AAR CORP.
GRI and SASB content index

for the fiscal year ended
May 31, 2026

Statement of Use: This reporting index aligns disclosures to select referenced standards of the Global Reporting Initiative (GRI) Universal Standards 2021 and applicable Sustainability Accounting Standard Board (SASB) Aerospace & Defense (version 2023-6) indicators. Disclosures herein include business activities covering AAR CORP.'s fiscal year ended May 31, 2026, unless otherwise noted. AAR CORP. is also referred to herein as "AAR" or the "Company."

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
			GRI 2: General disclosures
	2-1	Organizational details	AAR CORP. is a Delaware corporation headquartered in Wood Dale, Illinois, USA. Our common stock is traded on the New York Stock Exchange under the symbol "AIR." 2026 Sustainability Report • Who we are and what we do, page 3 AAR website • Locations 2026 Annual Report • Locations, page 12
	2-2	Entities included in the organization's sustainability reporting	All of the entities in our financial reporting are also included in our sustainability reporting. In this year's Sustainability Report, entities include the following facilities located in the United States and Canada: Airframe MRO, Component MRO, Government Solutions, Trax, ADI, and manufacturing facilities, as well as our Amsterdam and Thailand Component MRO facilities, our India ADI facility, and our corporate headquarters in a suburb of Chicago. We believe these sites have the most significant impact on our sustainability reporting efforts. Data is excluded from sites with fewer than 50 individuals, from sites where we may have a significant presence but no control over the operations, and from certain site types (small warehouses, satellite offices in Europe) where operations are minimal, data is not material, and activities are outside the scope of our core business operations. We will review our reporting boundary annually. 2026 Sustainability Report • Scope 1 and 2 emissions, page 12, 'Note about environmental data'
	2-3	Reporting period, frequency and contact person	AAR publishes a report or a summary report on sustainability annually. The reporting period for our 2026 Sustainability Report is our fiscal year ended May 31, 2026 (June 1, 2025, to May 31, 2026) (the "2026 fiscal year"), unless otherwise noted. The reporting period for our financial reporting aligns with the period for our sustainability reporting. Our 2026 Sustainability Report was published in November 2026. Questions and/or feedback regarding our sustainability reports should be directed to editor@aarcorp.com.
	2-4	Restatements of information	During the Fiscal Year 2026 annual emissions data inventory process, additional data was identified that helped fill gaps in the Fiscal Year 2025 emissions dataset and improve the completeness of the prior-year inventory. As part of the review, we also evaluated key estimation methodologies and determined that the square footage estimate used for the Indianapolis facility was not based on an industry-standard approach. To address this, the methodology was updated to use energy-consumption estimates based on the U.S. Energy Information Administration's Commercial Buildings Energy Consumption Survey (CBECS), providing a more standardized basis for calculating emissions. This change enhances consistency across reporting years.
	2-5	External assurance	We did not pursue external assurance of our GHG emissions inventory this year.

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
	2-6	Activities, value chain and other business relationships	2026 Sustainability Report • About AAR, pages 3-8 2026 Form 10-K • Item 1. Business, pages 2-11 • Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations, pages 30-33 2026 Annual Report
	2-7	Employees	2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10 2026 Sustainability Report • Our employees, page 20 EEO-1 Report
	2-8	Workers who are not employees	In countries where it is legally required, our employees have employment contracts. We generally do not have employment contracts in the U.S. We do have U.S. citizens who are deployed to our government programs sites (OCONUS) who are on a renewable FSA (Foreign Service Agreement). We retained approximately 700 contract workers as of May 31, 2026, with the majority located at our airframe maintenance facilities. We retain these contract workers as they provide unique skill sets that are necessary at our facilities, as well as mitigate the impact of demand variability with our customers.
	2-9	Governance structure and composition	2026 Sustainability Report • Our sustainability governance, page 8 • Governing with integrity – Overview and approach, page 21 2026 Proxy Statement • Proposal 1 – Election of director nominees, pages 15-39 Corporate Governance Guidelines • Section 4. Committees and Committee Chairs • Section 10. Chairman and Chief Executive Officer • Section 11. Lead Independent Director
	2-10	Nomination and selection of the highest governance body	2026 Sustainability Report • Governing with integrity – Overview and approach, page 21 2026 Proxy Statement • Proposal 1 – Election of director nominees, pages 15-39 Corporate Governance Guidelines • Section 1. Director Qualification Standards • Section 2. Size of the Board and Director Selection • Section 8. Annual Performance Evaluation of the Board and Board Committees

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
	2-11	Chair of the highest governance body	Corporate Governance Guidelines • Section 10. Chairman and Chief Executive Officer • Section 11. Lead Independent Director 2026 Proxy Statement • Proposal 1 – Election of director nominees – The Board's role and responsibilities, Board structure, pages 27-35
	2-12	Role of the highest governance body in overseeing the management of impacts	2026 Sustainability Report • Our sustainability commitments statements and key impact areas, page 7 • Our sustainability governance, page 8 • Risk identification, management and mitigation, pages 21-22 2026 Proxy Statement • Proposal 1 – Proxy statement summary – Safety and sustainability, page 9 • Proposal 1 – Election of director nominees – The Board's role and responsibilities, pages 27-33 AAR website, Corporate Governance • Corporate Governance Guidelines • Human Capital and Compensation Committee Charter • Audit Committee Charter • Nominating and Governance Committee Charter • Aviation Safety and Training Committee Charter
	2-13	Delegation of responsibility for managing impacts	
	2-14	Role of the highest governance body in sustainability reporting	
	2-15	Conflicts of interest	2026 Sustainability Report • Governing with integrity – Overview and approach – page 21 • Governing with integrity – Compliance, ethics, and integrity and Anti-corruption – pages 22-23 Code of Conduct • Letter from the Chairman, President and CEO, page 2 • Conflicts of interest, pages 19-20 Corporate Governance Guidelines • Section 1. Director Qualification Standards • Section 2. Size of the Board and Director Selection 2026 Proxy Statement • Proposal 1 – Election of director nominees – Board practices and policies, page 35

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
	2-16	Communication of critical concerns	Code of Conduct, page 6 Supplier Code of Conduct, page 5 Speaking Up and Non-Retaliation Policy Corporate Governance Guidelines • Section 4. Committees and Committee Chairs Audit Committee Charter 2026 Proxy Statement • Proposal 1 – Election of director nominees –The Board's role and responsibilities, pages 27-33, and Board practices and policies – Ethics Hotline, page 37 2026 Sustainability Report • Driving social responsibility – Aviation safety, pages 14-16 • Governing with integrity, pages 21-26
	2-17	Collective knowledge of the highest governance body	2026 Proxy Statement • Proposal 1 – Election of director nominees, pages 15-34 Nominating and Governance Committee Charter Corporate Governance Guidelines • Section 1. Director Qualification Standards • Section 2. Size of the Board and Director Selection • Section 14. Board Refreshment
	2-18	Evaluation of the performance of the highest governance body	Corporate Governance Guidelines • Section 8. Annual Performance Evaluation of the Board and Board Committees 2026 Proxy Statement • Proposal 1 – Election of director nominees – Board practices and policies, page 35
	2-19	Remuneration policies	2026 Proxy Statement • Proxy statement summary – Executive compensation highlights, pages 13-14 • Proposal 1 – Election of director nominees – Director compensation, pages 38-39 • Proposal 2 – Executive compensation, pages 40-80 Human Capital and Compensation Committee Charter 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10
	2-20	Process to determine remuneration	
	2-21	Annual total compensation ratio	2026 Proxy Statement • Proposal 2 – Executive compensation – Other compensation matters – CEO pay ratio, page 77

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
	2-22	Statement on sustainable development strategy	2026 Sustainability Report • A message from our Chairman, President and Chief Executive Officer, page 1 • About AAR CORP. – Our sustainability commitments statements and key impact areas, page 7 2026 Proxy Statement • Proxy statement summary – Safety and sustainability, page 9
	2-23	Policy commitments	We believe our ability to deliver on our mission is largely due to the policies and practices we have in place.
	2-24	Embedding policy commitments	2026 Sustainability Report • Governing with integrity – Compliance, ethics, and integrity, pages 22-23 AAR website, Corporate Governance webpage • Audit Committee Charter • Aviation Safety and Training Committee Charter • Categorical Standards for Determining Director Independence • Conflict Minerals Policy • Corporate Governance Guidelines • Executive Committee Charter • Human Capital and Compensation Committee Charter • Nominating and Governance Committee Charter • Code of Conduct • Supplier Code of Conduct • AAR International, Inc. Statement on Slavery and Human Trafficking • Global Anti-Corruption Policy • Speaking Up and Non-Retaliation Policy • Zero Tolerance for Corruption and Bribery 2026 Proxy Statement • Proxy statement summary – Safety and sustainability, page 9 • Proposal 1 – Election of director nominees –The Board's role and responsibilities, pages 27-33, and Board practices and policies, pages 35-37
	2-25	Processes to remediate negative impacts	Refer to GRI disclosure 2-16
	2-26	Mechanisms for seeking advice and raising concerns	
	2-27	Compliance with laws and regulations	2026 Form 10-K • Item 3. Legal Proceedings, page 28
	2-29	Approach to stakeholder engagement	2026 Sustainability Report • Driving social responsibility – pages 14-20 • Governing with integrity – pages 21-26 2026 Proxy Statement • Proxy statement summary – Stockholder engagement, page 12 • Proposal 2 – Executive compensation – Compensation discussion and analysis – Stockholder engagement, and Response to stockholder feedback, pages 44-45 2026 Annual Report 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10

SASB	GRI	GRI / SASB disclosure title	Response or disclosure location
	2-30	Collective bargaining agreements	Approximately 170 of our employees are subject to a collective bargaining agreement. 2026 Form 10-K • Item 1A. Risk Factors – pages 16-17
			GRI 3: Material Topics
	3-1	Defining report content and topic boundaries	Refer to GRI disclosure 2-2
	3-2	List of material topics	2026 Sustainability Report • Our sustainability commitments statements and key impact areas, page 7 2022 ESG Report • Our approach to ESG, pages 4-5 • Governance – Stakeholder engagement, page 37
	3-3	Management of material topics	Please refer to our impact sections below
			Topic-specific Disclosures
			Economic performance
	201-2	Financial implications and other risks and opportunities due to climate change	2026 Form 10-K • Item 1A. Risk Factors, pages 12-25 2026 TCFD content index
	201-3	Defined benefit plan obligations and other retirement plans	2026 Form 10-K • Note 8, Employee Benefit Plans, pages 75-78
	201-4	Financial assistance received from government	Any material government funding is disclosed in our periodic reports with the SEC.
			Procurement practices
	204-1	Proportion of spending on local suppliers	2026 Sustainability Report • Governing with integrity – Supplier engagement and procurement practices, pages 25-26 AAR website, Corporate Governance webpage • Global Anti-Corruption Policy • Supplier Code of Conduct

Anti-corruption			
	205-2	Communication and training about anti- corruption policies and procedures	2026 Sustainability Report • Governing with integrity – Anti-corruption, page 23 AAR website, Corporate Governance webpage • Zero Tolerance for Corruption and Bribery • Global Anti-Corruption Policy • Code of Conduct • Supplier Code of Conduct • Speaking Up and Non-Retaliation Policy 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10 2026 Proxy Statement • Proposal 1 – Election of director nominees – The Board's role and responsibilities, page 27, and Board practices and policies, pages 35-37
RT-AE-510a.3		Discussion of processes to manage business ethics risks throughout the value chain	
	205-3	Confirmed incidents of corruption and actions taken	2026 Form 10-K • Item 3. Legal proceedings, page 28 AAR website, Corporate Governance webpage • Investigations
RT-AE-510a.1		Total amount of monetary losses from legal proceedings associated with incidents of corruption, bribery, and/or illicit international trade	
RT-AE-510a.2		Revenue from countries ranked in the "E" or "F" band of Transparency International's Government Defense Anti-Corruption Index	We report sales in North America, Europe/Africa, Asia, and Other. We do not put revenues from other geographic areas in the public domain due to commercial confidentiality. 2026 Form 10-K • Note 15, Business Segment Information, page 82
Anti-competitive behavior			
	206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None for the reporting period. 2026 Form 10-K • Item 3. Legal proceedings, page 28

Materials			
	301-2	Recycled input materials used	We are generally engaged in only limited manufacturing activities—restricted primarily to our Mobility Systems business, constituting less than 5% of our sales. Accordingly, at this time, our impact areas may not include topics typically reported by manufacturing companies. 2026 Sustainability Report • Focusing on the environment, pages 9-13 • Driving Social Responsibility, pages 14-20 2026 Form 10-K • Item 1. Business – Raw Materials and Procurement of Repair and Other Services, page 6 AAR website, Corporate governance • Conflict Minerals Policy • 2026 Form SD
RT-AE-440a.1		Description of the management of risks associated with the use of critical materials	
	301-3	Reclaimed products and their packaging materials	
Energy			
	302-1	Energy consumption within the organization	2026 Sustainability Report • Focusing on the environment, pages 9-13 AAR's (1) Total energy consumed in Fiscal Year 2026 was 575,692 (GJ), or 159,915 (MWh), which consisted of 396,482 (GJ), or 110,134 (MWh), of natural gas and 179,211 (GJ), or 49,781 (MWh), of electricity. (2) Grid electricity in FY2026 represented 31% of the overall energy consumed. (3) 0% of energy consumed, beyond the renewable portion of the electricity grid mix, is from renewable sources. In Fiscal Year 2026, our energy intensity was 48 MWh/$M or 174 GJ/$M. The calculation takes into account electricity and natural gas use for sites within our reporting boundary as described in the FY2026 Sustainability Report and in GRI 2-4 and is based on annual sales of $3.3 billion for FY2026.
RT-AE-130a.1		(1) Total energy consumed (2) percentage grid electricity and (3) percentage renewables	
	302-3	Energy intensity	

Water and effluents			
	303-1	Interactions with water as a shared resource	2026 Sustainability Report • Focusing on the environment, pages 9-13 2026 TCFD Content Index
Emissions			
	305-1	Direct (Scope 1) GHG emissions	2026 Sustainability Report • Focusing on the environment, pages 9-13
	305-2	Energy indirect (Scope 2) GHG emissions	
	305-4	GHG emissions intensity	2026 Sustainability Report • Focusing on the environment, page 12
RT-AE-410a.1		Revenue from alternative energy-related products	AAR CORP. does not generate revenue from alternative energy-related products.
RT-AE-410a.2		Description of approach and discussion of strategy to address fuel economy and greenhouse gas (GHG) emissions of products	AAR CORP. primarily provides aftermarket support and services. AAR is generally engaged in limited manufacturing activities. We have limited control of use-phase emissions as our customers dictate flight plans and flight paths. However, in our maintenance and repair operations, we are continuing to investigate ways to minimize the use of jet fuel in diagnostic testing and repair situations.
Waste			
	306-1	Waste generation and significant waste-related impacts	2026 Sustainability Report • Focusing on the environment, pages 9-13 • Driving Social responsibility, pages 14-20
	306-2	Management of significant waste-related impacts	2026 Sustainability Report • Focusing on the environment, pages 9-13
RT-AE- 150a.1	306-3	Waste generated Amount of hazardous waste generated	As we advance our sustainability program, AAR may consider the inclusion of diverted and landfilled hazardous waste for public disclosure. We are currently evaluating systems and processes to consistently report our consumption volumes across sites, relative to the potential impact.
	306-4	Waste diverted from disposal Percentage recycled	
	306-5	Waste directed to disposal	
RT-AE- 150a.2		Number and aggregate quantity of reportable spills, quantity recovered	There were no significant spills in the 2026 fiscal year. AAR consumes fuel from natural gas for heating. Other sources include propane for forklifts, gasoline for vehicles, and diesel for back-up generation. However, we believe these are considered de minimis and not reported. While we consume jet fuel in our operations within the reporting boundaries, we also believe jet fuel use to be immaterial to our overall energy consumption.

		Environmental compliance	
	307-1	Non-compliance with environmental laws and regulations	AAR discloses material legal proceedings in our SEC reports. 2026 Form 10-K • Item 3, Legal proceedings, page 28 AAR website, Corporate Governance webpage • Investigations
		Employment	
	401-1	New employee hires and employee turnover	2026 Sustainability Report • Driving social responsibility, pages 14-20 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10 EEO-1 Report AAR considers information regarding employee turnover to be confidential.
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2026 Sustainability Report • Driving social responsibility, pages 14-20 2026 Form 10-K • Item 1. Business – Human capital resources, pages 8-10
		Occupational health and safety	
	403-1	Occupational health and safety management system	2026 Sustainability Report • Driving social responsibility, pages 14-17

	403-2	Hazard identification, risk assessment, and incident investigation	2026 Sustainability Report • Driving social responsibility, pages 14-17 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10 AAR website, Corporate Governance webpage • Investigations • Speaking Up and Non-Retaliation Policy
	403-3	Occupational health services	
	403-4	Worker participation, consultation, and communication on occupational health and safety	
	403-5	Worker training on occupational health and safety	
	403-6	Promotion of worker health	
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-9	Work-related injuries	
	403-10	Work-related ill health	
Training and education			
	404-1	Average hours of training per year per employee	2026 Sustainability Report • Governing with Integrity, page 22
	404-2	Programs for upgrading employee skills and transition assistance programs	2026 Sustainability Report • Driving Social Responsibility, pages 14-19
	404-3	Percentage of employees receiving regular performance and career development reviews	2026 Sustainability Report • Driving Social Responsibility, pages 14-19 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10

		Diversity and equal opportunity	
	405-1	Diversity of governance bodies and employees	2026 Sustainability Report • Driving social responsibility – Our employees, page 20 2026 Form 10-K • Item 1. Business – Human Capital Resources, pages 8-10 2026 Proxy Statement • Proposal 1 – Election of director nominees, pages 15-35 EEO-1 Report
		Non-discrimination	
	406-1	Incidents of discrimination and corrective actions taken	AAR discloses material legal proceedings in our SEC reports.
		Human rights assessment	
	412-2	Employee training on human rights policies or procedures	2026 Sustainability Report • Governing with integrity – pages 21-26 2026 Form 10-K • Item 1. Business – Human capital resources, pages 8-10 AAR website, Corporate Governance webpage • Supplier Code of Conduct • Code of Conduct • AAR International, Inc. Statement on Slavery and Human Trafficking
		Local communities	
	413-1	Operations with local community engagement, impact assessments, and development programs	2026 Sustainability Report • Driving social responsibility – Giving Back, page 20 2026 Annual Report
		Public policy	
	415-1	Political contributions	Political Engagement webpage Political Participation, Lobbying, and Contributions Policy

Customer health and safety			
	416-1	Assessment of the health and safety impacts of product and service categories	AAR considers this information to be confidential. 2026 Sustainability Report • Driving social responsibility, Aviation safety, pages 14-15 • Governing with integrity, Supplier engagement and procurement practices, pages 25-26
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	AAR discloses material legal proceedings and accruals in our SEC reports.
RT-AE-250a.4		Total amount of monetary losses as a result of legal proceedings associated with product safety	
RT-AE-250a.1		Number of recalls issued, total units recalled	AAR considers this information to be confidential.
RT-AE-250a.2		Number of counterfeit parts detected, percentage avoided	AAR considers this information to be confidential.
RT-AE-250a.3		Number of Airworthiness Directives received, total units affected	Airworthiness Directives are publicly available. The most recent information concerning those directives can be found on the appropriate regulatory sites.
Customer privacy			
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	AAR discloses material legal proceedings in its SEC reports. 2026 Sustainability Report • Governing with integrity, pages 23-25 2026 Proxy Statement • Proposal 1 – The Board's role and responsibilities, pages 27-29 AAR website Privacy Notice
RT-AE-230a.1		(1) Number of data breaches and (2) % Involving confidential info	
RT-AE-230a.2		Description of approach to identifying and addressing data security risks in (1) entity operations and (2) products	

Socioeconomic compliance			
	419-1	Non-compliance with laws and regulations in the social and economic area	AAR discloses material legal proceedings in our SEC reports. 2026 Sustainability Report • Governing with integrity, pages 21-26 Code of Conduct

SASB Table 2. Activity metrics

Activity metric	Category	Unit of measure	Code	Response or disclosure location
Production by reportable segment	Quantitative	Number	RT-AE-000.A	The Company is continuing to evaluate this reporting element.
Number of employees	Quantitative	Number	RT-AE-000.B	See GRI Disclosure 401-1