



# *ENVIRONMENTAL INDICATORS*



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# / ENVIRONMENTAL INDICATORS

## COVERAGE

The facilities included for the construction of the environmental indicators, for 2020, are Ozires Silva, Eugênio de Melo, Taubaté, ELEB, Botucatu, Gavião Peixoto, Sorocaba, Nashville, Fort Lauderdale, Melbourne, Jacksonville, Macon, Évora and OGMA, which represents 92% of Embraer's employees considering all its facilities in the world, except for indicators 3.3 (Scope 3) and 3.5 (NOx, SOx and other significant atmospheric emissions), which only consider Brazilian units.

## 1 / ENERGY

### 1.1 TOTAL ENERGY CONSUMPTION

#### Total energy consumption [MWh]

ENERGY CONSUMPTION	2017	2018	2019	2020
NON-RENEWABLE FUELS PURCHASED AND CONSUMED	160727	126032	119500	141168
NON-RENEWABLE ELECTRICITY PURCHASED	89717	89811	93806	133949
TOTAL RENEWABLE ENERGY PURCHASED OR GENERATED*	35040	30424	31200	26588
TOTAL NON-RENEWABLE ENERGY CONSUMPTION	250444	215843	213306	275117
DATA COVERAGE	71%	73%	74%	92%

\* Biomass, solar, wind and small hydropower plants.

### 1.2 ENERGY CONSUMPTION WITHIN THE ORGANIZATION

Our environmental guidelines related to energy consumption are: To promote and enhance the development of technologies so that its products, processes and equipment have less impact on the environment and people, in a sustainable manner; To promote the improvement of processes, facilities and equipment by encouraging energy efficiency, ultimately mitigating risks and hazards, environmental aspects and impacts, and consumption of natural resources; Consider the adoption of new energy sources, investing in the use of renewable energy.

#### Electricity consumption within the organization

	2017	2018	2019	2020
ENERGY CONSUMPTION [MWH]	179237	178883	182435	160537
ENERGY CONSUMPTION PER ANNUAL REVENUE [MWH/MILLIONS US\$]	30,6	35,3	33,4	42,7



### Energy consumption within the organization [MWh]

PRECURSOR GROUP	PRECURSOR	2017	2018	2019	2020
NON-RENEWABLE	DIESEL/BRAZIL	624,7	820,8	668,5	574,3
	DIESEL BO	-	-	-	530,5
	GASOLINE/BRAZIL	414,9	57,4	48,4	82,1
	GASOLINE	-	-	-	116,2
	AVIATION GASOLINE	0,9	4	4,9	2,2
	LIQUEFIED PETROLEUM GAS	1536,2	1462,7	1060,2	901,2
	NATURAL GAS	39576	38065,1	34040,8	47440,2
	AVIATION KEROSENE	118578,6	85622,4	83676,4	91507,2
	ACETYLENE	0,84	1,38	1,34	3,71
	PROPANE	0	0	0	10,3
	<b>TOTAL</b>	<b>160732,4</b>	<b>126033,9</b>	<b>119501</b>	<b>141167,9</b>
RENEWABLE	HYDROUS ETHANOL	72	118,6	81,8	83,0
	<b>TOTAL</b>	<b>72</b>	<b>118,6</b>	<b>81,8</b>	<b>83,0</b>

Note: This table considers energy consumption in sources categorized as Scope 1 and 2. Although conservatively categorized as non-renewable fuels, "Gasoline - Brazil" and "Diesel - Brazil" contain additions of renewable fuels (ie ethanol and biodiesel, respectively).

## 1.3 ENERGY CONSUMPTION OUTSIDE OF THE ORGANIZATION

The reported amounts relate to the quantity of fuel consumed upstream, for the purchased goods and services, transport and distribution, business trips and employee commuting categories.

### Energy consumption outside the organization [MWh]

PRECURSOR GROUP	PRECURSOR	2017	2018	2019	2020
NON-RENEWABLE	DIESEL/BRAZIL	27646	25621,4	26512,4	20217,2
	GASOLINE/BRAZIL	5093	4396,2	1376,1	586,9
	LIQUEFIED PETROLEUM GAS (LPG)	24	23,7	23,7	21,6
	NATURAL GAS	-	0	0	0
	AVIATION KEROSENE	48953	49285,1	45007,5	6460,8
	<b>TOTAL</b>	<b>81716</b>	<b>79326,4</b>	<b>72919,6</b>	<b>27286,4</b>
RENEWABLE	HYDROUS ETHANOL	2084	2548,5	2220,5	1949,9
	<b>TOTAL</b>	<b>2084</b>	<b>2548,5</b>	<b>2220,5</b>	<b>1949,9</b>

Note: This panel considers energy consumption in sources categorized as Scope 3. Although conservatively categorized as non-renewable fuels, "Gasoline - Brazil" and "Diesel - Brazil" contain additions of renewable fuels (ie ethanol and biodiesel, respectively).



## 2 / WATER

### 2.1 WATER WITHDRAWAL BY SOURCE

Embraer manages the indicators through the Integrated Occupational Health, Safety and Environment System, whose primary document is the Occupational Health, Safety and Environment Policy. Its environmental guidelines related to water consumption are: To promote and enhance the development of technologies so that its products, processes and equipment have less impact on the environment and people, in a sustainable manner; Promote the improvement of processes, facilities and equipment by encouraging energy efficiency, seeking the reduction of risks and hazards, environmental aspects and impacts and the consumption of natural resources.

The Ozires Silva, Eugênio de Melo, Embraer Equipment Division and Gavião Peixoto units are supplied by groundwater collected at the company's area. The Taubaté, Botucatu, Belo Horizonte and Sorocaba units in Brazil, and Évora, OGMA, Fort Lauderdale, Nashville, Melbourne and Beijing abroad, use municipal water supply or water supplied by other companies.

#### *Total of water consumed by source [m³]*

	2017	2018	2019	2020
UNDERGROUND WATER	320174	323203	481670	393145,9
MUNICIPAL SUPPLY OR FROM OTHER WATER SUPPLYING COMPANIES	571415	542034	357219,8	314270,1
EFFLUENT FROM OTHER ORGANIZATIONS	91237	57723	59007	94803,4
<b>TOTAL</b>	<b>982826</b>	<b>922960</b>	<b>897896,8</b>	<b>802219,4</b>
<b>DATA COVERAGE</b>	<b>71%</b>	<b>73%</b>	<b>74%</b>	<b>92%</b>

### 2.2 WATER RECYCLED AND REUSED

#### *Water reused by the organization*

	2017	2018	2019	2020
TOTAL AMOUNT OF RECYCLED WATER [M³]	57158	68536	49540	33212,7
INDEX OF RECIRCULATION	6%	7,4%	5,5%	4,1%



## 3 / EMISSIONS

### 3.1 DIRECT (SCOPE 1) GHG EMISSIONS

The Company carries out its Greenhouse Gas (GHG) Emission Inventory, according to ISO 14064 Part I, since 2009. In 2020, Embraer included USA and Portugal Units in the inventory.

#### GHG emissions scope 1

	2017	2018	2019	2020
TOTAL DIRECT GHG EMISSIONS (TCO2E)	42543	33479	33671	39009
EMISSIONS PER ANNUAL REVENUE (TCO2E/MILLIONS US\$)	7,3	5,7	9,0	10,4
DATA COVERAGE	71%	73%	74%	92%

#### Direct GHG emissions – Scope 1 [tonnes CO2e]

GAS	2017	2018	2019	2020
CH4	10,4	8	10,1	17,9
CO2	39104,4	30275,3	28833,1	33672,1
HFC	3138,5	2996	4630,4	5089,7
N2O	271,1	200	197,5	229
PFC-218	19	0	0	0
TOTAL	42543,3	33479,3	33671,1	39008,7
BIOGENIC	49,2	49,7	39,3	40,3
TOTAL	49,2	49,7	39,3	40,3

Note for GHG emission scope 1 indicators: As of 2020, data from countries abroad began to be counted.

### 3.2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

Scope 2 emissions were calculated considering the operational control, and represent the purchase of electricity.

#### GHG emissions scope 2

	2017	2018	2019	2020
INDIRECT GREENHOUSE GAS EMISSIONS FROM ENERGY PURCHASED AND CONSUMED (TCO2E)	11131	8898,5	9399	23411
EMISSIONS PER ANNUAL REVENUE (TCO2E/MILLIONS US\$)	1,9	1,5	2,5	6,2
DATA COVERAGE	71%	73%	74%	92%

Note for GHG emission scope 2 indicators: As of 2020, data from countries abroad began to be counted.



### Direct GHG emissions – Scope 2 [tonnes CO<sub>2</sub>e]

GAS	2017	2018	2019	2020
CH <sub>4</sub>	-	-	-	15,6
CO <sub>2</sub>	11130,7	8898,5	9399	23371,2
N <sub>2</sub> O	-	-	-	24,5
<b>TOTAL</b>	<b>11130,7</b>	<b>8898,5</b>	<b>9399</b>	<b>23411,3</b>

Note for GHG emission scope 2 indicators: As of 2020, data from countries abroad began to be counted.

## 3.3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

The values reported for Scope 3 emissions include the Brazilian units (Ozires Silva, Eugênio de Melo, Taubaté, Embraer Equipment Division, Botucatu, Gavião Peixoto, Belo Horizonte, Sorocaba and São Paulo), that is, they do not consider the consumption relating to USA and Portugal units.

### Other indirect GHG emissions – Scope 3 [tonnes CO<sub>2</sub>e]

GAS	2017	2018	2019	2020
CO <sub>2</sub>	20736,4	19791,3	21046,5	9834,2
CH <sub>4</sub>	1118,3	1280,9	1234,8	1132,1
N <sub>2</sub> O	311,3	285,3	285	152
<b>TOTAL</b>	<b>22166</b>	<b>21357,6</b>	<b>22566,3</b>	<b>11118,2</b>
<b>BIOGENIC</b>	<b>1295,4</b>	<b>1449,2</b>	<b>1282,6</b>	<b>1698,08</b>
<b>TOTAL</b>	<b>1295,4</b>	<b>1449,2</b>	<b>1282,6</b>	<b>1698,08</b>

## REDUCTION OF GHG EMISSIONS

Embraer continuously invests in eco-efficiency projects, seeking the reduction of the consumption of resources and the increase of the efficiency in its processes. Considering that the aviation sector is responsible for 2% of total worldwide GHG emissions, in 2012, Embraer signed the sustainability pact of aeronautics industry, an initiative by Air Transport Action Group (Atag) as well as the extension of the commitment made in 2008, which establishes a reduction of 50% GHG emissions until 2050, having as base the year of 2005.





## 3.4 EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

### *Emissions of substances that deplete the ozone layer [tonnes]*

PRECURSOR	2017	2018	2019	2020
HCFC-22	0,07	0,07	0,08	0,09
HCFC-141B	0,02	0,03	0,03	0,04
<b>TOTAL</b>	<b>0,08</b>	<b>0,10</b>	<b>0,11</b>	<b>0,13</b>

Note: Emissions in tons of CFC-11 equivalent calculated through the Ozone Depleting Potential (ODP), as adopted by the Montreal Protocol. Values obtained from <http://www.epa.gov/ozone/science/ods/index.html>.

## 3.5 NOX, SOX AND OTHER SIGNIFICANT ATMOSPHERIC EMISSIONS

The reported amounts refer to the Ozires Silva, Eugênio de Melo, Gavião Peixoto and Botucatu productive units. The technical standards of the Environmental Company of the State of São Paulo (CETESB) and the Environmental Protection Agency (EPA) are adopted for the calculations. At the facilities, the atmospheric emissions originating from stationary sources are monitored on an annual basis or as requested from the local environmental agency, according to internal procedure doc.emb 2314 and the Atmospheric Emission Monitoring Plan (PMEA).

The PMEIA identify all stationary sources installed, the analyzed parameters and the pollution control systems. The following emissions are monitored: Particulate Matter, Volatile Organic Compounds, Nitrogen Oxides, Sulfur Oxides and Carbon Monoxide. The emissions, measured in mg/Nm<sup>3</sup>, are converted to tonnes/year to verify if they have not exceeded the thresholds set forth in the legislation.

### *Emissions of NOx, SOx and other significant atmospheric emissions [tonnes]*

CATEGORIES	2017	2018	2019	2020
NOX	68	45	47	36
SOX	0,5	2	1	1
PERSISTENT ORGANIC POLLUTANTS	0	0	0	0
VOLATILE ORGANIC COMPOUNDS (VOC)	13	19	15	16
PARTICULATE MATTER (PM)	20	25	20	14

## FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES ASSOCIATED TO CLIMATE CHANGE

The Climate Change issue is addressed in Embraer's Environment, Occupational Health and Safety Corporate Policy, a document applicable to all units and companies that Embraer controls around the world. Also, Embraer is committed, along with other companies of the aviation sector, to reduce in 50% liquid emissions of CO<sub>2</sub> until 2050 (base year 2005).

Another approach related to climate change is the program of Integrated Development of Environmentally Sustainable Products Program (DIPAS, in Portuguese), which conducts studies and actions to insert strategies of Design for Environment (DfE) in the company. One of the objectives of the program is to reduce the consumption of fuel and consequently the emissions of carbon dioxide, which, due to aircrafts' long life cycle, already diminishes its impact on climate change.



## 4 / EFFLUENTS AND WASTE

### 4.1 WATER DISCHARGE BY QUALITY AND DESTINATION

The environmental guidelines related to the generation of wastewater are: Compliance with legal, environmental, health, safety, fire prevention and emergency requirements applicable to the company's business; Prevention and response to pollution, respect to biodiversity, and the concern with climate changes; Promotion and enhancement of the development of technologies, so that its products, processes and equipment cause an impact on the environment and people.

#### *Total discard of water, separated by quality and destination [m³]*

	2017	2018	2019	2020
<i>SJK DOMESTIC</i>	148434	117388	103914	60263
<i>SJK INDUSTRIAL</i>	20622	30406	25999	23131
<i>EGM DOMESTIC</i>	35545	46601	24918	17390
<i>EGM INDUSTRIAL</i>	2760	2220	3102	3141
<i>GPX DOMESTIC</i>	35380	36775	37204	38783
<i>GPX INDUSTRIAL</i>	555	515	761	713
<i>TTE DOMESTIC</i>	11852	6839	6836	14391
<i>TTE INDUSTRIAL</i>	0	0	0	0
<i>OGMA DOMESTIC</i>	34727	25624	12553	0
<i>OGMA INDUSTRIAL</i>	19388	19639	21893	19376
<i>BOT DOMESTIC</i>	0	0	0	0
<i>BOT INDUSTRIAL</i>	30179	42378	50233	34375
<i>EDE DOMESTIC</i>	0	0	0	0
<i>EDE INDUSTRIAL</i>	2840	2840	2840	5696
<i>EVO DOMESTIC</i>	0	0	0	0
<i>EVO INDUSTRIAL</i>	23696	28115	36859	25006

### 4.2 TOTAL WASTE

The coverage of hazardous waste generation refers to the facilities Ozires Silva, Eugênio de Melo, Taubaté, ELEB, Botucatu, Gavião Peixoto, Sorocaba, Nashville, Fort Lauderdale, Melbourne, Jacksonville, Macon, Évora and OGMA, which represents 92% of Embraer's employees considering all its facilities in the world.

#### *Waste disposal [tonnes]*

WASTE DISPOSED	2017	2018	2019	2020
<i>TOTAL WASTE GENERATED</i>	16925	25729	24021	17101
<i>TOTAL WASTE USED/RECYCLED/SOLD</i>	14825	20309	19774	13590
<i>TOTAL WASTE DISPOSED</i>	1470	5420	4247	3511
<i>DATA COVERAGE</i>	71%	90%	91%	92%



## 4.3 WASTE BY TYPE AND DISPOSAL METHOD

The data reported in the table represent the waste generated in the Brazilian production units (Faria Lima, Eugênio de Melo, Taubaté, Embraer Equipment Division, Botucatu and Gavião Peixoto) and the United States units (Melbourne, Nashville and Fort Lauderdale) and methods of disposal given to them is directly confirmed by the organization. Regarding waste generation in the units of Portugal (Évora and OGMA), the information is provided by the company contracted for the management of waste.

### *Total weight of waste, separated by disposal method [tonnes]*

METHOD	2017	2018	2019	2020
RECYCLING	11515	12767	12978	8340
LANDFILL (NON-DANGEROUS)	2147	1872	1264	1368
INCINERATION	63	0	14	10
COMPOSTING	690	589	491	289
CO-PROCESSING	1618	2044	2240	1907
DECONTAMINATION	0	0	0	0
RECOVERY	2132	1660	1835	140
STERILIZATION	0	0	0	0
SEWAGE TREATMENT	316	369	534	290
INDUSTRIAL LANDFILL (HAZARDOUS)	0	0	0	0
PHYSICAL-CHEMICAL TREATMENT	0	0	0	879
VALORIZATION*	2994	3250	2000	1735
ELIMINATION*	3398	3178	2329	2243

\* Exclusive methods for Portugal facilities situation.

## 4.4 HAZARDOUS WASTE

### *Hazardous waste generated by the company [tonnes]*

TYPE	2017	2018	2019	2020
HAZARDOUS WASTE	3071	5847	5378	4539
DATA COVERAGE	71%	90%	91%	92%

# 5 / SUPPLIER ENVIRONMENTAL ASSESSMENT

## NEW SUPPLIERS THAT WERE SCREENED USING ENVIRONMENTAL CRITERIA

All the eligible suppliers meet the environmental criteria, which are guaranteed by our contracts. In addition, the Due Dilligence process is also required to all suppliers.

A person wearing headphones and glasses is looking at a bookshelf in a library. The image is overlaid with a blue and green gradient.

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# *SOCIAL INDICATORS*



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## / SOCIAL INDICATORS

### 1 / OCUPATIONAL HEALTH AND SAFETY

The data cover 100% of EMBRAER's employees. For the contractors, the data cover people that work at Embraer S.A operations Units from Brazil.

#### 1.1 FATALITIES

##### *Number of fatalities*

	2017	2018	2019	2020
EMPLOYEES	0	0	0	0
CONTRACTORS	0	0	0	0

#### 1.2 INJURIES

##### *Lost-Time injury frequency rate (LTIFR) [n/million hours worked]*

	2017	2018	2019	2020
EMPLOYEES	1,45	1,89	1,39	0,75
CONTRACTORS	1,37	0,73	0,49	0,52

## 2 / TRAINING AND EDUCATION

### 2.1 TOTAL AVERAGE HOURS AND SPENT WITH TRAINING AND DEVELOPMENT

The data cover 100% of EMBRAER's employees.

#### *Average hours of training and development - 2020*

AVERAGE HOURS PER FTE OF TRAINING AND DEVELOPMENT [HOURS]	14
AVERAGE AMOUNT SPENT PER FTE ON TRAINING AND DEVELOPMENT [USD]	13

### 2.2 TRAINING AND DEVELOPMENT PER EMPLOYEE AND CATEGORY

The data cover 100% of EMBRAER's employees.

#### *Average training hours per employee and functional category - 2020*

FUNCTIONAL CATEGORY		WOMEN	MEN
ADMINISTRATIVE	Total workload	1 289	2 182
	Total employees in the category	246	328
	Hours per employee in the category	5	7
ENGINEER	Total workload	4 869	25 220
	Total employees in the category	512	2 943
	Hours per employee in the category	10	9



<b>INTERN</b>	Total workload	4 114	8 720
	Total employees in the category	155	289
	Hours per employee in the category	27	30
<b>LEADERSHIP</b>	Total workload	1 008	6 802
	Total employees in the category	98	724
	Hours per employee in the category	10	9
<b>OPERATIONAL</b>	Total workload	7 924	89 581
	Total employees in the category	483	5 375
	Hours per employee in the category	16	17
<b>PILOT</b>	Total workload	0	174
	Total employees in the category	0	84
	Hours per employee in the category	0	2
<b>PROFESSIONAL</b>	Total workload	5 189	8 569
	Total employees in the category	983	1 340
	Hours per employee in the category	5	6
<b>TECHNICIAN</b>	Total workload	4 555	49 122
	Total employees in the category	214	1 884
	Hours per employee in the category	21	26
<b>TOTAL</b>	<b>TOTAL WORKLOAD</b>	<b>28 948</b>	<b>190 370</b>
	<b>TOTAL EMPLOYEES IN THE CATEGORY</b>	<b>2 691</b>	<b>12 967</b>
	<b>HOURS PER EMPLOYEE IN THE CATEGORY</b>	<b>11</b>	<b>15</b>

## EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES

In 2008, Embraer formally joined the United Nations Global Compact, which aims to mobilize the international business community to adopt basic human rights and anti-corruption values in business practices, labor relations and environmental protection matters. The company also collaborates with the Sustainable Development Goals, from the United Nations.

Embraer believes and puts into action the Principles for Multinational Corporations and Social Policies (established by the International Labor Organization), as well as the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises, which may be noted in business practices, corporate values and company's management transparency. The company provides training about our Code of Ethics, which covers the subject of human rights, to all employees.



## 3 / DIVERSITY AND EQUAL OPPORTUNITY

### 3.1 TOTAL DIVERSITY OF EMPLOYEES

The data cover 100% of EMBRAER's employees.

#### Total employees

		2017	2018	2019*	2020
<b>WOMEN</b>	<i>ABSOLUT NUMBER</i>	2947	2980	2589	2691
	%	16%	16%	16,3%	17,2%
<b>MEN</b>	<i>ABSOLUT NUMBER</i>	15486	15540	13312	12967
	%	84%	84%	83,7%	82,8%

\*Only Brazil employees, in 2019.

### 3.2 DIVERSITY OF EMPLOYEES BY FUNCTIONAL CATEGORY

The data cover 100% of EMBRAER's employees.

#### Total employees per functional category – 2020

FUNCTIONAL CATEGORY	TOTAL EMPLOYEES	WOMEN	MEN
ADMINISTRATIVE	574	246	328
ENGINEER	3 455	512	2 943
INTERN	444	155	289
LEADERSHIP	822	98	724
OPERATIONAL	5 858	483	5 375
PILOT	84	0	84
PROFESSIONAL	2 323	983	1 340
TECHNICIAN	2 098	214	1 884
<b>TOTAL</b>	<b>15 658</b>	<b>2 691</b>	<b>12 967</b>





### 3.3 GENDER DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES

The data cover 100% of EMBRAER's employees, including subsidiaries and affiliates companies.

#### Workforce breakdown: gender - 2020

	2020
SHARE OF WOMEN IN TOTAL WORKFORCE	17,80%
SHARE OF WOMEN IN ALL MANAGEMENT POSITIONS, INCLUDING JUNIOR, MIDDLE AND TOP MANAGEMENT	15,01%
SHARE OF WOMEN IN JUNIOR MANAGEMENT POSITIONS, I.E. FIRST LEVEL OF MANAGEMENT	16,32%
SHARE OF WOMEN IN TOP MANAGEMENT POSITIONS, I.E. MAXIMUM TWO LEVELS AWAY FROM THE CEO OR COMPARABLE POSITIONS	11,27%
SHARE OF WOMEN IN MANAGEMENT POSITIONS IN REVENUE-GENERATING FUNCTIONS (E.G. SALES)	16,70%
SHARE OF WOMEN IN STEM-RELATED POSITIONS	18,60%

### 3.4 AGE RANGE OF EMPLOYEES

The data cover 100% of EMBRAER's employees.

#### Workforce breakdown: age - 2020

AGE RANGE	2020
<30 YEARS OLD	17,81%
30-50 YEARS OLD	70,15%
>50 YEARS OLD	11,97%

### 3.5 FREEDOM ASSOCIATION OF EMPLOYEES

The data cover only Brazilian EMBRAER's employees.

#### Freedom of association

	2017	2018	2019	2020
% OF EMPLOYEES REPRESENTED BY AN INDEPENDENT TRADE UNION OR COVERED BY COLLECTIVE BARGAINING AGREEMENTS (BRAZIL)	100%	84,61%	-	94,3%



## 4 / LOCAL COMMUNITIES

### PHILANTHROPIC CONTRIBUTIONS (2020)

#### OPERATIONS WITH LOCAL COMMUNITY ENGAGEMENT, IMPACT ASSESSMENTS, AND DEVELOPMENT PROGRAMS

*Highlights Embraer Institute (Brazil) and Embraer Foundation (United States)*

	2018	2019	2020
NUMBER OF ORGANIZATIONS SUPPORTED BY THE EMBRAER INSTITUTE AND EMBRAER FOUNDATION	27	11	13
VOLUNTEERS ENGAGED WORLDWIDE	977	1185	891
VOLUNTEERING HOURS [HOURS]	8097	5547	6677

#### High School Program (Only Brazil)

	2018	2019	2020
GRADUATES NUMBER FROM BOTH EMBRAER HIGH SCHOOLS SINCE 2002	3480	3800	4120
NUMBER OF EMBRAER HIGH SCHOOL STUDENTS ARE ACCEPTED INTO TOP-TIER UNIVERSITIES IN BRAZIL AND ABROAD*	93%	92%	-
COLLEGE STUDENTS CONTEMPLATED BY THE SCHOLARSHIP FUND	768	768	768

\*Not available yet, in 2020.

## INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

The Embraer Schools – Juarez Wanderley (São José dos Campos – SP) and Casimiro Montenegro Filho (Botucatu – SP) offer free full-time High School education. Our students are selected through a selection process, consisting of a test of general knowledge and writing. Social places are intended for students from the public network (80%), while paying places are intended for students who do not meet the criteria for social place (20%). Students also receive uniforms, textbooks, meals and transportation for the entire school year. This social investment have been made for 20 years, impacting not only local communities, but also the municipal education network.

## 5 / TALENT ATTRACTION & RETENTION

The data cover 100% of EMBRAER's employees.

### 5.1 EMPLOYEE TURNOVER

#### Employee turnover rate

	2017	2018	2019	2020
TOTAL EMPLOYEE TURNOVER RATE	7,6%	4,9%	11,7%	19,5%
VOLUNTARY EMPLOYEE TURNOVER RATE	1,1%	3,4%	4,4%	3,1%



## **6 / OPERATIONS AND SUPPLIERS ASSESSEMENT**

### **OPERATIONS AND SUPPLIERS IN WHICH THE RIGHT TO FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING MAY BE AT RISK**

The agreement with our suppliers contains clauses stating that they must comply with the legal obligations and also with the principles of the Global Compact to which Embraer is signatory, securing that the right to freedom of association and collective bargaining will be respected. Suppliers are continuously monitored during the duration of the contract and a social assessment is revalidated every two years.

Helpline is another tool to ensure those rights, guarantying that any eventual violation may be reported by anyone. This measure is supported by a corporative policy that establishes that every employee, direct or third-party, must report when identifying any fact or information that may represent misconduct, as well as any concerns related to Embraer's Code of Ethics and Conduct. The anonymity is guaranteed along all the process.

### **NEW SUPPLIERS THAT WERE SCREENED USING SOCIAL CRITERIA**

100% of new suppliers were selected based on key criteria, including those relating to labor, human rights and due diligence.

## **7 / HEALTH, SAFETY AND WELL-BEING**

### **DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS**

EMBRAER PREV is a private complementary retirement plan offered to Embraer's employees in Brazil and some of its controlled subsidiaries. Embraer Prev is a non-profit entity with independent management, board of directors and its own fiscal and deliberative councils. In addition, the organization is exclusively directed to the administration of the participants' patrimony. According to Brazilian legislation the program is voluntary and there is no restrictions to employees to join the plan.

To Embraer's units in exterior similar benefits are offered, according to applicable condition, current legislations and market realities in each location. The loading rate of monthly contributions are fully funded by Embraer, having no cost to the participants.

### **EMPLOYEES WITH HIGH INCIDENCE OR RISK TO OCCUPATIONAL DISEASES**

Under the Environmental, Health and Safety Policy (MASS, in Portuguese), several actions are taken by Embraer in its business units in Brazil and worldwide to ensure a safe and healthy environment for employees. The Program Well-Being was developed using data from epidemiologic profiles, periodic medic exams and reports from health, dental and pharmacy plans. The program encourages the practice of healthy habits aiming at a better quality of life and well-being for Embraer employees.

Embraer analysis all employee's orthopedic complaints, in order to stablish a possible link between those health problems with work activities. These analysis already has shown results with decrease of total number of diseases in the last years. Currently there are no employees involved in occupational activities that presents high incidence or high risk of specific diseases.



## 7.1 WELL-BEING PROGRAM OF COMPANY

The programs are offered to Brazilian employees.

### *Health projects of Well-Being program 2020*

PROJECT	EMPLOYEES THAT ATTENDED IN 2020
WELL-BEING WITHOUT CIGARETTES	10
WELL-BEING WITHOUT DRUGS	63
WELL-BEING WITH MOTHERHOOD*	0
WELL-BEING WITH YOURSELF	369
WELL-BEING WITH PHYSICAL ACTIVITIES	196
VACCINATION PROGRAM**	32123
REINSERTION PROGRAM	228

\* Because of the pandemic, the event was not held.

\*\* This number includes employees and their dependents.