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Area: Employee Journey

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Equal Opportunity 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.

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

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.

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 age, color, sex, religion, age, national origin, physical or mental disability, veteran's status, uniformed service member status, pregnancy (including childbirth, lactation and related medical conditions), sexual orientation, gender identity, marital status, genetic information (including family medical history testing and characteristics), or any category protected by federal, state or local law.

Diversity: The set of characteristics that make each individual unique and singular, such as cultural, biological, social, historical, economic, and 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, race, sexual orientation, culture, origin, nationality, place of birth, social class, educational background, physical condition, intellectual development, religion, lifestyles, experience, individual histories, perspectives, 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.

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.

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.

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.

4.0 GUIDELINES

This Policy is governed by international principles of Human Rights, covered by the UN Universal Declaration of Human Rights. 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 legal 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 illegal discrimination of any type.

4.3 Do not tolerate any form of illegal discrimination or harassment 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 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 ensure equal employment opportunity for all employees.

4.6 Promote an open-door policy aiming to create an environment where employees feel comfortable sharing ideas, suggestions, and concerns without fear of judgment or negative repercussions.

4.7 Define, implement, and monitor the organization's equal employment opportunity policies and human rights plan, as well as support the work of affinity groups.

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.

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