

# 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**

