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# **DIVERSITY, EQUITY, INCLUSION AND HUMAN RIGHTS POLICY**

## 1.0 OBJECTIVES

This Policy aims to guide the incorporation of Diversity, Equity, Inclusion and Human Rights practices in strategies, processes, operations and Eve's relationships, reinforcing its positioning and materializing criteria and advances related to the ESG (good environmental practices, social and governance) of Eve Holding, Inc.

It was approved in the Board of Managers Meeting held on July 18th, 2023.

## 2.0 APPLICATION

This Policy applies to all of Eve Holding, Inc., including the Company's international operations and any business activities managed or conducted on Eve Holding's behalf by Third-Party Intermediaries, including joint ventures. Every employee is required to become familiar with, and abide by, this Policy. The Policy also applies to the Company's affiliates, direct or indirect subsidiaries to which the Code of Conduct applies, agents, representatives, consultants, independent contractors, and other Third-Party Intermediaries engaged by the Company to the fullest extent possible and in compliance with all applicable laws, regulations and governance rules.

## 3.0 DEFINITIONS

**Affirmative Actions:** Temporary measures actions taken for the promotion of human rights, which benefit negatively discriminated groups or social segments in a differentiated way (minorized or underrepresented groups), to allow that, in the medium and long term, these groups can achieve equal conditions of treatment or access to opportunities, eliminating and resolving the effects of discrimination and structural prejudices.

**Affinity groups:** Group formed by Employees from any area of interest, on a voluntary basis, with the objective of facilitating the experience of the people who make up the organization, corroborating the sense of belonging and the health of the organizational culture in line with the organization's diversity, equity, inclusion and human rights policy.

**Ageism** (ageism or ageism): A type of discrimination against people or groups based on age.

**Cisgender Person:** People who are not trans but identify with the gender assigned at birth.

**Discrimination:** Distinction, exclusion or preference based on attributes that have no relation to the competence affected and/or the nature of the work to be carried out, which has the effect of nullifying or altering equality of opportunity or treatment in employment or occupation. Discriminatory practices can be direct or indirect. Discrimination can be based on race, gender, sexual orientation, origin, nationality, religion, social situation, educational level, age, ideological and political positioning, among other characteristics.

**Diversity:** The set of characteristics that make each individual unique and singular, such as cultural, biological, social, historical, economic, generational characteristics, among others, that make each individual a unique being. In the business context, it is also related to the representativeness of different groups that make up the Company's staff of employees. Diversity involves aspects such as gender, age, disability (as defined below), race, sexual orientation (as defined below), gender expression (as defined below), gender identity (as defined below), culture, origin, nationality, place of birth, social class, educational background, physical condition, intellectual development, religion, lifestyles, experience, individual histories, perspectives, knowledge, attitudes and skills, among others.

**Employees:** In this document, the word "employee" designates employees of Eve Holding, Inc., its business units and/or affiliated entities, to the extent permitted by law.

**Equity:** Guarantee of universal access to fundamental rights with impartiality, recognizing existing inequalities between individuals to ensure unequal treatment of unequal in the pursuit of equality.

**Gender Expression:** An individual's social and cultural behavior towards the world, the way someone demonstrates their gender based on their roles. This encompasses ways of dressing, acting, behaviors and interactions.

**Gender Identity:** An individual's self-identification, that is, the understanding that the individual has of themselves and how they would like to be recognized, regardless of their biological sex and regardless of the approval of third parties.

**Human Rights:** According to the United Nations (UN), Human Rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion or any other status. They include the right to life and freedom, opinion and expression, work, education, among others. Everyone is guaranteed these rights, without discrimination.

**Homophobia:** Negative, discriminatory or prejudiced attitudes, feelings or actions against people with affective-sexual orientations other than heterosexuality.

**Inclusion:** A set of everyday attitudes and practices that favor interaction between all people in an environment of mutual respect and cooperation, through the appreciation and inclusion of all. Inclusion is based on the organization's identity, its mission and values, as well as society's laws, human rights regulations and its universal principles, guiding and setting limits for everyone's conduct.

**LGBTQIAPN+:** An acronym used to designate a set of identities of individuals whose sexual orientation, gender identity or biological sex do not correspond to the hetero-cis-normative standard, a term used to designate the affective, sexual and gender patterns of behavior largely hegemonic of contemporary societies.

**Minorized or underrepresented groups:** A group of people who have the same or similar identity marker and who, because of this marker, may suffer inequality that causes exclusion and violence.

**Sexual Orientation:** The affective and/or sexual attraction that a person manifests towards another.

**Stereotypes:** Stereotypes are beliefs that generalize characteristics, ideas, ways of being and expressing themselves, and experiences of all people belonging to a specific group.

**Persons with Disabilities:** The phrase "persons with disabilities" is used to apply to *all* persons with disabilities *including* those who have long-term physical, mental, intellectual or sensory impairments which, in interaction with various attitudinal and environmental barriers, hinders their full and effective participation in society on an equal basis with others.

**People of Color:** A person with skin pigmentation that differs from what is considered characteristic of people typically defined as white.

**Prejudice:** Opinion made superficially in relation to a certain person or group, which is not based on real experience or reason.

**Race:** Socially defined group due to physical characteristics such as skin color, hair texture and/or facial features. It is a socio-cultural concept that goes beyond the biological concept of race.

**Racism:** Individual, institutional and political practices based on the belief that a certain race is superior to another.

**Stakeholders:** Customers, suppliers, contractors, service providers, investors, partners, communities, government, civil society and non-governmental organizations.

**Transphobia:** Negative, discriminatory or prejudiced attitudes, feelings or actions against trans people.

**Unconscious Bias:** An implicit association, whether about people, places or situations, that is often based on misinformation, inaccurate or incomplete information and includes the personal stories we bring to the situation. Its result is quick judgments about people, without considering facts and data or without considering the impact of our background and personal values on this judgment.

## 4.0 GUIDELINES

This Policy is governed by international principles of Human Rights, covered by the UN Universal Declaration of Human Rights, which guarantee the rights of all people, regardless of race, color, sex, language, religion, political or other opinion, origin national or social status, wealth, place of birth, age, or any other status. We are committed, in our Company and in our value chain, to the dignified and respectful treatment of all people. This commitment is also established in our Code of Ethics and Conduct and other governance policies that reflect our commitment to meeting our business objectives ethically and transparently, developing internal and external relationships based on integrity, preserving the environment and contributing to the well-being of the communities where we operate.

Eve Holding, Inc. adopts the following guidelines as a way of putting this Policy into effect and implementing initiatives:

**4.1 Train,** empower and periodically raise awareness of Eve employees by organizing or supporting internal and external events on diversity, equity, inclusion and human rights, including the topic on the organization's agenda.

**4.2 Contemplate** diversity in Eve's internal and external communication actions and its initiatives both in terms of content and form ensuring the production, validation and dissemination of content free of discrimination of any type.

**4.3 Do not tolerate** any form of prejudice, discrimination and harassment: respect the dignity and human rights of all people in the workplace. Any violations of this Policy are considered violations of the Code of Ethics and Conduct and are subject to the penalties provided for in said document.

**4.4 Promote** and monitor equity on gender, racial and other minority groups at all hierarchical levels, equating salaries and benefits for professionals who carry out similar activities in alignment with our compensation policy.

**4.5 Adopt** specific policies and procedures to attract, select and engage diverse professionals, contributing to increase their representation at different levels of the organization.

**4.6 Guarantee** an environment of psychological safety in which people are free to be themselves, being able to share their ideas and expose their points of view in a respectful manner with others through open and transparent dialogue.

**4.7 Define,** implement and monitor the organization's diversity, equity, inclusion and human rights plan, as well as support and lead the work of affinity groups focused on diversity.

## **5.0 IRREGULARITY REPORTING MECHANISM**

Any employee who knows of, or reasonably believes there is, any discriminatory and/or non-compliant conduct with this Policy may report the information to the Ethics Hotline, either by name or anonymously, by telephone at 1-877-900-8779 (United States) or 0800-721-5968 (Brazil), or online at [www.embraerhelpline.com](http://www.embraerhelpline.com).

## **6.0 RESPONSIBILITY**

This Policy is the responsibility of the People & Culture area. Situations not covered in this Policy must be forwarded to the Head of People & Culture for analysis before any action is taken.

## **7.0 REVIEW OF THE POLICY**

This Policy shall be reviewed every two (2) years to ensure that it is in line with the needs of the business and other stakeholders. Should there be no need for change, it will be published again in the Eve Document Management System, and its revision date will be updated. Any change in this Policy must be previously aligned with People & Culture area.

## **8.0 REFERENCES**

**Code of Conduct**  
**Eve Values**