AIR LEASE CORPORATION

2022

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

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AIR LEASE
CORPORATION

Steven F. Udvar-Házy
Executive Chairman of the Board

John L. Plueger
Chief Executive Officer & President

A MESSAGE FROM LEADERSHIP

The airline industry benefitted meaningfully from accelerating industry tailwinds over the course of 2022 – air traffic demand sustained significant growth globally, and airline operations and profitability improved on a wide scale. Air Lease Corporation benefitted from these trends as well, as airline needs for new commercial aircraft broadened. Our lessor industry-leading orderbook of Airbus and Boeing aircraft positions us exceptionally well for continued growth through the end of this decade, and provides aircraft delivery slots well-ahead of those available to airlines ordering aircraft today. Air Lease's strategic focus on replacing ageing jets with new lower-emission and fuel-efficient modern commercial aircraft is also closely aligned with reducing the impact of aviation on the environment.

We are steadfast in our focus on environmental, social, and governance efforts, and for the second year we are disclosing our Scope 1 & 2 Greenhouse Gas (GHG) emissions in this report. Our 2022 ESG report builds upon our prior releases, with the objective of continued enhancement and acceleration of our disclosures over time. Air Lease's ESG committee is comprised of key members of our management team, and meets at least quaterly to guide our focus on topical matters and to ensure timely communication to our Board of Directors.

While the airline industry is responsible for only ~2% of estimated global carbon emissions, we recognize the critical importance of reducing emissions and improving efficiency. Our business model remains closely aligned with reducing the impact of the airline industry on the environment, given our strategy targets the replacement of older, higher-emission aircraft. Each of our new aircraft delivered provides a substantial 20-25% reduction in fuel consumption and emissions, as well as meaningful NO_x and noise emission improvement. Given 80% of commercial aircraft today are prior generation equipment, the opportunity for impact from our replacement efforts remains significant.

Air Lease's employees are one of our key assets, and we are committed to offering attractive compensation and benefits, as well as a positive working environment. Our employee base at of the end of 2022 totaled 151 people, with the increase relative to the prior year reflecting the growth of our business. We are dedicated to diversity, and have a concerted diversity, equity, and inclusion effort.

Corporate governance excellence remains a priority, and we believe the combined skills and knowledge of our Board of Directors serves our business very successfully. Our board diversity, both with respect to gender and racial diversity, has expanded over the last several years and reflects our desire to broaden perspectives. In 2022 our proxy outreach efforts extended to over 60% of our investor base, expanding with the goal of further understanding the topics and matters most critical to our shareholders.

Air Lease is highly focused on our environmental, social, and governance efforts. We believe that our role in supporting the growth and modernization of the commercial airline industry is the primary and best means available to reduce the impact of aviation emissions on the environment over the near to intermediate term. We are proud of our company's achievements thus far, and remain committed to furthering the expansion of human connectivity via the newest and most efficient means of commercial air transportation available – we want to thank all of our stakeholders for their support, and look forward to our continued partnership.

ABOUT AIR LEASE CORPORATION

Air Lease Corporation (ALC) is a leading aircraft leasing company principally engaged in purchasing commercial aircraft from Boeing and Airbus and leasing them to its valued airline customers worldwide. Our team of talented individuals focus on providing our airline customers with total fleet solutions which, in addition to operating leases, includes fleet advisory services among other offerings.

31
Average years of commercial aviation industry experience among senior management

$28B
In total assets

117
Airline Customers

900
Aircraft owned, managed and on order

151
Employees

62
Countries

Investment grade rated

BBB S&P
BBB Fitch
A- Kroll

ALC is headquartered in

Los Angeles, with offices in Dublin, Dallas, and Hong Kong

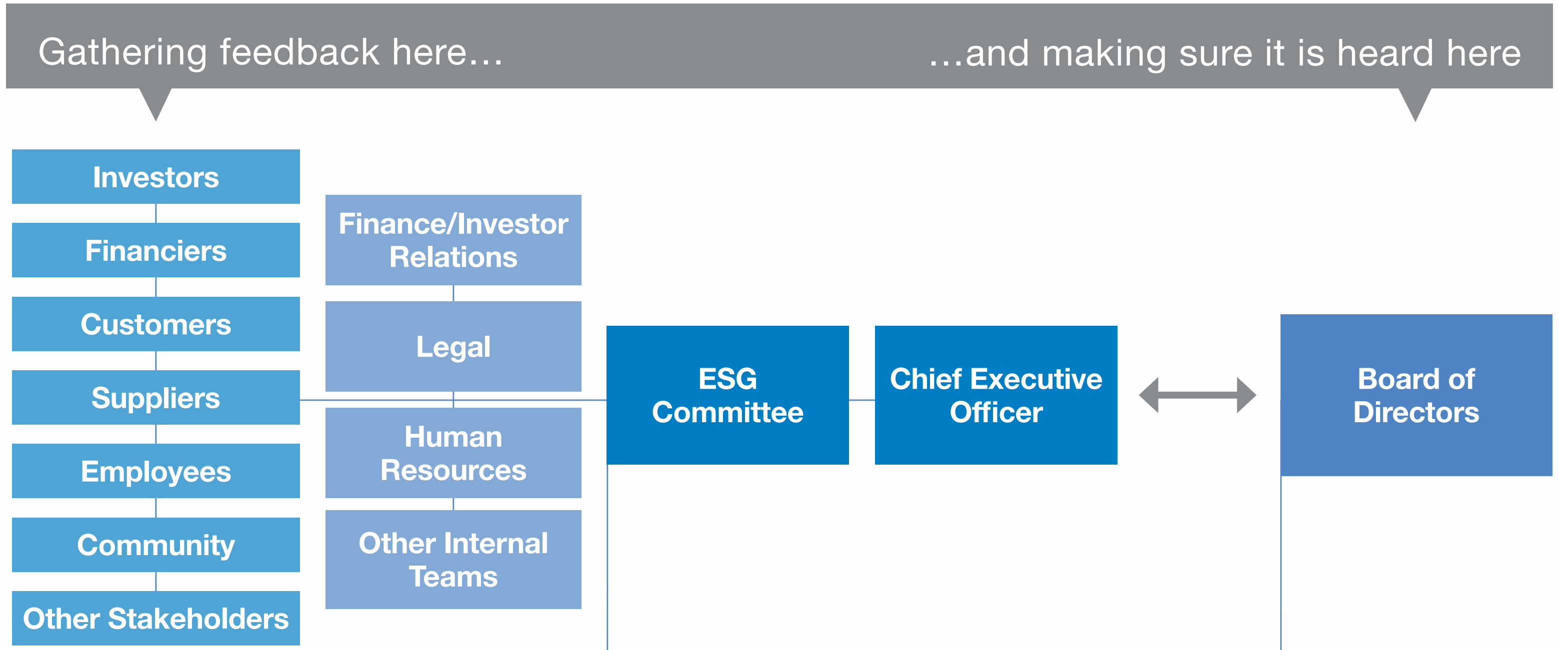
All data as of December 31, 2022

ABOUT THIS REPORT

This report contains information and feedback regarding our focus on environmental, social, and governance matters throughout our organization and with our Board of Directors. The below framework ensures that feedback is disseminated on an ongoing basis and formally on a quarterly basis.

- This is our fourth annual Environmental, Social, and Governance Report, or ESG Report. Our inaugural report was published in the fall of 2020.
- The reporting period for this report is January 1, 2022 to December 31, 2022.
- Information covers Air Lease Corporation and its consolidated subsidiaries.
- We prepared this report in reference to the Global Reporting Initiative (GRI) 2021 standards. Please see our GRI Content Index beginning on page 38 for additional disclosures regarding reference to certain GRI standards.
- We value your feedback and welcome any questions, comments or suggestions on this report.

ESG FRAMEWORK



Our ESG Committee is comprised of:
John L. Plueger, Chief Executive Officer & President
Gregory B. Willis, EVP & Chief Financial Officer
Carol Forsyte, EVP, General Counsel, Corporate Secretary and Chief Compliance Officer
Kishore Korde, EVP, Marketing
Sabrina Lemmens, SVP, Controller
Courtney McKeown, SVP, Human Resources
Daniel Verwholt, SVP, Treasurer
Jason Arnold, VP, Investor Relations

Our Board of Directors provides oversight of the risks related to environmental, social, and governance (ESG) matters. Execution of ESG priorities is the responsibility of our CEO and ESG Committee.

ESG MATERIALITY[1]

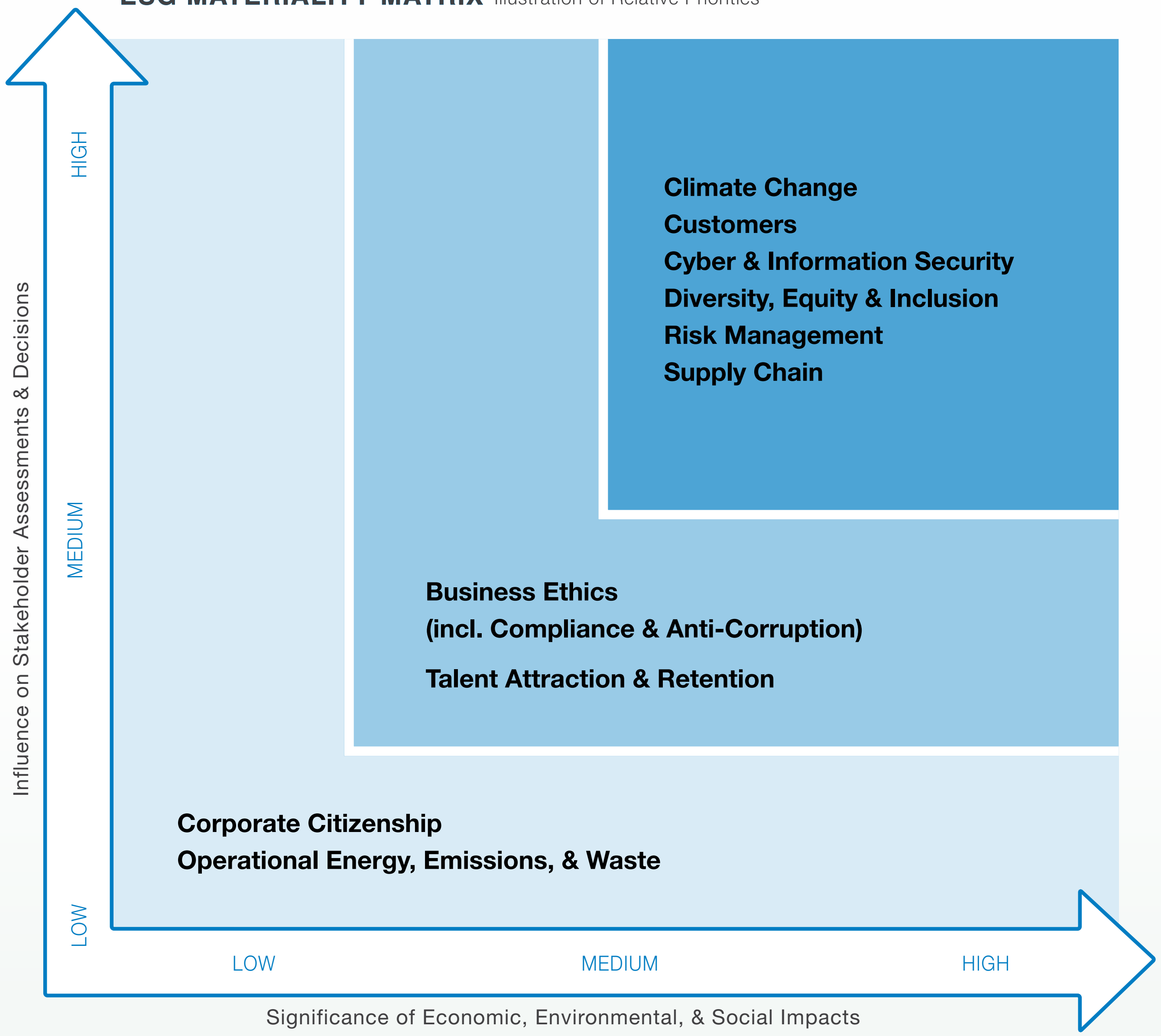
We regularly review our ESG materiality assessment, which we use to strategically guide our sustainability management and reporting efforts. This process included the identification, prioritization, and validation of our most significant ESG topics in terms of impact on our industry, our business and our stakeholders.

To identify relevant ESG topics, we reviewed our enterprise risk assessment, industry and peer reporting, and sustainability frameworks. We prioritized topics based on level of importance to our business, and our stakeholders, and then validated the results with our leadership.

KEY FEEDBACK

Through engagement with our stakeholders in 2022, most notably our investors, it was clear that they wanted us to continue providing enhanced disclosures on ESG topics and to accelerate the release of our ESG Report. This year we have accelerated the release of our ESG Report relative to prior years, and for the second consecutive year we are providing disclosure of our Scope 1 & 2 Greenhouse Gas (GHG) emissions. We look to provide further ESG information and disclosures in future reports.

ESG MATERIALITY MATRIX Illustration of Relative Priorities



1) Our approach to ESG disclosures is informed by reporting frameworks, such as the GRI, that involve broader definitions of materiality than used for purposes of our compliance with SEC disclosure obligations. As a result, “materiality” for purposes of this report includes impacts on communities, the environment, and stakeholders such as employees, customers, and suppliers, and the inclusion of topics in this report, even when described as “material,” does not indicate that such topics are material to the Company's business, operations, or financial condition.

OUR STAKEHOLDERS

Stakeholder	Typical Engagement	Frequency of Engagement	Key Engagement in 2022
Investors	- 2022 earnings calls held quarterly to provide financial and business updates and allows for Q&A with senior management - Investor dialogue via individual or group meetings at numerous industry and bank conferences - Ongoing communication with investors through our investor relations team - Website updated on an ongoing basis to keep investors informed and provide additional information on ESG and other investor priorities	Throughout the year	- We participated in more than 20 industry or research conferences and group meetings in 2022 - Senior management presented and spoke with investors at several industry related events in 2022 held primarily virtually - Investor relations team continued dialogue with investors at research and industry events as well as other outreach totaling more than 500 investor conversations - A variety of corporate governance and ESG topics also discussed with investors throughout the year and during proxy outreach, encompassing over 60% of shareholders
Airline Customers	- From our orderbook, we lease the most modern, fuel-efficient aircraft to airline customers worldwide - We advise airline customers on aircraft types and fleet planning, and help them transition to operating more efficient aircraft	Daily	- As of 12/31/22, we had 417 owned aircraft and 117 airline customers in 62 countries - Our marketing executives met with airline customers in person and virtually regarding existing and potential new leases - We continued to collaborate with our airline customers to assist them in their fleet planning efforts
Manufacturers & Suppliers	- Our procurement team has a long track record of working with manufacturers and suppliers successfully, with our head of procurement having over 25 years of aviation experience in this area of focus - Primary manufacturers include Boeing and Airbus - Primary suppliers include General Electric, CFM International, Pratt & Whitney, and Rolls-Royce	Daily	- We delivered 61 new aircraft to our airline customers in 2022 - Ongoing interactions to adjust our orderbook deliveries to accommodate aircraft demand and customer requests - We continued to collaborate with the OEMs and other suppliers as delivery schedules were impacted by travel restrictions and quarantines, requiring ongoing adjustments to delivery dates for aircraft in our orderbook
Financial Institutions/ Capital Providers	- We maintain strong relationships with the financial institutions that lend to us and support our business by leading our capital markets transactions and providing business advisory services - We continue to discuss our focus on sustainability with our banks to get their professional input and advice - We engage firms owned by underrepresented groups where possible	Throughout the year	- Met with banks on an ongoing basis at our headquarters, in their respective offices, and virtually - Minority-owned broker dealer firms mandated as joint book runners on capital markets transactions - Met with our lenders at annual bank meeting in March 2022
Employees	- We hold periodic town halls led by senior management to discuss key topics and answer questions - Our company intranet allows for efficient communications to all employees - We have an open-door policy and encourage all employees to speak with supervisors and senior management on topics important to them	Throughout the year	- Employee town halls/engagement with CEO and Executive Chairman with Q&A session available to all attendees - Continue to offer employees a hybrid work schedule in response to employee feedback
Community	- We sponsor and support several charitable organizations within our industry and community	Throughout the year	- Community and other charitable contributions throughout 2022 to organizations including United Way of Greater Los Angeles, National Air and Space Museum, The ISTAT Foundation, Los Angeles Fire Department Fund, Airlink, The Wings Club Foundation, Dress for Success, Heal the Bay, and TreePeople - Increased corporate giving activity in 2022 as compared to the prior year
Government & Regulators	- SEC disclosures as well as key policies available on our corporate website - Compliance with Sarbanes-Oxley requirements - Advise government and regulators when requested	Throughout the year	- Financial reports publicly available on www.sec.gov - Disclosures and documentation available on corporate website - We did not make any contributions to and spending for political campaigns, political organizations, lobbyists or lobbying organizations

ENVIRONMENT

The airline industry is focused on reducing its environmental impact in response to increasingly stringent environmental laws and regulations concerning air emissions and other impacts to the environment. We believe this will result in our airline customers accelerating their transition to the most modern technology, fuel-efficient aircraft we own and have on order.

WHERE WE STAND TODAY

- Since inception of our company in 2010, we have focused on purchasing the most modern, fuel-efficient aircraft available and leasing them to our customers worldwide. In many cases, we serve as a launch customer for Boeing or Airbus, whereby we play a crucial role in introducing a new aircraft type into the global fleet.
- As of December 31, 2022, our owned fleet had a weighted average age of 4.5 years, relative to the world's fleet of commercial passenger aircraft average age of approximately 11 years.
- Our core strategy is helping our airline customers modernize their fleets through our fleet planning services and our portfolio of aircraft that are generally 20-25% more fuel-efficient and have a significantly smaller noise footprint than the aircraft they will replace.

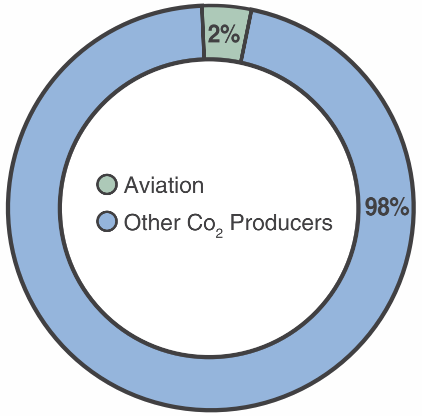
OUR APPROACH GOING FORWARD

- With approximately 400 of the most modern aircraft available on order through 2029[1], we will continue to purchase the most fuel-efficient commercial aircraft available and lease them to our customers worldwide, primarily targeting airline customers looking to replace older aircraft.
- We are committed to our enhanced focus on environmental concerns as core to our strategy, and regularly work with our Board of Directors to address our climate-related risks and opportunities.

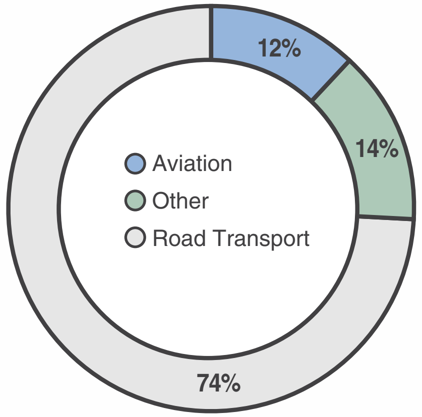
(1) As of December 31, 2022

CLIMATE CHANGE

A look at where aviation stands as it relates to emissions[1]



Global human-induced CO_2 emissions



CO_2 emissions from all transport

~80% of aviation CO_2 emissions are from flights >1,500km for which there is no practical alternative mode of transport

THE ROLE OF AVIATION

~90M
Jobs supported in aviation and related tourism[1]

~4%
Global GDP supported by the aviation industry[1]

35%
Global trade by value carried by air transport[2]

3.4B
Passengers carried by airlines in 2022 worldwide[3]

(1) Air Transport Action Group - Aviation Benefits Beyond Borders, September 2020.
(2) IATA - What Types of Cargo are Transported by Air, September 2022.
(3) IATA - Global Outlook for Air Transport, December 2022.

CLIMATE CHANGE

The aviation industry has made significant advancements over the last few decades and is **committed to continued improvement.**

Carbon emissions per passenger have declined by more than **50%** since 1990[1].

Today's aircraft are **80%** more fuel-efficient per seat km vs. those from the 1950s[2].

The achievements of the aviation industry in terms of fuel efficiency improvement each year since 1990 is 3x more than the average increase in car fuel efficiency and 9x that of heavy-duty trucks[3].

IATA Resolution Actions to Reduce Industry Carbon Emissions[4]

- **Expand Sustainable Aviation Fuels (SAF) Availability**
- **Advanced Airframe/Propulsion Technologies**
- **Infrastructure Improvements**
- **Alternative Energy Sources**

(1) IATA as of December 12, 2019 Carbon Emissions Per Passenger Decrease More Than 50% Since 1990.
(2) Air Transport Action Group - Aviation Benefits Beyond Borders, September 2020.
(3) IATA Economics Chart of the Week as of November 16, 2018.
(4) IATA Fly Net Zero. Represents recommended overall industry actions recommended by IATA to help reduce carbon emissions.

CLIMATE CHANGE

Aligned with the needs of our customers, reduced fuel consumption, emissions, and noise are our priority when selecting an aircraft to join the ALC fleet. By focusing on these qualities, we are introducing more environmentally conscious aircraft into the world's fleet. Many of the improvements related to fuel efficiency within the aviation industry have been the result of airlines operating new, more fuel-efficient aircraft. Since our inception in 2010, we have purchased over $35 billion of aircraft. Between 2023 and 2029, we have committed to purchase approximately $26 billion of new aircraft. Our new aircraft will be vital in helping the airline industry reach its future sustainability goals.

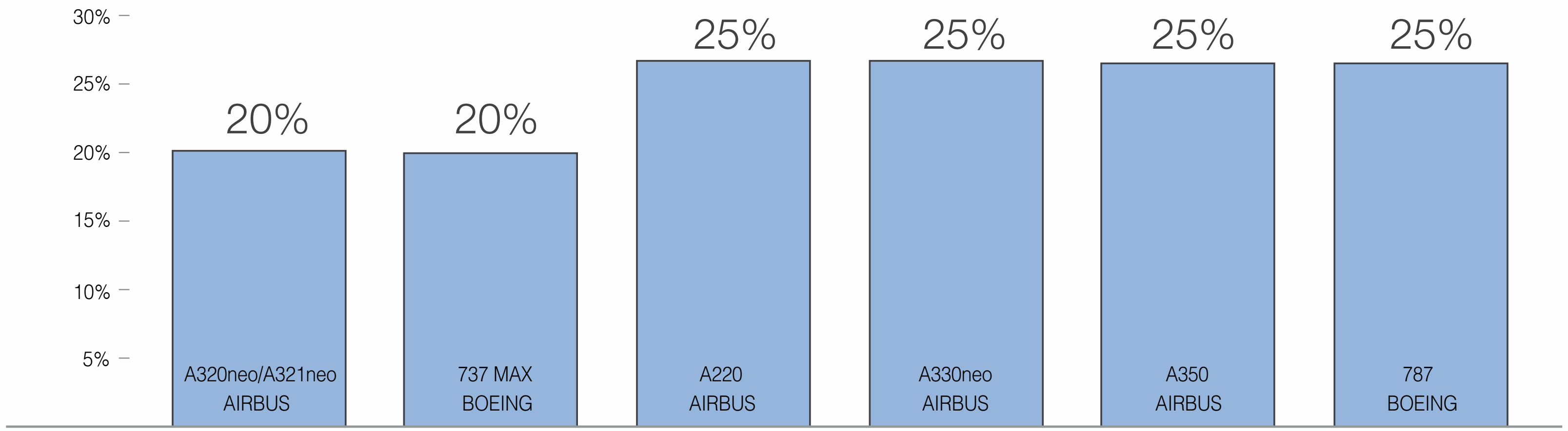
~$26B

Fuel-efficient aircraft purchase committments between 2022-2029

as of December 31, 2022

APPROXIMATE IMPROVEMENT IN FUEL BURN VS. PREVIOUS GENERATION AIRCRAFT

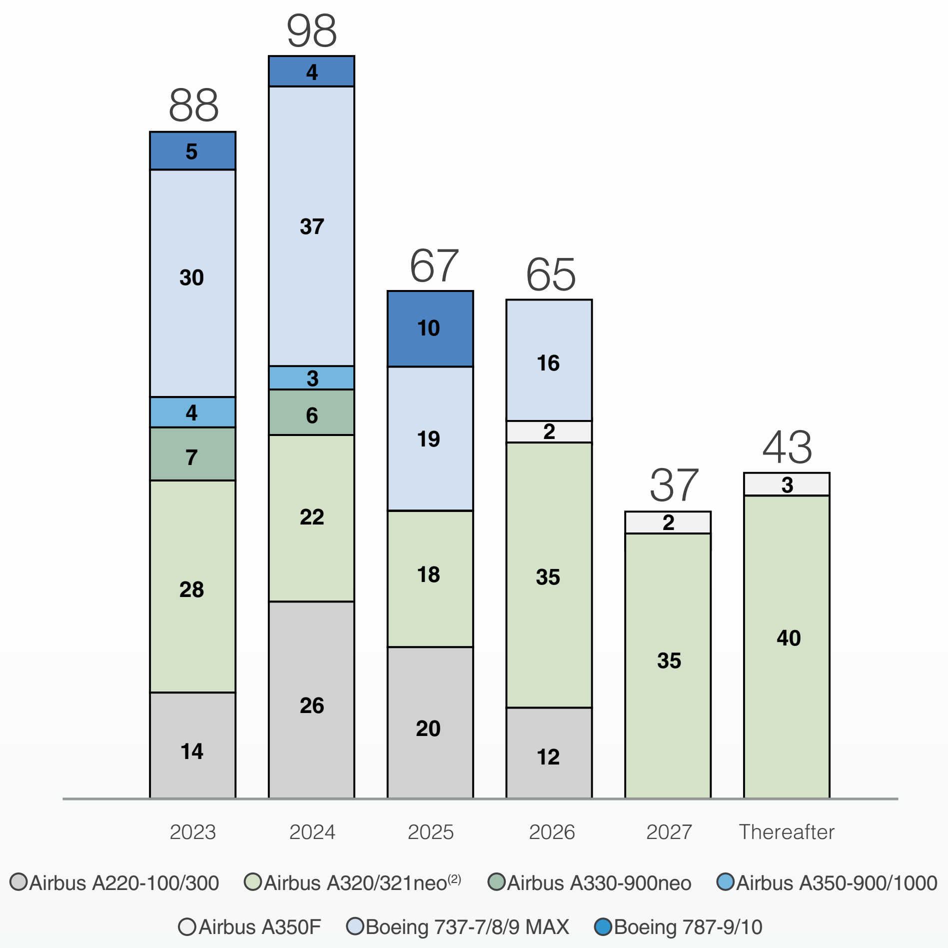
ALC'S FUEL-EFFICIENT AIRCRAFT



Source: Airbus SAS and The Boeing Company Aircraft comparisons: A220-300 compared to A319ceo. A320neo compared to A320ceo. A321neo compared to A321ceo. A330-900neo compared to B767-300ER. A350-900 compared to B777-200ER. A350-1000 comypared to B777-300ER. 737MAX compared to 737NG (no winglet). 787 compared to 767-300ER. 737 MAX 8 is 20% lower and 737 MAX 9 is 21% lower. 787-9 is 31% lower and 787-10 is 35% lower. A320neo is 20% lower, A321neo is 22% lower. A350-900 and A350-1000 both 25% lower.

CLIMATE CHANGE

ALC ORDER DELIVERIES BY YEAR(1)

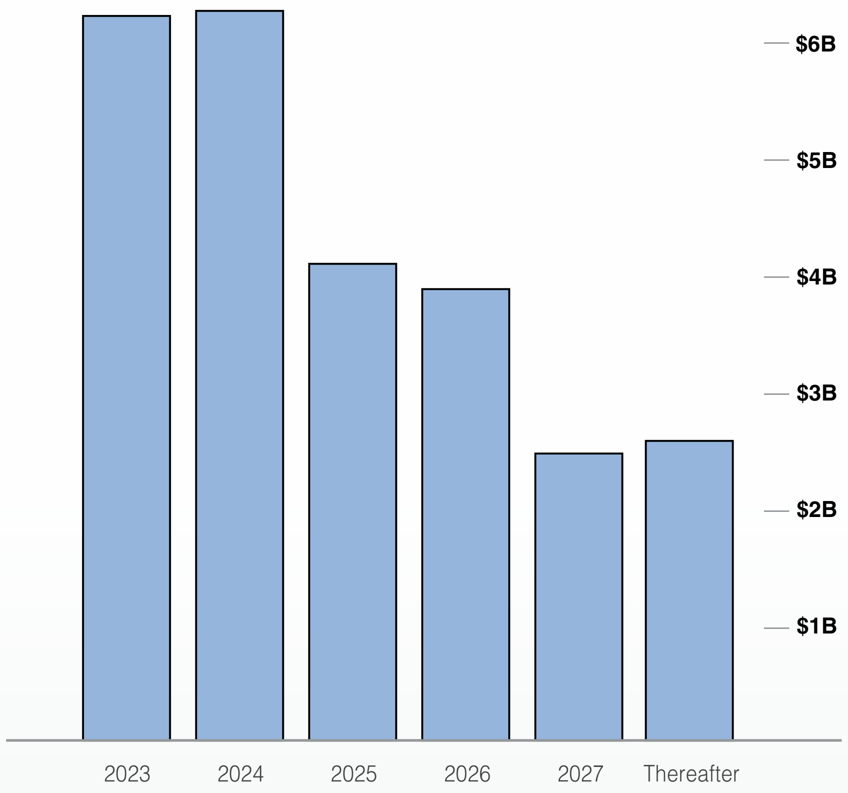


Our strategy is to assist the airline industry in achieving its sustainability goals by leasing the most modern, fuel-efficient aircraft available, which we purchase directly from the manufacturers, and lease to our airline customers. As a result, the weighted average age of our owned fleet remains significantly younger than that of the world's commercial aircraft fleet. Over the next few years, we are scheduled to take delivery of approximately 400 new aircraft from the manufacturers, enabling us to further help our customers modernize their fleets.

Our orderbook includes the most environmentally friendly commercial passenger aircraft, enabling our assets to comprise **one of the most modern fleets in the world.**

AIRCRAFT ACQUISITION COMMITMENTS(3)

(in $ billions)



(1) As of December 31, 2022. Reflects Airbus and Boeing aircraft delivery delays based on contractual documentation.
(2) Airbus A320/321neo aircraft orders include 26 long-range variants and 49 extra long-range variants.
(3) As of December 31, 2022.

CLIMATE CHANGE

Reduced Environmental Impact in Numbers. As shown, each of the aircraft types in our fleet and orderbook–when introduced to or operated in the world's fleet–are significantly more environmentally friendly.

Aircraft	Nitrogen Oxides	Noise Pollution	Fuel Consumption
AIRBUS A220-300	Up to 38% below CAEP/6	Up to 50% smaller footprint; Up to 17.4 EPNdB below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
AIRBUS A320neo	Up to 49% below CAEP/6	Up to 50% smaller footprint; Up to 20.6 EPNdB below ICAO Chapter 4	20% lower fuel burn & CO_2 emissions per seat
AIRBUS A321neo	Up to 49% below CAEP/6	Up to 54% smaller footprint; Up to 16 EPNdB below ICAO Chapter 4	22% lower fuel burn & CO_2 emissions per seat
AIRBUS A330-900neo	Up to 20% below CAEP/6	Up to 50% smaller footprint; Up to 16.1 EPNdB below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
AIRBUS A350-900	Up to 23% below CAEP/6	Up to 40% smaller footprint; Up to 22 EPNdB below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
AIRBUS A350-1000	Up to 6% below CAEP/6	Up to 50% smaller footprint; Up to 16 EPNdB below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
BOEING 737-700	Up to 29% below CAEP/6	Up to 20% smaller footprint; Up to 7.8 EPNdb below ICAO Chapter 4	13% lower fuel burn & CO_2 emissions per seat
BOEING 737-800	Up to 26% below CAEP/6	Up to 20% smaller footprint; Up to 5.8 EPNdb below ICAO Chapter 4	18% lower fuel burn & CO_2 emissions per seat
BOEING 737 MAX 8	Up to 34% below CAEP/6	Up to 50% smaller footprint; Up to 14.8 EPNdb below ICAO Chapter 4	20% lower fuel burn & CO_2 emissions per seat
BOEING 737 MAX 9	Up to 27% below CAEP/6	Up to 50% smaller footprint; Up to 13.2 EPNdb below ICAO Chapter 4	20% lower fuel burn & CO_2 emissions per seat
BOEING 787-9	Up to 42% below CAEP/6	Up to 50% smaller footprint; Up to 17.8 EPNdb below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
BOEING 787-10	Up to 40% below CAEP/6	Up to 50% smaller footprint; Up to 17.8 EPNdb below ICAO Chapter 4	25% lower fuel burn & CO_2 emissions per seat
BOEING 777-300ER	Up to 14% below CAEP/6	Up to 40% smaller footprint; Up to 7.1 EPNdb below ICAO Chapter 4	20% lower fuel burn & CO_2 emissions per seat

Source: Airbus and Boeing
Airbus Comparisons: A220-300 compared to A319ceo, A320neo compared to A320ceo, A321neo compared to A321ceo, A330-900neo compared to B767-300ER, A350-900 compared to B777-200ER, A350-1000 compared to B777-300ER
Boeing Comparisons: 737NG compared to 737Classic, 737MAX compared to 737NG (no winglet), 787 compared to 767-300ER, 777-300ER compared to 747-400(GE)

GREENHOUSE GAS (GHG) EMISSIONS

OUR FOOTPRINT

2022 represents our second year reporting Scope 1 & 2 Greenhouse Gas (GHG) emissions. Air Lease's Scope 1 (direct) emissions for 2022 were 4,967 metric tonnes of CO_2e (CO_2 equivalent GHG emissions), while our Scope 2 (indirect) emissions were 280 metric tonnes of CO_2e. Aircraft that are not under the Company's operational control are excluded from Scope 1 and Scope 2 emissions.

Air Lease's GHG emissions increased in 2022 relative to the prior year primarily due to increased utilization of the company's Los Angeles offices and increased business travel following the pandemic impacted 2021 year. Please refer to page 43 of this report for our GHG Emissions Statement with our Independent Accountant's Review Report thereon, which contain additional details on our GHG emissions.

Emissions by Source (CO_2e in tonnes)	2021	2022
Scope 1	4,439	4,967
Scope 2	239	280
Total Scope 1 & 2	**4,678**	**5,247**

OPERATIONAL ENERGY, EMISSIONS, & WASTE

We are focused on operational sustainability. Our commitment to this begins with our office space, with our headquarters in a LEED GOLD certified building at 2000 Avenue of the Stars in Los Angeles focused on the following:

OUR BUILDING FOOTPRINT

Water Conservation

More than 21.2 million gallons of water saved annually

Water Recovery

100% self-reliance for landscape irrigation

Energy Conservation

8.4 million kilowatt hours saved annually

Recycling

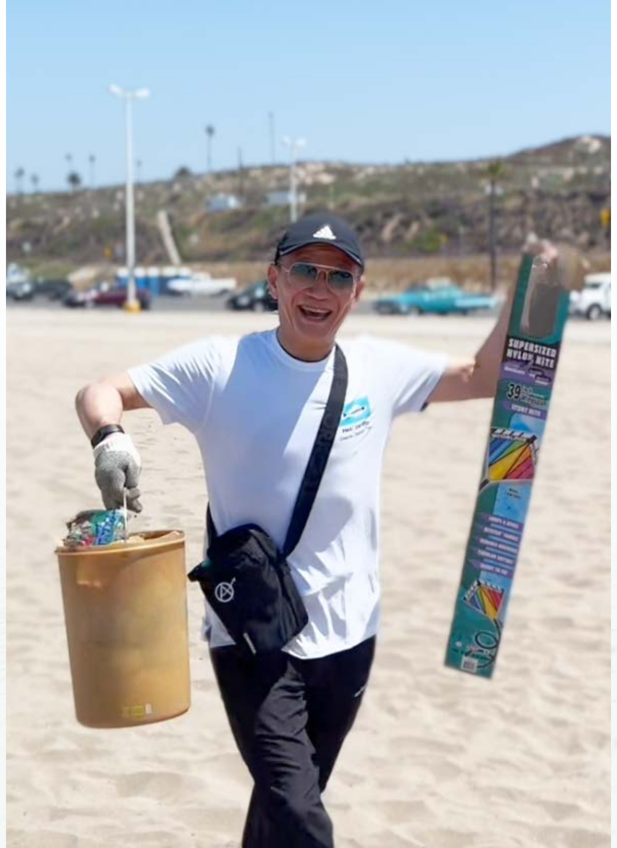
Project diverts 44% of waste away from landfills

In addition to the details noted above regarding our headquarters, our Hong Kong office is located at Two International Finance Centre which has been recognized as a Hong Kong Green Organization.

Source: 2000 Avenue of the Stars building management, 2022 full year data.

SOCIAL

We are committed to operating with the highest standards of social responsibility. As such, we strive to cultivate an environment where all our employees can succeed—we seek out business partners that uphold these ethical standards, and we aim to support the communities in which we do business, in addition to educational and charitable organizations within the aviation industry.



WHERE WE STAND TODAY

- We provide a comprehensive benefits package benchmarked in the 90th percentile of coverage for similarly sized companies. Our benefits package includes various employee assistance programs that provide wellness benefits.
- We offer competitive compensation to our employees worldwide. U.S. employees, and to the extent permissible those outside the U.S., are eligible to participate in our long-term stock-based incentive plan.
- We are building a diverse organization that respects different backgrounds and experiences. Approximately 37% of our employees were racially diverse and 52% were female as of December 31, 2022.
- We have codes and policies in place which outline expectations for our employees and the companies with which we do business, such as a Code of Business Conduct and Ethics, Supplier Code of Conduct, Anti-Corruption Policy, and Human Rights Policy.
- We support various charitable causes with both financial and human resources to advance aviation, education, and humanitarian assistance. We have expanded our charitable giving efforts in 2022 as compared to the prior year.
- As of December 31, 2022, we had aircraft leased to customers across 29 countries considered emerging markets and developing economies.

OUR APPROACH GOING FORWARD

- Our goal is to continue to provide our employees healthcare coverage and benefits benchmarked in the 90th percentile of coverage for similarly sized companies.
- We will continue to provide competitive compensation including long-term stock incentives.
- We will continue to provide meaningful education and training to our employees, including programs focused on diversity and inclusion, along with compliance and business ethics. We will require certification, where appropriate, of employees' understanding of our policies and codes.
- We will remain involved in our community and continue to support causes and efforts that benefit the areas in which we operate and do business.
- We will continue to do business with airlines in emerging market economies further enabling global connectivity.

Diversity, Equity, & Inclusion

Air Lease Corporation is committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We believe that a diverse and inclusive culture helps maintain our position as a leading aircraft leasing company. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities, and talent that our employees invest in their work represents a significant part of not only our culture, but our company's reputation and achievement.

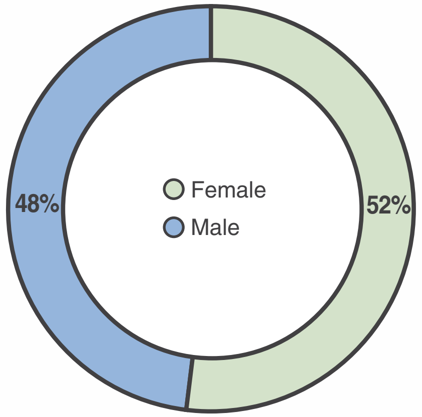
ALC has a dedicated Diversity & Inclusion policy to reinforce to our employees our commitment to this important aspect of our culture. In addition, all employees must attend diversity and inclusion training. Please see our complete list of policies and trainings on pages 32-33 for more details.

- 127 of our employees are based in our Los Angeles office, with 18 in Dublin, 3 in Dallas, and 3 in Hong Kong.

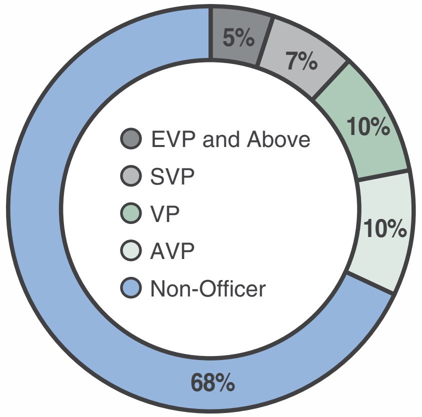
- As of December 31, 2022, we had no temporary employees in addition to our full-time staff.

- Over the past three years we retained approximately **95%** of our female full-time employees and **97%** of our male full-time employees.

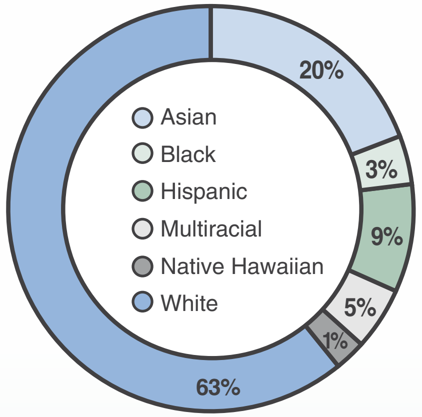
OUR EMPLOYEES



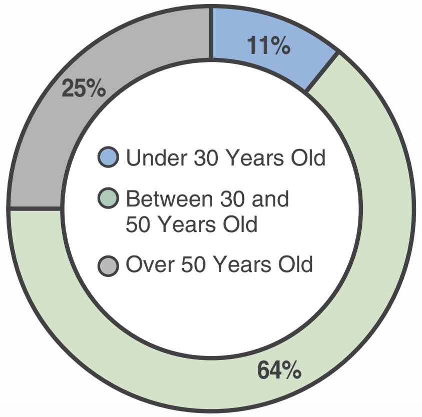
GENDER



LEVEL



RACIAL GROUPS



AGE

All data as of December 31, 2022

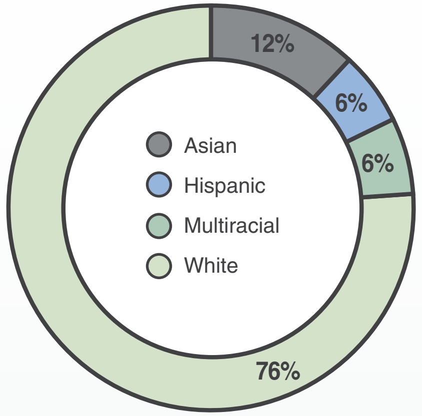
DIVERSITY, EQUITY, & INCLUSION

Attracting and retaining talented employees who reflect the diversity of our global customers and are passionate about our business supports our overall success.

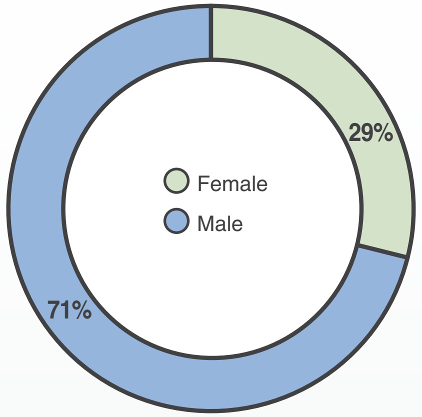
Our Leadership team is comprised of

18 individuals

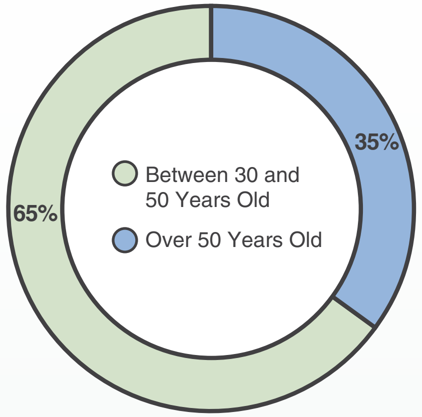
OUR LEADERSHIP TEAM



RACIAL GROUP



GENDER



AGE

All data as of December 31, 2022

Talent Attraction & Retention

~7% of our stock is owned by ALC's employees and directors

Our benefits are benchmarked in the **90th percentile** of coverage for similarly sized companies

87% of our employees participate in our 401(k) matching program

The health and wellness of our employees is our priority and our comprehensive employee benefits are focused on employees' financial, physical, and mental well-being. Our benefits include, but are not limited to, the following:

FINANCIAL

- Competitive compensation philosophy that includes comprehensive benchmarking analysis
- Cash bonus programs and long-term incentive plan with every U.S. employee, and to the extent permissible, employees outside the U.S., eligible to participate in our long-term stock-based incentive plan where permitted
- Employee-funded 401(k) programs with company matching
- We support and pay for training and education programs that provide continual improvement for our employees, including continuing education, leasing seminars, and conferences related to the employee's role in the Company

HEALTH AND WELLNESS

- Company-paid medical, dental, and vision insurance
- Company-paid life insurance
- Company-paid short-term and long-term disability insurance
- Paid maternity leave in excess of legally required minimum
- Company-paid critical illness
- Reimbursement accounts
- Travel assistance programs and insurance
- Company-paid membership to an on-site fitness center and annual health and wellness clinics
- Flexible office schedule to accommodate our employees
- Remote healthcare services including LifeSpeak, a mental health and well-being platform

TALENT ATTRACTION & RETENTION

Pay equity is central to our mission to attract and retain the best talent. Our compensation philosophy, reward structure, and best practices are designed to compensate employees equitably and free of any bias. We demonstrate our commitment to pay equity by regularly reviewing our compensation practices.

We will continue to review our processes and programs so that we compensate employees doing the same job equitably and free of bias.

Pay Competitively
We evaluate our compensation program on an ongoing basis analyzing our pay against the broader labor market, our industry, and across departments.

Internal Fairness
We compensate employees doing the same job equitably and free of unlawful bias. We set pay guidelines for roles, independent of the people who perform them.

Provide Career Advancement Opportunities
We provide a career development framework for potential advancement without regard to gender, race, or any other unlawful factor.

Motivate Top Performance Results
Employee compensation reflects individual performance and motivates each employee to perform at their best.

TRAINING AND EDUCATION

ALC supports training and education programs that provide continual improvement for our employees, including but not limited to:

- Continuing Education
- Leasing Seminars
- Industry Conferences
- Role Specific Training
- Technology Conferences

We will reimburse the employee for related expenses including travel, registration and testing fees, workbooks, lodging, and meals not included in the registration fees. The time for employee's attendance and travel will be paid at the employee's normal rate of pay.

We also provide development programs to improve and upgrade employee skills, including performance management. These programs empower employees to develop skills working in and on the business, providing professional growth and personal development to the leaders within our organization.

Please see the Governance section of this report for more details on our required trainings for our employees.

Customers

We operate our business on a global basis, providing aircraft to airline customers in every major geographical region, including markets such as Asia, Europe, the Middle East and Africa, U.S. and Canada, the Pacific, Australia and New Zealand, and Central America, South America, and Mexico. As of December 31, 2022, we had 117 airline customers in 62 countries, and ongoing relationships with over 200 airlines. Many of these markets are experiencing increased demand for passenger airline travel and had lower market saturation than more mature markets such as the United States and Western Europe.

117

Airline customers in 62 countries

200+

Airline relationship partners

Our ongoing dialogue with and commitment to our airline customers is integral to the success of our business.

We have aircraft leased to customers across 29 countries considered **emerging markets and developing economies.**

Supply Chain

We purchase new aircraft from Boeing and Airbus. We source many aircraft components separately, including seats, safety equipment, avionics, galleys, cabin finishes, engines, and other equipment. Oftentimes, we can achieve lower pricing through direct bulk purchase contracts with the component manufacturers than would be achievable if we relied on the airframe manufacturers to source the components for the aircraft themselves. Boeing and Airbus install this buyer furnished equipment in our aircraft during the final assembly process at their facilities. This purchasing strategy allows us to meet specific customer configuration requirements and lower our total acquisition cost of the aircraft. In addition, in many cases, our team can advise airlines on specification decisions that enable weight savings and directly translate into lower fuel burn and therefore, emissions.

We are committed to operating with the highest standards for social and environmental responsibility as well as ethical conduct. We believe in doing business with companies that have the same standards. Our Supplier Code of Conduct sets forth our expectations for the suppliers, vendors, and other providers of goods and services with which we do business. We expect each of our suppliers to have a sustainable procurement policy in place for their own suppliers, and to communicate the expectations contained in our Supplier Code of Conduct to their own employees, suppliers, and vendors. We monitor the public disclosure of our suppliers to ensure that their conduct remains consistent with the standards contained in our Supplier Code of Conduct.

Corporate Citizenship

We are **committed to giving back** as a corporation through community service, charitable donations and specialized mentorship programs.

As the world's largest privately-funded nonprofit, United Way offers global reach to engage individuals in building stronger communities to fight for the health, education, and financial stability of every person in every community.

National Air and Space Museum creates compelling exhibitions that engage, educate, and inspire millions of visitors every year.

The ISTAT Foundation supports qualified individuals and institutions that promote the advancement of commercial aviation and humanitarianism.

The Los Angeles Fire Department Foundation supports the LAFD in protecting life, property, and the environment by providing essential equipment, training, and public outreach programs to supplement city resources.

Airlink is a nonprofit organization working with aviation and logistics partners to transport relief workers and emergency supplies for reputable non-governmental organizations (NGOs) responding to rapid-onset disasters and other humanitarian crises around the globe.

The Wings Club Foundation supports future careers and innovation in aviation and aeronautics. The organization fosters opportunities to pursue an education in the field of aviation, provides programs to educate in the field of aviation, and supports charitable organizations that use aviation to help those in need.

Dress for Success provides a network of support, professional attire, and the development tools to help women thrive in work and in life.

Heal the Bay is an environmental nonprofit established in 1985 that is dedicated to making the coastal waters and watersheds in Greater Los Angeles safe, healthy, and clean. We use science, education, community action, and advocacy to fulfill our mission.

TreePeople inspires and supports the people of Southern California to come together to plant and care for trees, harvest the rain, and renew depleted landscapes.

In addition to direct support of the above organizations, we offer a workplace giving program which allows us to support employees' desires to make an impact. Employees can choose a donation to over 1.8 million vetted GuideStar 501(c)(3) charities and we will match their donations up to

$2,500 per employee per year.

GOVERNANCE

We maintain governance practices that we believe establish meaningful accountability for our Company and our Board of Directors. The Board regularly reviews developing governance practices and updates our governance policies as needed.

WHERE WE STAND TODAY

- Highly experienced nine-person Board comprised of seven independent directors as well as our Chief Executive Officer and our Executive Chairman.
- After issuing our proxy statement in March 2022, we engaged with holders of over 60% of our outstanding shares (none of whom were our employees or directors) to specifically discuss our compensation and sustainability philosophies and to listen to feedback.
- We seek to proactively improve our governance framework, reviewing our governance practices and policies on a regular basis.
- Extensive cybersecurity measures in place aimed at protecting employee, customer and other business information.

OUR APPROACH GOING FORWARD

- Continued focus on Board diversity with three female directors, one of whom is from an underrepresented community. Our Board also adopted a "Rooney Rule" requirement to actively include women and individuals from underrepresented communities in the pool of qualified director candidates from which directors are to be selected.
- Outreach to our Stakeholders continues throughout the year with informal ongoing conversations and more targeted dialogue related to our governance, compensation, and ESG efforts.
- Continued focus on employee training and certification of codes and policies to ensure understanding and adherence.
- We have ongoing evaluation, and when necessary, enhancement of the security measures we have in place and seek to educate our employees on cyber risks on an ongoing basis via online training sessions.

Board of Directors

ESG Oversight: The Board of Directors provides oversight of the risks related to ESG practices. Execution of ESG priorities is the responsibility of our CEO and ESG Committee.

- Our Board has nine members: seven independent directors (including our Lead Independent Director, Robert Milton) and our Executive Chairman, Steven F. Udvar-Házy and our Chief Executive Officer & President, John L. Plueger.
- Under the corporate governance rules of the New York Stock Exchange (the "NYSE"), a majority of the members of the Board must satisfy the NYSE criteria for "independence." No director qualifies as independent unless the Board affirmatively determines that he or she has no material relationship with us, either directly or as a partner, stockholder or officer of an organization that has a relationship with us.
- Our three Board committees—Audit, Nominating and Corporate Governance, and Leadership Development and Compensation Committee—consist entirely of independent directors.
- The Board works closely with ALC's executive leadership team and meets prior to our quarterly earnings. In addition, each year, the Board meets with the executive leadership team to discuss the business and competitive environment and evaluate our strategic goals and direction. Also, from time to time during the year the Board or a committee may meet to discuss important issues facing the company that may arise between quarterly meetings.
- Our governance framework guides the Board and management's oversight of the company and is outlined in our governing documents.

EVALUATING BOARD PERFORMANCE

To ensure that the Board of Directors and each Board committee functions effectively, the nominating and corporate governance committee annually conducts a self-evaluation to identify and assess areas for improvement. The written assessment focuses on the Board composition and its role, the operation of the Board, the Board's processes relating to the Company's strategy, financial position, and corporate governance and the function and effectiveness of the Board committees. The independent Lead Director leads the evaluation process which includes collecting the assessment feedback and conducting a one-on-one conversation with each director. In connection with the one-on-one conversation with each director, the Lead Director asked the directors to discuss several additional questions on critical topics impacting the Company in 2022, including the Board's oversight of succession planning and diversity, equity and inclusion efforts, climate change and environmental sustainability priorities and commitments, as well as the Company's risk management strategy in light of ongoing geopolitical instability in certain regions. The Lead Director discusses the results of the evaluations and feedback received with the non-employee directors in executive session at its February meeting each year, then shares the results with the employee directors and, as necessary, the Board implements resulting recommendations.

To access our Committee Charters and Corporate Governance Guidelines click the relevant link below:

- Nominating and Corporate Governance Committee
- Leadership Development and Compensation Committee
- Audit Committee
- Corporate Governance Guidelines

BOARD OF DIRECTORS

All ALC directors have executive leadership experience

			INDEPENDENT DIRECTORS						
	 **Steven F. Udvar-Házy** Executive Chairman, Air Lease Corporation Joined Board 2010	 **John L. Plueger** CEO & President, Air Lease Corporation Joined Board 2010	 **Robert Milton[1]** Former Chairman & CEO, Ace Aviation Holdings[2] Joined Board 2010	 **Matthew J. Hart** Retired President & COO, Hilton Hotels Corporation Joined Board 2010	 **Cheryl Gordon Krongard** Retired Senior Partner, Apollo Management Joined Board 2013	 **Yvette Holllingsworth Clark** Executive Vice President and Global Chief Compliance Officer, State Street Corporation Joined Board 2021	 **Marshall O. Larsen** Retired Chairman, President & CEO, Goodrich Corporation Joined Board 2014	 **Susan McCaw** President, SRM Investments Joined Board 2019	 **Ian M. Saines** Former Chief Executive, Funds Management Challenger Limited Joined Board 2010
Executive Leadership Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓
Airline Industry/ Aviation	✓	✓	✓	✓	✓		✓		
Financial/Capital Allocation Expertise	✓	✓	✓	✓	✓		✓	✓	✓
International Experience	✓	✓	✓	✓	✓	✓	✓	✓	✓
Risk Management/ Oversight Expertise	✓	✓	✓	✓	✓	✓	✓	✓	✓
Other Public Company Boards		• Spirit AeroSystems Holdings		• American Airlines Group • American Homes 4 Rent			• Becton, Dickinson and Company	• Lionsgate Entertainment	• Macquarie Bank Limited

(1) Lead Independent Director
(2) A holding company for Air Canada

BOARD OF DIRECTORS

Our nominating and corporate governance committee is responsible for identifying and evaluating director candidates based on the perceived needs of the Board of Directors at the time. Our Board of Directors has established criteria for identifying and evaluating individuals qualified to become members of the Board of Directors, which it uses as a guideline in considering director nominations. The criteria, which are included in our Guidelines, include but are not limited to:

- The nominee's reputation for integrity, honesty, and adherence to high ethical standards.
- The nominee's judgment and independence of thought, financial literacy, leadership experience, and a fit of abilities and personality that helps build an effective, collegial, and responsive Board of Directors.
- The nominee's demonstrated business acumen, experience, and ability to exercise sound judgments in matters that relate to the current and long-term objectives of the Company and willingness and ability to contribute positively to the decision-making process of the Company.
- The nominee's commitment to understand the Company and its industry, including its competitors.
- The absence of conflicting time commitments and the nominee's commitment to regularly attend and participate in meetings of the Board and its committees.
- The nominee's background, knowledge, education, experience, skills, age, and gender, ethnic, and geographic diversity. The nominating and corporate governance committee will actively include, and will instruct any search firms utilized to include, women and racial and/or ethnic minority candidates in the pool of potential director candidates from which new directors are selected.
- The nominee's interest and ability to understand the sometimes conflicting interests of the various constituencies of the Company, which include stockholders, employees, customers, creditors, and the general public, and to faithfully represent the interests of all stockholders.
- The impact of the nominee's appointment on overall Board of Directors balance, breadth of experience, collective knowledge, perspective, and ability.

The criteria established by the Board of Directors are not exhaustive and the nominating and corporate governance committee and the Board of Directors may consider other qualifications and attributes that they believe are appropriate in evaluating the ability of an individual to serve as a director. The nominating and corporate governance committee reviews and assesses the nomination criteria annually.

Commitment to Board diversity with three female directors, one of whom is from an underrepresented community. Our board has adopted a "Rooney Rule" requirement to actively include women and minority candidates in the pool of qualified director candidates from which directors are to be selected.

BOARD OF DIRECTORS

We maintain governance practices that we believe establish meaningful accountability for our company and our Board, including:

- All Directors except Executive Chairman and Chief Executive Officer are Independent
- All Standing Board Committees Comprised Entirely of Independent Directors
- Independent Lead Director with Clearly Defined Role and Responsibilities
- Commitment to Board Refreshment with Two New Directors in Last Four Years
- Commitment to Board Diversity with Three Female Directors, One of Whom is from an Underrepresented Community
- Requirement to Actively Include Women and Individuals From Minority Groups in the Pool of Potential Director Candidates
- Majority Vote Standard for Director Elections With Mandatory Director Resignation if Not Elected

For 2022, we added our first ESG Metrics to our Strategic Performance Metrics for our Annual Bonus Opportunity. For our 2022 annual bonus program, our leadership development and compensation committee added new strategic metrics, including our first ESG metrics, to our strategic performance objectives.

- All Directors Elected on an Annual Basis
- Annual Board and Committee Evaluations
- All Audit Committee Members are Financial Experts
- Focus on Critical Risk Oversight Role
- Ongoing Board Succession Planning–Management and Board Dialogue to Ensure Successful Oversight of Succession Planning
- Active Board Oversight of the Company's Governance
- Robust Director and Executive Officer Stock Ownership Guidelines
- Prohibition on Short Sales, Transactions in Derivatives, and Hedging of Company Stock by Directors and all Employees
- Prohibition on Pledging of Company Stock by Directors and Executive Officers
- Clawback Policy for Executive Compensation
- All Independent Directors are Invited to Attend Meetings of Committees they are not Members of and Regularly Attend those Meetings

COMMITTEES OF THE BOARD OF DIRECTORS

◉ Committee Chairperson ● Committee Member

Board Committee Members	Nominating and Corporate Governance Committee	Leadership Development and Compensation Committee	Audit Committee
Robert A. Milton	◉	●	●
Matthew J. Hart	●		◉
Cheryl Gordon Krongard	●	◉	
Yvette Hollingsworth Clark			●
Marshall O. Larsen	●	●	
Susan McCaw		●	
Ian M. Saines			●

Business Ethics

Our ethics program is an integral part of our daily business operations, and we have robust codes and policies in place to facilitate employee understanding and adherence to ethical conduct in carrying out their duties.

Code/Policy	Overview
Code of Business Conduct & Ethics	Our Board has adopted a Code of Business Conduct and Ethics that applies to all our directors and employees. Among other things, the Code of Business Conduct and Ethics is intended to ensure fair and accurate financial reporting, to promote ethical conduct and compliance with applicable laws and regulations, to provide guidance with respect to the handling of ethical issues, to foster a culture of honesty and accountability, and to deter wrongdoing. It also requires disclosure to us of any situation, transaction or relationship that may give rise to any actual or potential conflict of interest. Such conflicts must be avoided unless approved by our nominating and corporate governance committee. Please reference our full Code of Business Conduct and Ethics here: Code of Business Conduct and Ethics
Human Rights Policy	We seek to uphold human and workplace rights with a commitment via our Human Rights Policy. We are also committed to the highest standards of ethical and business conduct as it relates to the procurement of goods and services as set forth in our Supplier Code of Conduct discussed further on page 24. Please reference our full Human Rights Policy here: Human Rights Policy
Non-Harassment Policy	We are committed to maintaining a work environment in which all individuals are treated with respect and dignity. Every individual has the right to work in a professional atmosphere that promotes equal employment opportunities and where discriminatory practices, including harassment, are prohibited. Our commitment is set forth in our Non-Harassment Policy. Please reference our full Non-Harassment Policy here: Non-Harassment Policy
Diversity & Inclusion Policy	We are committed to fostering, cultivating, and preserving a culture of diversity, equity, and inclusion. We believe that a diverse and inclusive culture helps maintain our position as a leading aircraft leasing company. Our commitment to diversity and inclusion is further outlined in our internal Diversity and Inclusion Policy.
Anti-Corruption Policy	Anyone conducting business on behalf of our company in foreign markets and with foreign government officials, including employees, officers, and directors, must do so in accordance with our established policies regarding foreign corrupt practices and/or any applicable law, including the Foreign Corrupt Practices Act. Our commitment is further outlined in our internal Anti-Corruption Policy here: Anti-Coruption Policy
Anti-Money Laundering Policy	It is our policy to prohibit and actively prevent money laundering and any activity that facilitates money laundering or the funding of terrorist or criminal activities. Our Anti-Money Laundering program is set forth in our internal Anti-Money Laundering Policy and is supplemented by our other policies, including our Anti-Corruption Policy.
Communicating Concerns	We have an open-door policy and encourage all employees to report concerns or wrongdoing, suspected violations of any law, regulation, or company policy. It is against our policy for employees to engage in or tolerate retaliation or any form of harassment directed against an employee who reports a suspected problem in good faith. We offer a confidential mechanism for reporting via our ReportIt hotline, which is an independent, third-party anonymous hotline, available 24 hours a day.

BUSINESS ETHICS

Required Trainings and/or Certifications

We require all employees to review our policies, take part in mandatory trainings, and certify their participation, understanding, and compliance.

Training/Certification	Overview	Training/Certification Requirement	Employee Participation
Employee Handbook	All employees are required to review and certify their understanding of our employee handbook, which details our values, employee conduct and performance policies and benefits information, upon onboarding. Re-certification by employees is required upon any significant changes to the handbook, which is reviewed periodically.	At onboarding and upon any significant changes to the employee handbook	100%
Code of Business Conduct & Ethics	All employees must review and certify their understanding of our Code of Business Conduct & Ethics, which details our expectations of ethical conduct by employees as well as compliance with applicable laws and regulations, upon onboarding. Re-certification by employees is required on an annual basis and upon any significant changes to the Code, which is reviewed periodically by our General Counsel and Chief Compliance Officer and Head of Human Resources.	Annual	100%
Compliance Training *(includes human rights, anti-corruption, conflicts of interest, & protection of whistleblowers)*	All employees must attend compliance training which occurs live and is interactive. Employees attend this training approximately every 12 months. Compliance training is conducted by our General Counsel and Chief Compliance Officer. Compliance training covers topics including policies on human rights, anti-corruption, conflicts of interest, bribery, as well as our non-retaliatory policy on whistleblowing.	Approximately once a year	100%
Non-Harassment Training	All employees must attend regular harassment training. Employees must complete one hour of training and managers must complete two hours of training. Our training is conducted by a third-party firm focused on educating corporations on relevant topics while covering key elements included in our Non-Harassment Policy.	Biannual	100%
Diversity & Inclusion Training	All employees must attend diversity and inclusion training. Diversity and inclusion training is conducted by a third-party firm focused on educating corporations on relevant topics.	Approximately once a year	100%
Cybersecurity Training	All employees must attend cybersecurity training, which we typically conduct through third-party applications. Our training is generally held in October in conjunction with National Cybersecurity Awareness month. In addition, Our Head of Information Technology provides regular updates to our employees on how to respond to developing cyber threats and employs simulated cyber and phishing attacks on a regular basis.	Annual	100%

CYBER & INFORMATION SECURITY

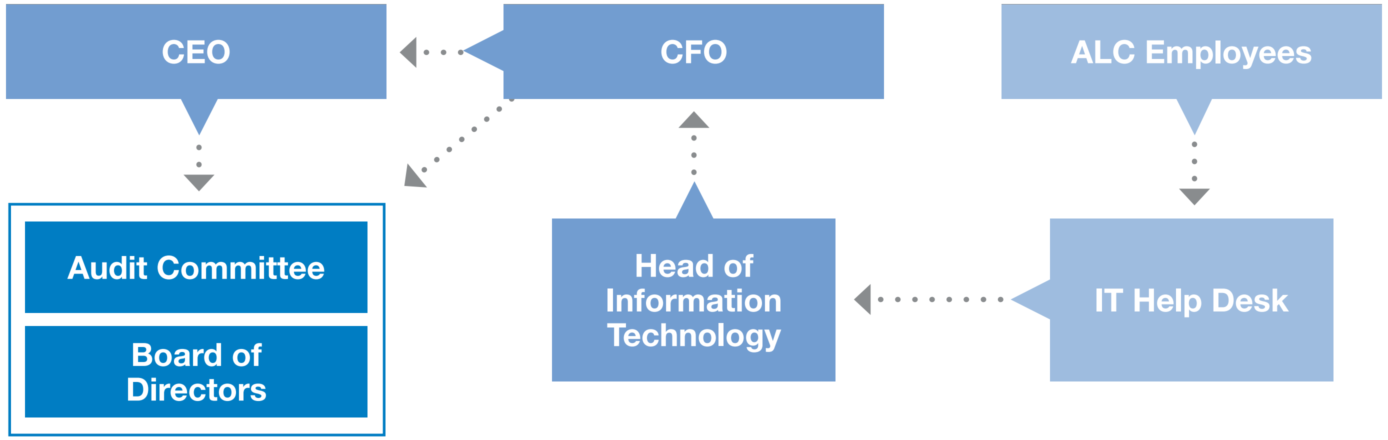
Our Code of Conduct requires that all employees protect the confidential information of our company and our customers.

ALC continues to prioritize protecting our company from the risks of cybersecurity and training our employees on how to prevent, detect, and respond to various threats. Air Lease participates in National Cybersecurity Awareness Month in October during which our employees participate in cybersecurity awareness training. Our on-the-ground efforts are led by our Head of Information Technology. In addition, over the last four years, the Board has increased its oversight of our cybersecurity program. The audit committee is responsible for the over -sight of our cybersecurity programs, with participation of other directors not on the committee.

ALC engages a third-party organization to conduct annual network and IT systems penetration testing. The organization assisted in the creation and exercise of the IT disaster recovery and incident response plans. ALC is committed to establishing appropriate cybersecurity controls and works with the third-party organization to assess control implementation against the National Institute of Standards and Technology Cybersecurity Framework.

ALC conducts Monthly and Quarterly Phishing Email exercises where failures receive additional computer-based and one-on-one training with a member of the IT team. The Head of IT also regularly communicates cybersecurity and IT operational information with the entire company to maintain awareness of Cyber Threats and changes in Information Technology processes and capabilities.

FRAMEWORK/ESCALATION PROCESS FOR INFORMATION TECHNOLOGY



In 2022

- 100% of ALC employees completed cybersecurity training
- No material information security or data breaches impacting customers or employees
- No fines or penalties paid in relation to information security breaches or other cybersecurity incidents

APPENDIX

Memberships

ALC engages directly with the following organizations to support the aviation industry

The International Air Transport Association (IATA) is the trade association for the world's airlines, representing some 290 airlines. IATA supports many areas of aviation activity and helps to formulate industry policy on critical aviation issues.

ALC is a Strategic Partner

The International Society of Transport Aircraft Trading (ISTAT) is an international, not-for-profit organization dedicated to providing aviation professionals with forums for increased networking and educational opportunities. ISTAT currently represents more than 5,000 members worldwide who are involved in operating, manufacturing, maintaining, selling, purchasing, financing, leasing, appraising, insuring, or other activities related to the commercial aviation sector.

ALC is a Corporate Member

Aviation working group (AWG) is a not-for-profit legal entity comprised of major aviation manufacturers, leasing companies, and financial institutions that contributes to the development of policies, laws, and regulations that facilitate advanced international aviation financing and leasing.

ALC is a Member

Industry Recognition

We are proud to highlight our industry recognition

2023 Global Corporate Sukuk Deal of the Year, Bond, Loans & Sukuk Middle East Awards

2023 Aircraft Finance Deal of the Year, Bond, Loans & Sukuk Middle East Awards

2023 Capital Markets Deal of the Year Air Lease Corporation $1.5bn Bond Issuance *Airfinance Journal's* Global Awards for 2022

2023 Overall Deal of the Year, Aviation 100 Global Leaders Awards AEGF Dublin

2022 America's Lessor of the Year, Aviation 100 Americas Awards AEGF NY

2022 Debt Deal of the Year, Waterfall Asset Management Warehouse Facility AEGF NY

2021 America's Lessor of the Year, Aviation 100 Americas Awards AEGF NY

2021 CEO/Industry Leader of the Year, John L. Plueger, CEO and President, Aviation 100 Americas Awards AEGF NY

2021 CFO /Treasury Team of the Year, Gregory B. Willis, CFO Aviation 100 Americas Awards AEGF NY

2021 America's Lessor of the Year 2020, Aviation 100 European & Global Leaders Awards AEGF London

2020 CEO/Industry Leader of the Year, John L. Plueger, CEO and President, Aviation 100 European & Global Leaders Awards AEGF Dublin

2019 Midcap & Smallcap – Best CEO John L. Plueger, CEO and President, CapitalGoods/Industrials: Business, Education & Professional Services, 2020 All-America Executive Team Institutional Investor

2019 Midcap & Smallcap – Best Investor Relations Program, Capital Goods/Industrials: Business, Education & Professional Services, 2020 All-America Executive Team Institutional Investor

2019 Overall Most Honored Companies, 2020 All-America Executive Team Institutional Investor

2019 Lessor of the Year, Aviation 100 Americas Awards AEGF NY

2019 CEO/Industry Leader of the Year, John L. Plueger, CEO and President, Aviation 100 European & Global Leaders Awards AEGF Dublin

2019 CFO/Treasurer of the Year, Gregory B. Willis, CFO, Aviation 100 European & Global Leaders Awards AEGF Dublin

2019 Overall Deal of the Year, Thunderbolt II, Aviation 100 European & Global Leaders Awards AEGF Dublin

2018 Structured Finance Awards, North America ABS Issue, ALC's US$545m Securitisation International Financing Review Awards

2018 World's Best Employers Forbes

2018 Buy-Side - Best CEO John L. Plueger, CEO and President, Capital Goods/Industries: Business, Education & Professional Services, 2019 All-America Rankings *Institutional Investor* Magazine

2018 Overall Best Investor Relations Program, Capital Goods/ Industries: Business, Education & Professional Services, 2019 All-America Rankings *Institutional Investor* Magazine

2018 Sell-Side - Best Investor Relations Program, Capital Goods/ Industries: Business, Education & Professional Services, 2019 All-America Rankings *Institutional Investor* Magazine

2018 Lessor of the Year, Aviation 100 Americas Awards AEGF NY

2018 Treasury Team of the Year, Aviation 100 Americas Awards AEGF NY

2018 Overall Deal of the Year Thunderbolt II, Aviation 100 Americas Awards AEGF NY

2018 Lessor of the Year, Overall Aviation 100 Global Leaders Awards AEGF Dublin

2018 Overall Deal of the Year Thunderbolt 2017-I, Overall Aviation 100 Global Leaders Awards AEGF Dublin

2018 Overall Capital Markets Deal of the Year, Air Lease Corporation TBOLT II $450m ABD for 18 aircraft, Airfinance Journal Awards

GRI Content Index

We prepared this report in reference to the Global Reporting Initiative (GRI) Standards 2021. Please see below for additional disclosure regarding reference to certain GRI standards.

GRI 2: General Disclosures 2021	Disclosure	Reference Location or Answer
1. The organization and its reporting practices	Disclosure 2-1 Organizational details	Air Lease Corporation is a publicly traded (New York Stock Exchange, ticker: AL) company incorporated in the United States. The company's headquarters is located in Los Angeles, California. ESG Report Page 3: About Air Lease Corporation contains additional information about our company and offices.
	Disclosure 2-2 Entities included in the organization's sustainability reporting	ESG Report page 4: About this Report
	Disclosure 2-3 Reporting period, frequency, and contact point	ESG Report page 4. Contact: Jason Arnold, Head of Investor Relations, investors@airleasecorp.com
	Disclosure 2-4 Restatements of information	Not applicable
	Disclosure 2-5 External assurance	ESG Report pages 41-44
2. Activities and workers	Disclosure 2-6 Activities, value chain, and other business relationships	ESG Report page 3: About Air Lease Corporation; ESG Report page 23: Customers
	Disclosure 2-7 Employees	Air Lease Corporation 2022 Form 10K, Item 1. Business
	Disclosure 2-8 Workers who are not employees	Air Lease corporation occasionally utilizes contract employees, but the number is not significant.
3. Governance	Disclosure 2-9 Governance structure and composition	ESG Report page 26-31: Board of Directors and Governance
	Disclosure 2-10 Nomination and selection of the highest governance body	ESG Report page 26-31: Governance
	Disclosure 2-11 Chair of the highest governance body	ESG Report pages 26, 28: Governance
	Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	ESG Report page 4: About this Report; ESG Report page 5: Materiality; ESG Report pages 26-31: Governance
	Disclosure 2-13 Delegation of responsibility for managing impacts	ESG Report page 4: About this Report; pages 26-31: Governance

GRI CONTENT INDEX

GRI 2: General Disclosures 2021	Disclosure	Reference Location or Answer
	Disclosure 2-14 Role of the highest governance body in sustainability reporting	ESG Report page 4: About this Report; pages 26-31: Governance
	Disclosure 2-15 Conflicts of interest	ESG Report page 32: Business Ethics
	Disclosure 2-16 Communication of critical concerns	ESG Report page 32: Business Ethics
	Disclosure 2-17 Collective knowledge of the highest governance body	ESG Report page 28-31: Board of Directors
	Disclosure 2-18 Evaluation of the performance of the highest governance body	ESG Report page 28: Board of Directors
	Disclosure 2-19 Remuneration policies	Air Lease Corporation Proxy Statement for the period ended December 31, 2022, pages 13-16, 30-70
	Disclosure 2-20 Process to determine remuneration	Air Lease Corporation Proxy Statement for the period ended December 31, 2022, pages 13-16, 30-70
	Disclosure 2-21 Annual total compensation ratio	Air Lease Corporation Proxy Statement for the period ended December 31, 2022, page 70
	Disclosure 2-22 Statement on sustainable development strategy	ESG Report page 2: A Message from Leadership; page 26-31: Board of Directors
	Disclosure 2-23 Policy commitments	ESG Report pages 32-34: Business Ethics
	Disclosure 2-24 Embedding policy commitments	ESG Report pages 32-34: Business Ethics
	Disclosure 2-25 Processes to remediate negative impacts	ESG Report page 32: Business Ethics
	Disclosure 2-26 Mechanisms for seeking advice and raising concerns	ESG Report page 32: Business Ethics
	Disclosure 2-27 Compliance with laws and regulations	ESG Report page 32: Business Ethics
	Disclosure 2-28 Membership associations	ESG Report page 36: Memberships

GRI CONTENT INDEX

GRI 2: General Disclosures 2021	Disclosure	Reference location or answer
	Disclosure 2-29 Approach to stakeholder engagement	ESG Report page 6: Our Stakeholders
	Disclosure 2-30 Collective bargaining agreements	Air Lease Corporation 2022 Form 10K. None of our employees were covered by collective bargaining agreements as of 12/31/22.

GRI 3: Material Topics 2021	Disclosure	Reference location or answer
	Disclosure 3-1 Process to determine material topics	ESG Report page 5: Materiality
	Disclosure 3-2 List of material topics	ESG Report page 5: Materiality
	Disclosure 3-3 Management of material topics	ESG Report page 5; Material Topics covered subsequently in pages 7-15: Environment; 16-25: Social; and 26-34 Governance

GRI 201: Economic Performance 2016	Disclosure	Reference location or answer
	Disclosure 201-1 Direct economic value generated and distributed	Air Lease Corporation 2022 Form 10K
	Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	Air Lease Corporation 2022 Form 10K
	Disclosure 201-3 Defined benefit plan obligations and other retirement plans	ESG Report page19: Talent attraction and Retention
	Disclosure 201-4 Financial assistance received from government	Not applicable

GRI 203: Indirect Economic Impacts 2016	Disclosure	Reference location or answer
	Disclosure 203-1 Infrastructure investments and services supported	ESG Report pages 7-15: Environment
	203-2 Significant indirect economic impacts	ESG Report page 2: A Message from Leadership; pages 7-15: Environment; page 25 Corporate Citizenship

GRI CONTENT INDEX

GRI 205: Anti-Corruption 2016	Disclosure	Reference location or answer
	Disclosure 205-1 Operations assessed for risks related to corruption	Corruption risk is reviewed as part of Air Lease's annual risk assessment for the entirety of the business.
	Disclosure 205-2 Communication and training about anticorruption policies and procedure	ESG Report page 32: Business Ethics
GRI 206: Anticompetitive Behavior 2016	**Disclosure**	**Reference location or answer**
	Disclosure 206-1 Legal actions for anti-competitive behavior, antitrust, and monopoly practices	Not applicable
	Disclosure 3-2 List of material topics	ESG Report page 5: Materiality
	Disclosure 3-3 Management of material topics	ESG Report page 5; Material Topics covered subsequently in pages 7-15: Environment; 16-25: Social; and 26-34 Governance
GRI 302: Energy 2016	**Disclosure**	**Reference location or answer**
	Disclosure 302-1 Energy consumption within the organization	ESG Report page 15: Operational energy, emissions, & waste
	Disclosure 302-4 Reduction of energy consumption	ESG Report page 15: Operational energy, emissions, & waste
GRI 305: Emissions 2016	**Disclosure**	**Reference location or answer**
	Disclosure 305-1 Direct (Scope 1) GHG emissions	ESG Report page 15: Operational energy, emissions, & waste
	Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	ESG Report page 15: Operational energy, emissions, & waste
	Disclosure 305-5 Reduction of GHG emissions	ESG Report page 15: Operational energy, emissions, & waste

GRI CONTENT INDEX

GRI 401: Employment 2016	Disclosure	Reference location or answer
	Disclosure 401-1 New employee hires and employee turnover	Employee turnover – ESG Report page 18: Diversity, Equity, & Inclusion
GRI 404: Training and Education 2016	**Disclosure**	**Reference location or answer**
	Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	ESG Report pages 20-22: Talent Attraction & Retention
GRI 405: Diversity and Equal Opportunity 2016	**Disclosure**	**Reference location or answer**
	Disclosure 405-1 Diversity of governance bodies and employees	ESG Report pages 18-19: Diversity, Equity, & Inclusion
GRI 413: Local Communities 2016	**Disclosure**	**Reference location or answer**
	Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	ESG Report page 25: Corporate Citizenship
GRI 415: Public Policy 2016	**Disclosure**	**Reference location or answer**
	Disclosure 415-1 Political contributions	ESG Report page 32: Business Ethics

Independent Accountants' Review Report

The Board of Directors and Management Air Lease Corporation:

We have reviewed the Statement of Greenhouse Gas (GHG) Emissions and accompanying notes (the Statement of GHG Emissions) of Air Lease Corporation for the year ended December 31, 2022. Air Lease Corporation's management is responsible for preparing and presenting the Statement of GHG Emissions in accordance with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard and WRI/WBCSD GHG Protocol Scope 2 Guidance (collectively, the "GHG Protocol"). Our responsibility is to express a conclusion on the Statement of GHG Emissions based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to the Statement of GHG Emissions in order for it to be in accordance with the criteria. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether the Statement of GHG Emissions is in accordance with the criteria, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of inquiries of management to obtain an understanding of the methodologies applied and inputs used in deriving GHG emissions, evaluating the application of the stated methodologies, recalculating a selection of GHG emissions and performing analytical procedures.

As described in Note 1, environmental and energy use data are subject to measurement uncertainties resulting from limitations inherent in the nature and methods of determining such data. The selection by management of different but acceptable measurement techniques could have resulted in materially different measurements.The precision of different measurement techniques may also vary.

Based on our review, we are not aware of any material modifications that should be made to the Statement of GHG Emissions of Air Lease Corporation for the year ended December 31, 2022 in order for it to be in accordance with the GHG Protocol.

KPMG LLP

San Francisco, California

August 31, 2023

Statement of Greenhouse Gas Emissions

For the year ended December 31, 2022

CO_2e Emissions, Metric Tonnes (MT)	2022
Scope 1 Direct	4,967
Scope 2 Indirect (Location-Based)	280
Gross Scope 1 and 2	5,247

See accompanying notes to the Statement of Greenhouse Gas Emissions

Notes to the Statement of Greenhouse Gas Emissions

Note 1: The Company

Organization

Air Lease Corporation (the "Company," "we," "our" or "us") is a leading aircraft leasing company that was founded by aircraft leasing industry pioneer, Steven F. Udvar-Házy. We are principally engaged in purchasing the most modern, fuel-efficient new technology commercial jet aircraft directly from aircraft manufacturers, such as The Boeing Company and Airbus S.A.S., and leasing those aircraft to airlines throughout the world with the intention to generate attractive returns on equity. In addition to our leasing activities, we sell aircraft from our fleet to third parties, including other leasing companies, financial services companies, airlines and other investors. We also provide fleet management services to investors and owners of aircraft portfolios for a management fee.

Basis of Preparation

The Statement of Greenhouse Gas (GHG) Emissions has been prepared based on a calendar reporting year that is the same as the Company's most recent fiscal year ended December 31, 2022. The Company presents Gross Scope 1 and 2 emissions within this Statement of Greenhouse Gas Emissions. Scope 1 represents direct GHG emissions that occur from sources that are owned or controlled by the Company. Scope 2 represents GHG emissions from the generation of purchased electricity consumed by the Company. Scope 1 and Scope 2 GHG emissions information has been prepared in accordance with the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard and WRI/WBCSD GHG Protocol Scope 2 Guidance, collectively referred to here as the GHG Protocol.

NOTES TO THE STATEMENT OF GREENHOUSE GAS EMISSIONS (CONTINUED)

Estimation Uncertainties

Environmental and energy use data included in the Statement of GHG Emissions are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. The selection of different but acceptable measurement techniques can result in materially different measurements. The precision of different measurement techniques may also vary.

Consumption is based on raw data when available. Specifically for our Scope 2 emissions the following two key assumptions were made:

1. The emission factor used for our Irish office utilizes units in g CO_2/kWh and does not include a factor for CH_4 or N_2O. As such, emissions are only calculated with emission factors for CO_2 per unit of energy. We have determined the emissions for CH_4 and N_2O would be immaterial to the total Scope 2 Location-Based Method emissions.

2. The emission factor utilized for our Hong Kong office comes from the Hong Kong Electric Company sustainability report. This emission factor was utilized because Hong Kong Electric Company is the supplier for ALC's operations in Hong Kong. The emission factor reports units in kg CO_2e/kWh. As such, emissions are calculated as total GHG emissions and are not calculated separately based on emissions for CO_2, CH_4, and N_2O.

For our Scope 1 emissions we excluded certain data related to refrigeration, air conditioning, and fire suppression equipment which was determined to be immaterial to total Scope 1 emissions.

Note 2: GHG Reporting

Organizational Boundaries

The organizational boundary of this report is the operational control approach. The Company's operational boundary includes leased and owned offices, as well as two owned corporate jets, in all domestic and global regions within which the Company operates. For the fiscal year ended 2022, the Company has offices in Los Angeles, Dublin, Dallas, and Hong Kong offices. Our consolidated equity-method investments are operated by the Company from the Los Angeles office.

Base Year

The GHG base year applies to Scope 1 and Scope 2 emissions as set out above and has been prepared in accordance with the GHG reporting policies set out here. The Company has established 2021 as its base year.

The Company set a 5% cumulative Scope 1 and Scope 2 significance threshold for determining whether to adjust and/or recalculate its base year based on error, omission, and change in boundary. No adjustments were made to the base year inventory in the current year.

Operational Boundaries

As the Company selected the operational control approach, emissions associated with fuel combustion are categorized as Scope 1 (direct), and emissions associated with the use of purchased electricity are categorized as Scope 2 (indirect). Leased aircraft are not under the Company's operational control and are excluded from Scope 1 and Scope 2 emissions.

Facilities

- Scope 1 – Natural gas consumption
- Scope 1 – Diesel for backup generators
- Scope 2 – Purchased electricity from the grid
- Scope 2 – Purchased cooling from chilled water

Aircraft

- Scope 1 – Aviation turbine fuel

Excluded Sites

- The Company did not exclude any facilities in the calculation of their Scope 1 or 2 emissions

Scope 2

The location-based method is based on statistical emissions information and electricity output aggregated and averaged within a defined geographic boundary and during a defined time period. The Company does not have any contractual instruments. As a result, market-based method emissions are not materially different than those reported using the location-based method.

NOTES TO THE STATEMENT OF GREENHOUSE GAS EMISSIONS (CONTINUED)

Global Warming Potentials

The Company used the GWPs from the IPCC Fifth Assessment Report (AR5) to remain consistent with prior year GHG emissions calculations.

Greenhouse Gases

All GHG emissions figures are in metric tonnes of carbon dioxide equivalents (CO_2e). In accordance with the GHG Protocol, the Corporation has included in its reporting carbon dioxide (CO_2), methane (CH_4), and nitrous oxide (N_2O). Hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), sulphur hexafluoride (SF_6), and nitrogen trifluoride (NF_3) emissions have been omitted as they are not material sources of greenhouse gases for the Company.

GHG Emissions Factors

Emissions Scope	Emissions Source	Emissions Factor Employed
Scope 1	Natural Gas Diesel Backup Generators Corporate Jet Fuel	Natural Gas: Emissions factors are applied to primary data obtained from utility bill (metered consumption). For all natural gas emission sources in the United States, the consumption data was converted from cubic meters to standard cubic feet and the US EPA's Emission Factors for Greenhouse Gas Inventories, dated April 2023, were applied. For all natural gas emissions sources at international locations, the UK Government GHG Conversion Factors for Company Reporting, dated September 2022, were applied. Corporate jet fuel: Emissions factors are applied to primary data based on flight logs (fuel burn). Aviation fuel emission factors within the UK Government GHG Conversion Factors for Company Reporting, dated September 2022 were applied.
Scope 2 (Location-based Approach)	Electricity Chilled Water	Emissions factors are applied to primary data obtained from utility bill (metered consumption). For some of the offices, in which the Company rented a portion of the building, the Company estimated the amount of utility used as a percentage of the building's total based on the data provided by building management. The appropriate Scope 2 eGRID region was identified from the US EPA's Emission Factors for Greenhouse Gas Inventories, dated April 2023 (of a U.S. facility), or a public available regional factor (if an international facility). The most recently published electricity emission factor from the Sustainable Energy Authority of Ireland was applied to Dublin and the Hong Kong Electric 2022 Sustainability report, dated March 2023, was applied to Hong Kong. Carbon Footprint Country specific Electricity Grid Greenhouse Gas Emission Factors, dated March 2022, was applied to Hong Kong. Lastly, ALC management determined to use the GWPs from the IPCC Fifth Assessment Report (AR5) to remain consistent with the Prior Year GHG emissions calculations.

GHG Emissions by Type

Emissions Scope	Carbon Dioxide (CO_2)	Methane (CH_4)	Nitrous Oxide (N_2O)	Total (CO_2e)
Scope 1	4,919	3	45	**4,967**
Scope 2 (Location-based Approach)	262	0	1	**280***

*As cited in Note 1, for the Company's Hong Kong facility, the emission factor reports units in kg CO_2e/kWh. As such, emissions are calculated as total GHG emissions and are not calculated separately based on emissions for CO_2, CH_4, and N_2O. The emissions have been included in the total but not within the separate types.

Forward Looking Statements & Other Disclaimers

Statements in this ESG Report that are not historical facts are hereby identified as "forward-looking statements," including any statements about our expectations, beliefs, plans, predictions, forecasts, objectives, assumptions or future events or performance. These statements are often, but not always, made through the use of words or phrases such as "anticipate," "believes," "can," "could," "may," "predicts," "potential," "should," "will," "estimate," "plans," "projects," "continuing," "ongoing," "expects," "intends", and similar words or phrases. Accordingly, these statements are only predictions and involve estimates, known and unknown risks, assumptions and uncertainties that could cause actual results to differ materially from those expressed in them. We wish to caution you that our actual results could differ materially from those anticipated in such forward-looking statements as a result of several factors, including, but not limited to, the following:

- our inability to obtain additional capital on favorable terms, or at all, to acquire aircraft, service our debt obligations and refinance maturing debt obligations;
- increases in our cost of borrowing or changes in interest rates;
- our inability to generate sufficient returns on our aircraft investments through strategic acquisition and profitable leasing;
- the failure of an aircraft or engine manufacturer to meet its delivery obligations to us, including or as a result of technical or other difficulties with aircraft before or after delivery;
- our ability to recover losses related to aircraft detained in Russia; including through insurance claims and related litigation;
- obsolescence of, or changes in overall demand for, our aircraft;
- changes in the value of, and lease rates for, our aircraft, including as a result of aircraft oversupply, manufacturer production levels, our lessees' failure to maintain our aircraft, rising inflation, appreciation of the U.S. Dollar, and other factors outside of our control;
- impaired financial condition and liquidity of our lessees, including due to lessee defaults and reorganizations, bankruptcies or similar proceedings;
- increased competition from other aircraft lessors;
- the failure by our lessees to adequately insure our aircraft or fulfill their contractual indemnity obligations to us, or the failure of such insurers to fulfill their contractual obligations;
- increased tariffs and other restrictions on trade;
- changes in the regulatory environment, including changes in tax laws and environmental regulations;
- other events affecting our business or the business of our lessees and aircraft manufacturers or their suppliers that are beyond our or their control, such as the threat or realization of epidemic diseases, natural disasters, terrorist attacks, war or armed hostilities between countries or non-state actors; and
- any additional factors discussed under "Part I — Item 1A. Risk Factors," in our Annual Report on Form 10-K for the year ended December 31, 2022 and other SEC filings, including future SEC filings

We also refer you to the documents the Company files from time to time with the Securities and Exchange Commission ("SEC"), specifically the Company's Annual Report on Form 10-K for the year ended December 31, 2022 and Quarterly Reports on Form 10-Q for the quarters ended March 31, 2023 and June 30, 2023 which contain and identify important factors that could cause the actual results for the Company on a consolidated basis to differ materially from expectations and any subsequent documents the Company files with the SEC. All forward-looking statements are necessarily only estimates of future results, and there can be no assurance that actual results will not differ materially from expectations, and, therefore, you are cautioned not to place undue reliance on such statements. Further, any forward-looking statement speaks only as of the date on which it is made, and wedo not intend and undertake no obligation to update any forward-looking information to reflect actual results or events or circumstances after the date on which the statement is made or to reflect the occurrence of unanticipated events. If any such risks or uncertainties develop, our business, results of operation and financial condition could be adversely affected.

The Company routinely posts information that may be important to investors in the "Investors" section of the Company's website at www.airleasecorp.com. Investors and potential investors are encouraged to consult the Company's website regularly for important information about the Company. The information contained on, or that may be accessed through, the Company's website is not incorporated by reference into, and is not a part of, this ESG Report.

The metrics and quantitative data contained in this ESG Report are not based on generally accepted accounting principles and have not been audited. Such data and metrics include estimates or approximations and are subject to measurement uncertainties resulting from limitations inherent in the nature and the methods used for determining such data. ALC believes that the estimates employed are appropriate and reasonable; however, due to inherent uncertainties in making estimates and assumptions, actual results could differ from the original estimates. The precision of different measurement techniques may also vary.

This ESG Report also includes certain information regarding ESG practices that is obtained from published sources or third parties. The accuracy and completeness of such information are not guaranteed. Although ALC believes such information is reliable, such information is subject to assumptions, estimates, and other uncertainties, and ALC has not independently assessed the suitability of the design and effectiveness of the third-party systems and associated controls over the accuracy and completeness of the data. ALC is dependent on such information to evaluate and implement ESG practices. Any references to websites outside of this ESG Report, including third-party websites, are provided for convenience only and the content of such websites are not incorporated by reference into this report. The standards of measurement and performance for ESG issues are developing or are based on assumptions, and norms may vary.

The inclusion of information and data in this ESG Report is not an indication that such information or data or the subject matter of such information or data is material to ALC for purposes of applicable securities laws. In this report, we are not using such terms "material" or "materiality" as they are used under the securities or other laws of the U.S. or any other jurisdiction, or as they are used in the context of financial statements and financial reporting. Materiality, for the purposes of this document, should not, therefore, be read as equating to any use of the word in other Company reporting or filings. Air Lease Corporation's management is responsible for preparing and presenting all information within the Statement of GHG Emissions (the Statement) in accordance with the GHG Protocol, which includes the presentation of this information outside of the Statement. ALC makes no representation or warranty regarding any other third-party information included in this ESG report.

AIR LEASE CORPORATION

2022 ESG Report

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