

2024 SUSTAINABILITY REPORT



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ABOUT US

AerSale® is a global leader and market innovator specializing in aviation products and services to meet the growing demand for aftermarket support in global passenger, cargo, and government segments.

Featuring complete aircraft nose-to-tail, value-added offerings, including:

- **Aircraft & Component Maintenance, Repair, and Overhaul Services (MRO)**
- **Aircraft & Engine Sales and Leasing**
- **Used Serviceable Material (USM) Sales and Parts Exchange**
- **Flight Equipment Asset Management Services**
- **Internally developed aircraft and component modifications (engineered solutions) designed to enhance aircraft performance and operating economics (e.g. AerSafe®, AerTrak®, and AerAware™).**

MRO

Leading world-class MRO and engineering services covering complete aircraft, aircraft component, aerostructure, and landing gear systems

ENGINES

Featuring ready-spare engines and components for sale, lease, and exchange, fully supported by our expert engineering, technical, and product-line specialists

USM PART SALES

Providing a wide variety of high quality and competitively priced used OEM aircraft and engine materials to the world's leading airlines and MROs

AIRCRAFT

Unequalled aircraft support—from sales and leasing to heavy maintenance and modification, spare parts support, and customized engineering services

ENGINEERED SOLUTIONS

AerSale offers a broad range of engineered solutions for aircraft systems components that are designed to improve aircraft performance, reliability, safety, regulatory compliance, service life, and cost-of-ownership

This report contains forward-looking statements, including our commitments, targets, and other statements that are not historical facts. These statements are subject to risks and uncertainties and are not guarantees of future performance. Factors that could cause actual results to differ materially from those expressed or implied by such statements are set forth in our SEC filings. All forward-looking statements are based on management's current assumptions, estimates, and projections. Unless the context otherwise requires, or as is otherwise indicated, references in this report to the "Company," "AerSale," "we," "our," and "us," or like terms, refer to AerSale, Inc. Words such as "anticipate," "estimate," "expect," "forecast," "project," "plan," "intend," "believe," "may," "should," or similar expressions are intended to identify these forward-looking statements.



INTRODUCTION

Headquartered in Doral, Florida, AerSale's mission is to provide full-service support to owners and operators of mid-life commercial aircraft who lack the infrastructure and/or expertise to cost effectively maintain such aircraft during the second half of their operating life through their retirement from service. By providing a one-stop shop that integrates multiple service and product offerings, we save our customers time and money, while providing value to our stockholders through our operating efficiency. Since our founding, we have established a global footprint and scalable platform for growth.

Our business is comprised of two reporting segments:

Asset Management Solutions and **Technical Operations** (TechOps), which, taken together, provide comprehensive support to owners and operators of used commercial aircraft. The Company develops products and provides services that impact critically important issues in an aircraft's life.

We believe that making positive contributions in Environmental, Social, and Governance (ESG) areas is also critically important for our business, and these elements are intertwined with how we operate and conduct ourselves. We believe that the effective integration and management of ESG issues supports

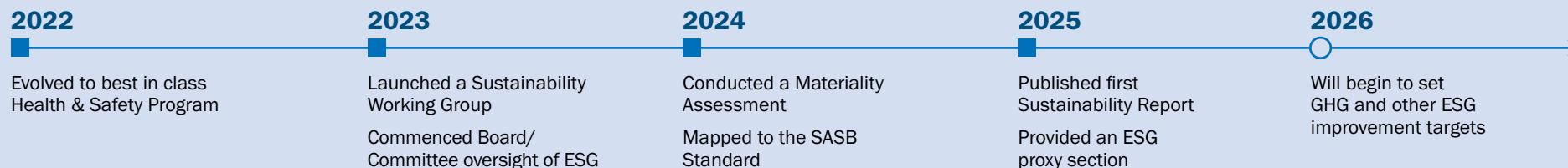
the sustainable long-term growth while simultaneously creating value for our stakeholders. We are committed to fusing these principles into our business strategy, optimizing opportunities for positive impacts while advancing our long-term business goals.

Our Sustainability Working Group develops AerSale's ESG strategic direction and is driving progress through a cross-functional team of Subject Matter Experts (SMEs) representing Health, Safety and Environment, Legal, Operations, Human Resources, Finance, Investor Relations, and Communications. With the assistance of outside ESG expertise, we have assessed key indicators and engaged with both

internal and external stakeholders on sustainability topics to inform our strategy and future direction. To ensure transparent and accountable reporting, we have adopted robust data collection methodologies in compliance with the Sustainability Accounting Standards Board (SASB) standard.

Our disclosures within the SASB framework are aligned with industry best practices and reflect our organizational values. While we recognize there is ongoing work to be accomplished, we are confident that our advancements in these critical sustainability areas will yield long-term benefits for all AerSale stakeholders, including investors, employees, customers, and communities.

SUSTAINABILITY TIMELINE



LETTER FROM OUR CEO

I am pleased to release AerSale's 2024 Sustainability Report, sharing our Company's notable progress on this important strategic imperative. This report demonstrates our steady commitment to advancing our sustainability strategy and providing high-quality disclosures on our efforts on environmental, social, and governance topics.

AerSale is a mission driven organization. The principals of sustainability are woven into our mission and, therefore, into our culture. The Executive Team and The Board of Directors (Board) at AerSale are committed to operating the Company in an ethical, socially responsible, and environmentally sustainable manner for the long-term benefit of our shareholders. This includes fostering a culture of accountability and transparency, a hallmark of AerSale's corporate governance approach.

2024 was another year of significant accomplishments and milestones for AerSale. First and foremost, we delivered on our mission to grow across our business sectors. 2024 marked several achievements that strengthened our business and supported our sustainability initiatives. I'm

specifically proud to highlight our certification of AerAware™, our Enhanced Flight Vision System (EFVS), which represents a key milestone not only in aviation safety and innovation but also in sustainability. While designed to enhance situational awareness and enable landings in low visibility conditions, AerAware™ has the potential to reduce aircraft emissions by supporting more direct and efficient approach paths. This can help airlines avoid unnecessary fuel burn from holding patterns or extended routings during adverse weather, contributing to lower carbon emissions and operational efficiency.

In addition to AerAware™, we continued to make strides in our Used Serviceable Material (USM) and MRO business segments, extending the life of aircraft components and reducing the demand for newly manufactured parts. We also made enhancements to our internal sustainability practices, improving energy efficiency across our facilities and increasing recycling efforts. Together, these initiatives underscore our commitment to integrating environmental, social, and governance principles into every aspect of our business.

With this report we also share quantitative updates on our sustainability efforts, including measures of our emissions, energy and water usage, and waste reduction. The report takes a hybrid approach to reporting, drawing on several key frameworks, notably the Sustainability Accounting Standards Board (SASB) framework.

Going forward, we intend to continue disclosing sustainability data on a regular basis to support stakeholders in evaluating AerSale's progress toward our shared sustainability goals. We appreciate the support of all AerSale stakeholders, and we look forward to communicating with you about our continued progress in 2025.



NICOLAS FINAZZO
Chairman and Chief
Executive Officer

ENVIRONMENTAL RESPONSIBILITY

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Environmental Stewardship

Environmental Stewardship is a fundamental value. We believe our industry has a responsibility to create a more environmentally sustainable future for all, making environmental stewardship an integral focus for AerSale. As climate change concerns become more prevalent, we recognize the need to comply with increased regulations and stricter environmental standards. Beyond simply complying, we are committed to playing an active role in our industry transformation. Highlights include:

- Encouraging environmentally friendly workplace practices by supporting recycling and separation of waste throughout our facilities.
- Extending the life of aircraft material through repair and utilization of Used Servicable Material that reduces the need to consume energy and resources in the production of new material.
- Promoting electricity, natural gas, and water efficiency measures across our value chain.
- Increasing the use of e-records and e-signing technology resulting in carbon emissions reduction.
- Migrating technology infrastructure to a cloud environment, reducing energy usage, and accordingly, our carbon footprint.
- Developing innovative technology to help reduce aircraft congestion, which will help reduce the industry's production of greenhouse gases.

Our divisional environmental policies also highlight our commitment to minimizing the environmental impacts of our activities and operations. These internal documents provide guidance to sites when developing their environmental programs. The policies call for all facilities to: (1) have programs on energy consumption, waste management, and water consumption management; (2) establish objectives related to improving the environment; (3) determine if waste materials are hazardous and develop procedures to manage the waste; (4) develop procedures for managing non-hazardous waste; (5) empower all employees to engage with supervisors if they believe a condition exists that may be a risk to the environment.

As we work to reduce our own emissions, we are realizing sustainability opportunities in our supply chain. AerSale takes a proactive approach to supplier onboarding, including conducting ongoing assessments of suppliers' commitments to sustainability, as well as potential supply chain risks. Additionally, we consider the upstream and downstream impacts of our operations.

Greenhouse Gas Management

AerSale's management team plays a crucial role in assessing and managing climate-related risks and opportunities. Our Environmental Health & Safety (EHS) team has oversight of, and is responsible for, AerSale's sustainability program, monitoring evolving climate-related risks and opportunities and reporting to the Board. Together with Leadership, the Sustainability Working Group is responsible for operationalizing sustainability initiatives that address climate-related issues throughout AerSale.

The Leadership team also engages the Company's operations teams in activities that support AerSale's sustainability program and efforts. The EHS team tracks and oversees environmental data collection and analysis, regularly receiving reports on continuous improvement projects from site management through management operations reviews on a monthly basis.

We also have begun to integrate information on environmental risks and challenges by incorporating climate risk factors into strategic analyses. We have always incorporated environmental issues into our decisions, such as evaluating hazardous materials and monitoring areas prone to increased risk from natural disasters. In 2024, our Sustainability Working Group began to evaluate climate and other environmental considerations as part of our broader commitment to identifying climate change risks. We also regularly evaluate both acute and chronic physical risks. Acute risks are typically event driven, such as wildfire or flooding, while chronic risks reflect longer-term shifts in climate patterns, such as a change in mean temperature or precipitation levels.

We believe that our focus on environmental sustainability, with the objective of reducing costs and improving sustainability of our operations, provides strategic benefit. Going forward, we will continue engaging with suppliers in our global value chain, measuring and managing these impacts to conserve resources, reduce costs, and promote ethical practices.



SOCIAL IMPACT

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Health & Safety

We are dedicated to building, designing, maintaining, and operating our facilities to effectively manage process safety and other hazards and to minimize risks. By partnering with our employees, we are able to maintain a safe work environment while meeting the needs of our customers.

Our safety culture is guided by the following principles:

- Nothing we do is worth injury to employees or damage to the environment.
- Our operations and distribution systems are safe for site contractors, guests, communities, employees, and the environment at all times.
- Everyone actively participates in, and makes positive contributions to, safety, health, security, and environmental performance.
- We develop, implement, and maintain effective environmental, health, and safety management systems that reflect our commitment to safety.

AerSale Solutions policies and principles:

- We deliver products that are safe and environmentally sound when used responsibly.
- We partner with emergency response providers to protect people, property, and information by securing our sites, cyber systems, and product value chains.
- We maintain and verify compliance with all applicable laws, regulations, and regulatory agreements.

Our commitment to safety is an essential part of our operating model with a predict-and-prevent culture. Health and Safety are the most important core values for AerSale employees. Our enterprise dedication to this topic helps us attract, retain, and protect the best people. Our goal is to achieve a zero-injury workplace, and we continue to review our practices to keep our stakeholders healthy and safe.

We are uncompromising in our commitment to the health and safety of our employees, subcontractors, customers, and community.

ROADMAP TO EHS EXCELLENCE

Our commitment to safety is reflected in our:

- Established health, safety, and awareness programs in each AerSale facility
- Preventative maintenance on tools and equipment
- Daily site and equipment pre-start checks
- Regular inspections and compliance audits
- Site-specific emergency response plans (reviewed at least annually)
- Streamlined operations that mitigate inefficiencies and improve safety

To maintain and enhance the health and safety of our employees, we promote a culture of continuous improvement and individual accountability. Each AerSale MRO facility has developed an Environmental Policy and Procedures Manual in compliance with

applicable federal, state, and local environmental laws and regulations.

Each business unit within AerSale has a specific point person designated to manage safety. All employees and contractors receive comprehensive training. We implement best practices for safety management across our operations to prevent spills and ensure preparedness for emergency response procedures. Our training materials are regularly reviewed and updated to account for advancements in chemical safety and environmental standards.

AerSale maintains a culture of rigorous reporting of safety incidents and potential hazards. Reported incidents are investigated and any required corrective actions are implemented quickly. Our management system enables AerSale to maintain a safe working environment and helps AerSale prevent incidents, accidents, fatalities, and illnesses. Trainings on EHS best practices and procedures is provided to all of

our employees. Upon hiring, all employees receive training on compliance. This is supplemented with competency training that is based on employee responsibility. Employees participate in a career advancement program that ensures regular performance evaluation and development.

AERSALE SUMMARY OF BENEFITS

We offer our employees the ability to save money by offering a 401(k) plan, flexible spending and health savings accounts. We offer competitive compensation programs that include base pay, bonuses, and equity grants. Our full-time employees also receive paid time off and holidays. Our compensation program also includes an Employee Stock Purchase Plan (ESPP), under which U.S.-based employees can become owners of the Company by purchasing shares of our common stock at a discount.



We encourage every one of our team members to form deeper relationships with those around them based on mutual respect, dignity, and understanding. The Company has an Affirmative Action Plan and an Equal Employment Opportunity policy, as well as a formal Code of Conduct. This policy drives a workplace and workforce that embraces the highest ethical and moral standards. AerSale maintains a confidential employee hotline where employees or third parties (suppliers, vendors, customers) can report concerns.

The Company's goal is to be the preferred place to work in our industry and to attract the best people by creating a culture that is exciting, creative, fun, and embraces continuous improvement. AerSale is committed to providing all employees with the opportunity to grow, connect, and thrive as a team member. In our locations, we compete with many local companies for talent. We have implemented talent strategies and market competitive wages and benefits to support talent acquisition and retention. To ensure the health and well-being of our employees, we aim to provide a robust health and wellness package.

We offer robust retirement savings programs globally. In the U.S., we offer matching contributions to encourage participation in addition to discretionary Company contributions. We offer generous health and welfare plans including medical, dental, vision, disability, life insurance, and ancillary benefits. All employees are eligible to participate in an Employee Stock Purchase Plan where they can purchase the

Company's shares at a discount through payroll deductions, allowing them to benefit from the creation of shareholder value.

Our executive compensation program is designed to align incentives with achievement of our strategic plan and both short- and long-term operating objectives. We utilize a variety of external, third-party, and market data sources, including an external compensation consultant, to ensure our compensation practices remain fair and competitive. Benefit trends are reviewed regularly, and plans are adjusted accordingly to remain competitive. The Compensation Committee is firmly committed to implementing an executive compensation program that aligns management and shareholder interests, encourages executives to drive sustainable shareholder value creation, mitigates risk, attracts top talent, and helps retain key people. Equity compensation, including performance-based stock options, is a significant component of our overall compensation strategy and value-based culture.

In addition to these actions, we perform periodic surveys that encourage our employees to share their opinions and feedback. The results of the survey are analyzed and measured to learn how we can enhance and accelerate improvements that will help us to continue to recruit and retain the top-level talent needed to grow our business.



Employee Engagement

We consider our employees to be our most valuable asset. The development, attraction, and retention of employees is a critical success factor. To support the advancement of our employees, we offer training and development programs, encouraging promotion from within, and continue to fill our team with strong and experienced management talent.

Our success depends on a highly skilled, properly motivated, and valued workforce. We also believe that investing in local communities to create social and economic benefits is at the heart of generating social impact. We believe in giving back to the communities in which we live and work.

We are dedicated to building, designing, maintaining, and operating our facilities to effectively manage process safety and other hazards and to minimize risks. By partnering with our employees, we were able to maintain a safe work environment while meeting the needs of our customers. Our commitment to safety is paramount, with a predict-and-prevent culture. As of February 1, 2025, we had 636 full-time employees and 60 temporary, seasonal, or part-time employees. Our employees are not represented by any labor union, and we have never experienced a work stoppage or strike.

Inclusion is vital to the Company. Our commitment starts with our goal of attracting, retaining, and developing a workforce that is diverse in background, knowledge, skill, and experience. We believe people are the most critical component in our continued success, and we strive to attract high-performing talent. We value the uniqueness of each individual, new ideas, different experiences, and fresh perspectives and firmly believe that a diverse workforce fosters an environment of collaboration and innovation where employees can perform to their highest potential and achieve personal and professional growth.

Diversity and inclusion make us stronger as a Company. We are committed to diversity at all levels of management and leadership, and our Leadership Team and our Board are committed to improving diversity throughout the Company

and fostering a more inclusive and open environment. Our workforce includes talented people from many backgrounds. We do not tolerate discrimination and are committed to high ethical standards and equal employment opportunities in all personnel actions without regard to race, color, religion, gender, national origin, citizenship status, age, marital status, gender identity or expression, sexual orientation, physical or mental disability, or veteran status.

We actively engage in recruiting fairs and efforts at various training institutions, especially those that have high minority and diverse enrollment rates. We continue to work with local organizations to identify minorities with an increased focus on veterans who will be transitioning into the civilian workforce. In 2024, AerSale provided 10 scholarships to support students going through a certified A&P program. This allowed us to reach approximately 1,000 students of a diverse background or from economically disadvantaged areas. Additionally, this funding allowed us to reach approximately 1,000 students of a diverse background or from economically disadvantaged areas. In 2025, we aim to continue to focus on partnering with local schools and supporting diverse students with an anticipated scholarship program that will provide financial assistance, mentorship and internship opportunities with the ultimate goal being full-time employment at one of our facilities.

636 EMPLOYEES WORLDWIDE

34% FEMALES

62% MINORITIES

As of February 1, 2025

Philanthropy

We believe that investing in local communities to create positive social and economic outcomes is at the heart of generating social impact. We believe in giving back to the communities in which we live and work. We support and empower our employees' efforts in their communities by providing opportunities to volunteer. Through strategic nonprofit partnerships, volunteerism, and philanthropy, our corporate responsibility is focused on contributing to the creation of a better world.

2024 HIGHLIGHTS



Benefitting the
United Way



Memphis toy drive for the
Boys and Girls Club



GMAA: Bachelor Aviation
Scholarship Fund



Atlas Air Charity Golf Tournament:
K9s for Warriors and the Liberty
City Optimist Club



ISTAT: ISTAT
Foundation



MIA Runway 5k benefitting the
American Cancer Society's Making
Strides Against Breast Cancer campaign



FedEx: FedEx
Family House



United Airlines: United We
Care Employee Relief Fund



Southwest Airlines: Ronald
McDonald House of ABQ | Kids
Matter | S.A.F.E. House

CHARITIES

Memphis: Kosair for kids, UPS golf charity event in Louisville, Kentucky, St Jude, Ronald McDonald house, FedEx golf event

South Florida: Embry-Riddle and George T. Baker scholarship awards. Annual South Florida Embry-Riddle send off for incoming students

Roswell: The Adults & Youth Supporting Youth golf tournament, DA Court Facility Dogs Foundation (5th DA Dogs) Golf tournament, Roswell Job Corps Career Fair, 2024 Goddard High School Career Fair, ENMU-R Career Expo

CULTURE OF GOVERNANCE

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CORPORATE GOVERNANCE HIGHLIGHTS

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**INDEPENDENT
DIRECTORS**

64 yrs

**AVERAGE AGE
OF DIRECTORS**

3 yrs

**AVERAGE TENURE
OF DIRECTORS**

Governance At-A-Glance

The Company is committed to achieving excellence in our corporate governance practices. We emphasize a culture of accountability and conduct our business in a manner that is fair, ethical, and responsible to earn the trust of our stakeholders.

The Company has comprehensive corporate governance policies and structures in place to foster accountability and transparency for our management team. These policies reflect our underlying commitment to maintain the highest standards of ethics and integrity and to operate our business in compliance with all applicable anti-corruption, anti-bribery, and anti-trust laws and regulations. We feature an employee ethics and compliance hotline on our website where stakeholders can voice their ethics concerns. We continue to explore opportunities to increase accessibility to reporting options and improve the effectiveness of our responses to reported ethical concerns.

The Board of Directors is comprised of a majority of independent directors as defined by the listing standards and the Board's Corporate Governance Guidelines. For more information on the Company's Board of Directors or formal policies please visit the website: <https://ir.aersale.com/>.

Core to our ethics and compliance program are ongoing communications and training to support our employees' understanding of AerSale's expectations and policies. Employee training is web-based and in-person and addresses the regulations relevant to our business. Salaried employees are required to complete ethics and compliance training annually on rotating topics, and hourly employees receive training in person through our legal, compliance, and human resource teams.

We encourage all AerSale employees, suppliers, and stakeholders to speak up about possible legal or ethical issues. Concerns may be raised through numerous channels, including managers; Environment, Health and Safety personnel; human resources; AerSale's legal and compliance department; or our hotline.



OUR BOARD COMMITTEES

AerSale is committed to operating in a sustainable way. This commitment starts with comprehensive governance structures, policies, management committees, and practices designed to ensure transparency in reporting and accountability for our Board of Directors. Our Board is responsible for overseeing the management of our Company. Our Board has adopted Corporate Governance Guidelines (the Governance Guidelines), which set forth our governance principles and policies relating to, among other things:

- Director independence;
- Director qualifications and responsibilities;
- Board structure and meetings;
- Management succession; and
- The performance evaluation of our Board.

Our Board has established four standing committees—Audit, Compensation, Governance, and Investment. Each of the Audit Committee, the Compensation Committee, and the Governance Committees operates under a written charter that has been approved by our Board, which are available on our website. These standing committees provide oversight roles in various areas, including ESG and risk management.

The **Audit Committee** is responsible for reviewing the quarterly and annual financial statements that are filed with the Securities and Exchange Commission (SEC). The Audit Committee oversees risks in the areas of financial reporting, internal controls, and

cybersecurity. The Committee monitors auditor independence to ensure that an objective review of the financials is being presented to the Board. The Committee also monitors to ensure that the Company is complying with GAAP and that any non-GAAP measures used are appropriate per industry norms and being applied consistently.

To Committee reviews IT's plans to ensure the Company is taking the appropriate cybersecurity measures which leverages encryption configurations and cybertechnologies on our systems, devices, and third-party connections to ensure information security safeguards are maintained. Our dedicated IT team works 24/7 and uses a combination of industry tools and technologies to help protect our stakeholders against cybercriminals.

The **Compensation Committee** is responsible for reviewing and approving the compensation of the Company's CEO and executive officers. The Compensation Committee reviews and approves equity awards and compensation packages applicable to the Company's executive officers and the independent Board members, ensuring that compensation arrangements are equitable and provide strong alliance to investor values.

The **Corporate Governance & Nominating Committee** oversees structural governance and composition matters including recommending to the Board the allocation of oversight responsibilities to the Board committees. The Committee has recently expanded its responsibilities to reflect the Committee's broader oversight regarding

our sustainability initiatives. Our Governance Committee's responsibilities include identifying individuals qualified to become Board members; recommending to the Board of Directors the persons to be nominated for election as directors and to each Board committee; developing and recommending to the Board of Directors corporate governance guidelines; and overseeing evaluations of the Board of Directors.

The **Investment Committee** provides additional oversight of Company transactions at certain value thresholds in order to ensure proper evaluation of substantial expenditures and capital investments. The Investment Committee currently consists of Mr. Finazzo and Lead Independent Board member Mr. Levy. The Investment Committee must approve any transactions that are \$25 million or more in the ordinary course of business related to the acquisition of feedstock. However, approval by the Board of Directors is required for any transaction in the ordinary course of business related to the acquisition of feedstock for \$50 million or more and any real property lease where the total value of the lease over the term exceeds \$1 million or the duration is in excess of five years. The Investment Committee meets as business operations and required approvals necessitate.

Our Board

We are committed to principles of effective corporate governance and to high ethical standards, as well as compliance with all applicable governance standards of the SEC and NASDAQ Exchange. Highlights of the framework we have established for governance are outlined here, and further described below:

- Independence and Qualification of Committee Members
- The Audit, Compensation, and Governance Committees of the Board are comprised of all Independent Directors
- All Directors on committees meet the applicable qualification requirements of the SEC and NASDAQ
- Non-Classified Board

LEADERSHIP STRUCTURE

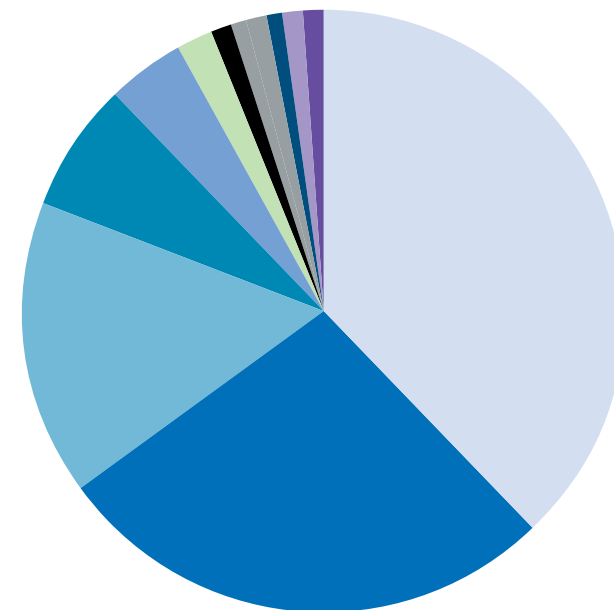
The Board is responsible for risk oversight, including overseeing the assessment of risk and the appropriate balance of risk mitigation and the appropriate taking of risk. These risk assessment and balancing tasks are also the responsibility of the Company's management team and the Board's committees. We encourage communication and solid working relationships among the Board, Directors, and the Chief Executive Officer.



44%

**BOARD GENDER/RACIAL/
ETHNIC DIVERSITY**

Employee Demographics



38%	Hispanic/Latino American (U.S.A.) Male
27%	White Male
16%	Hispanic/Latino American (U.S.A.) Female
7%	White Female
4%	Black/African American (U.S.A.) Male
2%	Asian (U.S.A.) Male
1%	American Indian/Alaska Native (U.S.A.) Male
1%	Asian (U.S.A.) Female
1%	Black/African American (U.S.A.) Female
1%	Not Specified Female
1%	Not Specified Male
1%	Two or more Races Male
0%	Other

*As of 2024 Proxy

Data Security

We have processes in place for assessing, identifying, and managing risks from cybersecurity threats, which have been integrated into the Company's overall risk management strategy and processes. The Company seeks to address cybersecurity risks through a comprehensive approach that is focused on implementing robust protective measures, promoting user awareness and education, continuously monitoring for potential threats, and swiftly responding to any security incidents to ensure the confidentiality, integrity, and availability of sensitive information.

In addition, we actively engage with key vendors and industry communities as part of our continuing efforts to evaluate and enhance the effectiveness of our information security policies and procedures and have processes in place to oversee and identify the risk. In 2024, we did not identify any cybersecurity threats, including as a result of any previous cybersecurity incidents, that have materially affected or are reasonably likely to materially affect the Company, including its business strategy, results of operations, or financial condition.

Our Board has oversight of our strategic and business risk management and has delegated the oversight

of cybersecurity risk management to the Company's Audit Committee. The Company's Audit Committee is responsible for overseeing all matters relating to the security of and risks related to the Company's information technology systems and procedures, including its cybersecurity and other information technology risks. The Audit Committee is responsible for ensuring the Company has processes in place for assessing, identifying, and managing material risks from cybersecurity threats.

The Company's information security program is managed by the Company's Chief Information Officer (CIO), whose team is responsible for leading our enterprise-wide cybersecurity strategy, policy, standards, architecture, and processes. The CIO has extensive global experience in developing and executing information technology strategies. The CIO and the information security team, comprised of certified information security professionals, in collaboration with the Chief Financial Officer and the Audit Committee, monitor the prevention, detection, mitigation, and remediation of cybersecurity incidents.

The CIO provides periodic reports to our Board, as well as our Chief Executive Officer, Chief

Financial Officer, and other members of our senior management as appropriate. These reports include updates on the Company's cyber risks and threats, the status of projects to strengthen our information security systems, assessments of the information security program, and the emerging threat landscape.

The primary goal of our data security program is to maintain cybersecurity defenses with capabilities that are best in class within our industry.

This commitment to data security starts at the top with oversight by the Board and the Audit Committee. This cross-functional, multilevel approach promotes leadership engagement on strategic data initiatives and associated risk management. Furthermore, our team members are responsible for complying with our cybersecurity standards and complete mandatory training throughout the year to understand the behaviors and technical requirements necessary to keep information secure. We also offer ongoing practice and education for team members to recognize and report suspicious activity. Our IT security team performs annual penetration testing, vulnerability scanning, and monitoring of any potentially suspicious activity across our enterprise.

“Cybersecurity is critical to our business resilience and long-term value and requires vigilance, proactive strategy, and commitment from every level of the organization.”

ENRIQUE PIZZI

- Chief Information Officer



ANNEX

SASB Table

This annex expands transparency through key quantitative data compiled in accordance with the SASB frameworks, along with additional details on our workforce, revenues, sales, stakeholders, locations, and certification.

Report data covers all global operations unless otherwise noted. In developing our Sustainability Report, we have compiled metrics organized by key sustainability themes incorporated within our tables and throughout our organization. AerSale's primary SASB industry is Aerospace & Defence, which falls under the Resource Transformation sector.

SASB TOPIC	SASB METRIC	SASB CODE	NARRATIVE RESPONSE
ENERGY MANAGEMENT	(1) Total energy consumed, (2) percentage grid electricity and (3) percentage renewable	RT-AE-130a.1	AerSale does not currently report on this information, but we are in the process of expanding and refining our data collection methodology.
HAZARDOUS WASTE MANAGEMENT	(1) Amount of hazardous waste generated, (2) percentage recycled	RT-AE-150a.1	AerSale does not currently report on this information, but we are in the process of expanding and refining our data collection methodology.
	(1) Number and aggregate quantity of reportable spills, (2) quantity recovered	RT-AE-150a.2	AerSale does not currently report on this information, but we are in the process of expanding and refining our data collection methodology.

SASB TOPIC	SASB METRIC	SASB CODE	NARRATIVE RESPONSE
DATA SECURITY	Description of approach to identifying and addressing data security risks in (1) entity operations and (2) products	RT-AE-230a.2	<p>AerSale has developed and implemented a comprehensive cybersecurity risk management program for identifying, assessing, and managing material risks to protect the confidentiality, integrity, and availability of critical systems and information relevant to our business. Our program utilizes a risk-based approach and is designed based on various cybersecurity frameworks, such as the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS), and shares common methodologies, reporting channels, and governance processes that apply across all areas of our enterprise risk management, including legal, compliance, operational, and financial risks.</p> <p>AerSale's comprehensive cybersecurity risk management program includes, among others:</p> <ul style="list-style-type: none"> a security awareness training agenda with topics relating to phishing, spams, viruses, insider threats, suspicious activity, and procedures to escalate them, as well as other safety concerns. Certain training programs are employee targeted based on their individual job responsibilities and on the potential risks associated with such roles. internal and external assessments, including audits and response simulations, to examine cybersecurity vulnerabilities and potential attack vectors to company systems, as well as evaluating the impact of these vulnerabilities in our operational and financial posture. processes to identify and manage risks related to critical third-party technology providers. a cybersecurity incident response plan that includes procedures for responding to cybersecurity threats or incidents. when appropriate, use of external subject matter specialists, including assessors, consultants, auditors, or other third parties, to provide incident response services and to conduct independent assessments of internal response readiness. engagement in security practices that include physical, administrative, and technical safeguards of systems and hardware.
	(1) Number of recalls issued, (2) total units recalled	RT-AE-250a.1	<p>(1) 0 recalls issued (2) 0 total units recalled</p>
PRODUCT SAFETY	(1) Number of counterfeit parts detected, (2) percentage avoided	RT-AE-250a.2	<p>(1) 0 counterfeit parts detected (2) 0% avoided</p>
	(1) Number of Airworthiness Directives received, (2) total units affected	RT-AE-250a.3	<p>(1) 0 Airworthiness Directives received due to workmanship faults or component failures (2) 0 units affected</p>
	Total amount of monetary losses as a result of legal proceedings associated with product safety	RT-AE-250a.4	<p>\$0 Any monetary losses as a result of legal proceedings are reported in our Form 10-K.</p>

SASB TOPIC	SASB METRIC	SASB CODE	NARRATIVE RESPONSE
FUEL ECONOMY & EMISSIONS IN USE-PHASE	Revenue from alternative energy-related products	RT-AE-410a.1	AerSale does not generate revenue from alternative energy-related products.
	Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	RT-AE-410a.2	AerSale predominately provides aftermarket products and services, and our manufacturing activities are minimal. We have limited control of use-phase emissions, as these are driven by our customers' flight plans.
MATERIALS SOURCING	Description of the management of risks associated with the use of critical materials	RT-AE-440a.1	Material risks are discussed in our Form 10-K .
BUSINESS ETHICS	Total amount of monetary losses as a result of legal proceedings associated with incidents of corruption, bribery, or illicit international trade	RT-AE-510a.1	\$0 Any monetary losses as a result of legal proceedings are reported in our Form 10-K .
	Revenue from countries ranked in the 'E' or 'F' Band of Transparency International's Government Defence Anti-Corruption Index	RT-AE-510a.2	AerSale does not currently report on this information.
	Discussion of processes to manage business ethics risks throughout the value chain	RT-AE-510a.3	AerSale's <u>Code of Conduct and Ethics</u> provides guidelines for conducting business consistent with the highest standards of business ethics. The Code applies to all directors, officers, and other employees. AerSale's <u>Discrimination, Harassment, Retaliation, and Inappropriate/Unlawful Conduct Statements</u> also provide policies and procedures around the topics of discrimination, harassment, retaliation, and inappropriate conduct. Additionally, AerSale publishes an <u>Anti-Human Trafficking Policy</u> , applicable to all personnel employed by or engaged to provide services to AerSale. Suspected violations of any of these policies can be reported to the Ethics Hotline, which is anonymous and is available 24 hours a day, 7 days a week. Compliance with AerSale's Anti-Corruption Policy and Procedures is mandatory for AerSale officers, directors, employees, representatives, agents, and other persons engaged (directly or indirectly) to perform work for AerSale wherever located (collectively, "AerSale Personnel"). Dealings involving third party intermediaries present a heightened corruption compliance risk, and therefore our Policy explicitly applies to all such intermediaries that includes annual training and certifications of compliance adherence.
ACTIVITY METRIC	Production by reportable segment	RT-AE-000.A	AerSale does not currently report on this information.
	Number of employees	RT-AE-000.B	636 employees as of February 1, 2025.

EEO-1 Table

We are committed to publicly disclosing the information in our consolidated EEO-1 report, which characterizes our U.S. employees by race, ethnicity, and gender across job categories established by the U.S. Equal Employment Opportunity Commission. The following table reflects information contained in the 2024 EEO-1 reports filed for AerSale Corporation:

			Non-Hispanic or Latino												ROW TOTALS
	Hispanic or Latino		Male						Female						
JOB CATEGORIES	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive / Senior Level Officials and Managers	2	1	7	0	0	0	0	0	0	0	0	0	0	0	10
First / Mid-Level Officials and Managers	35	19	53	5	0	0	1	5	8	1	0	0	0	0	127
Professionals	46	30	6	1	4	0	0	0	4	1	1	0	0	0	93
Technicians	40	4	23	5	1	0	3	0	3	0	0	0	0	0	79
Sales Workers	1	3	7	0	0	0	0	0	4	0	0	0	0	0	15
Administrative Support Workers	15	38	12	0	0	0	0	1	26	6	4	0	0	0	102
Craft Workers	103	9	92	11	6	1	0	3	4	0	0	0	1	0	230
Operatives	11	0	7	0	0	0	1	0	0	0	0	0	0	0	19
Laborers and Helpers	16	5	6	4	0	0	0	0	2	0	0	0	0	0	33
Service Workers	0	6	0	0	0	0	0	0	0	0	0	0	0	0	6
2024 REPORTING YEAR TOTAL	269	115	213	26	11	1	5	9	51	8	5	0	1	0	714

* Data has not been restated to align with figures reported in our Annual as of December 31, 2024.



