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Area: Employee Journey
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Environmental, Health and Safety Policy

Document Type: Employee Journey Policy
Name: Environmental, Health and Safety Policy

1.0 OBJECTIVES

This Policy aims to provide guidelines related to the Environment, Health and Safety (EHS) at Eve to guarantee that its activities are performed in compliance with the principles outlined below. Eve seeks, through continuous improvement of its processes, to firmly establish itself as a sustainable, safety and healthy company for our people. It was approved in the Board of Managers Meeting held on July 18th, 2023.

2.0 APPLICATION

This Policy applies to Eve Holding, Inc. and any of its subsidiaries ("Eve" or "Company"), once approved and published and must be complied with all levels and processes of the Company, considering legislation, official technical standards and local environmental, health and safety standards.

3.0 DEFINITIONS

EHS encompasses a wide range of issues relating to the protection of both people and the environment.

3.1 The terms below shall have the following meanings:

- i) **Environmental** means creating a systematic approach to complying with environmental regulations.
- ii) **Health** means preventing and reducing diseases as well as taking care of the health (physical, mental or emotional) of employees.
- iii) **Safety** means creating organized initiatives, processes and or procedures to identify unsafe situations and substances in workplaces in order to prevent incidents and accidents.

4.0 PRINCIPLES

Eve is a Company fully committed to environment, health and safety standards and below are listed our principles regarding this topic:

- 4.1 The recognition that the environment, health and safety at work are a priority for the Company, reflected in its activities, products and services.
- 4.2 Compliance with legal, environmental, health, safety, fire and emergency prevention requirements applicable to the Company's business.
- 4.3 The search for the continuous improvement of our systems and performance in the environment, health and safety as an integral part of the operational strategy, constituting a reference for the establishment and revision of objectives and goals.
- 4.4 The continuous training of people to understand their responsibility regarding the protection of the environment, safety and health at work (Eve facility or another place where people may work).
- 4.5 Protection of the environment, including preventing and combating pollution, respect for biodiversity, concern for climate change.
- 4.6 Management of the life cycle of our products and services, seeking improvement opportunities in all phases and processes.
- 4.7 Commitment to the prevention of accidents, injuries and occupational diseases, ensuring that workstations comply with health, occupational safety.
- 4.8 A systematic analysis to identify foreseeable emergency scenarios and evaluate their potential impact on people, the environment, the assets and the business, and establish appropriate procedures for preventing and mitigating the impacts that may be associated with them.

5.0 GUIDELINES

5.1 This Policy defines guides to leadership team so they can operate following environmental, health and safety standards, listed below:

- i) Integrate the environment, health and safety objectives and goals into Eve’s strategic business plans.
- ii) Promote and intensify technology development, so that products, processes and equipment have, in a sustainable way, the minimum impact on people and on the environment.
- iii) Consider the life cycle of products and services, seeking opportunities for improvement during all phases and processes.
- iv) Contract suppliers and service providers who respect the environment, health and safety in their practices and processes, including continual evaluation and monitoring of their activities.
- v) Establish the improvement of processes, systems and equipment that bring energy efficiency and reduce dangers and risks.
- vi) Seek to reduce impacts and consumption of natural resources.
- vii) Minimize the use of non-renewable materials and increase the use of recyclable and recycled materials.
- viii) Reduce industrial waste and guarantee that waste is directed to environmentally appropriate ends.
- ix) Encourage the adoption of sustainable “green building” construction criteria in new industrial and building facilities, and in the modernization of existing ones.
- x) Develop social and environmental projects that promote employees’ engagement and that respect the communities in which the Company operates.
- xi) In case of emergencies, there will be an Eve committee (in which EHS will be part) to design an action plan.

5.2 Also, this Policy establishes guides to all employees and contractors so they can operate following environmental, health and safety standards, listed below:

- i) Know and comply with this Policy, applicable environmental, health and safety laws and regulations, and other subscribed requirements as well as procedures and standards to protect your own health and safety as well as that of other employees, the community and the environment.
- ii) Know and support the Company's environmental, health and safety objectives and goals.
- iii) Immediately report any concerns and/or evidence of potential violations of this Policy to your leader.

6.0 WORK MODELS

Eve has three work models:

- i) On Site.
- ii) Hybrid.
- iii) 100% Remote.

Each one has specifications and rules to be followed and the Work Models Policy (specific to Brazil) and the Remote Work Policy (for all countries) will guide Eve employees to have a better work experience, either being face-to-face or remotely.

7.0 RESPONSIBILITY

This Policy is the responsibility of the Employee Journey area. Situations not covered in this Policy must be forwarded to the Head of Employee Journey for analysis before any action is taken and then must be sent to the Executive Management Team for prior approval.

8.0 REVIEW OF THE POLICY

8.1 This Policy shall be reviewed every two (2) years to ensure that it is in line with the needs of Eve, 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.

8.2 Any change in this Policy must be previously aligned with Employee Journey area.