

**EVE HOLDING, INC.**  
**DIRECTOR STOCK OWNERSHIP POLICY**

Adopted: July 31, 2023

**I. Purpose.**

The Board of Directors (the “Board”) of Eve Holding, Inc. (the “Company”) believes that it is in the best interest of the Company and its stockholders to align the interests of the non-employee members of the Board (“Non-Employee Directors”) with those of the Company’s stockholders by encouraging significant stock ownership in the Company by the Non-Employee Directors. In this regard, the Board has adopted this director stock ownership policy (this “Policy”). The Board may modify or terminate this Policy at any time in its sole discretion.

**II. Applicability.**

This Policy is applicable to all Non-Employee Directors (the “Participants”).

**III. Minimum Stock Ownership Requirements.**

Subject to Section V hereof, each Participant must at all times hold shares of the common stock, par value \$0.01 per share, of the Company (the “Shares”) in accordance with the following schedule:

<b>Position</b>	<b>Value of Equity Held</b>
Non-Employee Director	5x Cash Retainer for Annual Board Service*

\* For the avoidance of doubt, retainer fees for committee chair and committee member service shall not be counted for purposes of this calculation.

For purposes of determining compliance with this Policy at any time, the value of the Participant’s holdings shall be determined by multiplying (i) the number of Shares held by the Participant by (ii) the average closing price of a Share for the 30 days preceding the Company’s Annual Meeting of Stockholders; provided however that following the date on which a Participant is first in compliance with this Policy, such value shall only be recalculated at such time that the Participant sells or otherwise transfers any Shares.

**IV. Satisfaction of Minimum Stock Ownership Requirements.**

Participants may satisfy the requirements of this Policy with Shares in the following categories:

- Shares owned directly by the Participant, including unvested restricted stock units granted under the Company’s omnibus incentive plan as in effect from time to time.
- Shares of common stock owned indirectly or beneficially by the Participant (as described below).

For purposes of satisfying the requirements of this Policy, (i) Shares that are owned by the Participant’s Immediate Family (as defined below) and (ii) Shares that are owned by any other person or

entity whose ownership of the Shares is attributable to the Participant as the “beneficial owner” of such Shares for purposes of determining the Participant’s reporting obligations with respect to such Shares under Section 16 of the Securities Exchange Act of 1934, as amended, shall be deemed to be owned by the Participant. As used herein, “Immediate Family” includes any child, stepchild, grandchild, parent, stepparent, grandparent, spouse, former spouse, sibling, niece, nephew, mother-in-law, father-in-law, son-in-law, daughter-in-law, brother-in-law, or sister-in-law, including adoptive relationships.

#### **V. Timing and Compliance.**

Participants as of July 31, 2023 must satisfy the requirements of this Policy in full by July 31, 2028. Any individual who becomes a Participant after July 31, 2023 will have five (5) years from the date that he or she becomes a Participant to satisfy the requirements of this Policy in full.

A Participant who fails to satisfy the requirements of this Policy will be required to continue to hold all Shares that he or she owns (including the after-tax Shares received in respect of settled restricted stock units) until the requirements of this Policy are satisfied. For the avoidance of doubt, at no time shall a Participant be restricted from selling Shares to satisfy any tax obligations incurred upon the settlement of restricted stock units into Shares.

#### **VI. Administration**

This Policy shall be administered by the Compensation Committee of the Board (the “Compensation Committee”). The Compensation Committee shall recommend to the Board, and the Board shall have the discretion to enforce the requirements of this Policy on a case-by-case basis. In the event of any conflict or inconsistency between this Policy and any other materials distributed by the Company, this Policy shall govern.