

## PRIVACY POLICY

This **Privacy Policy** (“Policy”) aims to clarify how your personal data may be processed by **Embraer S.A** (“Embraer”), a publicly traded company registered under CNPJ/ME No. 07.689.0002/0001-89.

We are committed to protecting your privacy and security, investing our resources in developing technological solutions that not only enable the delivery of quality products and services but also safeguard your personal data when you interact with us.

If, after reading this Policy, you still have questions, please feel free to reach out to us using the contact information provided at the end of this document.

### 1. Key definitions

To assist with the reading of this Policy, we present some definitions we use:

- “Legal Basis”: the legal grounds that authorize the processing of personal data. Examples include the data subject’s consent, the necessity to perform a contract, compliance with a legal obligation, or Embraer’s legitimate interest.
- “Personal Data”: any data that can directly or indirectly identify a natural person, even if such identification requires associating the data with other elements.
- “Website”: Embraer’s website, available at <https://embraer.com/>
- “Data Subject”: the natural person to whom the personal data relates, which may include, but is not limited to, a visitor to Embraer’s website, a customer, a supplier representative, or a job applicant.
- “Processing”: any activity carried out with personal data, such as access, storage, collection, deletion, sharing, among others.

### 2. For what purposes does Embraer process personal data?

The purposes and types of personal data processed by Embraer vary depending on the interaction and relationship the data subject has with us. For example, the data processed when a data subject visits Embraer’s website differs from the data required to execute a contract or promote our products and services.

To clarify these distinctions, we have listed below some of the main purposes for which your data may be processed depending on the type of interaction you have with us:

Purpose	Explanation	Types of Data
Contact and response to requests	We may process personal data to respond to a contact request submitted via forms available on our website, to inform you about important maintenance on our	Registration data, such as name, email, phone number, subject, and comments.

	aircrafts, and other similar purposes.	
<b>Access and navigation logs on the website</b>	We process personal data when necessary to comply with the legal obligation of recording access to our website.	<p>Browsing data, such as data collected through cookies or device IDs, including IP address, date and time of access, geographical location, browser type, visit duration, and pages visited.</p> <p>Details about the access devices, such as model, manufacturer, operating system, carrier, browser type, speed, and connection type.</p>
<b>Promotion of products and services</b>	We may use personal data to better understand the profile of our customers and their interests, and, if applicable, communicate with them about our products, new releases, or other updates.	<p>Registration data, such as name, email, phone number, subject, and comments.</p> <p>Information about past interactions with Embraer.</p> <p>Data related to customer tastes and preferences.</p>
<b>Recruitment and selection</b>	We may need to process some data about you if you wish to apply for a job position posted on our website.	<p>Registration data, such as name, email, phone number, subject, and comments.</p> <p>Information related to work experience and academic background.</p>

Furthermore, we may need to process personal data to comply with legal and regulatory obligations to which we are subject, such as to prevent money laundering, enforce and execute our contracts - such as making payments and collections, offering services or benefits, and ensuring the broad execution of the contract's purpose - and to ensure the compliance of our operations, including fulfilling our Integrity Program. This enables proper management of business relationships, the prevention of conflicts of interest, proper handling of donations and sponsorships, and the offering and receiving of gifts and entertainment, among other situations.

### 3. Cookies and similar technologies

Cookies are small text files that may be stored in the browser or device during the use of websites. The use of cookies and other similar tools is associated with the functioning of websites and allows optimizing the viewing experience, counting website visitors, troubleshooting, maintaining a secure environment, and better serving content. For example, some user information may be saved through cookies, and when the same user visits the website again, the browser will be recognized, and the website will be configured according to preferences made previously.

In general, Embraer may use the following types of cookies on its website:

- Strictly necessary cookies: these cookies are required for our website to function properly, providing basic functions to the visitor. Due to their nature, these cookies cannot be disabled.
- Performance cookies: these cookies are used to improve the website content by providing statistical information about how the pages are being used, allowing us to enhance the visitor experience through the automatic collection of certain data, such as how many times a specific page was visited and the time spent on it.
- Functionality cookies: these cookies are designed to enhance the functionality of the website, remembering the visitor's preferences, such as language, font size, or region, and the use of social media, to personalize the browsing experience according to individual needs. Disabling these cookies may impair some or all of these functionalities.
- Advertising cookies: these cookies are used to display ads and personalized advertising based on your interests and browsing profile.

If you wish to refuse the installation of these cookies on your device and/or choose to remove cookies, you can do so through the cookie settings on our website directly in the customization environment or through your browser. For more detailed instructions on how to configure cookie usage in your browser, please refer to the website of the browser developer you are using, such as:

- [Chrome](#)
- [Safari](#)
- [Firefox](#)
- [Microsoft Edge](#)

It is important to note that Embraer is not responsible for the use of cookies by third parties. You should be aware that cookies placed by third parties may continue to monitor your online activities, so it is recommended to regularly manage the cookies installed in your browser.

Additionally, please note that some cookies are essential for ensuring a better browsing experience for you. Therefore, if you delete or restrict certain cookies, some pages or functionalities of the website may not work properly.

#### **4. With whom may Embraer share your personal data?**

Embraer works with partners and suppliers who assist in various activities and, for this reason, may have access to personal data. In summary, Embraer shares personal data with third parties when there is a legal basis for doing so, appropriate contractual measures are in place, and for specific purposes, as indicated below.

- a. Suppliers and Partners. Embraer works with a variety of suppliers who may process personal data that we collect. For example, we use data hosting services to store part of our database, as well as data intelligence services, law firms, consultancy firms, development companies, among others, to improve our efficiency. We always seek to assess the compliance level of our suppliers and establish contractual obligations regarding personal data protection and information security.

- b. Subsidiaries or Embraer Group Companies. Some personal data may be shared between companies and business areas within the Embraer Group, nationally or internationally. We do this to (i) serve the legitimate interests of Embraer and the Embraer Group; (ii) support and develop new products and businesses; (iii) exchange experiences and best practices; (iv) conduct statistical data analysis, among other purposes.
- c. Public Authorities. We may share personal data with authorities to comply with legal or regulatory obligations. If Embraer believes that a particular order is abusive, we strive to prioritize your privacy to the extent legally possible.
- d. Protection of Rights. We reserve the right to share any personal data that we believe is necessary to fulfill a legal or regulatory obligation, enforce our contracts, or protect the rights of Embraer, our employees, partners, and clients.
- e. Audits and Corporate Operations. We may share personal data in audit processes for corporate operations or with partners and service providers when necessary for the proper execution of contracts entered into by Embraer.

## **5. For how long is your personal data stored?**

Personal data is stored for as long as necessary to fulfill the purposes for which it was collected. Therefore, we conduct a technical analysis to determine the appropriate retention period for each type of data collected, considering its nature, the necessity of collection, and the purpose.

If you request the deletion of your data, we will comply with that request, unless retention is necessary to fulfill purposes allowed by law. In some situations, we will need to retain personal data for an additional period to, for example, comply with legal or regulatory obligations, contractual obligations, among others, always based on legal ground.

## **6. How do we protect your personal data?**

It is our responsibility to ensure the security of the data we collect. To ensure your privacy and protect your personal data from unauthorized disclosure, unlawful access, alteration, and loss or leakage, Embraer employs cybersecurity mechanisms and procedures to ensure the secure processing of personal data used in its corporate systems, business processes, and computational products. These procedures and mechanisms are based on industry best practices (such as frameworks from NIST Special Publication 800 and ISO 27002) and undergo periodic reviews to ensure the company's ability to detect, control, and respond to potential technological threats.

We work to preserve your privacy and protect your personal data, but we cannot guarantee complete security when you use the internet, as unauthorized use of your data, cyberattacks, hardware or software failures not under Embraer's control, and other factors may compromise the security of your personal data.

Your actions are crucial for maintaining a secure environment. It is your responsibility to adopt good security practices in relation to your data (such as, for example, not sharing your data with third parties) and, if you identify or become aware of anything that compromises the security of your data during your interaction with Embraer, please contact us through the channels available in this Policy.

## 7. International data transfer

Embraer is a multinational company headquartered in Brazil. As a result of this structure, the data we collect may be shared or stored abroad. This transfer occurs due to certain suppliers, business partners, and Embraer Group Companies, which may be in Brazil or abroad.

If we provide any information about you to suppliers, business partners, and Embraer Group Companies located in other countries, we will take appropriate measures to ensure these third parties protect your information in accordance with this Privacy Policy and the applicable legal standards.

## 8. What are your rights as a data subject?

The applicable law grants you a series of rights related to your personal data. We are committed to upholding these rights, and below we explain what they are and how you can exercise them before Embraer:

Rights	Explanation
<b>Information request</b> (confirmation, access, and sharing)	You may request information about the processing of your data, such as confirmation of its use, how we use it, with whom it is shared, and copies of the records we have about you.
<b>Data update</b>	You may request the updating and correction of incomplete, inaccurate, or outdated personal data.
<b>Data deletion</b>	You may request: (i) the deletion of your personal data, in which case we will erase it irreversibly; (ii) anonymization of your personal data, so it can no longer be linked to you; and (iii) blocking of your personal data, suspending our ability to process it for certain purposes.
<b>Portability</b>	You may request your personal data in a structured and interoperable format for transfer to a third party, provided this transfer does not violate Embraer's trade secrets or business confidentiality.
<b>Restriction of processing</b> (objection)	The law permits the processing of personal data even without your consent. In these cases, we will process your data only if we have legitimate reasons to do so. If you disagree with any purpose of processing your personal data, you may request its interruption.
<b>Withdrawal of consent</b>	If you have consented to a specific purpose for processing your personal data, you may choose to withdraw your consent at any time. However, this will not affect the legality of any processing carried out prior to the withdrawal. If you withdraw your consent, we may no longer be able to provide certain services.
<b>Review of automated decisions</b>	You may request a review of decisions based solely on automated processing carried out by us, where applicable, provided that any business or trade secrets of Embraer are respected.

For your security and to prevent fraud, when you submit a request to exercise your rights, Embraer may ask for additional information to verify your identity. We do this to ensure the safety and privacy of all, aiming to prevent the disclosure of personal data to unauthorized individuals.

In certain cases, Embraer may have legitimate reasons for not fulfilling a rights exercise request.

Such situations may include, for example, cases where disclosing specific information could violate Embraer's or third-party business secrets, situations where Embraer is legally obligated to retain the data - whether to comply with legal and regulatory requirements or to enable the defense of Embraer's or third parties' rights in disputes of any kind - or cases where the exercise of the right is not properly regulated by the competent authority.

Additionally, some requests may not be answered immediately; however, Embraer is committed to responding to all requests within a reasonable time frame and always in compliance with applicable laws.

## **9. How to contact Embraer about privacy?**

If you wish to exercise any rights, believe your personal data has been used in a way incompatible with this Policy, or if you have any questions, comments, or suggestions related to this Policy, you may submit a request through our [Privacy Portal](#).

You may also contact our Data Protection Officer using the information below:

**Data Protection Officer:** Maria Eduarda Dias

**Contact:** [data.privacy@embraer.com](mailto:data.privacy@embraer.com)

## **10. Changes to the Privacy Policy**

As we are constantly striving to improve our products and services, this Privacy Policy may be updated. Therefore, we recommend periodically visiting this page to stay informed about any changes.

**Last update:  
December 13, 2024**