

2020

GRI Content Index

# GRI Content Index

This report is prepared in reference to the GRI Standards as published in 2016. Disclosures corresponding to certain GRI Standards can be found in the index below

GRI Standard	Disclosures	Topics	Reference or Answer
<b>Organizational Profile</b>			
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, 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
	▶ 102-7	Scale of the organization	20-F Item 3. Key Information – Selected Financial Data
	▶ 102-9	Supply chain	P10-12. 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
<b>Strategy</b>			
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; P10-12. Stakeholder Engagement; P13-18. Material Issues and Our Approach

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Ethics and Integrity</b>			
GRI 102: General Disclosures 2016	▶ 102-16	Values, principles, standards, and norms of behavior	Code of Conduct ( <a href="https://www.aercap.com/media/2654/code-of-conduct.pdf">https://www.aercap.com/media/2654/code-of-conduct.pdf</a> ) Finance Code of Conduct ( <a href="https://www.aercap.com/media/2655/finance-code-of-conduct.pdf">https://www.aercap.com/media/2655/finance-code-of-conduct.pdf</a> )
	▶ 102-17	Mechanisms for advice and concerns about ethics	Whistle blower procedures ( <a href="https://www.aercap.com/investors/corporate-governance/#Whistle-blower-procedures">https://www.aercap.com/investors/corporate-governance/#Whistle-blower-procedures</a> )
<b>Governance</b>			
GRI 102: General Disclosures 2016	▶ 102-18	Governance structure	Corporate Governance ( <a href="https://www.aercap.com/investors/corporate-governance">https://www.aercap.com/investors/corporate-governance</a> )
	▶ 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
	▶ 102-21	Consulting stakeholders on economic, environmental, and social topics	P10-12. 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 <sup>1</sup>
	▶ 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 ( <a href="https://www.aercap.com/investors/corporate-governance/#Insider-trading-rules">https://www.aercap.com/investors/corporate-governance/#Insider-trading-rules</a> )
	▶ 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	20-F P34. Sustainability and community; P10-12. Stakeholder Engagement P21. Board Independence, Diversity and ESG Responsibility
▶ 102-33	Communicating critical concerns	P4. ESG Overview – ESG Governance Structure	

1. As of April 22, 2020.

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Governance (cont'd)</b>			
GRI 102: General Disclosures 2016	▶ 102-35	Remuneration policies	P27. Remuneration Determination; 20-F: P55~58; F-42~43
	▶ 102-36	Process for determining remuneration	P27. Remuneration Determination
	▶ 102-37	Stakeholders' involvement in remuneration	P27. Remuneration Determination
<b>Stakeholder Engagement</b>			
GRI 102: General Disclosures 2016	▶ 102-40	List of stakeholder groups	P10-12. Stakeholder Engagement
	▶ 102-41	Collective bargaining agreements	P18. 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	P10-12. Stakeholder Engagement
	▶ 102-44	Key topics and concerns raised	P10-12. Stakeholder Engagement
<b>Reporting Practice</b>			
GRI 102: General Disclosures 2016	▶ 102-45	Entities included in the consolidated financial statements	P4. ESG Overview
	▶ 102-47	List of material topics	P13-18. Material Issues and Our Approach
	▶ 102-50	Reporting period	Annually. This report covers January 1, 2019 to December 31, 2019, unless otherwise noted
	▶ 102-52	Reporting cycle	P4. ESG Overview
	▶ 102-53	Contact point for questions regarding the report	P4. ESG Overview

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Reporting Practice (cont'd)</b>			
GRI 102: General Disclosures 2016	▶ 102-54	Claims of reporting in accordance with the GRI Standards	This report is prepared in reference to the GRI Standards as published in 2016
	▶ 102-55	GRI content index	P67-75. GRI Content Index
<b>Management Approach</b>			
GRI 103: Management Approach 2016	▶ 103-1	Explanation of the material topic and its Boundary	P13-18. Material Issues and Our Approach
	▶ 103-2	The management approach and its components	P13-18. Material Issues and Our Approach
<b>Economic Performance</b>			
GRI 201: Economic Performance 2016	▶ 201-1	Direct economic value generated and distributed	20-F P6. 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
<b>Indirect Economic Impacts</b>			
GRI 203: Indirect Economic Impacts 2016	▶ 203-2	Significant indirect economic impacts	P46. Understand Aviation's Role in Environment P57. Human Rights and Community Relations
<b>Procurement Practices</b>			
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
<b>Anti-corruption</b>			
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

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Anti-corruption (cont'd)</b>			
GRI 205: Anti-corruption 2016	▶ 205-3	Confirmed incidents of corruption and actions taken	No incident
<b>Anti-competitive Behavior</b>			
GRI 206: Anti-competitive Behavior 2016	▶ 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None
<b>Energy</b>			
GRI 302: Energy 2016	▶ 302-1	Energy consumption within the organization	Electricity – Dublin: ~950,000kWh; Shannon: ~30,000kWh. Renewable accounted for approx. 35%
	▶ 302-4	Reduction of energy consumption	P50. Business Travel; P51. Efficient Operations
	▶ 302-5	Reductions in energy requirements of products and services	P47-49: Fleet Transformation
<b>Emissions</b>			
GRI 305: Emission 2016	▶ 305-1	Direct (Scope 1) GHG emissions	P51. Efficient Operations
	▶ 305-2	Energy indirect (Scope 2) GHG emissions	P51. Efficient Operations
	▶ 305-3	Other indirect (Scope 3) GHG emissions	P49; Fleet Emission Reduction; P50: Business Travel
	▶ 305-4	GHG emissions intensity	Scope 2: 0.069t CO2e/\$ million (revenue)
	▶ 305-5	Reduction of GHG emissions	P47-49: Fleet Transformation; P50: Business Travel
<b>Environmental Compliance</b>			
GRI 307: Environmental Compliance 2016	▶ 307-1	Non-compliance with environmental laws and regulations	None

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Supplier Environmental Assessment</b>			
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
<b>Employment</b>			
GRI 403: Occupational Health and Safety 2016	▶ 403-1	Occupational health and safety management system	P63. Health and Safety – Safe Work place
	▶ 403-6	Promotion of worker health	P9. Recent Update – Our Response to Covid-19 P64. 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	P63. Health and Safety – no major workplace injuries
	▶ 403-10	Work-related ill health	P63. Health and Safety – no workplace fatalities
<b>Training and Education</b>			
GRI 404: Training and Education 2016	▶ 404-2	Programs for upgrading employee skills and transition assistance programs	P62. Continuous Development
	▶ 404-3	Percentage of employees receiving regular performance and career development reviews	100%
<b>Non-discrimination</b>			
GRI 406: Non-discrimination 2016	▶ 406-1	Incidents of discrimination and corrective actions taken	None

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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Freedom of Association and Collective Bargaining</b>			
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
<b>Child Labor</b>			
GRI 408: Child Labor 2016	▶ 408-1	Operations and suppliers at significant risk for incidents of child labor	None
<b>Forced or Compulsory Labor</b>			
GRI 409: Forced or Compulsory Labor 2016	▶ 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	None
<b>Human Rights Assessment</b>			
GRI 412: Human Rights Assessment 2016	▶ 412-1	Operations that have been subject to human rights reviews or impact assessments	None
<b>Local Communities</b>			
GRI 413: Local Communities 2016	▶ 413-1	Operations with local community engagement, impact assessments, and development programs	P9. Recent Update – Our Response to Covid-19 P64. Giving to Our Communities
	▶ 413-2	Operations with significant actual and potential negative impacts on local communities	None
<b>Supplier Social Assessment</b>			
GRI 414: Supplier Social Assessment 2016	▶ 414-2	Negative social impacts in the supply chain and actions taken	No negative social impacts discovered



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GRI Standard	Disclosures	Topics	Reference or Answer
<b>Public Policy</b>			
GRI 415: Public Policy 2016	▶ 415-1	Political contributions	P29. Compliance – Anti-corruption and Fraud P32. Compliance – Disclosure of Lobbying Activities
<b>Customer Health and Safety</b>			
GRI 416: Customer Health and Safety 2016	▶ 416-1	Assessment of the health and safety impacts of product and service categories	P63. Health and Safety
	▶ 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	None
<b>Customer Privacy</b>			
GRI 418: Customer Privacy 2016	▶ 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	P40. Privacy Policies – No significant personal data breach
<b>Socioeconomic Compliance</b>			
GRI 419: Socioeconomic Compliance 2016	▶ 419-1	Non-compliance with laws and regulations in the social and economic area	None