



Internal Regulation of the Personnel and ESG Committee

**Reviewed by the Board of Directors
on August 12, 2021**

Article 1 – The Article 34 of the Articles of Incorporation of Embraer S.A. ("Articles" and "Company," respectively) determines that the Board of Directors ("Board") shall appoint a Personnel and ESG Committee ("Committee"), permanent, composed of, at least, 3 and, up to, 5 members, without deliberative or management power, destined to help it in the performance of its duties.

Article 2 – The Committee, in the performance of its duties of assisting the Board, shall have its operation regulated by the provisions contained in this Internal Regulation.

Article 3. – It is for the Committee to assist the Board, in the performance of its duties, focused on the following subjects:

- (i) Election and removal of the Company's statutory directors and determination of their duties, complying with the Articles;
- (ii) The Company's wage and human resources policy, including as regards remuneration criteria, rights and advantages, as well as the individual remuneration of the administrators;
- (iii) Appraisal process, in assisting the |Board Chairman, the Board Members, the Board and its Advising Committee;

- (iv) Analysis, selection and appointment of the composition of the Board for submission to the Ordinary Meeting, complying with the Article 4, Paragraph 2 of the Internal Regulation of the Board, considering the requirements and prohibitions set forth in the Policy for Appointment and Training of Members of the Board of Directors and Committees;
- (v) Analysis and manifestation as to the classification of the candidate for independent director of the Board in relation to the independence criteria established in the New Market Regulation of B3 S.A. - Brasil, Bolsa, Balcão ("New Market Regulation"), based on the declaration forwarded by the candidate to the Board;
- (vi) Analysis, recommendation and follow-up of the Company's social and environmental strategy;
- (vii) Corporate governance, including rules of organization and routine of the Board, as well as adoption of best practices;
- (viii) Analysis, recommendation and follow-up of the strategy for the evolution of the Company's Culture;
- (ix) Administration of long-term incentive programs; and
- (x) Transfer of resources from the Company to employees associations, charitable, recreation and private retirement plans entities.

Article 4 – The majority of the members of the Committee must be independent members of the Board, as defined by the Regulation of the Novo Mercado of B3 S.A. – Brasil, Bolsa, Balcão, and the remaining ones could be

External Members, pursuant to Paragraph 3 of Article 37 of the Bylaws.

Paragraph 1 – The Coordinator of the Committee shall be elected by the Board.

Paragraph 2 – The members of the Committee shall be entitled to an additional compensation determined by the Board.

Paragraph 3 - The independent members of the Committee shall take office by signing the minutes of the meeting of the Board that elects them. In the case of the External Members, pursuant to Paragraph 4 of Article 37 of the Bylaws, they shall have the same duties and responsibilities as those of the members of management, pursuant to Article 160 of Law No. 6,404/76, and shall take office in the Committee upon execution of the applicable deed of investiture, which will acknowledge the requirements for holding each position.

Article 5 – The term of office of the members of the Committee shall begin with his/her appointment by the Board and shall end with the end of the term of office or resignation to the position of Board member, or before, if the Board decides this way.

Article 6 – The recommendations and opinions of the Committee to be sent to the Board must be deliberated by simple majority of its members. In the case of differences, the different positioning must be presented to the Board.

Article 7 – In the exercise of its duties, the Committee shall keep effective relationship with the Board, with the Management and with the other administrative bodies of the Company.

Article 8 – The President of the Board may, at any time, take part in the meetings of the Committee. Directors of the Company may be convened to take part in the meetings, as well as employees, experts and/or advisors, on

occasion or permanently, as necessary and convenient, at the discretion of the Committee.

Article 9 – The Committee shall hold its ordinary meeting, every three months, and, extraordinarily, whenever deemed necessary by any of its members or by the Board.

Article 10 – The Committee shall establish, at the beginning of each year, the calendar of its quarterly meetings, and the extraordinary meetings shall be convened, by the member that so request, by letter, email or other means that allow the proof of receipt of the call notice by the addressee, at least 3 business days in advance, indicating time, place and the subjects to be discussed at the meeting. The meetings shall be held regardless of convening in case all the members of the Committee are attending.

Article 11 – The meetings shall be held at the premises of the Company or in other place previously agreed by the members of the Committee, and may also be held by telephone-conference or video-conference.

Article 12 – The Committee shall appoint a secretary, of the Company staff, or among its members, who will convene the meetings, help the works and keep minutes, which shall be registered and filed together with the documentation of the Board.

Article 13 – The Coordinator shall make a report of the activities and status of the works under responsibility of the Committee in the ordinary meetings of the Board.

Article 14 – To the members of the Committee shall be applied the provisions contained in the law and the company's policies. The members of the Committee must keep total secrecy of the information of the Company to which they have access, and these and the minutes and discussions taking

place at meetings of the Committee shall be disseminated only in the interest of the Company and its shareholders, at discretion of the Board.

Article 15 – These Internal Regulations come into force at the date of its approval and revokes any contrary norms and procedures, and may be changed by deliberation of majority of the members of the Board.

Article 16 – The omitted cases shall be addressed by the Board.