



SUSTAINABILITY

Indicators



ENVIRONMENTAL Indicators

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This report presents indicators aligned with the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the United Nations Sustainable Development Goals (SDGs). For the next cycle, the guidelines of the Task Force on Climate-Related Financial Disclosure - TCFD Framework, will also be adopted.

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ENVIRONMENTAL

Indicators



1 / ENERGY

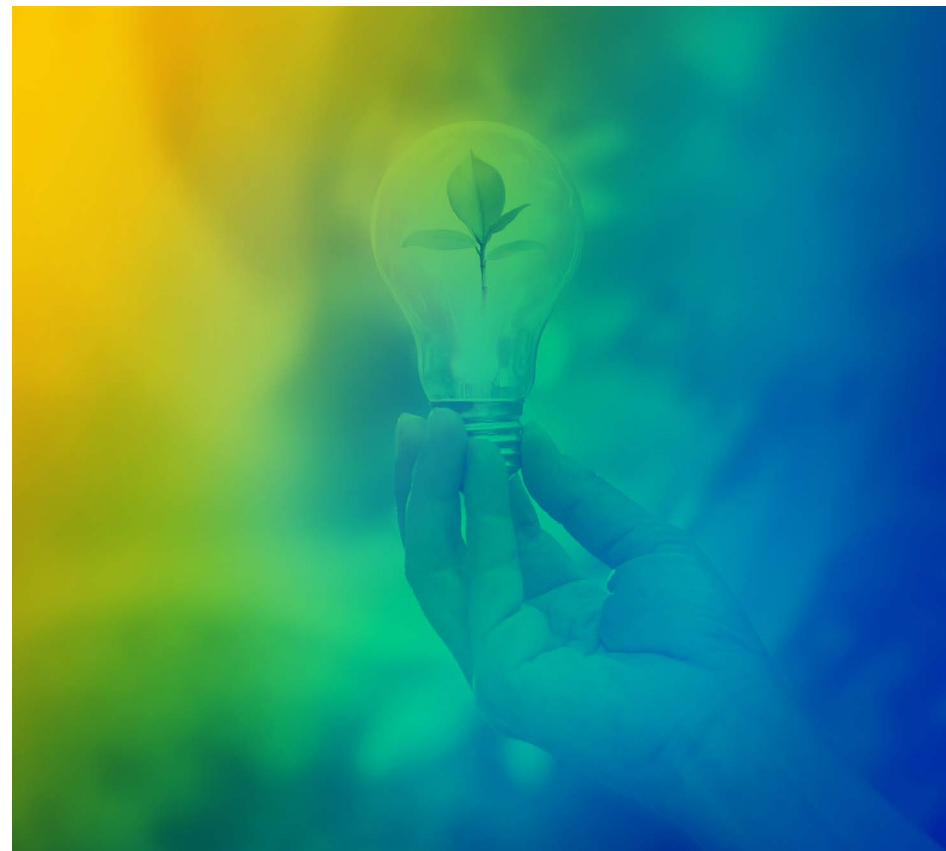
Indicators for this subject: GRI 302-1, 302-2 | SASB RT-AE-130a.1 | ODS 7, 8, 12, 13

Our environmental guidelines for energy consumption are:

- Promoting and enhancing the development of technologies which allow our products, processes, and equipment to have the least possible impact to the environment and people, in a sustainable way;
- Fostering the improvement of processes, facilities, and equipment, encouraging energetic efficiency, ultimately mitigating risks and hazards, environmental aspects and impacts, and natural resources consumption;
- Considering the adoption of new energy sources, investing on renewable energy use.

COVERAGE

The units considered when generating this subject's indicators for 2021 are Ozires Silva, Eugênio de Melo, Botucatu, Gavião Peixoto, Sorocaba, EDE, Taubaté, Belo Horizonte, São Paulo, Nashville, Fort Lauderdale, Melbourne, Jacksonville, Macon, Évora, and OGMA, which account for 93% of Embraer's collaborators considering all its units across the world. Embraer's GHG Inventory was verified by Lloyd's Register do Brasil Ltda. according to ISO 14064:2006. Verification of the 2020 Inventory was done with the limited level of confidence and the 2021 with the reasonable level of confidence.



1.1 TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (MWh)

GROUP	ENERGY CONSUMPTION	2017	2018	2019	2020	2021
NON-RENEWABLE	PURCHASED AND CONSUMED FUEL	160733	126033	119499	153856	158397
	PURCHASED ELECTRICITY	89717	89811	93806	136993	139702
	NON-RENEWABLE ENERGY TOTAL CONSUMPTION	250450	215844	213305	290849	298099
RENEWABLE	PURCHASED AND CONSUMED FUEL	72	119	82	83	739
	PURCHASED OR GENERATED ELECTRICITY*	35040	30424	31200	27594	29868
	RENEWABLE ENERGY TOTAL CONSUMPTION	35112	30543	31282	27677	30607
TOTAL ENERGY CONSUMPTION WITHIN THE ORGANIZATION (MWh)		285562	246387	244587	318526	328706
DATA COVERAGE		71%	73%	74%	92%	93%

* Biomass, solar, wind, PCH coming from encouraged sources of energy without certificate of origin (energy free market)

1.2 FUEL CONSUMPTION WITHIN THE ORGANIZATION (MWh)

GROUP	FUEL	2017	2018	2019	2020	2021
NON-RENEWABLE	DIESEL – BRAZIL	625	821	668	635	731
	DIESEL BO	-	-	-	609	695
	GASOLINE – BRAZIL	415	57	48	81	30
	GASOLINE	-	-	-	136	313
	AVIATION GASOLINE	1	4	5	2	4
	LIQUEFIED PETROLEUM GAS (LPG)	1536	1463	1060	1446	1395
	NATURAL GAS	39576	38065	34041	51033	50956
	AVIATION KEROSENE	118579	85622	83676	99905	104263
	ACETYLENE	1	1	1	2	2
	PROPANE	0	0	0	7	8
	TOTAL	160733	126033	119499	153856	158397
RENEWABLE	HYDROUS ETHANOL	72	119	82	83	143
	SAF*	-	-	-	-	596
	TOTAL	72	119	82	83	739

Note: Although conservatively categorized as non-renewable, “Gasoline - Brazil” and “Diesel - Brazil” contain additions of renewable fuels (i.e., ethanol and biodiesel, respectively).

1.3 FUEL CONSUMPTION OUTSIDE THE ORGANIZATION (MWh)

The values reported refer to the amount of fuel consumed upstream in the categories of purchased goods and services, transport and distribution, business trips, and collaborators commuting.

GROUP	FUEL	2017	2018	2019	2020	2021
NON-RENEWABLE	DIESEL – BRAZIL	27646	25621	26512	20181	20142
	GASOLINE – BRAZIL	5093	4396	1376	681	741
	LIQUEFIED PETROLEUM GAS (LPG)	24	24	24	23	17
	NATURAL GAS	-	0	0	0	0
	AVIATION KEROSENE	48953	49285	45008	7210	9068
	TOTAL	81716	79326	72920	28095	29968
RENEWABLE	HYDROUS ETHANOL	2084	2548	2220	1620	1825
	TOTAL	2084	2548	2220	1620	1825

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

2 / WATER

Indicators for this subject: GRI 303-1, 303-2, 303-3 | ODS 6, 12

2.1 WATER WITHDRAWAL BY SOURCE

COVERAGE

The units Ozires Silva, Eugênio de Melo, Embraer Divisão Equipamentos (EDE), and Gavião Peixoto are supplied with underground water collected within the company's area. The units Taubaté, Botucatu, Belo Horizonte, and Sorocaba, in Brazil, and Évora, OGMA, Fort Lauderdale, Nashville, and Melbourne, abroad, use each city's or other company's water supply.

Total water withdrawal by sources in megaliters (m³)

	2017	2018	2019	2020	2021
SURFACE WATER INCLUDING LAKES, RIVERS, AND STREAMS	-	-	-	-	0
GROUNDWATER	320174	323203	481670	393146	517569
RAINWATER DIRECTLY COLLECTED AND STORED BY THE COMPANY	-	-	-	-	443
THIRD-PARTY WATER	571415	542034	357220	314270	275182
EFFLUENT FROM OTHER COMPANIES	91237	57723	59007	94803	81156
TOTAL	982826	922960	897897	802219	874350
DATA COVERAGE	71%	73%	74%	92%	92%



2.2 RECYCLED AND REUSED WATER

Water reused by the company

	2017	2018	2019	2020	2021
TOTAL AMOUNT OF REUSED WATER (M³)	57158	68536	49540	33213	38082
RECIRCULATION INDEX	6%	7,4%	5,5%	4,1%	4,36%

3 / EMISSIONS

Indicators for this subject: GRI 305-1, 305-2, 305-3, 305-4, 305-6, 305-7 | ODS 3, 12, 13, 14, 15

Embraer's GHG Inventory was verified by Lloyd's Register do Brasil Ltda. according to ISO 14064:2006. Verification of the 2020 Inventory was done with the limited level of confidence and the 2021 with the reasonable level of confidence.

3.1 DIRECT GHG EMISSIONS (SCOPE 1)

COVERAGE

The company generates its Greenhouse Gases Emissions Inventory in accordance with ISO 14064 Part I since 2009.

Since 2020, Embraer has increased the coverage of GHG Emissions data from 9 to 16 operating units, which was reflected in the increase of emissions.

Scope 1 - Direct GHG emissions (tCO₂e)

	2017	2018	2019	2020	2021
GHG TOTAL DIRECT EMISSIONS (TCO ₂ e)	42543	33479	33671	42292	44787
EMISSIONS BY ANNUAL REVENUE (TCO ₂ e/ MILLION US\$)	7,3	5,7	9,0	11,2	10,6
DATA COVERAGE	71%	73%	74%	92%	93%

Scope 1 - Direct GHG emissions by gas (tCO₂e)

GAS	2017	2018	2019	2020	2021
CH4	10	8	10	16	17
CO2	39104	30275	28833	36721	38007
HFC	3139	2996	4630	5304	6497
N2O	271	200	198	251	266
PFC-218	19	0	0	0	0
TOTAL	42543	33479	33671	42292	44787
BIOGENIC EMISSIONS	49	50	39	42	100
TOTAL	49	50	39	42	100

Note – Data from abroad (USA and Portugal) was considered from 2020 on for scope 1 GHG emissions indicators.

3.2 INDIRECT GHG EMISSIONS (SCOPE 2)

Scope 2 emissions were calculated considering the operational control and represent electrical power acquisition.

Scope 2 GHG emissions (tCO₂e)

	2017	2018	2019	2020	2021
GREENHOUSE GASES INDIRECT EMISSIONS FROM PURCHASED AND CONSUMED ENERGY (TCO ₂ e)	11131	8898	9399	22914	30367
EMISSIONS BY ANNUAL REVENUE (TCO ₂ e/ MILLION US\$)	1,9	1,5	2,5	6,1	7,2
DATA COVERAGE	71%	73%	74%	92%	93%

Scope 2 GHG emissions by gas (tCO₂e)

GAS	2017	2018	2019	2020	2021
CH4	-	-	-	16	16
CO2	11131	8898	9399	22874	30327
N2O	-	-	-	24	24
TOTAL	11131	8898	9399	22914	30367

Note – Data from abroad (USA and Portugal) was considered from 2020 on for scope 2 GHG emissions indicators.

3.3 OTHER GHG INDIRECT EMISSIONS (SCOPE 3)

COVERAGE

Values reported for Scope 3 emissions include the Brazilian units (Ozires Silva, Eugênio de Melo, Taubaté, Divisão de Equipamentos da Embraer, Botucatu, Gavião Peixoto, Belo Horizonte, Sorocaba, and São Paulo), i.e., they do not consider consumption data from the USA and Portugal units.

Other indirect GHG emissions - Scope 3 (tCO₂e)

GAS	2017	2018	2019	2020	2021
CH4	1118	1281	1235	1126	1122
CO2	20737	19791	21046	10014	11238
N2O	311	285	285	155	161
TOTAL	22166	21357	22566	11295	12520
BIOGENIC EMISSIONS	1295	1449	1283	1621	1421
TOTAL	1295	1449	1283	1621	1421

Scope 3 by category – includes renewable and non-renewable source (tCO₂e)

CATEGORY	2021
PURCHASED GOODS AND SERVICES	3597
EMPLOYEE COMMUTING	1071
WASTE GENERATED IN OPERATIONS	5481
TRANSPORT AND DISTRIBUTION (UPSTREAM)	1347
BUSINESS TRIPS	2444

GHG EMISSION REDUCTION

Indicators for this subject: SASB RT-AE-410a.1, RT-AE-410a.2

Embraer invests continuously in eco-efficiency projects, aiming for the reduction in resources consumption and the efficiency increase in its processes. In 2021, together with the main players in the world air transportation industry, Embraer signed the “Fly Net Zero 2050” commitment, which directs aviation to attain the long-term climate goal of zero net emissions until 2050. The agreement was signed during the annual meeting of the International Air Transportation Association (IATA), which took place in October 2021 in Boston (USA), and whose success relies on the development of sustainable and disruptive products, services, and technologies, such as electrification, hybrids, and biofuels.

Following are listed the main initiatives in 2021:

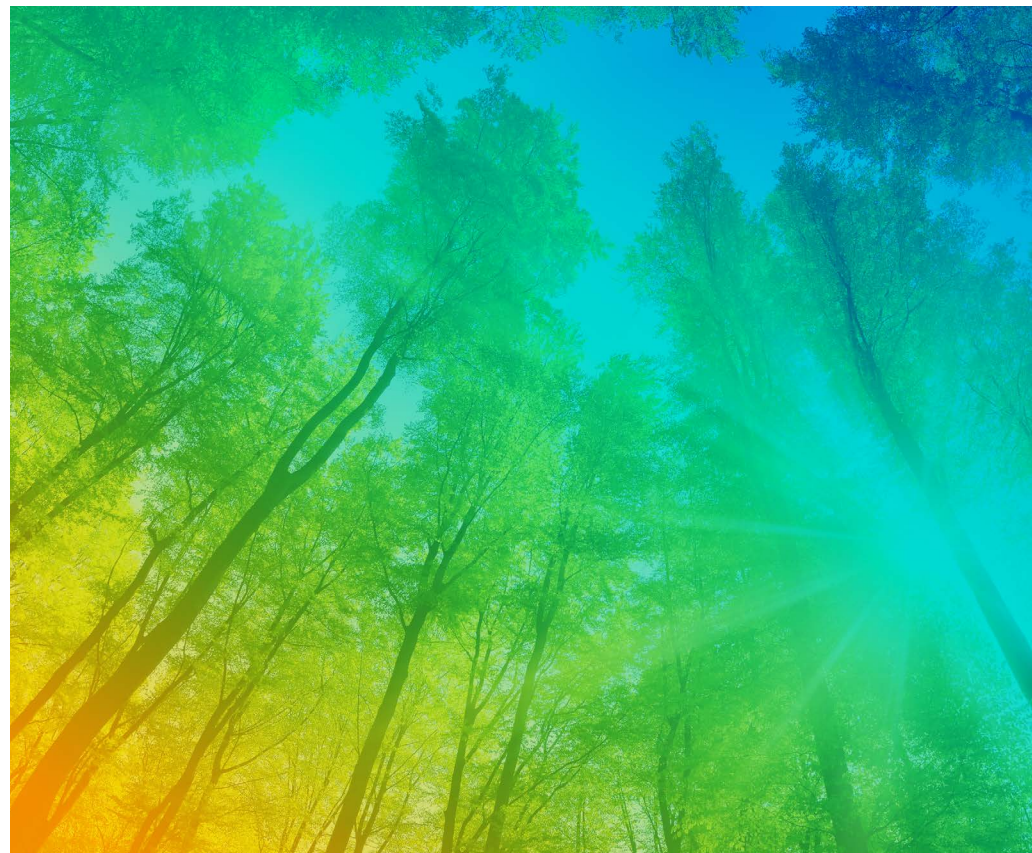
- » Last August we launched new ESG commitments and goals, including reach carbon neutrality in our operations until 2040, using 100% of electric energy from renewable sources and gradually increasing the use of Sustainable Aviation Fuel – SAF in our own flights.
- » As part of those initiatives, we conducted the first flight of our electric demonstrator airplane and we announced a concept family of commercial aircraft of low and zero emission, comprised of four models of different range and seat capacity, and incorporating new propulsion technologies: hybrid electric, 100% electric, hydrogen fuel cell, and double-fuel gas turbine (hydrogen or SAF/JetA).
- » In addition, Embraer and Pratt & Whitney work in partnership, joining their technical capabilities with multidisciplinary teams to continuously improve efficiency of their aircraft and engines, as well as to allow a full and efficient SAF use. Produced from sustainable raw materials, SAF can currently reduce CO₂ emissions in up to 80% compared to the traditional aviation fossil fuel.
- » In Executive Aviation, Embraer signed a contract with Avfuel, worldwide supplier of aviation fuel, which also contributes with that commitment.

3.4 EMISSIONS OF OZONE-DEPLETING SUBSTANCES (ODS)

Emissions by gas (t)

GAS	2017	2018	2019	2020*	2021*
HCFC-22	0,07	0,07	0,08	0,09	0,08
HCFC-141B	0,02	0,03	0,03	0,04	0,03
HCFC-124	-	-	-	-	0
TOTAL	0,08	0,10	0,11	0,13	0,10

Note: emissions in tons of CFC-11 equivalent calculated by means of the Ozon Destruction Potential (ODP), according to the Montreal Protocol. Values gathered from: <http://www.epa.gov/ozone/science/ods/index.html>



3.5 NO_x, SO_x, AND OTHER SIGNIFICANT AIR EMISSIONS

COVERAGE

The values reported until 2020 refer to the productive units Ozires Silva, Eugênio de Melo, Gavião Peixoto, and Botucatu. In 2021 the OGMA, Évora, and Melbourne units were included.

Calculations are done in accordance with the technical regulations issued by Companhia Ambiental do Estado de São Paulo (CETESB) and Agência de Proteção Ambiental (EPA).

NO_x, SO_x, and other significant air emissions (t)

CATEGORIES	2017	2018	2019	2020	2021*
NO _x	68	45	47	36	57
SO _x	0,5	2	1	1	3,70
PERSISTENT ORGANIC POLLUTANTS (POP)	0	0	0	0	0
VOLATILE ORGANIC COMPOUNDS (VOC)	13	19	15	16	89
PARTICULATE MATTER (PM)	20	25	20	14	55

*Including 3 international units (OGMA + ÉVORA + MLB).

4 / EFFLUENTS AND WASTE

Indicators for this subject: GRI 306-1, 306-2, 306-3, 306-4, 306-5
/ SASB RT-AE-150a.1, RT-AE-150a.2 | ODS 3, 6, 8, 11, 12, 15

4.1 EFFLUENTS

The environmental guidelines related to the generation of residual waters are:

- Conformity with legal, environmental, health, safety, and fire prevention requirements, as well as requirements for emergencies applicable to the company's business;
- Prevention and response to pollution, respect to biodiversity and concern with climate change;
- Encouraging and promotion of the development of technologies so that its products, processes, and equipment cause less impact.

Water discharge, divided by quality and destination (m³)

CATEGORIES	2017	2018	2019	2020	2021
DOMESTIC SJK	148434	117388	103914	60263	52763
INDUSTRIAL SJK	20622	30406	25999	23131	26976
DOMESTIC EGM	35545	46601	24918	17390	17208
INDUSTRIAL EGM	2760	2220	3102	3141	1661
DOMESTIC GPX	35380	36775	37204	38783	41710
INDUSTRIAL GPX	555	515	761	713	765
DOMESTIC TTE	11852	6839	6836	14391	10364
INDUSTRIAL TTE	0	0	0	0	0
DOMESTIC OGMA	34727	25624	12553	0	136206
INDUSTRIAL OGMA	19388	19639	21893	19376	18321
DOMESTIC BOT	0	0	0	0	0
INDUSTRIAL BOT	30179	42378	50233	34375	35428
DOMESTIC EDE	0	0	0	0	0
INDUSTRIAL EDE	2840	2840	2840	5696	6402
DOMESTIC EVO	0	0	0	0	0
INDUSTRIAL EVO	23696	28115	36859	25006	16884
DOMESTIC MLB	-	-	-	-	0
INDUSTRIAL MLB	-	-	-	-	171



4.2 WASTE

COVERAGE

The coverage for waste generation refers to the facilities Ozires Silva, Eugênio de Melo, Taubaté, EDE, Botucatu, Gavião Peixoto, Sorocaba, Nashville, Fort Lauderdale, Melbourne, Jacksonville, Macon, Évora, and OGMA, which account for 93% of Embraer's employees considering all its facilities around the world.

Data from the Brazilian productive units (Ozires Silva, Eugênio de Melo, Taubaté, Embraer Divisão de Equipamentos, Botucatu, and Gavião Peixoto) and the units in the USA (Melbourne, Nashville, and Fort Lauderdale), are provided and confirmed directly by the company.

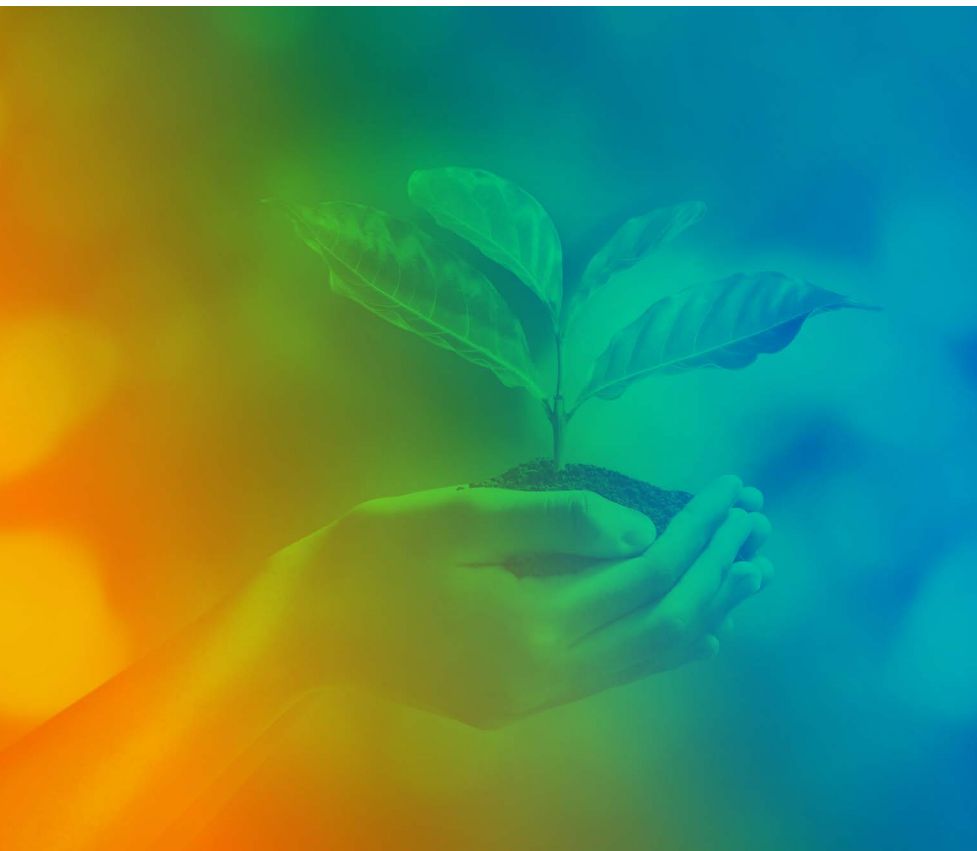
Data from the units in Portugal (Évora and OGMA) are provided by the company responsible for waste management.

4.3 WASTE BYTYPE AND DISPOSAL METHOD

Total weight of waste diverted from or directed to disposal in metric tons (t)

METHOD	2018	2019	2020	2021
RECYCLING	12767	12978	8340	6716
LANDFILL (NON-HAZARDOUS WASTE)	1872	1264	1368	1062
INCINERATION	0	14	10	6
COMPOSTING	589	491	289	274
ENERGY RECOVERY	2044	2240	1907	2584
RECOVERY	1660	1835	140	321
BIOLOGICAL TREATMENT	369	534	290	230
INDUSTRIAL LANDFILL (HAZARDOUS WASTE)	0	0	0	6
PHYSICO-CHEMICAL TREATMENT	0	0	876	1357
VALORIZATION*	3250	2000	1735	1273
ELIMINATION*	3178	2329	2243	2039
TOTAL	25729	23685	17198	15868

* Methods exclusively for Portugal facilities.



4.4 HAZARDOUS WASTE

Generated by the company

	2017	2018	2019	2020	2021
HAZARDOUS WASTE (t)	3071	5847	5378	4359	5188
% OF HAZARDOUS WASTE RECYCLED	-	-	-	-	7,1%
DATA COVERAGE	71%	90%	91%	92%	93%

REPORTABLE SPILLS

Embraer works in accordance with the environmental laws applicable to the locations of its operations. In 2021, There were no reportable spills according to the guidelines for the indicator SASB RT-AE-150a.2.



SOCIAL

Indicators



1 / SAFETY, HEALTH, AND WELL-BEING

Indicators for this subject: GRI 403-3 | ODS 3, 8, 16

1.1 FATALITIES

Number of fatalities

	2017	2018	2019	2020	2021
COLLABORATORS	0	0	0	0	0
CONTRACTORS	0	0	0	0	0

The data encompasses 100% of Embraer's collaborators. For the contractors, the data comprises people who work at Embraer's operational units in Brazil.

1.2 INJURIES

Frequency rate of accidents with lost-workday

(LTIFR = Lost time injury frequency rate – number of injuries with work leave / millions of worked hours)

	2017	2018	2019	2020	2021
COLLABORATORS	1,45	1,89	1,39	0,75	0,41
CONTRACTORS	1,37	0,73	0,49	0,52	0,34

Employees

(LTIFR = Lost time injury frequency rate – number of injuries with work leave / millions of worked hours)

SOUTH AMERICA (BRAZIL)	0,09
NORTH AMERICA (UNITED STATES)	0,8
EMEA (EUROPE, MIDDLE EAST, AND AFRICA)	0
ASIA	0
RESULT 2021	0,41

Contractors

SOUTH AMERICA (BRAZIL)	0,27
NORTH AMERICA (UNITED STATES)	0,07
OGMA	0
ÉVORA	0
RESULT 2021	0,34

1.3 COMPANY'S WELL-BEING PROGRAM

RETIREMENT PLAN AND OTHER BENEFITS

Embraer Prev is a supplementary, private retirement plan offered to Embraer's collaborators in Brazil and in some of its controlled companies.

Embraer Prev is a non-profit, independently ran, with its own administration board and fiscal and deliberative bodies. In addition, the organization is exclusively directed to managing the participants' assets.

According to the Brazilian law, the program is voluntary and there are no restrictions to joining it.

Embraer's units abroad are offered similar benefits, according to applicable conditions, local laws and the market reality in each location. Loading rate for monthly contributions are fully paid for by Embraer, free of charge for the participants.

COLLABORATORS WITH HIGH INCIDENCE OR RISK OF OCCUPACIONAL DISEASES

In the scope of the Safety, Health, and Environment Policy (SSMA), several actions are conducted by Embraer in its business units in Brazil and abroad to ensure a safe and healthy environment for its collaborators.

The **Well-Being Program** was developed from data on epidemiologic profiles, periodic medical examinations, and reports from health, dental, and pharmaceutical plans. The program encourages the practice of health habits, aiming for better quality of life and well-being for Embraer's collaborators.

Currently there are no collaborators involved in occupational activities that pose high incidence or high risk of specific diseases.

Health projects of the Well-Being program

PROJECT	NUMBER OF COLLABORATORS PARTICIPATING		
	2019	2020	2021
WELL-BEING WITHOUT SMOKING	15	10	3
WELL-BEING WITHOUT DRUGS	29	63	26
WELL-BEING WITH MOTHERHOOD	95	0*	40
WELL-BEING WITH YOURSELF	465	369	211
WELL-BEING WITH PHYSICAL ACTIVITY	310	196	348
VACCINATION PROGRAM **	10820	32123	24682
REINSERTION PROGRAM	147	228	124
EMBRAER ON THE MOVE	300	4800	4800
PREVENTION LIVE STREAMING SESSIONS	0	1490	2032

The programs are offered to Brazilian collaborators.

* Because of the pandemic, the event did not take place.

** This number includes collaborators and their dependents.



2 / TRAINING AND EDUCATION

Indicators for this subject: GRI 403-2, 403-3, 404-1 | ODS 3, 4, 5, 8, 10, 16

2.1 TOTAL AVERAGE OF HOURS AND INVESTMENT ON TRAINING AND DEVELOPMENT

Average hours of training and development

	2020	2021
AVERAGE HOURS BY TRAINING AND DEVELOPMENT FTE [HOURS]	14	34
AVERAGE EXPENDITURE ON TRAINING AND DEVELOPMENT BY FTE [USD]	13	48

The data encompasses 100% of Embraer's collaborators.



2.2 TRAINING AND DEVELOPMENT BY COLLABORATOR AND CATEGORY

Average hours of training by collaborator and functional category - 2021

FUNCTIONAL CATEGORY		MEN	WOMEN
ADMINISTRATIVE	Total workload	6045	2958
	Total collaborators in the category	325	226
	Hours per collaborators in the category	18,6	13,1
ENGINEER	Total workload	60349	12273
	Total collaborators in the category	2930	511
	Hours per collaborators in the category	20,6	24
INTERNSHIP	Total workload	10398	5877
	Total collaborators in the category	387	253
	Hours per collaborators in the category	26,9	23,2
LEADERSHIP	Total workload	29577	4565
	Total collaborators in the category	815	120
	Hours per collaborators in the category	36,3	38
OPERATIONAL	Total workload	202367	21454
	Total collaborators in the category	5304	499
	Hours per collaborators in the category	38,2	43

FUNCTIONAL CATEGORY		MEN	WOMEN
PILOT	Total workload	316	48
	Total collaborators in the category	78	1
	Hours per collaborators in the category	4	48
PROFESSIONAL	Total workload	60814	53281
	Total collaborators in the category	1391	1056
	Hours per collaborators in the category	43,7	50,5
TECHNICIAN	Total workload	68899	7090
	Total collaborators in the category	1949	222
	Hours per collaborators in the category	35,4	31,9

TOTAL	TOTAL WORKLOAD	438766	107546
	TOTAL COLLABORATORS IN THE CATEGORY	13179	2888
	HOURS PER COLLABORATORS IN THE CATEGORY	33,3	37,2

The data encompasses 100% of Embraer's collaborators.

EMPLOYEE TRAINING ON HUMAN RIGHTS POLICIES OR PROCEDURES

In 2008, Embraer formally joined the United Nations Global Compact, which aims to mobilize the corporate community towards the adoption of basic human rights and anti-corruption values in corporate practices, labor relations and environmental protection issues. The company also cooperates with the UN's Sustainable Development Goals.

Embraer believes and puts into practice the Principles Concerning Multinational Enterprises and Social Policy (established by the International Labor Organization), as well as the OECD Guidelines for Multinational Enterprises, which can be observed in the corporate practices, corporate values, and transparency in the company's management. Embraer offers all its collaborators training on our Ethics Code, which addresses the subject of human rights.



For more information, click below:



Policies and Procedures

3 / DIVERSITY AND EQUAL OPPORTUNITY

Indicators for this subject: GRI 405-1, 407-1 | SDS 5, 8, 10

3.1 TOTAL COLLABORATOR DIVERSITY

Total collaborators

		2017	2018	2019	2020	2021
WOMEN	ABSOLUTE NUMBER	2947	2980	2589	2691	2888
	%	16%	16%	16,3%	17,2%	18%
MEN	ABSOLUTE NUMBER	15486	15540	13312	12967	13179
	%	84%	84%	83,7%	82,8%	82%

The data encompasses 100% of Embraer's collaborators.

3.2 COLLABORATORS' DIVERSITY BY FUNCTIONAL CATEGORY

Total collaborators by functional category

FUNCTIONAL CATEGORY		2019	2020	2021
ADMINISTRATIVE	Women (%)	45%	43%	41%
	Men (%)	55%	57%	59%
	TOTAL N° OF PEOPLE	703	571	551
ENGINEER	Women (%)	15%	15%	15%
	Men (%)	85%	85%	85%
	TOTAL N° OF PEOPLE	4181	3383	3441
INTERNSHIP	Women (%)	35%	36%	41%
	Men (%)	65%	64%	59%
	TOTAL N° OF PEOPLE	496	436	640
LEADERSHIP	Women (%)	12%	12%	13%
	Men (%)	88%	88%	87%
	TOTAL N° OF PEOPLE	1020	936	935
OPERATIONAL	Women (%)	8%	8%	9%
	Men (%)	92%	92%	90%
	TOTAL N° OF PEOPLE	7292	5870	5803

FUNCTIONAL CATEGORY		2019	2020	2021
PILOT	Women (%)	1%	0	1%
	Men (%)	99%	100%	99%
	TOTAL N° OF PEOPLE	101	81	79
PROFESSIONAL	Women (%)	42%	43%	43%
	Men (%)	58%	57%	57%
	TOTAL N° OF PEOPLE	2710	2280	2447
TECHNICIAN	Women (%)	10%	10%	10%
	Men (%)	90%	90%	90%
	TOTAL N° OF PEOPLE	2512	2086	2171

TOTAL	WOMEN (%)	17%	17%	18%
	MEN (%)	83%	83%	82%
	TOTAL	18981	15643	16067

The data encompasses 100% of Embraer's collaborators.

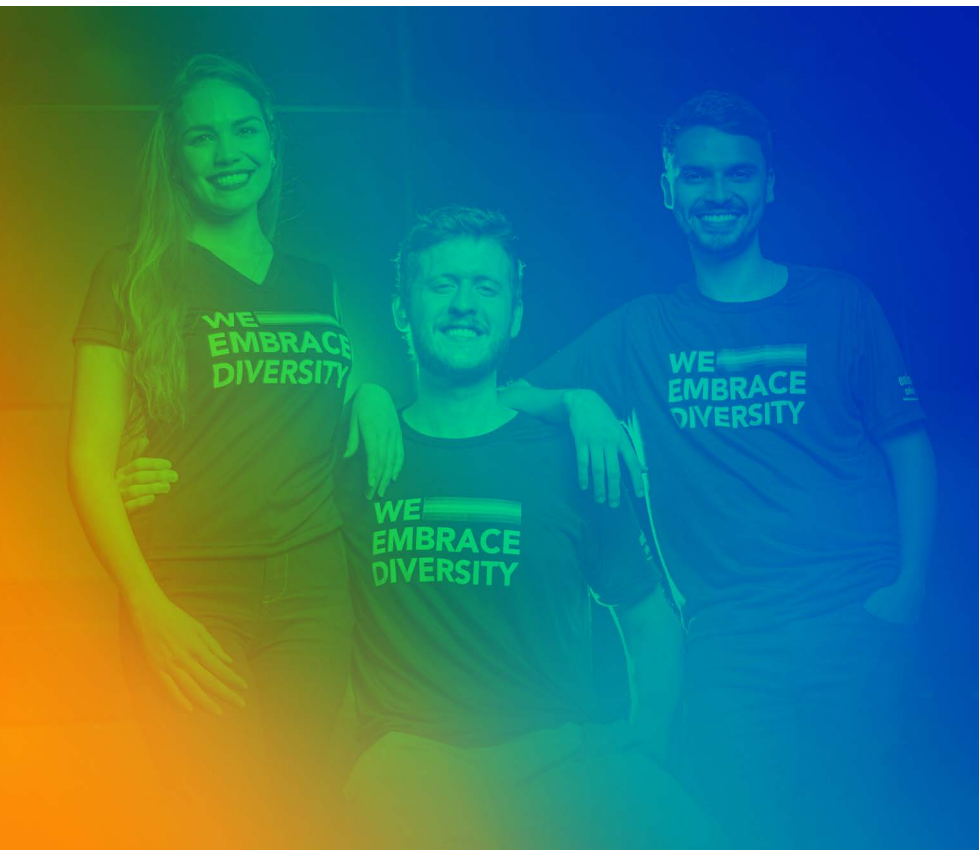
3.3 GENDER DIVERSITY IN GOVERNANCE BODIES AND COLLABORATORS

Workforce composition: gender

	2020	2021
WOMEN'S PARTICIPATION IN TOTAL WORKFORCE	17,80%	18%
WOMEN'S PARTICIPATION IN ALL MANAGEMENT POSITIONS, INCLUDING JUNIOR, MEDIUM AND HIGH	15,01%	13%
WOMEN'S PARTICIPATION IN JUNIOR MANAGEMENT POSITIONS, I.E. FIRST LEVEL OF MANAGEMENT	16%	15%
WOMEN'S PARTICIPATION IN HIGH MANAGEMENT POSITIONS I.E. NO MORE THAN TWO LEVELS APART FROM CEO OR COMPARABLE POSITIONS	11,27%	13,21%
WOMEN'S PARTICIPATION IN MANAGERIAL POSITIONS IN REVENUE-GENERATING FUNCTIONS (E.G. SALES)	16,7%	29,6%
WOMEN'S PARTICIPATION IN POSITIONS RELATED TO STEM (SCIENCE, TECHNOLOGY, ENGINEERING AND MATHEMATICS)	18,60%	17,1%

GOVERNANCE BODY		2019	2020	2021
ADMINISTRATION BOARD	Women (%)	9,09%	7,69%	18,18%
	Men (%)	90,91%	92,31%	81,82%
	TOTAL PEOPLE (NUMBER)	11	13	11
DIRECTORS	Women (%)	12,00%	12,00%	13,21%
	Men (%)	88,00%	88,00%	86,79%
	TOTAL PEOPLE (NUMBER)	66	49	53

The data encompasses 100% of Embraer's collaborators.



Workforce composition – national or ethnic

DISCRIMINATION	2019	2020	2021
ASIAN (%)	2%	2%	2%
BLACK OR AFRICAN AMERICAN (%)	13%	12%	13%
WHITE (%)	85%	86%	85%

Workforce composition – Other minorities

	2019	2020	2021
PEOPLE WITH DISABILITIES (%)	3%	4%	5%

The data above is self-declaratory.

3.4 COLLABORATORS' AGE GROUPS

Workforce composition: age - 2020

AGE GROUP	2019	2020	2021
< 30 YEARS-OLD	17,17%	17,81%	15,23%
30-50 YEARS-OLD	71,21%	70,15%	73,89%
> 50 YEARS-OLD	11,61%	11,97%	10,88%

GOVERNANCE BODY		2019	2020	2021
ADMINISTRATION BOARD	Below 30 y-o (%)	0%	0%	0%
	From 30 to 50 y-o (%)	0%	8%	18%
	Over 50 y-o (%)	100%	92%	82%
	TOTAL	11	13	11
DIRECTORS BOARD	Below de 30 y-o (%)	0%	0%	0%
	From 30 to 50 y-o (%)	54,41%	64,58%	75,47%
	Over 50 y-o (%)	45,59%	35,42%	24,53%
	TOTAL	66	49	53

The data encompasses 100% of Embraer's collaborators.

3.5 COLLABORATORS' FREEDOM OF ASSOCIATION

	2021
% OF COLLABORATORS REPRESENTED BY AN INDEPENDENT UNION OR COVERED BY COLLECTIVE NEGOTIATION AGREEMENTS (BRAZIL)	100%

Os dados abrangem 100% dos colaboradores da Embraer.



4 / LOCAL COMMUNITIES – PHILANTHROPIC CONTRIBUTIONS

Indicators for this subject: GRI 413-1 | ODS 1 e 2

OPERATIONS WITH THE ENGAGEMENT OF LOCAL COMMUNITY, IMPACT ASSESSMENT AND DEVELOPMENT PROGRAMS

Highlights from Instituto Embraer (Brazil) and Embraer Foundation (United States)

	2018	2019	2020	2021
NUMBER OF ORGANIZATIONS SUPPORTED BY INSTITUTO EMBRAER AND EMBRAER FOUNDATION	27	11	13	36
VOLUNTEERS ENGAGED WORLDWIDE	977	1185	891	895
HOURS ALLOCATED TO VOLUNTEERING [HOURS]	8097	5547	6677	8145

Highschool Program (only in Brazil)

	2018	2019	2020	2021
NUMBER OF GRADUATES ON BOTH EMBRAER HIGHSCHOOLS SINCE 2002	3480	3800	4120	4440
NUMBER OF EMBRAER'S HIGHSCHOOL STUDENTS ACCEPTED IN PUBLIC OR PRIVATE UNIVERSITIES WITH A SCHOLARSHIP*	93%	92%	80%	84%*
UNIVERSITY STUDENTS AWARDED BY THE SCHOLARSHIP FUND (CUMULATIVE)	768	768	768	768

*2021 data still being compiled.

5 / TALENT ATTRACTION AND RETENTION

Indicators for this subject: GRI 401-1 | SASB RT-AE-000.B | SDS 3, 5, 8, 10,

5.1 NEW HIRES AND COLLABORATOR TURNOVER

Collaborator turnover rate

	2017	2018	2019	2020	2021
COLLABORATOR TURNOVER TOTAL RATE	7,6%	4,9%	11,7%	19,5%	10,62%
VOLUNTEER TURNOVER RATE	1,1%	3,4%	4,4%	3,1%	5,37%

New hires

	2019	2020	2021
NEW HIRES TOTAL NUMBER	2011	962	1909
NEW HIRES TOTAL RATE (%)	11,1%	5,6%	12,7%

The data encompasses 100% of Embraer's collaborators.

6 / SUPPLIERS' SOCIO-ENVIRONMENTAL ASSESSMENT

Indicators for this subject: GRI 308-1, 308-2 | SASB RT-AE-440a.1

The supply chain is an extension of the company's workforce and community. Extending the sustainable principles to the supply chain is a big and essential challenge.

Working together, buyers and suppliers in global supply chains can foster human rights (including labor rights), environmental protection, inclusive economic growth, and ethical business practices. This ensures compliance with the laws and regulations, as well as the adherence and the support to the international principles for a sustainable corporate conduct.

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

The agreement with our suppliers has clauses that bind them to the fulfilment of legal obligations as well as the principles of the Global Compact, of which Embraer is a signatory, making sure that the right to freedom of association and collective bargaining is upheld.

The suppliers are continuously monitored during the contract validity, and a social assessment is carried out every two years. **Helpline** is yet another tool to preserve those rights, ensuring that any potential violation can be reported by any person. This measure is backed by a corporate policy that establishes that all collaborators, either employed or third-party, must report any fact or information that may constitute misconduct, as well as any doubt related to Embraer's Code of Ethics and Conduct. Anonymity is guaranteed along the entire process.



For more information, click below:



Our Values



Sustainability

NEW SUPPLIERS SELECTED USING SOCIAL CRITERIA

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



GOVERNANCE

Indicators



1 / ETHICS AND COMPLIANCE

Indicators for this subject: GRI 406-1| SASB RT-AE-510a.2, RT-AE-510a.3| ODS 5, 8

Embraer seeks to ensure the highest level of corporate and ethical integrity in its activities. To this end, it has established a Compliance program to promote and support all activities in compliance with the laws, regulations and the company's internal policies.

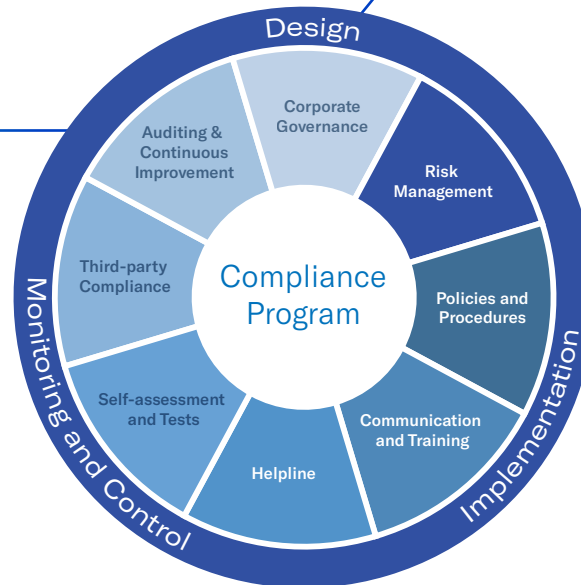
COMPLIANCE PROGRAM'S GOALS

- Promoting a culture of ethics and integrity based on our values and Embraer's Code of Ethics and Conduct;
- Supporting Embraer's departments through risk prevention, detection of red flags, process improvement, events investigation;
- Consolidating all initiatives of Compliance, including the guidelines on Anti-Corruption, Export Control, and Helpline – whistleblowing channel.

COMPLIANCE PROGRAM'S PILLARS

The Compliance Program is based on the following pillars:

- Corporate Governance;
- Risk Management;
- Policies and procedures;
- Training and communication;
- Helpline;
- Self assessment and tests
- Third party Compliance;
- Continuous audit and improvement.



THE COMPLIANCE SYSTEM

The Compliance program's initiatives are based on risk assessments which are the starting point for the strategic planning applicable to the other pillars. Compliance strategic planning's goal is to ensure that all its initiatives are aligned and incorporated to all Embraer's operations.

POLICIES AND PROCEDURES



Embraer seeks to ensure the highest level of corporate and ethical integrity in all its business. Embraer's policies support the standards of behavior expected and which are reflected mainly in our Code of Ethics and Conduct. All our policies and procedures require that employees and business partners always act in accordance with all applicable laws and regulations as well as with the company's internal guidelines.

Embraer's Code of Ethics and Conduct are available in our corporate website.



For more information, click below:

Embraer Site

EMBRAER'S ANTI-CORRUPTION POLICY



Embraer's Anti-Corruption Policy sets the company's guidelines and its commitment to fight all forms of corruption, with a clear and objective view that any acts of corruption are not tolerable and will be disciplined in the proper time by the company. The policy also defines guidelines to ensure conformity to anti-corruption laws and the correct management of business relationships, prevention of conflict of interest, handling of donations and sponsorships, offer and acceptance of gifts and entertaining, as well as the hiring of third parties and the conducting of business with them, with special attention to those that can act on behalf of Embraer. The anti-corruption policy also establishes the entire process of prevention, approvals and due diligence mechanisms regarding any hiring or partnership to be conducted by the company. That diligence is performed for all hiring and partnership done by Embraer and aim to ensure everyone has a high level of integrity when doing business with or on behalf of the company.

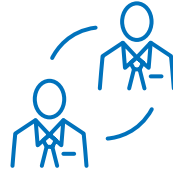
EMPLOYEE TRAINING



All new employees take the basic mandatory training as soon as they start in the company, getting also additional content depending on their functions.

Third parties classified as "high risk" according to the due diligence process also need to take the annual training courses related to anti-corruption.

HELPLINE



Embraer's ethics code contains mechanisms for the reporting of complaints and concerns. Those are channeled through free-of-charge phone calls and the Helpline website.

We had one case of discrimination received through Embraer official channel for denunciations (Helpline), which was upheld in 2021, having resulted in the application of disciplinary measures.

Questions or additional information can be directed to the e-mail address **compliance@embraer.com.br**

COMMITMENT TO UN GLOBAL COMPACT



In 2008, Embraer joined the UN's Global Compact, systematically integrating to its processes the Compact's ten principles related to Human Rights, Work, Environment, and Anti-Corruption.

COUNTRIES WITH HIGH RISK OF CORRUPTION



The revenue coming from countries classified as "E" and "F" according to the Band of Transparency International's Government Defense Anti-Corruption Index in 2021 was around USD 646 million and USD 8 million, respectively.

2 / LEGAL PROCEEDINGS

SASB RT-AE-250a.4, RT-AE-510a.1

There were no monetary losses related to lawsuits associated to: product safety, corruption incidents, bribery and/or illicit international trade.

3 / MANAGEMENT OF RISKS ASSOCIATED WITH THE USE OF CRITICAL MATERIALS

Embraer has a vast and complex supply chain across the world. Critical suppliers are identified by means of two important matrices whose combined results allow Embraer to define the best strategy to evaluate and monitor potential risks:

EXTERNAL RISK MONITORING

Risk Assessment Tools:

Risk assessment tools allow Embraer to cover risk analysis, evaluation, and control with a holistic approach in different criteria, such as:

- Natural hazards
- Geopolitical and economical risks
- Financial, business-related
- Environment/health/safety
- Quality
- Engineering
- Post-sales
- Manufacturing
- Supply Chain

1. Strategic Matrix: Following the same concept of the Kraljic Matrix, our suppliers are classified according to the complexity of products and services provided to Embraer, as well as the total expenditure during the contract's validity. That information is combined with the level of impact on Embraer's business. The result is the identification of the critical and strategic suppliers.

2. Risk Matrix: This matrix provides a two-dimensional picture which better estimates the supplier's vulnerability versus the impact on Embraer's business. Embraer can identify the critical suppliers which will require more control.

3. Contracts: Embraer guarantees to its suppliers the fulfilment of the processes of risk analysis and environmental and health requirements, through clauses based on the company's Code of Ethics and Conduct; such clauses define the supplier's obligation of abiding by the sector's specific laws, as well as of complying with environmental standards and human rights regulations.

4. DIPAS: Embraer has a department exclusively for dealing with critical material related to environmental and legal issued - DIPAS - Desenvolvimento Integrado de Produto Ambientalmente Sustentável (Integrated Development of Environmentally Sustainable Product), in which the supply area is one of those responsible for supporting the processes of collecting information relevant to REACH, SCIP controls and other environmental, political and legal aspects relevant to sustainability throughout the supply chain.



MONITORING OF INTERNAL RISKS

Embraer has a robust SO&P process that directs the supplying strategies in order to mitigate shortages, and a Supplier Management Program based on four pillars:

- Performance
- Cost & Efficiency
- Business Growth
- Partnership.

1. Stock Strategy: For critical materials identified, long-term planning is shared with our suppliers to mitigate shortages in the production line.

2. Supplier Management: Supplier management is performed based on three big fronts:

- a. Embraer has a program developed by the Purchase Team which fosters the integration of all stakeholders and a sustainable monitoring of the suppliers' performance evolution.
- b. Leadership Meetings: Weekly meetings with Embraer's directors and related areas to present the suppliers' scorecards, dashboards and action plans.
- c. Executive meetings: quarterly meetings between Embraer's high-level leadership and Suppliers, where the results of the performance monitoring are presented, and the action plans are discussed. This forum also allows the discussion of process improvement, competitiveness and sustainability across all supplying bases.

4 / PRODUCT SAFETY

Indicators for this subject: SASB RT-AE-250a.1, RT-AE-250a.2, RT-AE-250a.3, SASB RT-AE-230a.2

Safety is a non-negotiable, high-priority value for Embraer. The company continuously monitors its operations, seeking to identify the dangers that may contribute to an unsafe operation.

The prevention against the use of counterfeit and/or not certified parts takes place within the company through several processes, based on company's policies and practices.

The basis for prevention is training and implementing requirements for (I) supplier hiring, (II) parts purchasing, (III) product project, (IV) receiving and (V) handling of noncompliant product.

Training courses are offered to collaborators to raise awareness about the identification of suspicious parts, and the handling of noncompliant products is done in case such materials are identified.

4.1 COUNTERFEIT PARTS PREVENTION PROCESS



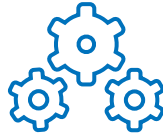
CONTRACT

When hiring a supplier, the requirement on counterfeit parts is informed through the purchase order or contract. In the contract, such requirement is incorporated within the standards for quality system certification required from suppliers (AS 9100, AS 9120). For suppliers that do not hold the certifications, the requirement is present in the purchase order of all products purchased by Embraer, along with the technical and documental specifications.



PURCHASING

The purchasing area must acquire products based on the project's specifications, and the suppliers must be qualified according to Embraer's product structure. The supplier qualification process includes procedures to verify not only the adherence to technical requirements but also the compliance to the quality management system requirements. A periodical assessment of the suppliers' performance and the risk management process are conducted, identifying critical points which may require a more in-depth assessment (auditing) or action plans focused on certain issues. Distributors are also approved according to specific procedures and can only deliver products from approved manufacturers and described in the purchase order.



ENGINEERING

In the aircraft certification process, components must also go through a specific certification campaign. The equipment is subject to tests and must have a conformity certificate, and so do the laboratory configuration and the procedure used in the test. All certification artifacts are approved by the certification authority or its representatives. Those artifacts compose the technical data necessary to get the certificate of aircraft type. Every aircraft is produced by a product organization certified according to the type certificate. A new or modified component can be installed in an aircraft only if it goes through all steps mentioned above, following the project modification procedure. Being a member of the Material Review Board (MRB), product engineering is also responsible for the disposal of equipment's non-conformities, ensuring they comply with the applicable requirements. Engineering can also issue stock reinspection requests for updating, returning, testing or visual inspections. It is also possible to request to Quality the inclusion of notes of limitation of equipment that restrict usage during flight, delivery to the customer or other.



RECEIVING

To receive the products, Embraer defines inspection standards for each type of material. These regulations include physical and documental features (conformity certificate, test report) that must come with the product, ensuring traceability up to the supply source. Upon receiving, a verification of the material identification is done, as well as of its packing conditions, amounts, documents, supplier approval status in the system and all information necessary to make sure the product delivered meets the purchase order's specifications. In some cases, previously defined in the receiving regulations, the products or samples are taken to the labs for tests that can ascertain the fulfilment of the technical requirements. When excess parts are received, they are scrapped if the supplier doesn't update the documentation to ensure traceability.



HANDLING OF NON-CONFORMITIES (PRODUCT AND PROCESS)

When suspicious or counterfeit parts are identified, the material is segregated on quarantine following the same process for the handling of non-conformities. If non-conformities in the handling process for counterfeit parts are identified, requests for corrective actions in quality clinics, or for auditing corrective actions (SACs) are filed, or tools used with the supplier. Parts to be discarded have their scrapping rigorously controlled to avoid improper use in the production process.



TRAINING

Training on the impact of counterfeit parts in the aeronautical industry is offered to the employees through the EMPOWER system. The practices performed by Embraer are also implemented in specific procedures in the areas.

4.2 AIRWORTHINESS DIRECTIVES RECEIVED

In 2021, nine Airworthiness Directives (ADs) were issued by ANAC (Agência Nacional de Aviação Civil, National Civil Aviation Agency), which may or may not be adopted by foreign authorities (FAA, EASA, CAA- C-China, TCCA-Canada, CASA-Australia, etc.). No Emergency Airworthiness Directives were issued and none of them were associated to aircraft on the ground (AOG) or airplane accidents. All ADs are publicly available, and the most recent information can be found on the appropriate regulatory websites.



4.3 DATA SECURITY IN OPERATIONS AND PRODUCTS

Embraer uses mechanisms and procedures for cybersecurity in order to ensure that the personal data used in its corporate systems, business processes or computational products have the safest possible handling, processing, gathering, disposal and destruction. These procedures and mechanisms are based on market best practices (such as frameworks of the special issue especial NIST 800 and ISO 27002) and undergo periodical reviews to guarantee the company's ability to detect, control, and respond to potential global technological threats.

It is important to point out that there are no infallible or perfect mechanisms to prevent a cyberthreat to be carried out. However, the Embraer group understands that the necessary protections to make their

business viable with an adequate level of security for stakeholders and their shared data are deployed and continuously reviewed.

For its products, Embraer uses cybersecurity mechanisms and procedures acknowledged around the world by NIST, and meets the requirements designed by the aeronautical authorities. Our products undergo periodic evaluations to ensure their robustness regarding potential cyberthreats.



embraer.com



CHALLENGE.
CREATE.
OUTPERFORM.