

Environmental, Health and Safety Policy

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Area: EHS and ESG

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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, safe and healthy company for our people. It was approved in the Board of Managers Meeting held on June 13th, 2025.

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 and local environmental, health and safety regulations and other applicable requirements.

3.0 DEFINITIONS

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

3.1 The terms below shall have the following meanings:

- i) **Environment** means creating a systematic approach to complying with environmental regulations.
- ii) **Health** means preventing and reducing occupational diseases while fostering a healthy (physical, mental and emotional) workplace for our employees.
- iii) **Safety** means creating organized initiatives, processes and procedures to reduce and control risks to improve the work environment to our people and 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 employees and contractors to understand their responsibility regarding the protection of the environment, safety and health at work.
- 4.5 Protection of the environment, including preventing and combating pollution, the respect for biodiversity, and the concern for climate change.
- 4.6 Management of the life cycle of our products and services, seeking opportunities for improvement in all phases and processes.
- 4.7 Commitment to the prevention of accidents, injuries and occupational diseases, ensuring that workstations comply with occupational health, and safety.

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 periodical evaluation and monitoring of their activities.
- v) Establish the improvement of processes, systems and equipment to bring energy efficiency and reduce hazards 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 disposal to environmentally appropriated ends.
- ix) Encourage the adoption of sustainable “green building” construction criteria in new industrial and building facilities, and in the modernization of existing one.
- x) Develop social and environmental projects that promote employees’ engagement and that respect the communities in which the Company operates.
- xi) In case of a crisis, there will be an Eve Committee (in which EHS will be part) according to Crisis Management Procedure to develop a strategy for contingency and recovery.

5.2 Also, this Policy establishes guides to all employees and contractors so they can operate following the requirements listed below:

- i) Know and comply with this Policy, local environmental, health and safety laws and regulations, and other applicable requirements as well as Eve’s procedures and standards to protect your own health and safety and 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 or through a compliance channel.

6.0 WORK MODELS

Eve has three work models:

- i) On Site.
- ii) 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 EHS and ESG area. Situations not covered in this document must be forwarded to the Head of this area for analysis before any action is taken. If revision is applicable, new version of this policy must be sent to the Board of Managers (CEO, CFO and Vice Presidency of People, Marketing, Communication & ESG) 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 EHS an ESG area.

9.0 REVISION HISTORY

Version	Approval	Scope approved
1st Version	<u>18-Jul-2023</u>	First version of policy, based on Embraer’s processes.
<u>2nd version</u>	<u>04-Jun-2025</u>	3.1 Update of Environment and Health meaning 4.4 Training scope focused on employees and contractors 5.0 Adjustment to crisis instead of emergency as previously defined 7.0 Update of area responsible from Employee Journey to EHS & ESG