits of caring for the planet and increasing efficiency for our customers. These factors support long-term focused, sustainable growth

OUR OWN OPERATIONS

Reduce our carbon footprint and waste through reducing, reusing, recycling and renewing at our offices globally

Understanding Aviation's Environmental Impact






The aviation industry has played an important role in connecting the world with improving efficiency



Source: Airbus, ATAG and IATA.

Progressively Modernizing Our Fleet

Significant Fuel Efficiency Gains with Noise and Pollution Reductions

AIRCRAFT	FUEL CONSUMPTION	CO ₂ NITROGEN OXIDES	NOISE
 BOEING 787	10-17% lower	45-53% below CAEP/8	50% smaller footprint
 AIRBUS A350	25% lower	23% margin to CAEP/8	21 EPNdB margin to ICAO Stage 4
 BOEING 737 MAX	8-21% lower	8-26% below CAEP/8	40% smaller footprint
 AIRBUS A320neo	15% lower	56% margin to CAEP/8 (CFM Engine) 47% margin to CAEP/8 (PW Engine)	>18.9 EPNdB margin to ICAO Stage 4
 EMBRAER JETS-E2	17.3% lower	48% margin to CAEP/8	20 EPNdB margin to ICAO Stage 4

The purchase of new technology fuel-efficient aircraft is a core element of our fleet strategy

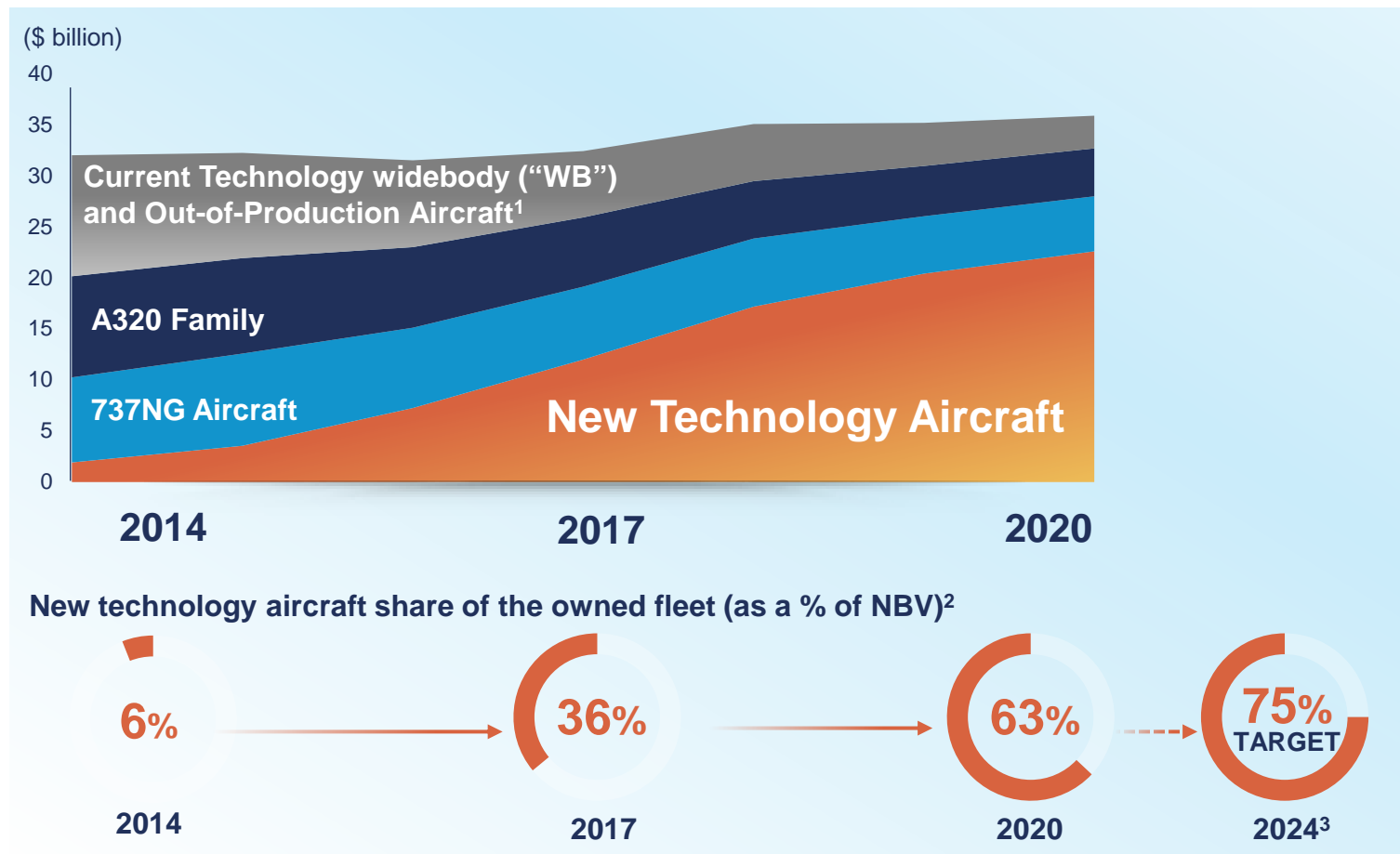
AerCap continues to progressively upgrade its fleet to new technology aircraft that reduce noise and air pollution while generating significant fuel savings

These savings contribute to the business success of our customers, while reducing the environmental impact of their operations

Comps: Boeing 787 vs. Boeing 767-300ER; Airbus A350 vs. previous generation; Boeing 737 MAX vs. Boeing 737-800; Airbus A320neo vs. Airbus A320ceo; Embraer E2 vs. Embraer E1.
Source: Airbus, Boeing, Embraer.

Our Fleet Transformation Target 2024

Our new ambitious target is for 75% of our fleet to comprise of new technology aircraft by 2024³



Fleet Transformation Update

Since 2014, AerCap has purchased \$25 billion of new technology aircraft as part of our strategic fleet transformation plan

At our Investor Day in 2017, we set an ambitious target to transform our \$40 billion aircraft fleet to approximately two-thirds new technology aircraft by the end of 2021

We reached 63% by the end of 2020, compared to only 12% of the global in-service fleet. In 2021, we introduced a new ambitious target of 75% by the end of 2024³

Our investment in new technology will continue to drive CO₂e emission⁴ reductions and cost savings in our customers' fleet

1. Current Technology WB includes Boeing 777s, Airbus A330s; Out-of-Production Aircraft includes Boeing 757s, Boeing 767s, Boeing 737 classics, Bombardier CRJs, MD-11, Boeing 747s, Airbus A340s, Airbus A310s

2. As of June 30, 2014; December 31, 2017; December 31, 2019; December 31, 2020, respectively. Incl. maintenance rights intangible and net investment in finance and sales-type leases.

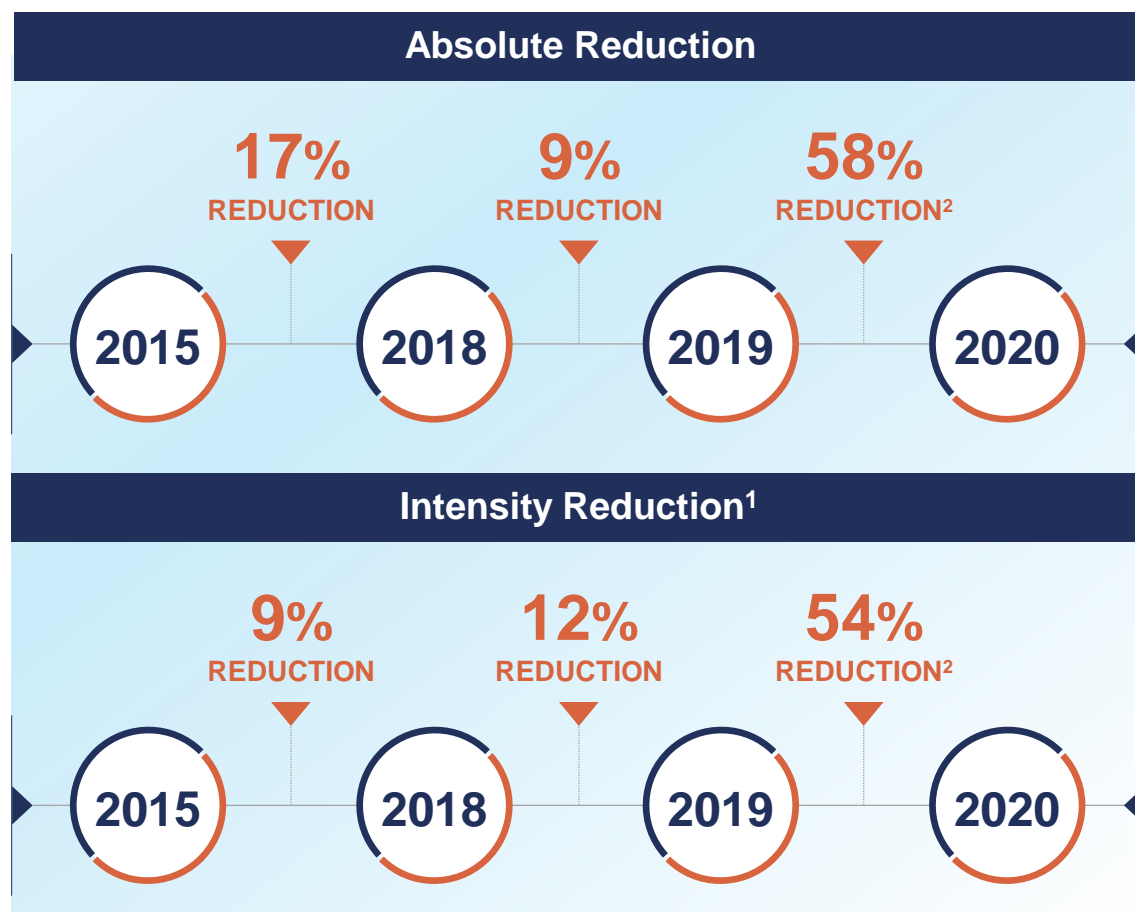
3. As a % of Net Book Value (NBV) of the owned fleet; including impact of the GE Capital Aviation Services ("GECAS") transaction

4. CO₂e includes CO₂, CH₄ and N₂O

Note: Refer to Disclaimer Incl. Forward Looking Statements & Safe Harbor

Fleet Emission Reduction

We have made significant progress in reducing our Scope 3 GHG emissions (downstream leased assets) in the past six years, with further reductions expected in the future



1. Intensity calculated as CO₂e emissions in ton/\$ million Lease revenue; CO₂e includes CO₂, CH₄ and N₂O.

2. 2020 CO₂e number is impacted by the Covid-19 pandemic and the travel restrictions that existed for most of the year.

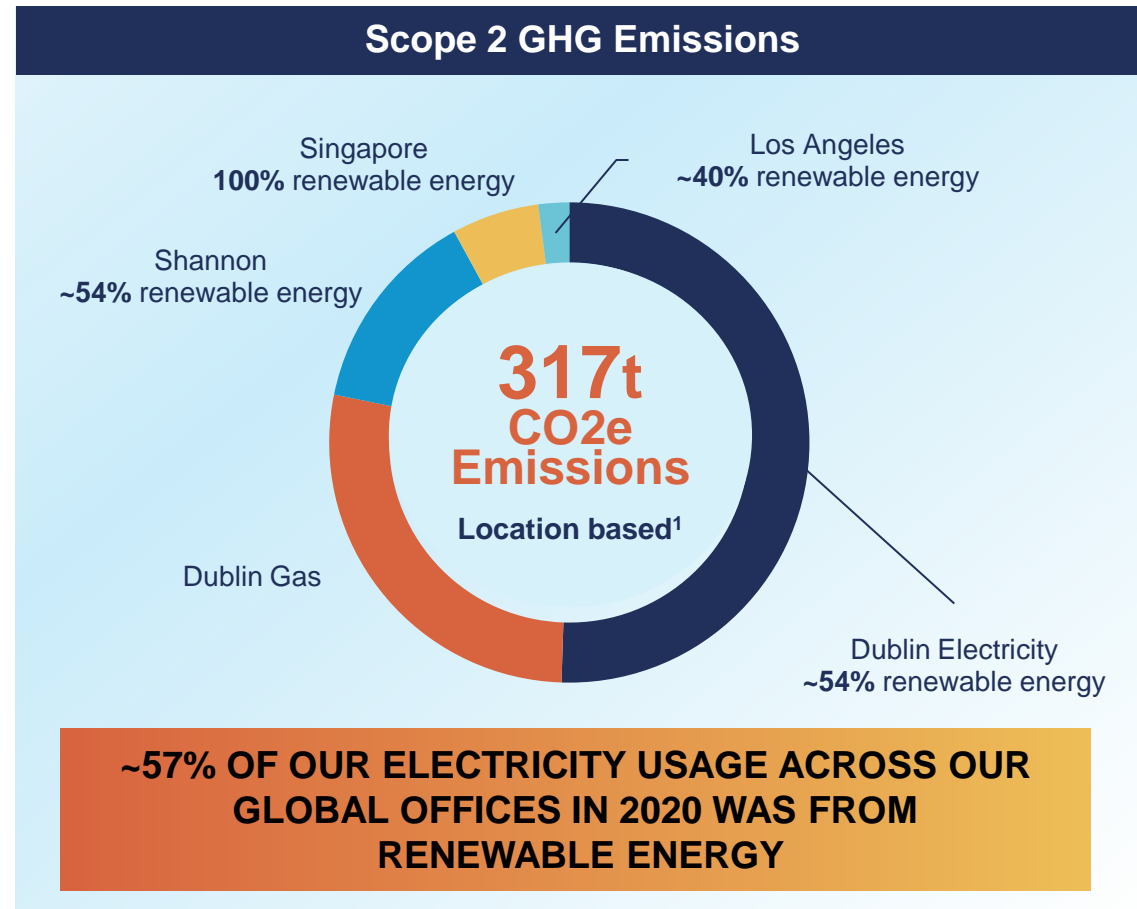
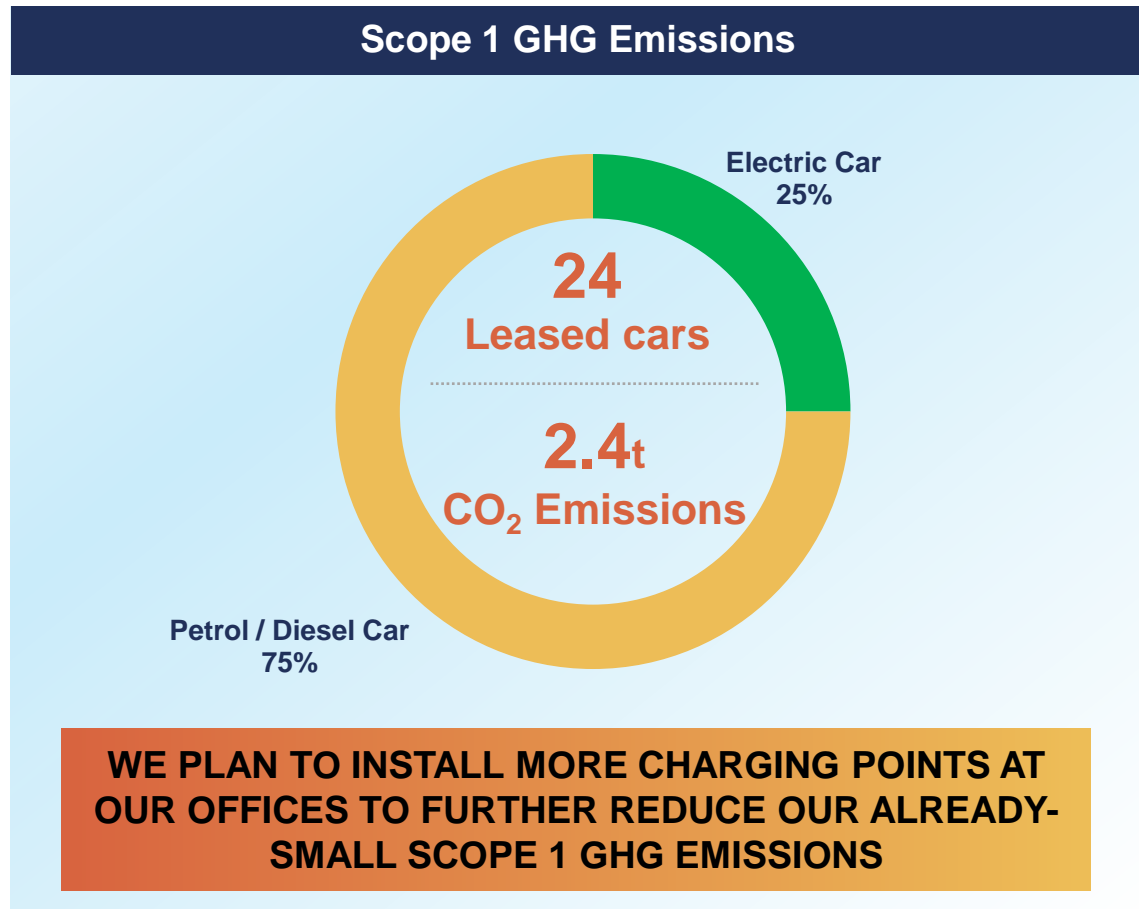
3. Reduction in emissions from normalised flying levels.

Strong Partnership with Our Customers

- ▶ As a result of our fleet investment over the past 6 years, we have achieved a significant reduction in our Scope 3 GHG emissions (downstream leased assets). As we continue our strategic fleet transformation we will continue to invest in new technology fuel efficient aircraft and expect further reductions³ in emissions in the future
- ▶ Whilst we own our aircraft, we do not operate them. However, as the world's largest lessor, we feel a strong sense of responsibility to lead the industry towards a lower-carbon economy. Since 2014, we have invested over \$25 billion in purchasing and delivering new technology aircraft to our customers
- ▶ We also support our customers in achieving their ambitions to operate in an environmentally efficient manner. In July, we delivered the fuel-efficient Airbus A321LR to our long-term customer Air Transat, which operated the world's first A321LR delivery flight using a blend of sustainable aviation fuel (SAF) for the 3,115 nautical miles (5,69 kilometres) journey

Efficient Operations

We have achieved the target of having 25% electric leased cars one year ahead of schedule.

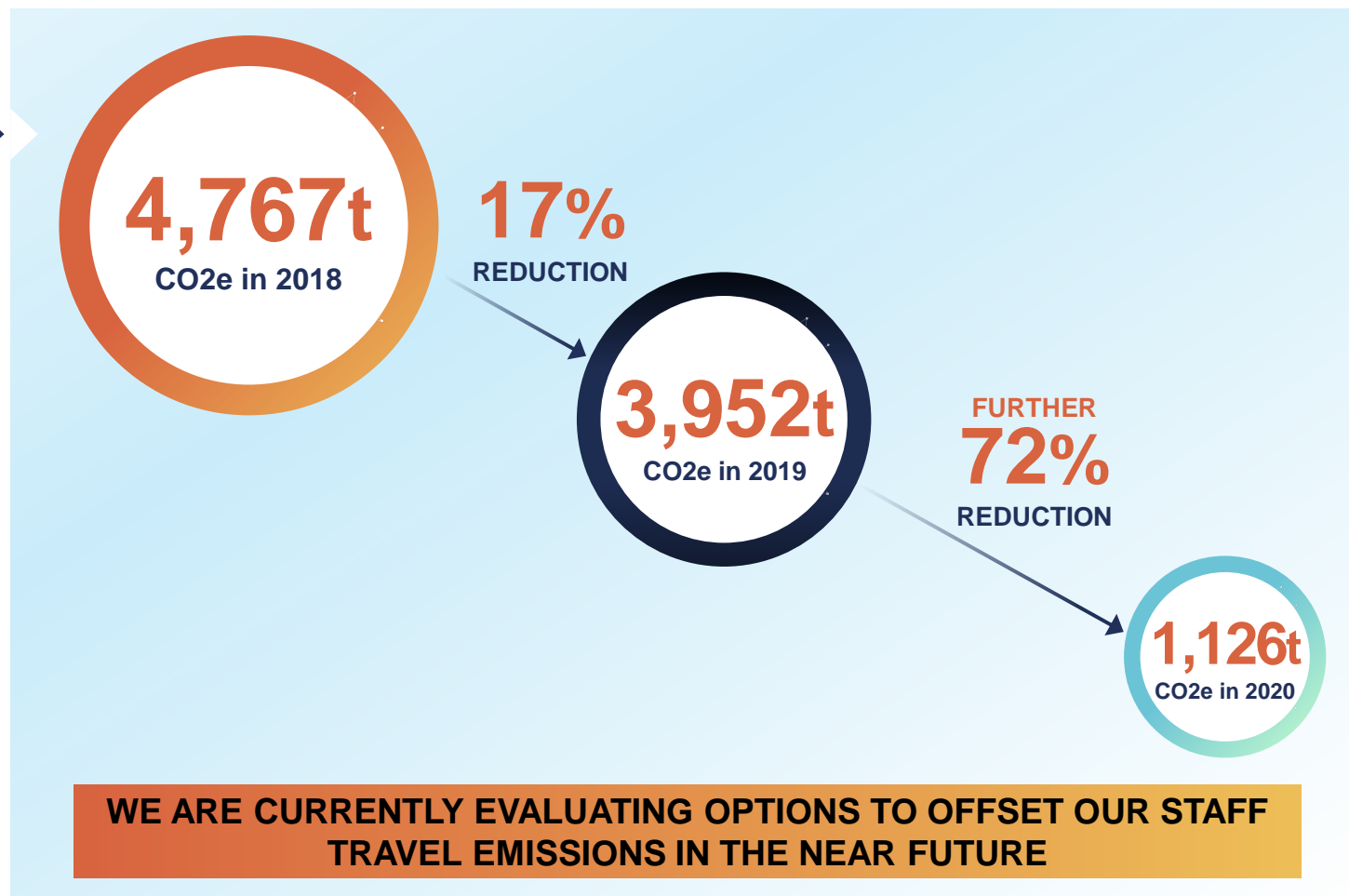


1. Based on DEFRA calculations, including CO₂, CH₄, N₂O.

Business Travel

72% year-on-year reduction in 2020 due to global travel restrictions

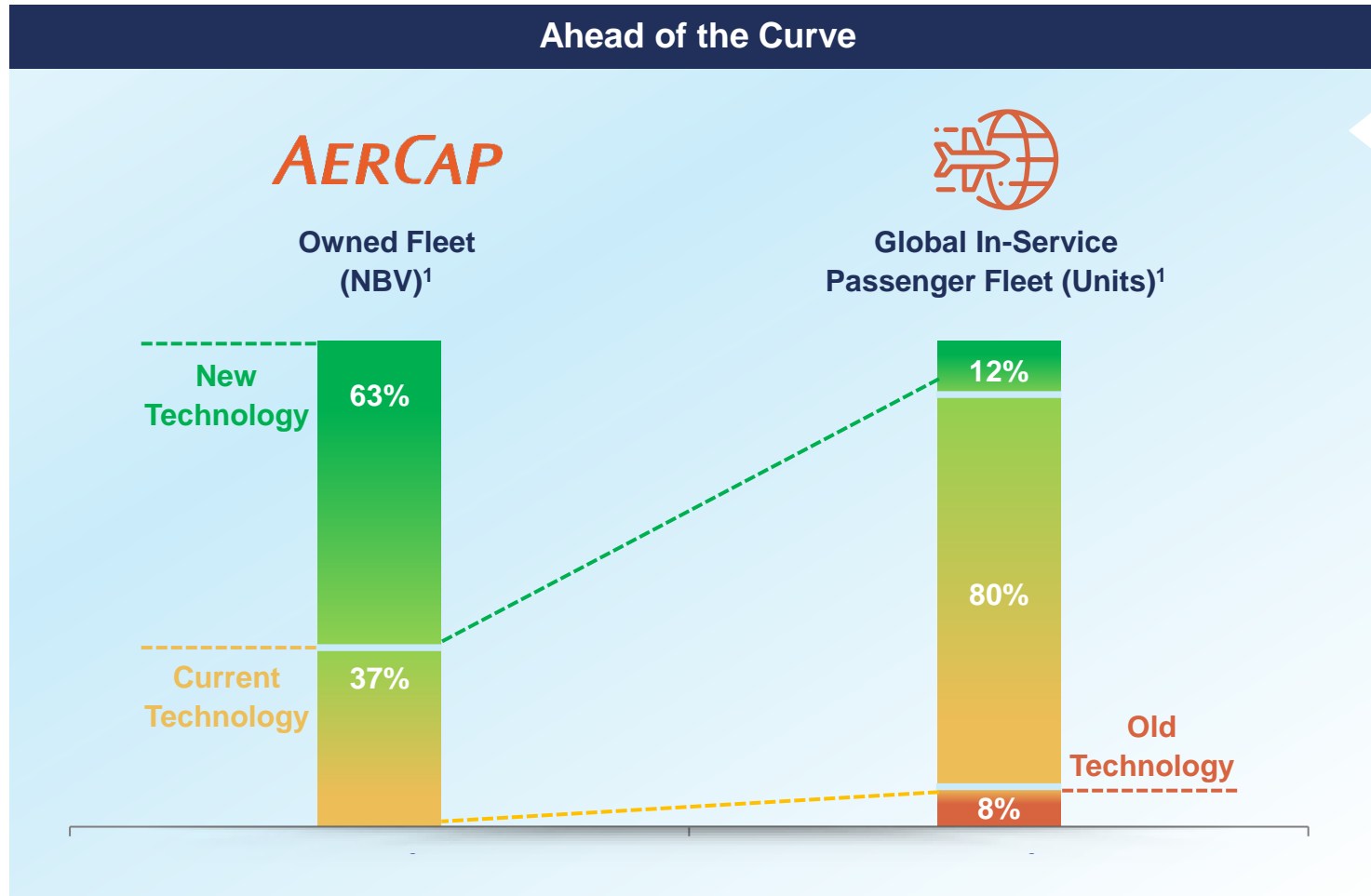
- ▶ Apart from downstream leased assets, we also recognise business travel as a material source of Scope 3 GHG emissions
- ▶ The global nature of our business and the location of our offices (i.e. no alternative other than flying to travel internationally) mean some business travel is critical to our business
- ▶ However, by working with our travel partners, we aim to optimise each trip and minimise our impact on the environment. As a result, our overall CO₂e emissions attributed to staff (including both employees and contractors travelling on business for AerCap) were reduced by 17% in 2019¹
- ▶ Covid-19 restrictions around the world meant a large part of our business was conducted virtually and we saw a further 72% reduction in our Scope 3 GHG emissions arising from business travel



1. Based on DEFRA Conversion Factors 2019 (without radiative force); CO₂e includes CO₂, CH₄ and N₂O.

Optimal Asset Management

Aircraft leasing extends useful life of aircraft and parts



WIDELY RECYCLED ASSETS

UP TO 85% OF AN AIRCRAFT IS RECYCLED²

- ▶ The global platform of AerCap enables us to transition used aircraft between our ~200 customers across ~80 jurisdictions to optimize the use of aircraft

1. Source: Global In-Service Passenger Fleet according to Cirium Fleets Analyzer as of January 2020; AerCap owned fleet as of December 31, 2020.

2. Source: Airbus.

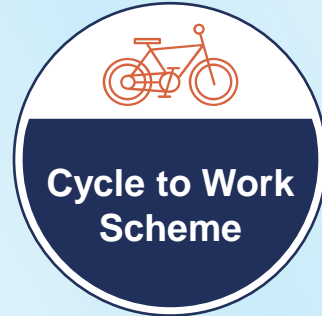
Reduce and Recycle

We have introduced a number of initiatives to reduce our impact on the environment



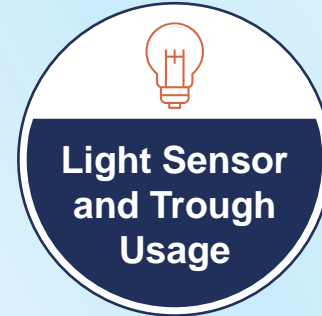
Elimination of Single-Use Plastics

- ▶ We adjusted our on-site catering to accommodate Covid-related health measures and made additional investments so all food containers are either compostable or recyclable
- ▶ We continued our commitment to eliminate single-use plastics across our global offices
- ▶ All drinking water now comes directly from filtered taps



Cycle to Work Scheme

- ▶ Our Ireland-based employees can opt into a scheme to purchase bicycles for their commute
- ▶ We provide numerous bicycle racks/showers to facilitate employees cycling to work, with excellent take-up



Light Sensor and Trough Usage

- ▶ Our headquarters building AerCap House is fitted with 100% LED lighting
- ▶ All lighting and air-conditioning / heating works via motion sensors, enabling the building to run at 70% of capacity during business hours
- ▶ AerCap House only runs at 5% of electricity capacity at nights and weekends



Environmental Factors in Supplier Selection

- ▶ Preference for service providers who do not use single-use plastics
- ▶ Centralized supply chain used by our Dublin office catering partner to significantly reduce its carbon footprint
- ▶ Locally-sourced and healthy catering is provided to employees in our Dublin HQ

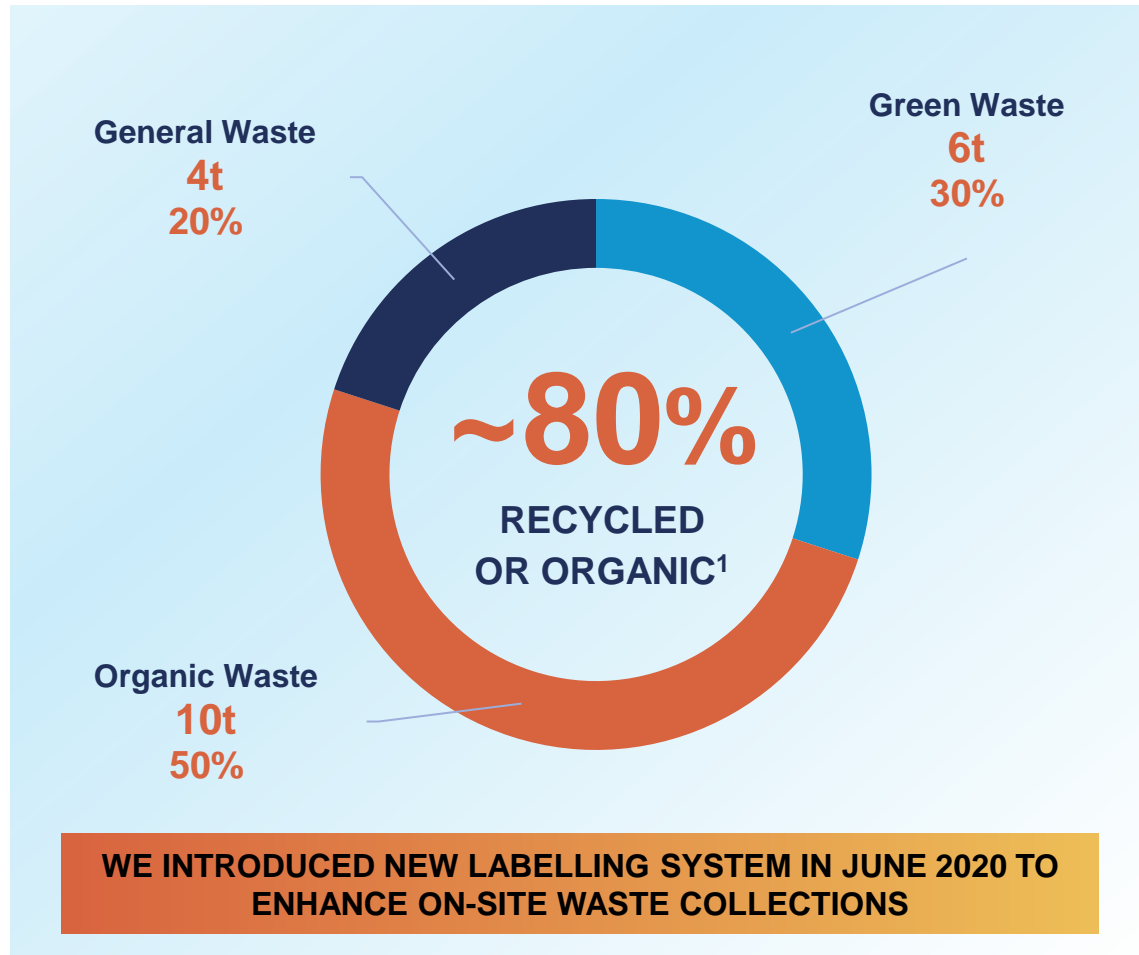
Environmentally-Conscious Catering

In June 2020, AerCap's Dublin office introduced the use of food containers that are organic and recyclable. As a result, almost 80% of all waste generated at AerCap House is either recycled or composted



Responsible Waste Management

We work with our partners to dispose of office waste responsibly



Our waste management partner follows a “zero to landfill” policy for our Dublin HQ

▶ **General Waste**

General waste is sent to the “Waste to Energy Plant” where it is transferred into energy

▶ **Recycling/Cardboard**

Fully processed, recycled and shipped to mills and recycling plants

▶ **Glass**

Collected and processed by our partner in a world-class facility where glass is turned into glass cullet and eventually recycled into glass bottles

▶ **Food Waste**

Fully composted at an enhanced anaerobic digestive facility, trapping the methane produced to create electricity, making it the greenest practice available


▶ **Hazardous Waste**

We have battery collection boxes on each floor in our Dublin headquarters. Since introduction in 2017, we have collected hundreds of batteries to be recycled by WEEE Ireland

1. Data for AerCap's Dublin headquarters.


Partnership to Offset Our Carbon Footprint




Utilizing solar power to generate clean energy in China



SUSTAINABLE DEVELOPMENT GOALS

- ▶ While focusing on reducing greenhouse gas emissions, the project also generates multiple co-benefits. These are supportive of the United Nations Sustainable Development Goals



7 AFFORDABLE AND CLEAN ENERGY	Affordable and Clean Energy	8 DECENT WORK AND ECONOMIC GROWTH	Decent Work and Economic Growth	15 LIFE ON LAND	Life on Land
	<ul style="list-style-type: none"> ▶ The project activity increases the regional energy supply, with clean and affordable options. This promotes local development and enhances social well-being 		<ul style="list-style-type: none"> ▶ This project generates employment opportunities for professional, skilled and unskilled personnel during the construction, operation and maintenance of the solar plant ▶ It creates business opportunities for local stakeholders such as vendors, contractors and suppliers, further supporting the local economy 		<ul style="list-style-type: none"> ▶ The project displaces energy from fossil fuels and thus improves local air and water quality by reducing other pollutants such as sulphur dioxide, nitrogen oxides, soot and particles associated with the burning of fossil fuels

- ▶ As part of AerCap's commitment to responsible and sustainable business practices, we have partnered with First Climate to partially offset our carbon footprint arising from our global office operations and employee business travel in 2019
- ▶ This initiative benefits a project in Ningxia, China, where solar power is used as an alternative source of energy to generate clean energy
- ▶ The renewable energy project is certified under the Gold Standard an independent certification standard, designed to ensure that carbon credits are not only real and verifiable but that they make measurable contributions to sustainable development

2021

Corporate Citizenship

AERCAP
Global Leader in Aviation

Corporate Citizenship

At AerCap, we aim to grow not only sustainably, but also responsibly. This extends to the recognition of the principles of human rights, our practice of attracting and retaining the best talent in the industry, our engagement with the societies that we work and live in and our care for the health and safety of our employees, customers and suppliers

Human Rights and Community Relations



Non-Discrimination and Diversity



Employee Retention and Attraction



Employee Welfare



Continuous Development



Health and Safety



Human Rights and Community Relations

We recognize the fundamental principles of human rights, as outlined in the United Nations' Universal Declaration of Human Rights

Develop Emerging Markets and Encourage Social Mobility

53%
REVENUE FROM
EMERGING
MARKETS¹

Social Mobility

AerCap provides a global network of approximately 200 customers in approximately 80 countries with comprehensive fleet solutions. Our core business is focused on the provision of operating leases for new and used commercial aircraft from our existing fleet and order book of Boeing, Airbus and Embraer aircraft. The key benefit of an operating lease is that it enables airlines to grow their fleet in a cost effective way, giving them the flexibility to adjust their fleet in response to changing market conditions without the need to make substantial capital investment for aircraft acquisition

AerCap contributes to the growth, affordability and accessibility of air travel by enabling our airline customers to connect communities around the globe

Due to the nature of our industry, we have very low exposure to human rights violations. Despite this, zero tolerance of human rights violations, including modern day slavery, child labor and human trafficking, is built into our compliance philosophy. We also monitor any potential risks both in our operations and through our supply chain

1. Calculated as a % of AerCap's 2020 lease revenue

Supporting Local Community and Education

Support Local Employment

- ▶ Headquartered in Dublin, AerCap supports the local and EU labour market by employing the majority of our workforce from the European Union
- ▶ We also support local employment across our offices globally
- ▶ At the same time, we also seek to have a diversified workforce (more details on page 62)



Education

AerCap is committed to supporting the next generation of industry professionals through educational programs. These programs provide a pipeline of indigenous talent that supports the future growth and development of our industry

AerCap, along with other major aircraft leasing companies, is a sponsor of the prestigious MSc in Aviation Finance program at University College Dublin (“UCD”) Michael Smurfit Graduate Business School. In addition to the sponsorship, this program involves lectures by some of our key employees and internships are provided by the company to a number of students from the program, giving graduates the opportunity to gain valuable experience in a range of disciplines

AerCap is proud to support the ISTAT Foundation. The program helps young people develop careers in aviation by offering scholarships to college-level students who are academically qualified and in need of financial support. In addition, the funding goes towards education, grants and humanitarian programs of the ISTAT Foundation



UCD Michael Smurfit
Graduate Business School

the ISTAT foundation

Non-Discrimination and Diversity

We expect everyone at AerCap to work together with respect and dignity

Non-Discrimination Policies

- ▶ We align our non-discrimination policies with local laws in the locations where we operate. For example, the Irish Employment Equality Acts 1998–2015 defines discrimination as treating one person in a less favourable way than another person based on any of the following 9 grounds:¹



Our Diversity Approach

- ▶ We see great value in the diversity of cultural, social and educational backgrounds as we serve customers from around 80 different countries
- ▶ We are immensely proud of our diverse work force:



Global Reach

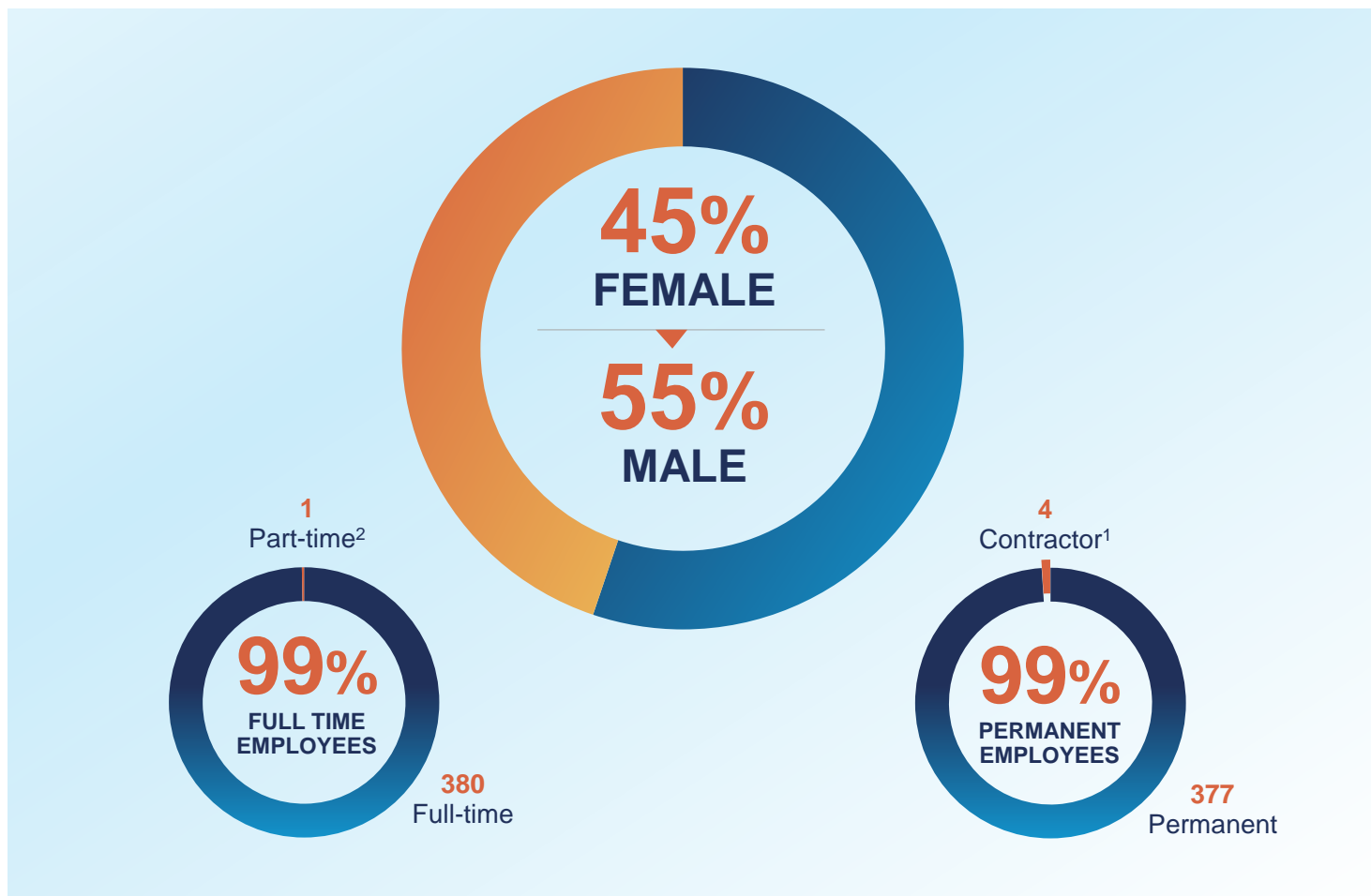
- ▶ Our offices are spread across the world, just like our customers, and having a diverse and localized work force enables us to better serve and understand their needs



1. Source: https://www.citizensinformation.ie/en/employment/equality_in_work/equality_in_the_workplace.html

Diverse Work Force

Our diverse work force is a key competitive advantage



1. All contractors are based in our Dublin HQ.

2. The part-time employee is a female employee based in our Dublin HQ.

Supporting Industry Diversity

- ▶ AerCap has been a long-term supporter of the Women in Aviation initiatives
- ▶ We have partnered with industry initiatives to further advance gender diversity and gender equality. In January 2020, we sponsored the AWAR roundtable lunch in Dublin during the aviation conference week
- ▶ We also provide excellent maternity healthcare and maternity leave to our employees



Employee Retention and Attraction

At AerCap, we believe our staff are one of the most important assets of the company

We actively seek to hire and retain the best talent in the industry and remunerate our employees with some of the most attractive packages in the industry. This includes not only competitive salaries and benefits, but also performance-based bonuses and employee share schemes



- ▶ We pay our employees competitive remuneration packages and benefits
- ▶ We have created a flat non-hierarchical structure that facilitates two-way communication
- ▶ Career progression and learning and development are a key focus in talent retention – we conduct regular performance reviews with employees



- ▶ We seek to attract the best in the industry for the long-term growth of the company
- ▶ New employees are given a tailored induction program upon joining
- ▶ Continuous learning and development programs are offered throughout the year



- ▶ We encourage our employees to recognize the best talent in the industry and we reward those employees who act as brand ambassadors for the company

Planning for Our Employees' Future



Equity Incentive Plans

- ▶ First introduced in 2006 and subsequently renewed in 2012 and 2014, the AerCap Equity Plans are intended to promote superior performance over a prolonged period of time
- ▶ Equity awards under the equity incentive plan are determined by the Nomination and Compensation Committee in line with remuneration policies approved by AGM
- ▶ Equity awards usually vest after 3 to 5 years to align employee interests with those of shareholders

Employee Share Grants

- ▶ Since 2018, all AerCap employees have had the opportunity to become shareholders of AerCap
- ▶ Share grants are subject to permanent/continuous employment to reward employees' long-term commitment to the company

Retirement Savings Plan

- ▶ AerCap offers our employees retirement savings plans to help them invest in their future
- ▶ Retirement savings plans are based on the best international practices
- ▶ AerCap contributes to each employee's 401(k)/pension plan

Continuous Development

We invest heavily in our people and provide opportunities for employees to move within the organization




Continuous Development Programs

- ▶ We support a variety of continuous development programs (“CDP”) both internally and externally including:
 - ▶ Aviation Finance Programs
 - ▶ Coaching Programs
 - ▶ Change Management Programs
 - ▶ Other courses that were specific to functions / departments



Industry Insights and Trainings

- ▶ We work with our OEM partners to provide employees with the latest knowledge of the products that we offer. In 2020, this included a session with AVITAS, Inc., an aviation consulting firm, and industry and Covid-19 updates with Airbus and Boeing



Knowledge Sharing Sessions

- ▶ Departments also host company-wide knowledge sharing sessions as part of continuous education program for our employees

SUPPORTED ~20 EXTERNAL DEGREE / DIPLOMA / LICENCE PROGRAMS IN 2020



Health and Safety

The well-being of our employees is inextricably linked to the business and financial success of AerCap

Safe Workplace

- ▶ The AerCap House Safety Statement governs workplace safety practices in our Head Office in Dublin. This statement is approved by our CEO and is updated regularly. It includes:
 - ▶ Health and Safety responsibility
 - ▶ Hazard identification and risk assessment
 - ▶ Emergency response
 - ▶ Worker exposure
 - ▶ Contractor obligations
 - ▶ Safe systems and training
 - ▶ Similar policies are implemented in all of our other offices globally

0
TRIR¹ / LTFR²

There were no fatalities
and no work-place injuries
at AerCap in 2020

Safe Products

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

Although we do not have any manufacturing activities or provide any maintenance services, we are obliged to obey all local health and safety laws and regulations. Partners in our supply chain are also required to comply with relevant health and safety laws and regulations

1. TRIR is the Total Recordable Injury Rate and is defined by OSHA as 'Number of Incidents x 200,000 / Total Number of Hours Worked in a Year.

2. 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.

Well-Being Initiatives



- ▶ External expert speakers on topics such as nutrition and mindfulness
- ▶ Yoga and Pilates classes
- ▶ Social Clubs
 - ▶ Tag rugby
 - ▶ Football
 - ▶ Cycling
 - ▶ Book club
 - ▶ Golf society



- ▶ With our health insurance partner, we provide our employees with 24/7 access to mental health counselling
- ▶ We also work with local charities such as Pieta House in Dublin to raise awareness of mental health issues in the workplace



- ▶ We provide on-site complimentary lunch catering to all employees in our Dublin and Shannon offices
- ▶ We provide on-site gyms in our offices in Dublin and Los Angeles
- ▶ We provide optional flu shots to our employees and on-site health assessment clinics in most locations

Giving to Our Communities

In addition to our pandemic relief efforts, we have supported a wide range of worthy causes



Australian Bushfire Aid

- ▶ A staff social event helped raise over AUD \$25,000 in support of Wires Australian Wildfire Rescue Organisation and Australian Red Cross



Child Welfare

- ▶ KBC Night Run in support of Barnardos Children's Charity
- ▶ Over 20 AerCap staff took part and the company pledged €3,600 to the charity



Homelessness

- ▶ AerCap supported the Dublin Simon Community House of Cards Appeal with a donation of over \$12,000
- ▶ The charity provides food, shelter and permanent supported housing to those who need it most



Hospice Coffee Morning

- ▶ Supporting Milford, Our Lady's and St Francis Hospices to arrange specialist teams to make homecare visits to vulnerable patients in their homes



Movember

- ▶ Our 4th year supporting Movember
- ▶ MoBros and MoSistas raised more than \$10,000 for the Movember and Breast Cancer Research Foundations in Ireland, Singapore and USA



SVP Virtual Giving Tree Appeal

- ▶ The Society of St. Vincent de Paul "SVP Christmas Giving Tree Appeal" that helped to make Christmas that little bit brighter for children and families who are struggling in communities across the country

Partnership in Sports and Art

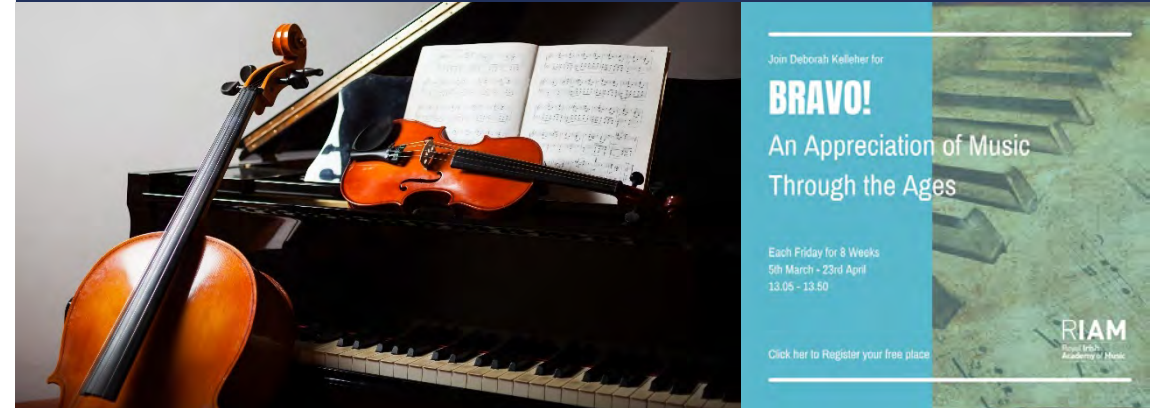
We support various sports and art outreach programs in our local communities

Leinster Hockey Junior Age Teams



- ▶ AerCap is proud to sponsor Leinster Hockey, supporting their ambitious high performance player and coach development programme for the Junior Age teams
- ▶ It is a particularly exciting time for Irish hockey with the success of the Women's Hockey Team at the World Cup in 2018 where they took home silver medals, and more recently their qualification for the Olympics Games in 2021, inspiring a new generation of junior age boys and girls

Royal Irish Academy of Music



- ▶ As a community-partner donor, AerCap will support the Royal Irish Academy of Music ("RIAM")'s capital programme to re-develop the RIAM buildings into a world-class musical education and appreciation facility
- ▶ RIAM is Ireland's oldest conservatory, ranked in the top 50 institutions in the world for the performing arts. They train gifted musicians from all over the world for careers in music performance, composition and pedagogy
- ▶ All in all, the RIAM reaches over 40,000 musicians throughout Ireland each year and, since its inception, over a million musicians have been trained there

ESG Mascot

'Captain Aer' surpassed strong competition to be selected to represent AerCap's ESG initiatives



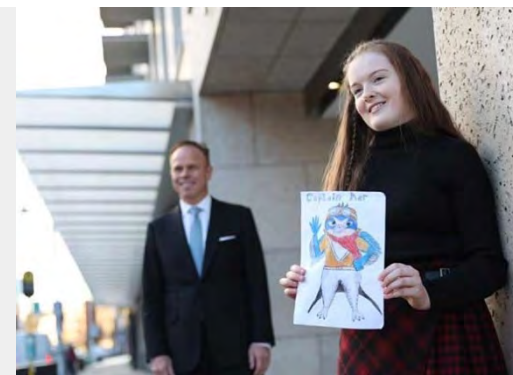
In October, AerCap invited children from local schools and children of AerCap employees to participate in our ESG Art Competition

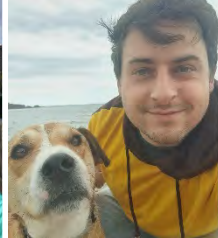
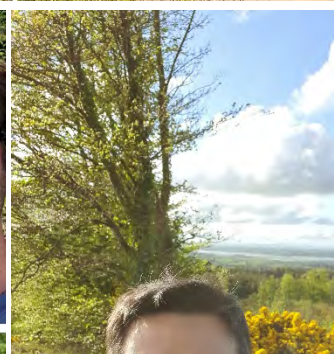
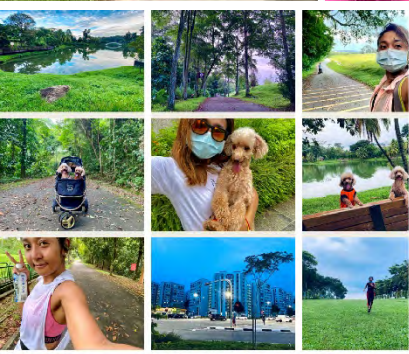
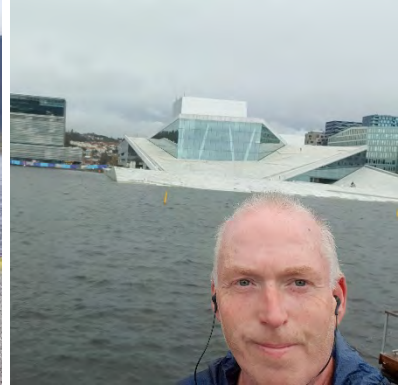
Over 25 children participated in the challenge, to design and name a mascot to represent AerCap's ESG initiatives



The winning entry, chosen from the six finalists (left), was the mascot "Captain Aer," an Irish swallow which is a symbol of freedom and fast and efficient flight

The winner, Jodie Byrne, 11 years of age, is a student at Catherine McAuley N.S. in Dublin. This is a special school for children with severe presentation of dyslexia





2021

Reporting Approach

Evaluation of Our Approach



The materiality process is used to identify and evaluate the most important sustainability issues for AerCap and the wider global community in which we operate

This is a constantly evolving analysis that changes and is updated through regular engagement with our stakeholders

STAKEHOLDER FEEDBACK

We have received feedback from our stakeholders on the 2020 ESG Report over the last several months and this has allowed us to hone and update this year's report to include additional concerns and perspectives

INTERNAL AUDIT

Internal Audit assesses and evaluates the effectiveness of our risk management, control and governance processes. They report their conclusions and opinions to the Board's Audit Committee and senior management

ESG RATINGS

We recognize that a company's sustainability performance is becoming an increasingly important component in the decision making of analysts and investors
Financial market participants draw on various sources of sustainability information to evaluate a company's ESG practices, including external rating agencies
Improvement in our ESG ratings is another way we can assess our approach and progress towards a more sustainable future

INDUSTRY EXPERTS

In 2020, we spoke to several sustainability experts and got their opinion on our approach to ESG and material issues. We will continue to engage with the sustainability community to ensure our approach remains relevant and in line with best practices in the industry

Stakeholder Engagement

Stakeholders	Engagement	Examples in 2020
Investors	<ul style="list-style-type: none"> ▶ Quarterly earnings calls and regular calls/meetings to update investors on AerCap's financial and operating performance ▶ One-on-one meetings with investors, group meetings and investor conferences ▶ ESG issues actively discussed with investors and ESG report publicly available on the Investor Relations section of our website ▶ Continuous investor communications through Investor Relations team 	<ul style="list-style-type: none"> ▶ In light of the Covid-19 pandemic, our investor engagement was conducted virtually for most of 2020 ▶ Video conferencing enabled us to stay in close contact with our shareholders and we conducted approximately 500 meetings and calls throughout the year, allowing for meaningful and thorough discussions ▶ Senior executives participated in several non-deal virtual roadshows and industry conferences ▶ Following the release of our 2020 ESG Report we saw a significant increase in the number of ESG specific investor interactions we had in 2020 vs. 2019 ▶ Wide range of corporate governance issues discussed and voted on during AGM
Government and Regulators	<ul style="list-style-type: none"> ▶ Participated in industry conferences to discuss regulatory matters affecting aircraft leasing and the air transportation sector ▶ Accounting and financial reporting in compliance with Sarbanes–Oxley ("SOX") requirements ▶ SEC disclosures ▶ Report lobbying activities in accordance with local laws and regulations 	<ul style="list-style-type: none"> ▶ Our financial reports are publicly available ▶ We are a member of the Aviation Working Group, advancing international aviation financing and leasing ▶ We report our lobbying activities to the Irish Register of Lobbying every four months declaring whether any lobbying activity was conducted and, if so, disclose the specific lobbying activity. We had no lobbying activities in Ireland in 2020 ▶ We made no political contributions in 2020
Customers	<ul style="list-style-type: none"> ▶ Enable airlines to grow in a cost-effective, flexible and sustainable way ▶ Lease new generation, fuel-efficient aircraft and work with airlines to transition into a lower carbon economy ▶ Celebrate landmark events with our customers 	<ul style="list-style-type: none"> ▶ We are the largest lessor in the world with \$42 billion in total assets (as of December 31, 2020) ▶ We serve ~200 airline customers in ~80 countries ▶ In July, we delivered an A321LR to Air Transat with the world's first A321LR delivery flight using a blend of sustainable aviation fuel (SAF)

Stakeholder Engagement (cont'd)

Stakeholders	Engagement	Examples in 2020
OEMs and Other Suppliers	<ul style="list-style-type: none"> ▶ Dedicated and experienced OEM Relations team ▶ ESG factors incorporated in our supply chain management 	<ul style="list-style-type: none"> ▶ We work closely with the OEMs and delivered 46 new-generation fuel-efficient aircraft (100% of our deliveries) in 2020 ▶ We consider ESG factors in our service partner selection processes (such as single-use plastic in catering services)
Employees	<ul style="list-style-type: none"> ▶ Company-wide employee portal and email communications ▶ One-on-one employee meetings and interaction with senior executives ▶ Regular business updates to staff throughout the year ▶ Employee health and wellness initiatives ▶ Employee 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 while directly addressing any employees' questions ▶ Over 50% of our employees engaged in some form of learning and development initiatives in 2020 ▶ We continue to provide comprehensive benefit programs to all employees, supplemented by on-site health and wellness initiatives throughout the year
Lenders	<ul style="list-style-type: none"> ▶ Maintained strong relationships with diverse funding partners globally ▶ Communicate our ESG progress to our funding partners 	<ul style="list-style-type: none"> ▶ Maintained lending relationships with more than 110 financial institutions spread across North America, EMEA and Asia-Pacific ▶ Conducted thousands of calls as well as meetings with lenders in 2020
Community Leaders and NGOs	<ul style="list-style-type: none"> ▶ Support a range of charities each year in our communities ▶ Social Responsibility Program in place that encourages employees to engage with their local communities and AerCap provides matching funds to help those initiatives ▶ Support education initiatives to nurture the next generation of talent for the industry 	<ul style="list-style-type: none"> ▶ Ran ~50 charitable initiatives, supporting causes in health, welfare, culture, etc. ▶ 15-year partnership with Orbis, whose initiatives include the Flying Hospital for sight-saving works in southern Ethiopia ▶ Partnered with local communities in projects including the National Concert Hall's outreach program to the benefit of communities and institutions across Ireland ▶ 2020 is the 5th year of our sponsorship of University College Dublin ("UCD") Michael Smurfit Graduate Business School's MSc in Aviation Finance Program ▶ Partner with the ISTAT Foundation to help young people from diverse backgrounds develop careers in aviation

Material Issues and Our Approach

The determination of material issues is based on year-round discussions with our stakeholders



1. Scope 3 GHG Emissions are indirect emissions from sources not directly controlled by AerCap.

Material Issues and Our Approach (cont'd)

Dimensions	AerCap Material Issues	Boundary	Our Approach
Governance and Conduct	Business Ethics	AerCap, Government and Regulators	<ul style="list-style-type: none"> ▶ Code of Conduct applicable to employees globally covering matters of governance, risk management, social responsibility, etc.
	Transparency	AerCap, Regulators and Shareholders	<ul style="list-style-type: none"> ▶ Timely disclosure of all matters material to the business according to SEC rules and other applicable laws and regulations
	Shareholder Interests	AerCap and Shareholders	<ul style="list-style-type: none"> ▶ Shareholder resources portal investors.aercap.com/shareholder-resources ▶ Single share class with equal voting rights
	Compliance and Litigation	AerCap, Government and Regulators	<ul style="list-style-type: none"> ▶ Comprehensive compliance policies and procedures covering all aspects of our business. Employees are required to participate in compliance training annually ▶ All material litigation is disclosed in our SEC filings
	Information Security	AerCap, Customers and Other Suppliers	<ul style="list-style-type: none"> ▶ All employees are required to participate in mandatory training annually; information security policy available internally ▶ Clear line of escalation on any IT system issues ▶ Information security infrastructure audited externally through reputable global companies
Business Strategies	Asset Quality and Residual Value Protection	AerCap and Shareholders	<ul style="list-style-type: none"> ▶ Purchase attractive, in-demand aircraft ▶ Conservative depreciation policies and stringent revaluation process ▶ Active trading of aircraft to de-risk our balance sheet ▶ Consider how evolving ESG factors affect residual value risks of our fleet
	Liquidity and Funding	AerCap and Lenders	<ul style="list-style-type: none"> ▶ Maintain strong relationships with more than 110 geographically-diverse lenders ▶ Diverse source of funding ▶ Liquidity coverage target 1.5x for next-12-months' uses of cash

Material Issues and Our Approach (cont'd)

Dimensions	AerCap Material Issues	Boundary	Our Approach
Customer	Customer Relationships and Engagement	AerCap and Customers	<ul style="list-style-type: none"> ▶ Dedicated leasing executives and technical teams ▶ Communicate our values and ethics through customer interaction
	Risk Management - Customers	AerCap and Customers	<ul style="list-style-type: none"> ▶ Bespoke credit rating system monitoring risk exposure to all customers ▶ Robust legal framework and strong track record of safeguarding assets
	Customer Privacy	AerCap and Customers	<ul style="list-style-type: none"> ▶ Compliance with GDPR with a dedicated email address for queries ▶ Mandatory GDPR training for all employees
Environment	Scope 3 GHG Emissions	AerCap, OEM and Customers	<ul style="list-style-type: none"> ▶ Work with OEMs and our customers to deliver next generation, fuel-efficient aircraft that reduce CO₂ and other greenhouse gas emissions
	Air Quality	AerCap, OEM and Customers	<ul style="list-style-type: none"> ▶ Our fleet is comprised of 63% new technology aircraft (up from 6% in 2014), reducing carbon emissions by as much as 25% compared to previous generation aircraft¹ ▶ We have set a new ambitious target of ~75% new technology aircraft by 2024²
	Waste Management and Recycling	AerCap and Other Suppliers	<ul style="list-style-type: none"> ▶ Initiatives to reduce single-use plastic in our offices globally ▶ Work with our waste management partner that offers a “zero to landfill” policy for our Dublin HQ ▶ Responsible hazardous waste management including battery collection boxes
	Operational Efficiency	AerCap and Other Suppliers	<ul style="list-style-type: none"> ▶ Our Dublin headquarters is LEED Platinum certified ▶ 25% car fleet are electric cars. We also have plans to install charging points in our car parks to further reduce our already de Minimis Scope 1 GHG emissions ▶ 98% of electricity used in our global offices are now in renewable energy ▶ Evaluate ways to reduce our Scope 2 and Scope 3 GHG Emissions

1. As a % of Net Book Value (NBV) of the owned fleet as of December 31, 2020

2. As a % of Net Book Value (NBV) of the owned fleet; including impact of the GECAS transaction.


Note: Refer to Disclaimer Incl. Forward Looking Statements & Safe Harbor

Material Issues and Our Approach (cont'd)

Dimensions	AerCap Material Issues	Boundary	Our Approach
Supply Chain	Supply Chain Compliance	AerCap, OEMs and Other Suppliers	<ul style="list-style-type: none"> ▶ Work closely with our suppliers and set governance and performance standards that they are required to meet ▶ Monitor our OEM partners and other suppliers' track record on governance, compliance, health and safety and product quality
	Supplier Relationships	AerCap, OEMs and Other Suppliers	<ul style="list-style-type: none"> ▶ A global supplier network that supports the long-term development of the company ▶ Convey our values through our supply chain
Social Citizenship	Human Rights and Community Relations	AerCap and Community Leaders	<ul style="list-style-type: none"> ▶ Contribute to the growth, affordability and accessibility of air travel by enabling our airline customers to connect communities and nations across the globe ▶ Strong presence in emerging markets ▶ Respect for human rights built into our compliance philosophy
	Community Engagement and Support	AerCap, Employees and Community Leaders	<ul style="list-style-type: none"> ▶ Support multiple educational efforts to nurture the next generation of diverse talent ▶ Encourage employees to support local and national organizations that strengthen their communities
	Charitable Actions	AerCap and Community Leaders	<ul style="list-style-type: none"> ▶ Support a range of charities each year in the communities in which we operate ▶ Match the funds raised by AerCap employee efforts for the benefit of local projects
	Political Influence	AerCap, Government and Regulators	<ul style="list-style-type: none"> ▶ Comply with Irish Regulation of Lobbying legislation and file lobbying returns every four months (nil return in 2020) ▶ Made no political contributions in 2020

Material Issues and Our Approach (cont'd)

Dimensions	AerCap Material Issues	Boundary	Our Approach
Employees	Labor Practices	AerCap, Employees, OEMs and Other Suppliers	<ul style="list-style-type: none"> ▶ Comply with local regulations and international standards on equal opportunity employment ▶ Operate primarily in countries where rights to freedom of association are guaranteed by law
	Safe and Healthy Work Environment	AerCap, Employees, OEMs and Other Suppliers	<ul style="list-style-type: none"> ▶ Comprehensive employee wellness programs, including health benefits and a variety of health and wellness initiatives throughout the year ▶ Mental health programs to further support employees and their families ▶ Monitor health and safety in both our own operations and our supply chain
	Employee Engagement	AerCap and Employees	<ul style="list-style-type: none"> ▶ Employee online portal for timely communications ▶ We engage with employees through departmental meetings and one-to-one discussions to provide regular feedback on goals and performance. ▶ We host quarterly town hall meetings where management update employees on the latest company developments and directly address employee questions
	Employee Remuneration and Incentives	AerCap and Employees	<ul style="list-style-type: none"> ▶ Attract and retain employees through competitive remuneration packages, including our equity incentive plans ▶ All employees of AerCap have the opportunity to become a shareholder in the company
	Employee Continuous Development	AerCap and Employees	<ul style="list-style-type: none"> ▶ Employee training programs for professional development – including further education programs, on-site development, and on-line learning portals ▶ Participate in industry conferences to develop up-to-date understanding of the industry and participants ▶ Partner with OEMs in our supply chain to provide further employee training

An aerial photograph of a terraced cornfield on a hillside. The rows of corn are arranged in a series of curved, concentric bands that follow the contours of the land. The corn is in various stages of growth, with some rows appearing greener and others more yellowish. The overall scene is a vibrant display of agricultural precision and natural beauty.

2021

GRI Content Index

GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option
Disclosures corresponding to certain GRI Standards can be found in the index below

GRI Standard	Disclosures	Topics	Reference or Answer
Organizational Profile			
GRI 102: General Disclosures 2016	▶ 102-1	Name of the organization	AerCap Holdings N.V.
	▶ 102-2	Activities, brands, products, and services	P3. About AerCap
	▶ 102-3	Location of headquarters	Dublin, Ireland
	▶ 102-4	Location of operations	Dublin, Shannon, United Kingdom, Los Angeles, Singapore, Amsterdam, Shanghai, Abu Dhabi, Seattle and Toulouse
	▶ 102-5	Ownership and legal form	AerCap Holdings N.V. is a Dutch incorporated company which is centrally managed and controlled from Ireland. Our ordinary shares are listed on the New York Stock Exchange
	▶ 102-6	Markets served	P3. About AerCap. 2020 20F F-47.
	▶ 102-7	Scale of the organization	2020 20-F P41. Comparative results of operations / 2020 20-F P63. Employees
	▶ 102-8	Information on employees and other workers	2020 20-F P63. Employees P61 and P62. Non-Discrimination and Diversity / Diverse Work Force Total Number of Employees: 381 Permanent: 377 (208 male / 169 female) Temporary: 4 (3 male / 1 female) - Dublin is our only location which employs temporary employees Full Time: 380 (211 male / 169 female) Part Time: 1 (female) No assumptions made in gathering this data and no significant variation in the figures provided.

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Organizational Profile (cont'd)			
GRI 102: General Disclosures 2016	▶ 102-9	Supply chain	P74-75. Stakeholder Engagement. Our suppliers include: OEMs – Airbus, Boeing, Embraer and engine OEMs Aircraft specification providers and maintenance service providers Catering and other management service providers
	▶ 102-10	Significant changes to the organization and its supply chain	No significant changes
	▶ 102-11	Precautionary Principle or approach	P5-7. Our approach to ESG Risk Factors
	▶ 102-12	External initiatives	AerCap supports and endorses First Climate, ISTAT Foundation, Orbis, Leinster Hockey Association, Royal Irish Academy of Music, the UN's Universal Declaration of Human Rights, MSc in Aviation Finance program at University College Dublin, Advancing Women in Aviation Roundtable. Please also see: 2020 20-F P30. Sustainability and Community
	▶ 102-13	Membership of associations	AerCap is a member of The Ireland-US Council, Aircraft Leasing Ireland (ALI), American Chamber of Commerce, Irish Chamber of Commerce (Singapore), Limerick Chamber of Commerce, IATA, ALTA, CAPA and the Aviation Working Group.
Strategy			
GRI 102: General Disclosures 2016	▶ 102-14	Statement from senior decision-maker	P2. CEO's Message
	▶ 102-15	Key impacts, risks, and opportunities	P5-7. Our approach to ESG Risk Factors; P74-75. Stakeholder Engagement; P76-80. Material Issues and Our Approach

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Ethics and Integrity			
GRI 102: General Disclosures 2016	▶ 102-16	Values, principles, standards, and norms of behavior	Code of Conduct (https://www.aercap.com/media/2654/code-of-conduct.pdf) Finance Code of Conduct (https://www.aercap.com/media/2655/finance-code-of-conduct.pdf)
	▶ 102-17	Mechanisms for advice and concerns about ethics	Whistle blower procedures (https://www.aercap.com/investors/corporate-governance/#Whistle-blower-procedures)
Governance			
GRI 102: General Disclosures 2016	▶ 102-18	Governance structure	Corporate Governance (https://www.aercap.com/investors/corporate-governance/)
	▶ 102-19	Delegating authority	P4. ESG Overview – ESG Governance Structure
	▶ 102-20	Executive-level responsibility for economic, environmental, and social topics	P4. ESG Overview – ESG Governance Structure P21. Board Independence, Diversity and ESG Responsibility
	▶ 102-21	Consulting stakeholders on economic, environmental, and social topics	P74-75. Stakeholder Engagement
	▶ 102-22	Composition of the highest governance body and its committees	P23. Board of Directors; P24. Board Experience; P25. Board Committees
	▶ 102-23	Chair of the highest governance body	Mr. Paul Dacier
	▶ 102-24	Nominating and selecting the highest governance body	P21. Board Independence, Diversity and ESG Responsibility
	▶ 102-25	Conflicts of interest	AerCap Insider Trading Rules (https://www.aercap.com/investors/corporate-governance/#Insider-trading-rules)

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Governance (cont'd)			
GRI 102: General Disclosures 2016	▶ 102-26	Role of highest governance body in setting purpose, values, and strategy	P21. Board Independence, Diversity and ESG Responsibility
	▶ 102-28	Evaluating the highest governance body's performance	P22. Board Assessment and Profile
	▶ 102-29	Identifying and managing economic, environmental, and social impacts	2020 20-F P30. Sustainability and community; P75-77. Stakeholder Engagement P21. Board Independence, Diversity and ESG Responsibility
	▶ 102-33	Communicating critical concerns	P4. ESG Overview – ESG Governance Structure
	▶ 102-35	Remuneration policies	P27. Remuneration Determination; 2020 20-F P55-58. and P61-63
	▶ 102-36	Process for determining remuneration	P27. Remuneration Determination
	▶ 102-37	Stakeholders' involvement in remuneration	P27. Remuneration Determination
	▶ 102-40	List of stakeholder groups	P74-75 Stakeholder Engagement
Stakeholder Engagement			
GRI 102: General Disclosures 2016	▶ 102-41	Collective bargaining agreements	P82. Material Issues and Our Approach – Employees – Labor Practices
	▶ 102-42	Identifying and selecting stakeholders	We view stakeholders as those who directly or indirectly impact or are impacted by our strategies, business operations and financial decisions. Stakeholders are identified throughout our value chain. We aim to engage with our stakeholders to discuss and address their concerns so as to grow our business responsibly and sustainably
	▶ 102-43	Approach to stakeholder engagement	P74-75. Stakeholder Engagement
	▶ 102-44	Key topics and concerns raised	P74-75. Stakeholder Engagement

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Reporting Practice			
GRI 102: General Disclosures 2016	▶ 102-45	Entities included in the consolidated financial statements	P4. ESG Overview
	▶ 102-46	Defining report content and topic Boundaries	P74-75. Stakeholder Engagement P76-80. Material Issues and Our Approach
	▶ 102-47	List of material topics	P76-80. Material Issues and Our Approach
	▶ 102-48	Restatements of information	None during this reporting cycle
	▶ 102-49	Changes in reporting	No significant changes from the previous reporting period
	▶ 102-50	Reporting period	Annually. This report covers January 1, 2020 to December 31, 2020, unless otherwise noted
	▶ 102-51	Date of most recent report	July 2020
	▶ 102-52	Reporting cycle	P4. ESG Overview
	▶ 102-53	Contact point for questions regarding the report	P4. ESG Overview
	▶ 102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option
▶ 102-55	GRI content index	P81-90. GRI Content Index	
▶ 102-56	External assurance	We did not seek external assurance for this report	
Please note that only items that were selected as material issues for AerCap have been included in the following disclosures:			
Management Approach			
GRI 103: Management Approach 2016	▶ 103-1	Explanation of the material topic and its Boundary	P76-80. Material Issues and Our Approach
	▶ 103-2	The management approach and its components	P76-80. Material Issues and Our Approach
	▶ 103-3	Evaluation of the management approach	P73 / P76-80. Evaluation of Our Approach / Material Issues and Our Approach
Economic Performance			
GRI 201: Economic Performance 2016	▶ 201-1	Direct economic value generated and distributed	2020 20-F F-6. Consolidated Income Statement Data
	▶ 201-2	Financial implications and other risks and opportunities due to climate change	P5-7. Our Approach to ESG Risk Factors

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Indirect Economic Impacts			
GRI 203: Indirect Economic Impacts 2016	▶ 203-2	Significant indirect economic impacts	P46. Understand Aviation's Role in Environment P59. Human Rights and Community Relations
Procurement Practices			
GRI 204: Procurement Practices 2016	▶ 204-1	Proportion of spending on local suppliers	100% local suppliers in catering and office services in Dublin and Shannon
Anti-corruption			
GRI 205: Anti-corruption 2016	▶ 205-1	Operations assessed for risks related to corruption	P5-7. Our Approach to ESG Risk Factors
	▶ 205-2	Communication and training about anti-corruption policies and procedures	P33. Compliance Training and Review
Anti-corruption (cont'd)			
GRI 205: Anti-corruption 2016	▶ 205-3	Confirmed incidents of corruption and actions taken	No incident
Anti-competitive Behavior			
GRI 206: Anti-competitive Behavior 2016	▶ 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
Energy			
GRI 302: Energy 2016	▶ 302-1	Energy consumption within the organization	Electricity – ~1,045,000 kWh; Gas – ~400,000 kWh Renewable accounted for approx. 57% of the electricity usage
	▶ 302-4	Reduction of energy consumption	P50. Efficient Operations; P51. Business Travel
	▶ 302-5	Reductions in energy requirements of products and services	P47-49: Fleet Transformation

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Emissions			
GRI 305: Emission 2016	▶ 305-1	Direct (Scope 1) GHG emissions	P50. Efficient Operations
	▶ 305-2	Energy indirect (Scope 2) GHG emissions	P50. Efficient Operations
	▶ 305-3	Other indirect (Scope 3) GHG emissions	P49; Fleet Emission Reduction; P51: Business Travel
	▶ 305-4	GHG emissions intensity	Scope 1: <0.01t CO2e/\$ million (revenue) Scope 2: 0.071t CO2e/\$ million (revenue, location based)
	▶ 305-5	Reduction of GHG emissions	P47-49: Fleet Transformation; P51: Business Travel
Environmental Compliance			
GRI 307: Environmental Compliance 2016	▶ 307-1	Non-compliance with environmental laws and regulations	None
Supplier Environmental Assessment			
GRI 308: Supplier Environmental Assessment 2016	▶ 308-1	New suppliers that were screened using environmental criteria	P53. Reduce and Recycle – Environmental Factors in Supplier Selection
	▶ 308-2	Negative environmental impacts in the supply chain and actions taken	No negative environmental impacts discovered
Employment			
GRI 403: Occupational Health and Safety 2016	▶ 403-1	Occupational health and safety management system	P66. Health and Safety – Safe Work place
	▶ 403-6	Promotion of worker health	P10-18. Our Response to Covid-19 P67. Well-being initiatives
	▶ 403-8	Workers covered by an occupational health and safety management system	All employees, including contractors working at AerCap premises (9 offices)
	▶ 403-9	Work-related injuries	P66. Health and Safety – no workplace injuries
	▶ 403-10	Work-related ill health	P66. Health and Safety – no workplace fatalities

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Training and Education			
GRI 404:	▶ 404-2	Programs for upgrading employee skills and transition assistance programs	P65. Continuous Development
Training and Education 2016	▶ 404-3	Percentage of employees receiving regular performance and career development reviews	100%
Non-discrimination			
GRI 406:	▶ 406-1	Incidents of discrimination and corrective actions taken	None
Non-discrimination 2016			
Freedom of Association and Collective Bargaining			
GRI 407: Freedom of Association and Collective Bargaining 2016	▶ 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	None
Child Labor			
GRI 408:	▶ 408-1	Operations and suppliers at significant risk for incidents of child labor	None
Child Labor 2016			
Forced or Compulsory Labor			
GRI 409:	▶ 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
Forced or Compulsory Labor 2016			
Human Rights Assessment			
GRI 412:	▶ 412-1	Operations that have been subject to human rights reviews or impact assessments	None
Human Rights Assessment 2016			

GRI Content Index (cont'd)

GRI Standard	Disclosures	Topics	Reference or Answer
Local Communities			
GRI 413: Local Communities 2016	▶ 413-1	Operations with local community engagement, impact assessments, and development programs	P10-18. Our Response to Covid-19 P68-70. Giving to Our Communities
	▶ 413-2	Operations with significant actual and potential negative impacts on local communities	None
Supplier Social Assessment			
GRI 414: Supplier Social Assessment 2016	▶ 414-2	Negative social impacts in the supply chain and actions taken	No negative social impacts discovered
Public Policy			
GRI 415: Public Policy 2016	▶ 415-1	Political contributions	P29. Compliance – Anti-corruption and Fraud P32. Compliance – Disclosure of Lobbying Activities
Customer Health and Safety			
GRI 416: Customer Health and Safety 2016	▶ 416-1	Assessment of the health and safety impacts of product and service categories	P66. Health and Safety
	▶ 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
Customer Privacy			
GRI 418: Customer Privacy 2016	▶ 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P42. Privacy Policies – No significant personal data breach
Socioeconomic Compliance			
GRI 419: Socioeconomic Compliance 2016	▶ 419-1	Non-compliance with laws and regulations in the social and economic area	None

Disclaimer Including Forward Looking Statements & Safe Harbor

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