

## COLLECTIVE BARGAINING AGREEMENT 2023-2025

### CHAPTER I – SALARIES

#### **Clause 1. Salary Table**

The Company will practice the salaries set out in the Salary Tables, annexes I and II, which will be in force until 08/31/2024.

**Paragraph 1** - The Salary Tables will be readjusted on 09/01/2024 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA, referring to the period from 09/01/2023 to 08/31/2024.

**Paragraph 2** - The adjustment to be granted on 09/01/2024 will not be retroactive to September 2023, therefore being in force from 09/01/2024 to 08/31/2025.

**Paragraph 3** - The table used in the Company until 12/31/2006, annex II, will be maintained for the correction of the supplements of the retirees and pensioners who did not adhere to the renegotiation of the Petros Plan Regulation of the Petrobras System and were dismissed until 12/31/2006, observing, in any case, the prohibition contained in the Sole Paragraph of article 3 of Complementary Law 108/2001.

**Paragraph 4** - The Company guarantees the application of the salary table in effect on the hiring date, for employees hired after the signing of the agreement.

### CHAPTER II - ADVANTAGES

#### **Clause 2. Seniority-Based Pay**

The Company will pay the Seniority-Based Pay (ATS), applied over the basic salary, for all employees, according to the table (annex III).

**Sole paragraph** - The Company and the Trade Unions agree that the payment of the annual pay, referred to in the main section, to all employees, excludes the granting of any other advantage of the same nature.

#### **Clause 3. PADL 1971/82**

The Company will maintain the granting of PL-DL-1971/82 to employees hired until 08/31/1995.

**Paragraph 1** - This concession is made in twelfths, characterized as a personal advantage, nominally identified, observing the deductions of the percentages, according to the previous agreements.

**Paragraph 2** - The payment will be made as a Personal Advantage - DL-1971/82 (PA-DL 1971/1982).

**Paragraph 3** - For amnestied employees, based on Law 8878/1994, hired at Petrobras by virtue of said amnesty, the same percentages will be considered, as of 01/01/2012 and without retroactive effect, as those applied to each of them in the last remuneration earned at the respective subsidiary that gave rise to the amnesty, as Personal Advantage-PADL 1971/1982.

#### **Clause 4. Working Regime premiums and Conditions**

The Company will maintain the payment of the bonus for Working Regime premiums and Conditions as established in the following Paragraphs.

**Paragraph 1 - Hazard Pay:** The Company will grant the hazard pay within its basic characteristics and the legislation, observing the "in-house" criterion, foreseen in the internal normative standard.

- I. Employees working in locations where the payment of this bonus is not foreseen will only receive it in an occasional manner and proportionally to the number of days they remain in the locations foreseen in the legislation and in HR procedures. The additional payment will not be due in cases of occasional visits or stays that last less than one (1) daily workday of eight (8) hours.
- II. To the employees hired until 08/31/1997, who receive the Hazard Pay by extension, the Company will pay this amount as a Personal Advantage – Collective Bargaining Agreement, observing the same percentage and the same incidences, as of 12/01/2000.
- III. Employees hired before 08/31/1997, who receive the Hazard Pay, in accordance with the legislation in force, are forbidden to make any retroactive payment of this pay as a Personal Advantage - Collective Bargaining Agreement, being given, in this act, full and general discharge in this regard.
- IV. The parties agree that the payment of the Hazard Pay, received by those defined by law excludes the Personal Advantage – Collective Bargaining Agreement, defined in item II of this Paragraph, and the cumulative payment of the two aforementioned parties is prohibited.

- V. The parties agree that the payment of the Personal Advantage - Collective Bargaining Agreement, received by those defined in item II of this Paragraph excludes the Hazard Pay, and the cumulative payment of the two aforementioned parties is prohibited.
- VI. In situations where the employee, hired until 08/31/1997, who receives Hazard Pay, according to the Law, is transferred to a location not covered by the concept of hazard, he or she will receive a Personal Advantage – Collective Bargaining Agreement, referred to in item II of this Paragraph, observing the non-accumulation of the referred payments.
- VII. In situations where the employee, hired until 08/31/1997, who receives a Personal Advantage - Collective Bargaining Agreement, as provided in clause II of this Paragraph is transferred to a location covered by the concept of hazard, he or she will receive an Hazard Pay, in the manner defined in the legislation that governs the matter, observing the "in-house" criterion defined in the internal normative standard, cumulateness not being admitted.

**Paragraph 2 - Hourly Rest Pay and Food Allowance (AHRA):** The Company will maintain the value of the AHRA at thirty percent (30%) of the basic salary effectively earned in the month, plus the hazard pay, as applicable, already considering the different work shifts, thus totaling thirty-nine percent (39%) of the basic salary, according to internal normative standards, for those employees who work an 8-hour or longer Uninterrupted Shift.

- I. The Company will comply with the court decisions related to proceedings filed in the courts up to 11/28/1996, which concern the AHRA, safeguarding its right to appeal in court until a definitive decision is reached on the matter.

**Paragraph 3 - On-call Pay (ASA):** The Company will maintain at forty percent (40%) the amount of the ASA, incident on the Basic Salary effectively received in the month, plus the Hazard Pay, where applicable.

**Paragraph 4 - Regional Confined Space Premium (ARC):** The Company will maintain the percentage of ARC at ten percent (10%), fifteen percent (15%), and thirty percent (30%), as well as the criteria for granting this pay, according to the internal normative standard.

- I. The Company will pay, according to internal rules, the Regional confined space premium to personnel assigned to work in offshore installations (on board) or in the field (confined), from the first day of work under these conditions, regardless of the number of days on board or confined.
- II. The referred payment will not be due in cases of eventual visits or stays in those facilities and places with a duration of less than twenty-four (24) hours.

**Paragraph 5 - Special Field Work Regime Premium (AREC):** The Company will maintain the AREC in the amount equivalent to twenty percent (20%) of the respective basic salary plus the hazard pay, when applicable, totaling twenty-six percent (26%) of the basic salary, for employees engaged in the Special Field Work Regime - SRC.

**Paragraph 6 - Night Shift Premium (ATN):** The Company shall maintain the value of the ATN at twenty percent (20%) of the basic salary effectively earned in the month, plus the additional hazard allowance, where applicable, totaling twenty-six percent (26%) of the Basic Salary, according to the internal normative standard, to the employees engaged in the Swing Shift Work Regime, replacing the Night Shift Premium provided by law.

**Paragraph 7 - Special Work Regime of Air Support Premium (AREAA):** The Company will pay the Special Work Regime of Air Support Premium in the amount equivalent to twenty percent (20%) of the respective Basic Salary, plus the Hazard Pay, when applicable, totaling twenty-six percent (26%) of the basic salary.

**Clause 5. Partial On-Call**

The Company guarantees the payment of partial on call hours, remunerated at one third (1/3) of the normal hourly rate, considering the Basic Salary plus the Hazard Pay and the Personal Advantage - Collective Bargaining Agreement (PA- CBA), when applicable, to the employee designated to remain at the Company's disposal, away from the workplace, during the periods of day-off or rest, waiting for a call.

**Paragraph 1 -** In the event of a call to work, the period worked will be paid as overtime, and will not be cumulative with those dealt with in the main section.

**Paragraph 2 -** The permanence at the disposal of the Company, as per the main section, is limited to a maximum of one hundred and forty-four (144) hours/month or three (3) weekends a month, as the case may be, regardless of the activity performed.

**Clause 6. Vacation Pay**

The Company will pay the Vacation Pay to all its employees as follows: one-third (1/3) corresponding to the provisions of Art. 7, XVII of the Constitution, plus two thirds (2/3) paid under the terms of Article 144 of the Consolidation of Labor Laws, totaling three thirds (3/3) of the employee's monthly remuneration.

**Paragraph 1 -** The Company and the Trade Unions agree that the payment of the Vacation Pay, referred to in the main section, to all employees excludes the granting of any other advantage of the same nature.

**Paragraph 2** - Employees dismissed on request after less than six (6) months of employment will not be entitled to the proportional vacation pay.

#### **Clause 7. Regional Pay Compensation**

The Company will maintain the payment of the Regional Pay compensation in case of transfer or assignment of the employee to serve in locations where the concession of the advantage is not foreseen in an internal normative standard and provided that he or she has been receiving it for more than twelve (12) consecutive months.

**Sole paragraph** - The compensation foreseen in this clause will not be due when the movement occurs on the employee's initiative.

#### **Clause 8. Onshore Oil Production Pay**

The Company will grant the Onshore Oil Production Pay for administrative employees who perform their activities in remote bases or areas of onshore production fields in the Exploration and Production (E&P) segment and regulated by internal normative standard, in the amount of one thousand six hundred and fifteen reais and seventy-seven cents (R\$ 1,615.77).

**Paragraph 1** - The pay mentioned in the main section, which aims to encourage the allocation and permanence of employees in the aforementioned bases or areas, will not be applied to those who receive the Regional confined Space Premium (ARC) or Regional Premium and/or Food Allowance

**Paragraph 2** - The Onshore oil production Pay will be readjusted on 09/01/2024, by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA with an increase of one percent (1%), referring to the period from 09/01/2023, to 08/31/2024.

#### **Clause 9. Permanence Premium in the State of Amazonas**

The Company will maintain the payment of the Permanence Premium in the State of Amazonas, conditioned to the employee's permanence in the Units, and while he or she is effectively located and working in this state of the Federation.

- I. All employees working in the state of Amazonas and who are effectively working in that state of the Federation will be entitled to this pay from the effective date of ACT 2023-2025.
- II. The employee will no longer be entitled to the referred pay when he or she is no longer located and effectively working in the state of Amazonas.

III. Receiving the Travel Premium is not compatible with receiving the Permanence Premium in the State of Amazonas, employees assigned and actually working in the State of Amazonas are entitled to only the Permanence Premium in the State of Amazonas.

**Sole paragraph** - The Permanence Premium in the State of Amazonas was readjusted on 09/01/2023 at five point sixty-six percent (5.66%), and will be adjusted on 09/01/2024, by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA with an increase of one percent (1%), referring to the period from 09/01/2023, to 08/31/2024.

#### **Clause 10. Overtime**

The Company will restrict overtime work to cases of proven need, and its payment will follow the provisions of this clause.

**Paragraph 1** - Overtime worked, both on working periods and on days off, will be paid at a surcharge of one hundred percent (100%), for all work schedules.

**Paragraph 2** - The Company guarantees that in cases in which the employee, during rest periods away from the workplace, is called upon to perform overtime work for which he or she has not been previously called, the additional hours worked during this period will be remunerated with the increase provided for in Paragraph 1, observing a minimum number of four (04) additional hours, regardless of whether the number of hours worked is less than four (04), as a reward for the effort expended on that day.

**Paragraph 3** - The Company and the Trade Unions agree that shift changes, in the interest of the employees, must be requested in writing by the employees, authorized by the immediate management and duly registered in the attendance system, observing the minimum inter-shift interval, and will not be subject to overtime pay.

**Paragraph 4** - The Company will include in the calculation of overtime for employees engaged in special work schedules the pay inherent to their work regime and actually received by the employee. Hourly Rest Pay and Food Allowance will be included where appropriate.

**Paragraph 5** - Hazard Pay, Seniority-based pay, the RMNR Supplement, and the Regional Pay are maintained in the calculation of overtime for employees engaged in the administrative work regime, when the employee is entitled to the aforementioned pay.

**Paragraph 6** - For employees of the administrative work regime covered by the flexible schedule system, the provision contained in Paragraphs 1 and 5 will apply according to the rules set forth in Clause 57 on “Flexible Schedule”.

**Paragraph 7** - In cases of maintenance stoppage and start-ups of new units, the Company will consider the Night Shift Premium (AN-CLT) in the calculation of overtime referring to the work performed, between 10 P.M. hours and 5 A.M. in the administrative work regime.

#### **Clause 11. Overtime Bank**

The Company will practice an overtime bank for employees covered by the fixed hours system (Administrative Work Regime and Special Work Regimes).

**Paragraph 1** - Overtime worked will be used primarily to compensate for negative attendance balances.

**Paragraph 2** - After the compensation of negative balances, the overtime performed will be credited to the time bank as a priority for compensation, which will be performed continuously.

**Paragraph 3** - After the compensation of negative balances, the overtime performed will be credited to the time bank as below:

- I. Overtime worked on the day will be treated as follows: half will be credited to the time bank and half will be paid as overtime with an increase of one hundred percent (100%).
- II. The system described above will be implemented from 01/01/2024.

**Paragraph 4** - The following limits will be adopted for the overtime bank:

**a)** Until 12/31/2023, the limit of accumulated positive overtime will be one hundred and sixty-eight (168) hours. From 01/01/2024, the limit will be one hundred and twenty (120) hours;

**b)** The limit of accumulated negative overtime will be eighty-four (84) hours.

- I. Hours exceeding the limits described above for the overtime bank will be paid or deducted in the following month.
- II. In January of each year, the remaining balance of the overtime bank will be calculated, and the corresponding payment or deduction will be made.

**Paragraph 5** - The overtime bank rules do not apply to actual work during Partial On-Call, Shift Change Overtime, Between Journey Overtime, described in clauses 5, 16 and 17, respectively, and overtime work resulting from Maintenance Stoppage.

**Paragraph 6** - From January 2024, the Company will pay the Paid Weekly Rest (RSR), retroactively to 09/01/2023, from the Overtime Bank in the form of one sixth (1/6) of the Overtime Bank payments: surplus monthly, annual payment of the Overtime Bank and payment of the Overtime Bank upon contractual termination.

**Clause 12. Balance of accrual of day off; balance of hours for compensation; reflections of the overtime bank in Paid Weekly Rest. Agreement for calculation, compensation/deduction, payment and extinction of headings.**

The Company undertakes to make individual payments to each employee who is entitled to the Day Off Accumulation Balance (AF Balance), Hours for Compensation (HC Balance) and the effects of Paid Weekly Rest on the Overtime Bank as follows:

- I. All negative values referring to the Day Off Accumulation Balances (AF Balance) and Hours for Compensation (HC Balance) on 08/31/2023 were reset to zero before any other calculation.
- II. Calculation of the Day Off Accumulation Balance (AF Balance) on 08/31/2023: The balance calculated will consider the point at which the employee is in his work schedule on this date. The value will be calculated as follows: seventy-five percent (75%) of the positive balance will be converted into hours, multiplied by one (1), and paid by the Company. For employees who have this payment, the Company understands that there are no more issues related to this amount of the individual balance of accumulated day off calculated in the period. The remainder of the twenty-five percent (25%) will be kept accumulated in the Day Off Accumulation Balance.
- III. Calculation of the Balance of Hours for Compensation (HC Balance) shown in the Attendance Report on 08/31/2023: Any positive balance will be calculated with an increase of fifty percent (50%) on the normal hourly rate. The HC Balance will be definitively extinguished on 08/31/2023 from the attendance of each covered employee.
- IV. Calculation of the Paid Weekly Rest (RSR) from the Overtime Bank in the form of one sixth (1/6) of the Overtime Bank payments, from the implementation of the bank on January 2020 until 08/31/2023.

**Paragraph 1** - The positive final balance will be limited to a ceiling of four (4) employee wages on 08/31/2023.

**Paragraph 2** - Any treatments in relation to the frequency of the period prior to 08/31/2023 that could impact the paid balances are closed, as well as, consequently, any reflex effect that may arise from this.

**Paragraph 3** - The parties acknowledge that the proposals presented above do not imply the recognition of illegality allegedly practiced by Petrobras regarding the aforementioned topics



(Day Off Accumulation Balance, Balance of Hours for Compensation and Paid Weekly Rest of the Overtime Bank).

**Paragraph 4** - After calculating the attendance balances described above, if the final balance is positive, the amounts will be paid to employees in a single installment on 12/28/2023, in a specific paycheck, for unions that sign by 12/13/2023. In cases where the employee only has a zero negative value, there will be no discount. For employees with a negative balance and covered by this measure, the Company understands that there are no more issues related to the accumulated balance of day off calculated in the period.

**Paragraph 5** - The payment described above is not cumulative with payments resulting from legal actions relating to the objects discussed here. If payment resulting from legal actions with the same object as the items listed above is identified, the Company will deduct from the employee the amount paid as payment of attendance balances, or adopt another measure to avoid double payments.

**Clause 13. Treatment of the work x day off ratio from 09/01/2023.**

From 2024, after due frequency treatments, the balances resulting from the work x day off ratio may, at the employee's request, be migrated to the Overtime Bank in the month of August, observing the cycle, with the possibility of annual migration to from that date always in the same month.

**Paragraph 1** - When the employee, upon returning from vacation, has to wait for the start of the next work cycle, the manager must treat the frequency of these days as "Return from Vacation", not generating days off, within a limit of eight (8) days per acquisition period.

**Paragraph 2** - Such impacts will be monitored by the Attendance and Work & Telecommuting Regime Committee.

**Clause 14. Business Trip**

The Company guarantees that periods of business trips that coincide with a day off or a paid rest day, up to the limit of the employee's normal working periods, will be recognized as overtime.

**Sole paragraph** - The Company will restrict business trips on workdays outside the employee's normal workday to cases of need and, when applicable, will recognize the hours excused on the aforementioned trip, up to a maximum limit of four (4) hours.

**Clause 15. Holiday Shift**

The Company will pay an additional one hundred percent (100%) for hours worked on January 1st, Carnival Monday, Carnival Tuesday and until noon on Ash Wednesday, April 21st, May 1st, September 7th, November 15th, and December 25th, to the employees engaged in the special work regimes foreseen in the Collective Bargaining Agreement, who actually work on these dates, observing the other conditions in force in the internal regulatory standard of Petrobras.

**Clause 16. Overtime - Shift Change**

From December 2023, the Company will pay exclusively for the average time spent on shift changes for employees whose activities require the compulsory passage of service, from one shift to another.

**Paragraph 1** - The payment referred to in the main section will be made as overtime at seventy-five percent (75%), plus the applicable reflexes, considering the calculated average of daily minutes in each exchange, according to the table (annex IV), which is approved by the unions representing the employees.

- I. If CGPAR Resolutions 42/2022 and 49/2023 are revoked or amended, in a way that allows adjustments to the overtime remuneration adopted in ACT, the Company and the Trade Unions will meet to reevaluate the value of the percentage established in the collective standard, plus applicable reflexes, considering in the analysis the percentage historically practiced until 2019 for the payment of Shift Change Overtime, from the publication of the amendment or revocation of the Resolution.

**Paragraph 2** - Excluded from this payment are periods of absence caused by vacations, courses lasting more than thirty (30) days, and medical licenses longer than fifteen (15) days, maintaining, however, the legal incidences on vacations and on the 13th salary, as already provided in paragraph 1.

**Paragraph 3** - The payment referred to in the main section is due in the cases provided for in article 543 of the Consolidation of Labor Laws - CLT and within the limits of the law.

**Paragraph 4** - The period that exceeds the average time agreed for shift change will only be characterized as overtime in cases of need for anticipation, ou extension of the workday, including occasional double shifts.

**Clause 17. Inter-shift Interval**

The Company undertakes to maintain compliance with the minimum interval of eleven (11) hours between workdays for employees.

**Paragraph 1** - In activities carried out in uninterrupted relay shifts in confinement, in which the safety of the unit and operational continuity must be guaranteed, the performance of extraordinary service, in imperative and exceptional situations, may affect the granting of the minimum interval of eleven (11) hours between working periods. In this case, the beginning of the next working period must be moved in order to guarantee the employee's rest.

- I. In exceptional situations, due to imperative needs of the service, when it is not possible to move the start of the next day, the period effectively removed from the minimum interval of eleven (11) hours will be compensated through the payment of overtime.
- II. The employee's immediate management must justify the occurrences related to the previous section, according to guidelines that will be detailed in an internal regulatory standard.
- III. The payment referred to in this item cannot be confused with the extraordinary service performed. The compensation due to the employee, due to the extrapolation of working periods, will be made through credit in the Overtime Bank or payment of overtime, depending on the specific situation.
- IV. The payment referred to in this item will be made as overtime, with an increase of one hundred percent (100%) on the employee's normal hourly rate, under the heading Inter-shift Overtime.

**Paragraph 2** - The calculation and payment referred to in this clause will take place from 01/01/2024.

**Paragraph 3** - The Company undertakes to present to the unions, when requested, at meetings of the Attendance and Work & Telecommuting Regime Committee, the monitoring of this item.

**Clause 18. Inter-shift Interval – Operational E&P Facilities**

The Company undertakes to maintain compliance with the minimum interval of eleven (11) hours between workdays for employees.

**Paragraph 1** - The hours resulting from any difference between the inter-shift interval actually taken and the eleven (11) hours, resulting from the alternation of shift schedules of the table practiced, ascertained through the work schedules predefined annually, will be compensated with overtime pay.

**Paragraph 2** - The Company will make the payment, exclusively by average, of the number of hours of minimum Inter-shift break eventually not observed.

**Paragraph 3** - The payment referred to in the previous Paragraph will be made as overtime at one hundred percent (100%), under the heading Inter-shift Overtime, considering an average of three (3) hours and twelve (12) minutes per month per employee.

**Paragraph 4** - This instrument applies to employees engaged in the twelve (12) hour Swing Shift Work system in the E&P's operational facilities, in which the alternation of shift schedules is practiced in pre-defined work scales every year with the suppression of hours of the inter-shift break due to the performance in the referred scales.

**Paragraph 5** - Excluded from this payment are periods of absence caused by vacations, courses and work on administrative scales lasting more than thirty (30) days, medical licenses longer than fifteen (15) days, maintaining, however, the legal incidences on vacations and on the thirteenth (13th) salary.

**Paragraph 6** - The parties agree that for the period from 11/11/2017 to 08/31/2020, the Inter-shift Interval was governed by the provisions set forth in the specific regional collective bargaining agreements entered into.

#### **Clause 19. Meal Allowance**

The Company will provide employees working in buildings or units that do not provide food *in natura*, under the conditions established in an internal procedure, meal allowance exclusively by means of a Meal/Food Voucher.

**Paragraph 1** - The value of one thousand five hundred and ninety-three reais and eighteen cents (R\$ 1,593.18) referring to the Meal/Food voucher will be granted to the employees with meal allowance as described in the main section.

**Paragraph 2** - The amount of two hundred and forty-three reais and eighty-four cents (R\$ 243.84) referring to the monthly increase in the Meal/Food Voucher will be granted to employees with meal allowance in accordance with the main section.

**Paragraph 3** - The value of two hundred and forty-three reais and eighty-four cents (R\$ 243.84) relating to the Food Voucher will be granted to employees who receive in natura, subsidized meal allowance, not covered by Law 5,811/72.

**Paragraph 4** - The amount of nine hundred reais (R\$ 900.00) will be credited, as Supper Voucher, in the Food Voucher for the month of December of each year, for all employees.

**Paragraph 5** - The concession of Meal/Food Voucher or Food Voucher will be maintained during periods of maternity/adoption leave, of Sickness Aid concession, or of ACT Leave Allowance.

**Paragraph 6** - The Company will keep available the option of partial or total conversion of the Meal Voucher into Food Voucher, and vice-versa, except for the value described in Paragraph 4.

**Paragraph 7** - The values mentioned in paragraphs 1, 2, 3 and 4 will be in force until 08/31/2024 and will be readjusted on 09/01/2024 based on the accumulated variation over twelve (12) months in the sub-item "Food away from home" of the Extended National Consumer Price Index - IPCA, referring to the period from 09/01/2023 to 08/31/2024, which will be in force until 08/31/2025.

## **Clause 20. Leave Benefits Support**

The Company guarantees, in the cases of absence of up to one hundred and eighty (180) days, due to illness or accident, duly characterized by the Company's health unit or Social Security, that the employee will receive the thirteenth (13th) salary and vacation for the period, in addition to the advantages that are assured to him/her.

## **Clause 21. Sick Pay**

The Company ensures, as a supplement to Sick Pay, the supplementation of the integral remuneration of the employee that is absent as a result of a work accident or professional illness during the first four (4) years of absence, and during the first three (3) years for other cases of Sick Pay.

**Sole paragraph** - The payment of the advantage will cease, before the deadlines mentioned in the main section, when:

- I. Without justifiable reason, the employee fails to comply with the scheduled treatment;
- II. If, on the part of the employee, there is proven refusal to undergo the prescribed treatment, the employee's right to free medical choice being guaranteed;
- III. There is proven refusal by the employee to participate in the professional rehabilitation and/or readaptation program;
- IV. The employee exercises, during the leave period, any paid activity.
- V. If, on the part of the employee, there is a proven refusal to comply with the foreseen treatment or fails to attend the summons of the company's health unit, without a justified reason.

#### **Clause 22. Readapted Remuneration**

The Company will continue to practice, in accordance with internal normative standards, a complement to the compensation of an employee who is readmitted due to a work accident or professional illness, whenever there is a suppression of advantages or additional benefits, based on the compensation received on the day of the leave.

**Paragraph 1** - As of 09/01/2004, Seniority-based pay progression is due regardless of the supplement mentioned in the main section.

**Paragraph 2** - As of 09/01/2009, the value of the salary evolution resulting from the level advancement and promotion is paid regardless of the supplement mentioned in the main section.

#### **Clause 23. Minimum Remuneration by Level and Work Regime - RMNR**

The Company will practice for all employees the Minimum Remuneration by Level and Work Regime – RMNR, taking into account the concept of regional remuneration, based on the grouping of cities where Petrobras operates, also considering the concept of geographic micro-region used by the Brazilian Institute of Geography and Statistics (IBGE).

**Paragraph 1** - RMNR consists of establishing a minimum value, by level and region, in order to equalize the amounts to be received by the employees, aiming to improve the isonomy foreseen in the Federal Constitution.

**Paragraph 2** - The values relating to the aforementioned RMNR (annex V) were adjusted, on 09/01/2023, by five point sixty-six percent (5.66%), and will be in force until 08/31/2024. On 09/01/2024 the values will be adjusted by the Extended National Consumer Price Index - IPCA, accumulated in the period from 09/01/2023 to 08/31/2024 with an increase of one percent (1%). The adjustment granted on 09/01/2024 will not be retroactive to September 2023, therefore being in force from 09/01/2024 to 08/31/2025.

**Paragraph 3** - The difference resulting from the "Minimum Remuneration by Level and Work Regime" mentioned in the main section and the Basic Salary (BS), the Personal Advantage - Collective Bargaining Agreement (PA-CBA) and the Personal Advantage - Subsidiary (PA-SUB) will be paid as "RMNR Complement", without prejudice to any other payments, which may result in an amount greater than the RMNR.

**Paragraph 4** - The same procedure, defined in the preceding Paragraph, applies to employees who work under special work regime and/or working conditions in relation to the benefits due as a result of them.

**Clause 24. Lodging and Daily Allowances for Training or other Onshore Activity while onboarding Offshore Platforms**

The Company will grant lodging and per diems to employees engaged in special work regimes on offshore platforms who undertake training, or other activity determined by the Company, onshore, away from their place of domicile, for the time necessary for training or performance of activity, during the scheduled period of work on board.

**Sole paragraph** - The provisions of this clause also apply to employees engaged in special work regimes on offshore platforms, without defined boarding schedules.

**Clause 25. Amounts in Effect on the Effective Payment Date**

The Company will adopt the amounts in effect on the date of actual payment for portions referring to overtime, advantages for occasional engagement in other work regimes, and normative indemnities.

**Clause 26. Travel Premium**

The Company will grant the Travel Premium in replacement of the Norte Fluminense Regional Agreement, as per the rules (annex VII), which will cease to be valid as of the signing of ACT 2023-2025.

**Paragraph 1** - The Travel Premium will be paid to employees permanently engaged in the Special Work Regimes covered by Law 5,811/72 (Swing Shift Work and On-Call), under confinement conditions, stationed in the states of Rio de Janeiro and Espírito Santo and effectively working in the offshore installations, and who are residents outside the state in which they are based.

**Paragraph 2** - The Travel Premium does not apply to employees based in the state of Amazonas, as they are entitled to the Permanence Premium in the State of Amazonas.

**Paragraph 3** - Requests for the granting of Travel Premium can be made from 01/01/2024.

**Paragraph 4** - Requests for granting travel premium do not apply to bases or employees who already receive funds to cover travel expenses on the route corresponding to the home/departure base and vice versa, due to a court decision, and it is not possible for there to be cumulation of benefits of the same nature.

**Paragraph 5** - The values of the Travel Premium, contained in the table (annex VI), will be updated on 09/01/2024, after research carried out by the Company, considering the average prices, in August 2024, of round-trip road tickets between the capitals of the states, plus the Rio-Macaé route, when applicable, on an executive bus, with the employee participating in the amount of six percent (6%) of their Basic Salary.

- I. If the new value determined in the survey is lower, the Company will maintain the current value in the table (annex VI).

## **Clause 27. Disembarkation Day**

The Company will grant a Disembarkation Day in replacement of the Norte Fluminense Regional Agreement, which will cease to be valid as of the signing of ACT 2023-2025.

**Paragraph 1** - Disembarkation Day will be granted to employees permanently engaged in the Special Work Regimes covered by Law 5,811/72 (Uninterrupted Shift of Relay and On Call) and in the Special Field Work Regime, under confinement conditions, stationed in the states of Rio de Janeiro, Espírito Santo and Amazonas and effectively working at offshore installations and/or at C.T. Urucu.

**Paragraph 2** - The Company will, from 12/01/2023, launch half (0.5) days off for each day of disembarkation of employees permanently engaged in Special Work Regimes at offshore installations and/or at C.T. Urucu, limited to ten (10) landing events per year.



**Paragraph 3** - The Company undertakes not to make changes, specifically with regard to Disembarkation Day, without prior consultation and acceptance from trade unions, except in cases of urgency, force majeure, or to comply with the determination of external bodies.

## CHAPTER III – BENEFITS

### **Clause 28. Day Care Allowance**

The Company will grant the educational benefit in the form of Day Care Allowance in accordance with the internal standard and conditions set out below:

- I. Women employees with children and/or minors under custody, in the adoption process;
- II. Single, widowed, legally separated or divorced men employees with custody of a child, as a result of a court sentence and/or a minor under custody, in the adoption process;
- III. Employees with children and/or minors under custody, in the adoption process, from the age of three (3) months.

**Paragraph 1** - Until the child is six (6) months old, the reimbursement of proven expenses in the use of day care center will be integral, for women employees and single, widowed, legally separated or divorced men employees who meet the eligibility criteria defined in the main section.

**Paragraph 2** - From seven (7) months to thirty-six (36) months of age of the child, the reimbursement of proven expenses in the use of day care center will be partial, according to the table of regional average values, prepared by the Company, for women employees and single, widowed, legally separated, or divorced men employees who meet the eligibility criteria defined in the main section.

**Paragraph 3** - From three (3) to thirty-six (36) months of age of the child, Petrobras will also grant partial reimbursement for proven expenses in the use of a day care center, according to the table of regional average values, prepared by the Company, for employees with children and/or minors under custody, in the adoption process.

**Paragraph 4** - The Company will also reimburse tuition for day care assistance.

**Paragraph 5** - The Company will also reimburse every six months for expenses with school supplies and public school uniforms, upon proof of expenses, relating to the first (1st) and second (2nd) half of the year, carried out until June and December, respectively..

**Paragraph 6** - Employees whose children study in a day care center classified as private, but who prove through the school declaration that they are exempt from monthly fees, including the granting of a full scholarship, may opt for treatment as if the beneficiary were attending public education.

**Paragraph 7** - Employees whose children study in a daycare center classified as public, but with monthly fees charged, may opt for treatment as if the beneficiary were attending private education.

#### **Clause 29. Sitter Allowance**

The Company will grant the educational benefit in the form of Sitter Allowance up to thirty-six (36) months of age of the child for all employees, with children and/or minors under custody, in the adoption process, and as per internal standard and condition set out below:

**Sole paragraph** - From three (3) to thirty-six (36) months of age of the child, the Sitter Allowance will be granted by the Company, in the form of a partial reimbursement, in accordance with the Sitter Allowance table prepared by the Company.

#### **Clause 30. Tuition Allowance (Preschool Assistance Program, Elementary School Allowance, High School Allowance)**

The Company will grant Tuition Aid to employees who have:

- I. Single Children and duly registered with the Company;
- II. Minors under custody, in the adoption process, up to eighteen (18) years old, duly registered with the Company, provided they are single;
- III. Stepchildren, as of January 2010, provided they are single and enrolled in the AMS Plan;
- IV. The Company will maintain the reimbursement of the Tuition Allowance for the children of employees already enrolled in one of the benefits, until the completion of the last level of education (High school) provided for in this agreement, in situations where the National Institute of Social Security - INSS grants the employee an accident or social security disability retirement, according to the internal regulations.

**Paragraph 1** - The Preschool Assistance Program will be granted to the public referred to in the main section, from thirty-seven (37) months up to the age limit of five (5) years and eleven (11) months, according to the legislation in force, in the form of reimbursement of ninety percent (90%) of the proven expenses with preschool, limited to the coverage value of the Company's table, according to the Company's regulations, under the following conditions:

I. In Private School:

Monthly tuition and fees reimbursement.

II. In Public School:

Semiannual reimbursement, upon proof of expenditure on school supplies and uniforms, for the first (1st) and second (2nd) half of the year, carried out until June and December, respectively.

**Paragraph 2** - The Elementary School Allowance will be granted to the public referred to in the main section, up to the age limit of fifteen (15) years and eleven (11) months attending elementary school, in the form of reimbursement of seventy-five percent (75%) of school expenses, limited to the coverage value of the Company's table, under the following conditions:

I. In Private School:

Monthly tuition and fees reimbursement.

II. In Public School:

Semiannual reimbursement, upon proof of expenditure on school supplies and uniforms, for the first (1st) and second (2nd) half of the year, carried out until June and December, respectively.

**Paragraph 3** - The High School Aid will be granted to the public referred to in the main section, attending High School, in the form of reimbursement of seventy percent (70%) of school expenses, limited to the coverage value of the Company's table, under the following conditions:

I. In Private School:

Monthly tuition and fees reimbursement.

II. In Public School:

Semiannual reimbursement, upon proof of expenditure on school supplies and uniforms, for the first (1st) and second (2nd) half of the year, carried out until June and December, respectively.

**Paragraph 4** - Employees whose children study in a school center classified as private, but who prove through the school declaration that they are exempt from monthly fees, including the granting of a full scholarship, may opt for treatment as if the beneficiary were attending public education.

**Paragraph 5** - Employees whose children study in a school classified as public, but with monthly fees charged, may opt for treatment as if the beneficiary were attending private education.

**Paragraph 6** - To employees whose children enrolled in Preschool Assistance and Elementary Education Assistance reach the age limit defined in the respective Benefits (five (5) years and eleven (11) months and fifteen (15) years and eleven (11) months respectively) during the school year, the Company guarantees the continuity of reimbursement until the end of the school year.

### **Clause 31. University Youth Program**

The Company will continue to grant the University Youth Program, aimed at encouraging university education, to the children and stepchildren of employees who were enrolled in the program by 09/30/2019, and who meet the criteria established in this clause and in the Company's normative standard.

**Paragraph 1** - The incentive will take the form of reimbursement of sixty percent (60%) of proven university expenses, limited to the coverage value of the Company's existing schedule, under the following conditions.

I. At a private university:

Monthly tuition and fees reimbursement.

II. In Public University:

Biannual reimbursement of material expenses (books and textbooks).

**Paragraph 2** - The following requirements are necessary to maintain the University Youth Program grant:

- I. Single children duly registered in the Program up to twenty-four (24) years old and who do not yet have a college degree;
- II. Single stepchildren who are enrolled in the Multidisciplinary Health Program - AMS, duly registered in the Program up to twenty-four (24) years old and who do not yet have a college degree.

**Paragraph 3** - The benefit payment will be discontinued immediately in the event of a change of higher education course contained in the enrollment immediately prior to the 2019-2020 Collective Bargaining Agreement being in effect or in the event of a school term lock.

**Clause 32. Tuition Allowance and University Youth Program**

The Company will adjust the tables for Day Care/Sitter Allowance, Tuition Allowance (Preschool Assistance, Elementary School Allowance, High School Allowance) and the University Youth Program on 01/01/2024 at eight point thirty-nine percent (8.39%), and which will be in force until 12/31/2024 and, on 01/01/2025, by the accumulated variation in twelve (12) months in the Sub-item "Education" of the Extended National Consumer Price Index - IPCA, referring to the period from 09/01/2023 to 08/31/2024.

**Clause 33. Functional Readaptation**

The Company will maintain its current policy of readaptation for employees who are rehabilitated by the social security institution, in a position compatible with the reduction of their labor capacity, resulting from an accident or illness, according to a medical opinion issued by the official body, observing, as to remuneration, the provisions of the law.

**Clause 34. ACT Retirement Benefit to INSS Retired Employees and on Sick Leave**

The Company will grant the ACT Retirement Benefit to the retired employee (INSS), who has a valid work contract with the Company and who is absent from work for a period of more than fifteen (15) days, as a result of a work accident or professional illness, during the first four (4) years of leave, and during the first three (3) years of leave for the other illnesses or accidents not related to work, as long as the employee is not entitled to sick benefit granted by a pension plan or sick pay granted or sponsored by Petrobras while the Company's health unit maintains the retirement.

**Paragraph 1** - The benefit mentioned in the main section of the clause will be granted to the employee who retired under the extinct Petrobras/INSS Insurance and to the employee who retired after the extinction of this Insurance.

**Paragraph 2** - The employee who during the validity period of the Petrobras/INSS Insurance requested retirement outside this Insurance will not be entitled to the ACT Retirement Benefit.

**Paragraph 3** - Employees hired by the Company who have already retired by the INSS will not be entitled to the ACT Retirement Benefit.

**Paragraph 4** - The ACT Retirement Benefit will be seventy percent (70%) of the retired employee's normal remuneration.

**Paragraph 5** - The payment of the ACT Retirement Benefit is conditioned to the inexistence of permanent incapacity to work, as long as it is certified by the Company's health unit.

**Paragraph 6** - The payment of this Benefit will cease, before the time periods mentioned in the main section are completed, when:

- I. Without justifiable reason, the employee fails to comply with the scheduled treatment;
- II. If, on the part of the employee, there is proven refusal to undergo the
- III. There is proven refusal by the employee to participate in the professional rehabilitation and/or readaptation program;
- IV. The employee exercises any paid activity during the retirement period;
- V. The employee, without justifiable reason, fails to appear at the summons of the Company's health unit.

**Clause 35. Caregiver Allowance - employee with disability**

Petrobras will provide Caregiver Allowance to employees with disabilities registered with the Company, who prove the use of caregiver, personal attendant or companion services at work, to help with activities of daily living (ADL), due to their disability.

**Paragraph 1** - To be entitled to Caregiver Allowance, the employee must undergo a technical assessment, in accordance with normative regulations.

**Paragraph 2** - Cash assistance for paying a caregiver, personal attendant, or companion is worth a maximum of one (1) national minimum wage, reimbursed to the employee monthly.

**Paragraph 3** - The responsibility for selection, hiring, and payment of labor obligations rests exclusively with the employee.

**Paragraph 4** - In situations where an employee with a disability is eligible for the PAE caregiver allowance or the PAD's Caregiver Allowance or the Elderly's Caregiver Allowance, he or she will not be entitled to receive the benefit from Petrobras at the same time as receiving the aid provided for in the coverage of the health plan, having to choose to use one of the benefits.

**Paragraph 5** - Requests will begin on 01/01/2024.

**Clause 36. Beneficiaries of the AMS plan (Multidisciplinary Health Care Program)**

The Company will grant the AMS plan to employees, retirees, pensioners, and their respective family groups, provided they meet the eligibility criteria contained in the AMS plan Regulations.

**Paragraph 1** - The following are dependent beneficiaries:

- I. Spouse or Partner;
- II. Child;
- III. Stepchild;
- IV. Minors under custody, in the adoption process (up to 18 years old);
- V. Temporary (newborn up to thirty (30) days of life from an AMS-covered birth);
- VI. Aggregate (dependent beneficiaries exclusively of employees on a mission abroad, according to criteria established in the internal regulations).

**Paragraph 2** - No beneficiary can be enrolled in AMS Plan as a holder and as a dependent beneficiary, concomitantly. The dependent beneficiaries (such as spouse or partner, child, stepchild) who come to assume an employment relationship with Petrobras, may choose between remaining dependent up to the limit of eligibility established in the regulations or assuming the condition of full beneficiaries.

**Paragraph 3** - The enrollment of the dependent beneficiaries made until 10/31/1997, will be maintained, in accordance with the normative criteria of the AMS plan at the time.

**Paragraph 4** - The Company will continue to assure the possibility of entering Plan 28 to the children and step-children of the beneficiaries (employees and retirees), who do not fit into the condition of university beneficiaries and who are between the ages of twenty-one (21) and twenty-nine (29) years. It will be allowed to remain in the plan until the dependent reaches the age of thirty-four (34).

- I. Until 02/29/2024, the contribution of these beneficiaries to the plan will continue to be made through classification in a specific range in the High Risk table (annex VIII) and co-participation of fifty percent (50%) in procedures classified as Low Risk
- II. As of 03/01/2024, the contribution of these beneficiaries to the plan will be made through inclusion in a specific cost table for the health plan (annex IX) and co-participation of fifty percent (50%) in procedures classified as Low Risk.

**Paragraph 5** - The maintenance of the employee after retirement by the INSS in the AMS plan within the High Risk (Annex VIII and XII) or Without Petros (Annex X) costing tables, set out in paragraph 11 of clause 37, is subject to compliance with the following criteria:

- I. Contribution for at least ten (10) years immediately prior to the date of dismissal from Petrobras, in the case of an employee hired from 01/01/2010. When there is a time lapse in the counting of the employee's contribution related to the loss of the benefit due to unpaid

leave, assignment, or suspension of the employment contract to assume the role of manager in Petrobras' Ownership Interest, this period will be disregarded and, if the other requirements established in this document are met. clause, the employee will be entitled to maintain the plan after dismissal, as long as the total contribution period reaches a minimum of ten (10) years.

- II. Amnesty employees, based on Law 8,878/1994, will be assured the right to AMS provided that they have Seniority-based pay (ATS) equal to or greater than ten (10) years at the time of their effective dismissal from Petrobras and have not been dismissed for just cause.
- III. For employees who have already joined the Company retired, the AMS will be guaranteed, after the effective dismissal from Petrobras, provided they have been linked to AMS for at least ten (10) years.
- IV. Not having been dismissed for just cause by Petrobras.

**Paragraph 6** - The minimum contribution period (10 years) referred to in section I will not be applied in cases where the National Institute of Social Security – INSS grants the employee retirement due to permanent incapacity. There will be no requirement for a minimum period of contribution to the AMS plan to maintain pensioners after the death of the holder.

**Paragraph 7** - For retirees who do not meet the criteria mentioned in items I, II and III of paragraph 5, the option of remaining in the AMS plan will be offered for a period proportional to the time of contribution to the benefit in accordance with current legislation (RN 488 of the ANS or whichever replaces -la), through a High Risk contribution defined in the table in annex IX and a fifty percent (50%) co-participation in Low Risk procedures.

**Paragraph 8** - The rule contained in item II applies to employees amnestied by Law 8,878/1994, who joined the Company retired by the Official Social Security.

**Paragraph 9** - The Company will maintain the AMS plan for employees already retired by the INSS, who have a current labor contract with the Company, when they are unable to work due to illness or accident, for more than fifteen (15) consecutive days.

**Paragraph 10** - The retiree is guaranteed the enrollment of new beneficiaries, even after the date he or she leaves the company.

**Paragraph 11** - Pensioners are considered to be those recognized and maintained by the INSS, provided that they have been enrolled as dependents in AMS plan by the employee or retiree while alive and are enrolled and valid on the date of the death of the pensioner.

**Paragraph 12** - If there is no spouse or partner pensioner, leaving only minors as pensioners in the enrollment (of the deceased AMS holder), their maintenance at the AMS will be



confirmed upon presentation of a legally recognized guardian for this minor, lasting as long as the "Pension for Death Benefit" of Social Security is maintained, and after completing and signing the "Term of Responsibility for ensuring continuity of Tutored Pensioner in the AMS."

**Paragraph 13** - The enrollment of a beneficiary by pensioner is not allowed, with the exception of the inclusion of posthumous children of the deceased beneficiary.

**Paragraph 14** - AMS Plan holders and, consequently, their group of dependents will lose their AMS status when:

- I. Someone requests their exclusion;
- II. They incur in fraud practiced by the AMS holders;
- III. They are retired and have caused financial loss to the Company, resulting from proven fraud or corruption, while they were active;
- IV. They passed away. In this case, if the AMS holder is an employee or retiree, the company fully absorbs the pending expenses related to services provided exclusively to the AMS holder by Directed Choice, reimbursing the person, according to the price referential in effect, any expenses related to procedures performed by Free Choice;
- V. They have their employment contract terminated due to dismissal for just cause
- VI. They have their employment contract suspended due to leave without pay;
- VII. In the situation of "Assignment of Employees" in which they are not receiving remuneration from Petrobras;
- VIII. In the specific cases of collection via bank payment slip, there is a default in payment to AMS for sixty (60) days in a one-year period, consecutive or not; Once the benefit is suspended, no coverage will be available, even for urgent and emergency procedures. Defaulting beneficiaries may return to the AMS Plan within ninety (90) days of the date of suspension, as long as the debt is paid in full. Returns will not be permitted after this period.
- IX. They have had the receipt of their retirement income suspended or cancelled by the Federal Government, exclusively for the amnestied AMS holders.

### **Clause 37. AMS Plan Costing**

The costing of all expenses with the AMS Plan will be made through the financial participation of the Company and the beneficiaries or financial parties, in the proportions set out in the items below and in the manner provided for in this Collective Bargaining Agreement: in the proportion of sixty percent (60%) of the expenses covered by the Company and the remaining forty percent (40%) by the Beneficiaries or financial parties.

**Paragraph 1** - The Company, Federations (FUP and FNP), and SEST will establish a Tripartite Committee, with the purpose of discussing the costing ratio determined by CGPAR

Resolution 42/2022 (art. 6th), amended by CGPAR Resolution 49/2023, to develop solutions to guarantee the sustainability of Petrobras' health benefit (AMS).

**Paragraph 2** - The Committee will be established immediately after the signing of ACT 2023-2025 and will be in force for a period of three (03) months, with the possibility of being extended for a maximum period of forty-five (45) days and will have up to four (04) representatives from each of the parties. If CGPAR Resolutions No. 42/2022 and No. 49/2023 are revoked or amended, enabling adjustments to the health plan funding relationship, the Company and the Trade Unions, aiming to make the benefit more attractive and accessible to beneficiaries, will meet to implement a new costing ratio, in order to have less impact on the remuneration/earnings of their beneficiaries (financial parties), in accordance with the costing ratio historically adopted by Petrobras.

**Paragraph 3** - Due to the modification of the costs of the AMS Program, resulting from the new coverage and new programs implemented, meeting the suggestions of the AMS Committee and, also, due to other factors (such as variation in medical and hospital costs), the Company will determine annually, after the closing of the fiscal year, if the cost ratio set forth in this clause was complied with, presenting and proposing adjustments through understandings with the AMS Committee provided for in this agreement.

**Paragraph 4** - As provided in the paragraph above, when there is an imbalance in the costing ratio, the deficit will be charged in up to six (06) monthly installments, from July to December, of the year of calculation. In case of surplus, the refund will be made in one (01) installment. To define the amounts to be paid or returned, the percentage of the deficit/surplus in relation to the total amounts collected by the Company will be considered and the distribution will respect the cost table in which the beneficiary is included.

- I. The calculation to comply with the costing ratio per beneficiary will be carried out as follows:  
Compliance with the Costing Ratio per beneficiary = percentage of deficit or surplus \* annual contribution value. Where:
  - a) percentage of deficit or surplus = value of deficit or surplus ÷ total portfolio collection
  - b) annual contribution amount = monthly GR contribution amount x thirteen (13) installments
- II. In the event of a deficit in the costing ratio, the amounts relating to compliance with the costing ratio per beneficiary will be deducted from the salary or earnings sheet, respecting the monthly limit established in clause 40.

**Paragraph 5** - The financial co-participation of beneficiaries or financial parties in the costing of orthodontic services will be fifty percent (50%), regardless of the holder's income class.

**Paragraph 6** - The financial co-participation of the employees, retirees, and pensioners in the costing of dental and psychotherapy services will be calculated according to the Low-Risk table.

**Paragraph 7** - All beneficiaries and financial parties have financial co-participation in the Low Risk, PAE, and Pharmacy Benefit procedures and are responsible for the monthly contribution to cover the High Risk, as well as the charges to comply with the costing list and the outstanding balance. Collections will be made through:

- a) deduction from employees' payrolls;
- b) payroll deduction of retirement or pension benefits for those who receive the benefit through Petros;
- c) collection via bank slip in the cases of the following beneficiaries (i) Without Petros, (ii) Petros' participants who had their income reduced due to portability or partial redemption of their reserves and (iii) maintained by RN 488 who do not receive benefits by Petros. For beneficiaries maintained by RN 488 who receive benefits from Petros, the charge will be made by bank slip until the technological adjustment is implemented that prioritizes payroll collection.
- d) In the case of beneficiaries who do not meet the eligibility criteria of the AMS plan, the collection will be made preferably through payroll or retirement and pension benefits. The amounts due and not collected will be charged by bank slip.

**Paragraph 8** - The co-participation of employees, retirees, and pensioners in the costing of procedures classified as Low Risk in the AMS plan will be made according to the table (annex XI). In the case of retirees and pensioners participating in the Petrobras Social Security Foundation - Petros, the calculation basis will be the earnings arising from social security added to the earnings arising from Petros.

**Paragraph 9** - The amounts relating to participation in Low Risk will be deducted from the payroll or retirement and pension earnings sheet, respecting the monthly limit established in clause 40. In the case of retirees and pensioners participating in the Petrobras Social Security Foundation - Petros, the calculation basis will consider the earnings arising from social security added to the earnings arising from Petros.

- I. For the beneficiaries not participating in Petros who left the Company as of May 24th 2006, the percentage of co-participation in the Low Risk will be according to the specific range "Without Petros" of the table (annex XI).
- II. Beneficiaries participating in Petros who have their income reduced due to portability or partial redemption of their reserves will be placed in the salary range (MSB range) in which they were at the time of the movement of values.
- III. From 03/01/2024, in the case of beneficiaries who contribute to the High Risk by falling within the specific table (annex IX), the charge for the Low Risk co-participation will be according to the specific range "Beneficiaries included in the specific GR table" of the table (annex XI), provided for in this clause.

**Paragraph 10** - The participation of beneficiaries or financial parties in the costing of procedures classified as High Risk in the AMS plan will be made with a fixed monthly contribution and an additional contribution, in the same amount as the regular contribution, which will always be charged in the month of November.

**Paragraph 11** - For the High Risk contribution, the values set out in attached tables VIII and X whose values are calculated according to the assistance disbursement will be practiced, respecting the provisions of the main section of this clause. Contributions related to Grande Risco will be deducted from the salary or earnings sheet, respecting the monthly limit established in clause 40.

- I. For Beneficiaries without Petros who left the Company as of May 24, 2006, the value of the High Risk contribution will be in accordance with the specific table (annex X), which will be adjusted on 03/01/2024 by the accumulated variation in twelve (12) months of the Broad National Consumer Price Index, Health and Personal Care group – IPCA Health and Personal Care. The adjustment using the same index will also be applied on 03/01/2025.
- II. Beneficiaries participating in Petros who have their income reduced due to portability or partial redemption of their reserves will be placed in the salary range (MSB range) of the same costing table in which they were at the time of the movement of values.
- III. The values related to the High Risk contained in the tables (IX and XII) will come into force from 03/01/2024, when they will be readjusted by the accumulated variation by the accumulated variation in twelve (12) months of the Broad National Consumer Price Index, Health and Personal Care group – IPCA Health and Personal Care. The adjustment using the same index will also be applied on 03/01/2025 in the High Risk IX and XII tables.
- IV. Expenses related to the High Risk will be deducted from the salary or earnings sheet.

**Paragraph 12** - It is classified as High Risk all and any assistance provided in a hospital or home care regime, as well as emergency and urgent care for the beneficiaries, carried out in hospitals/health care centers that work with hospitalization, in addition to certain medications and procedures of high complexity and/or high cost, whose insurance risk is high. Outpatient care provided in a hospital environment will be classified as Low Risk (a type of costing that consists of a percentage of financial co-participation by the beneficiary on the costs of care procedures provided outside the hospital and home hospitalization regime, such as exams, consultations, and procedures performed on an outpatient basis).

**Paragraph 13** - Beneficiaries or financial parties will be distributed by age group and income class for the purpose of calculating participation in the AMS plan High Risk coverage. Dependents will be classified according to their age group and the income class of the beneficiary or financial party. In calculating the participation of Onshore Staff employees, all income portions should be considered, with the exception of:

- I. Thirteenth (13th) Salary;
- II. Vacation pay;

- III. Travel per diems (except complementary allowance);
- IV. Additional for interim employee roles, when replacing the absent employee up to the limit of sixty (60) days;
- V. Advantages due to transfer;
- VI. Overtime pay;
- VII. Benefits;
- VIII. Profit-Sharing Program - PLR
- IX. Allowance or Contingent Pay.
- X. Variable Remuneration Payment

**Paragraph 14** - In calculating the participation of retirees or pensioners in the High Risk, all the installments, except for the thirteenth (13th) salary, must be considered. Dependents will fall into the same income range as the Beneficiaries, except dependents enrolled in Plan 28 and beneficiaries who do not meet the eligibility criteria for the AMS plan, which will fall into a specific table (Annex IX). In the case of retirees and pensioners participating in the Petrobras Social Security Foundation - Petros, the inclusion in the contribution range will consider in the calculation basis the earnings arising from social security added to the earnings arising from Petros.

- I. The provisions of the paragraph above do not apply in the case of beneficiaries participating in Petros who have their income reduced due to portability or partial redemption of their reserves, which will be charged according to the salary range (MSB range) in which they were at the time of movement of values and last participation recorded in the system.

**Paragraph 15** - During the term of ACT 2023-2025, the Company and the Trade Unions, aiming to improve the collection of the Health Plan, agree to the establishment of an extraordinary contribution of 2% (two percent) that will be applied to payments of the ACT Allowance, PLR and/or Variable Remuneration Programs.

- I. If CGPAR Resolutions 42/2022 and 49/2023 are revoked or amended to allow the redefinition of the participation of state-owned companies in costing of the health plan, the costing ratio historically adopted by Petrobras will be reestablished. As a consequence, the Company and the Trade Unions will meet to reevaluate the extraordinary charge described above and the installment of the thirteenth (13th) contribution of the High Risk, instead of a single collection ("duodecimal").

**Paragraph 16** - The outstanding balance is formed when the value of expenses with the AMS Plan exceeds the discount limit of the beneficiary (active or retired) or financial party (pensioner) or when the amounts charged are not paid.

**Paragraph 17** - The debt balance amounts are charged automatically, monthly and cumulatively, respecting the rules of the monthly discount limit established in clause 40.

**Paragraph 18** - Given the difficult scenario that has hit the country since the COVID-19 pandemic, as well as considering its commitment to practices that focus entirely on people and socially responsible people, Petrobras will no longer collect the “AMS Debt Balance” accumulated until 08/31/2018 of beneficiaries of the health plan offered by the company. It should be noted that this decision does not mean the recognition of the prescription of the debt formed, as it will take place exclusively in the aforementioned period (accumulated until 08/31/2018).

**Paragraph 19** - From 03/01/2024, full costing (clause 40, paragraph 2, item III) for registered beneficiaries who do not meet the eligibility criteria defined in this agreement - including those registered by court order - will be carried out as follows:

- I. Calculated considering the mass of beneficiaries, administrative expenses and assistance expenses, without subsidies from Petrobras and other sponsors, according to the accident rate and expenses calculated, since the AMS plan is a post-payment modality.
- II. The calculation of High Risk values will observe the variation by age group, according to the specific table, annex IX.
- III. The co-participation will be 50% for low-risk procedures.
- IV. The co-participation for Pharmacy Benefit medicines will be as per annex XIV.
- V. High Risk contributions, co-participation, outstanding debt balance, and deficit related to compliance with the costing ratio will be deducted preferably from the salary or earnings sheet, and outside the margin provided for in clause 40 of this agreement. Amounts not recorded in the salary or earnings sheet may be sent for collection via bank slip.
- VI. Until 02/29/2024, the costing of all expenses related to beneficiaries registered by court order or who do not meet the eligibility criteria defined in this agreement will remain in the manner previously provided.
- VII. The additional contribution provided for in paragraph 8 remains due, to be paid in November.

### **Clause 38. AMS Plan Coverage**

Services covered by the AMS Plan are exempt from waiting periods when enrolling beneficiaries and dependents in the Plan.

**Paragraph 1** - In situations of reinclusion of employed beneficiaries or reinclusion of dependents, the AMS plan will apply waiting periods within the limits permitted in art. 12 of Law 9656.

- I. This rule does not apply when the employed beneficiary and his or her dependents are reincluded to the benefit due to the end of unpaid leave, assignment or suspension of the employment contract due to the exercise of a role as a manager in Petrobras' Corporate Interests.

**Paragraph 2** - The Company guarantees the maintenance of dental implant coverage to all AMS plan beneficiaries as long as they are eighteen (18) years old or older, subject to the technical criteria for its use according to plan norms.

**Paragraph 3** - The Company guarantees coverage under the AMS plan for food and overnight stays in the hospital network for companions of:

- I. Inpatient beneficiaries over the age of fifty-five (55);
- II. Beneficiaries up to eighteen (18) years old, including;
- III. Terminally ill patients;
- IV. Disabled beneficiary;
- V. Parturient during labor, delivery, and immediate postpartum – as determined by ANS No. 428, dated 11/07/2017.

**Paragraph 4** - The Company guarantees the offer of the Special Assistance Program (PAE) through the AMS Plan to the following beneficiaries:

- I. Petrobras employee with a disability (beneficiary of AMS plan);
- II. AMS Plan dependent beneficiary, with the following links to the Health plan holder, as long as they meet the PAE eligibility criteria in effect at the time of their inclusion:
- III. Child;
- IV. Stepchild;
- V. Minors under custody in the adoption process; and
- VI. Dependent under guardianship registered before 10/31/1997.

**Paragraph 5** - The participation of the beneficiaries in the costing of the Special Assistance Program - PAE will be made according to the table (annex XIII).

**Paragraph 6** - The Company will ensure Caregiver Assistance coverage under the AMS plan in the following modalities:

- I. I.[1]PAE Caregiver Allowance: for beneficiaries enrolled in the PAE, with reimbursement in the maximum amount of one (1) national minimum wage, requiring technical analysis and previous authorization, according to the normative provision.

- II. Caregiver Allowance for the Elderly: for AMS plan beneficiaries over sixty (60) years old and with compromised functional capacity, with reimbursement in the maximum amount of one (1) national minimum wage, requiring technical analysis and prior authorization, according to the normative provision.

**Paragraph 7** - The Company guarantees the offering of the Pharmacy Benefit Program through the AMS plan, in accordance with the rules defined in the AMS Regulation. The Pharmacy Benefit will include two types of Coverage/Costing:

- I. Full subsidy, at no cost to beneficiaries: medicines for the beneficiary in the MSB ranges up to four point eight (4.8); medicines with mandatory minimum coverage according to the ANS list; and any other medicines with a unit price starting at five thousand reais and one cent (R\$5,000.01).
- II. Co-participation where part of the cost is borne by the beneficiary: applicable for medicines for beneficiaries in MSB ranges above four point eight (4.8); medicines with a unit cost above one hundred and fifty reais (R\$ 150.00) and medicines of any value used exclusively for the treatment of chronic non-communicable or psychiatric diseases listed in the AMS plan regulations.

**Paragraph 8** - For Beneficiaries not participating in Petros who left the Company as of May 24, 2006, or had their income reduced due to portability or redemption, total or partial, and for beneficiaries enrolled in the plan who do not meet the defined eligibility criteria In this agreement, the percentage of co-participation in the Pharmacy Benefit will be in the highest range of Annex XIV.

**Paragraph 9** - The Pharmacy Benefit will be offered through three Acquisition Methods:

- I. Delivery: when the medicine is purchased by the AMS Plan and delivered to the beneficiary's home or another location indicated by him/her;
- II. Direct Purchase from the Accredited Network: when the medicine is purchased directly from accredited pharmacies and drugstores and the beneficiary only pays his/her co-participation at the time of purchase;
- III. Reimbursement: when the medication is purchased by the beneficiary for subsequent reimbursement by the AMS Plan.

**Paragraph 10** - The Company will grant the coverage of the AMS plan up to one hundred (100) glucose ribbons per month for insulin-dependent diabetic patients, through reimbursement costed by Low Risk.

- I. The refund amount is limited to the prevailing Maximum Consumer Price (PMC).

**Paragraph 11** - The reimbursement for Free Choice will be made as follows:



- I. The reimbursement process will take place within thirty (30) days from the receipt of the complete documentation at AMS Plan;
- II. Reimbursement denials and their respective reasons will be communicated to the beneficiary and/or responsible family member;
- III. The table with reference values for reimbursement purposes in the Free Choice service modality will be made available on the AMS Plan Portal.

**Paragraph 12** - Petrobras is committed to creating and making available a new model for the Retiree Health Assessment Program (PASA) seeking a-format that provides for exams to be carried out without co-participation for all regions, with the expectation of implementing the first pilot project by April 2024.

### **Clause 39. Operation and management of the health plan**

Petrobras, as Sponsor, will monitor the performance, governance, management, and operation of the AMS Plan, as well as overseeing Petrobras' supplementary health strategy and adapting the benefit to the Company's HR policy, in order to guarantee the quality of services provided and adequacy to the costing parameters that allow preserving the AMS plan, by monitoring the following items:

- I. Availability of AMS Eligibility and Coverage criteria, as well as current Regulations on the AMS Plan Portal;
- II. Training operational teams to ensure quality service to beneficiaries;
- III. Carrying out a program aimed at guiding beneficiaries regarding the PAE;
- IV. Adequacy/Sufficiency of the current Accredited Network, considering, whenever possible, indications received from beneficiaries, regional particularities, in accordance with ANS legislation;
- V. Seeking alternative accreditation solutions for regions with low beneficiary density, with the objective of providing a solution that provides broad coverage through an health care providers network, in addition to that provided for in the Free Choice, with priority in the areas where the Company's new enterprises are being developed;
- VI. Maintenance of an accredited network of excellence. Accreditation must consider the qualifications, competences, and experience of professionals. The qualification and experience requirements will contemplate the reality of each region (especially the number of accredited people and the number of beneficiaries);
- VII. Implementation of a Referral Network model, composed of specialized centers and reference professionals, activated from an appointment scheduling center, which will be added to the healthcare providers network available to beneficiaries;
- VIII. Following of the determinations of the National Supplementary Health Agency (ANS) and recommendations from medical and dental societies, except for those with commercial or aesthetic purposes, in order to update the composition of the procedure tables;

- IX. Exemption from the requirement for prior authorization to carry out urgent and emergency procedures;
- X. Release of procedures covered by the AMS plan necessary for the diagnosis and monitoring of hospitalized patients within twenty-four (24) hours, either through the Plan's relationship channels or based on an auditor's on-site assessment of the AMS Plan's operation.
- XI. Estimated average duration between five (5) and fifteen (15) working days for prior authorization, respecting the maximum deadlines established by ANS;
- XII. Authorization for elective procedures that require a medical examination only after it has been performed;
- XIII. Communication of the result of the authorization request through the relationship channels, whenever activated.
- XIV. Communication of denials of authorization to the beneficiary and/or family member by a qualified professional, preferably from the health area (doctors, nurses, social workers, among others).

**Paragraph 1** - The Company will keep the Trade Union informed about the update of the improvements of the technical and administrative procedures of the AMS Plan.

- I. The improvements referred to in this Paragraph, which increase the current costs, will only be implemented if the relationship foreseen in the main section of clause 37 is maintained.

#### **Clause 40. Payroll Lending Limit**

The amounts referring to the participation in the cost of care for employees, retirees, and pensioners will be discounted from the payroll/retirement and pension payments and limited by the discount margin of thirty percent (30%), as long as there is no provision for a full discount for the beneficiary to use the coverage, observing AMS' normative criteria.

**Paragraph 1** - For retirees and pensioners, the change in the payroll lending limit value from thirteen percent (13%) to thirty percent (30%) is conditioned to the establishment of the prioritization of AMS deductions by Petros in its payroll.

- I. If the condition in the above Paragraph is not implemented, the payroll lending limit will remain at thirteen percent (13%).

**Paragraph 2** - Situations in which the AMS payroll lending limit will not be respected:

- I. Collection of expenses related to procedures classified as Low Risk performed by dependent beneficiaries (child or stepchild) in the Plan 28 situation;
- II. Collection of the amount referring to the financial co-participation from beneficiaries who use the Pharmacy Benefit (partially subsidized drugs and/or non-subsidized drugs);

- III. Collection of all expenses from beneficiaries included by court order;
- IV. Unwarranted removal by ambulance;
- V. Others to be negotiated in the AMS Committee, which will be included in the Company's AMS regulatory standard;
- VI. Refund of expenses for misuse.

**Paragraph 3** - The Company and the Trade Unions recognize the mandatory and compulsory nature of the deductions of expenses resulting from the AMS Program and, in the case of retirees and pensioners, the trade union and its representatives: retirees and pensioners reaffirm the authorization for the respective deductions to be made with the Complementary Private Welfare entity, either by the Petrobras Social Security Foundation - PETROS, or by any other that the participant becomes part of, considering in the calculation base, also, the earnings resulting from social security.

## CHAPTER IV - EMPLOYMENT SECURITY

### **Clause 41. Dismissal without Cause**

In the event of a proposal of dismissal without cause, the following procedure must be observed within the unit:

- I. Forwarding to the immediate management the employee's dismissal proposal;
- II. The Unit Holder will appoint a Committee to analyze the proposal, which must report back in at least forty-eight (48) hours. This Committee will be composed of three (3) employees, including one (1) representative from the Human Resources area and one (1) non-management employee;
- III. The employee will be informed of the initiation of the procedure, and will have the opportunity to make his or her opinion known to the Committee;
- IV. The Committee, deciding by majority vote, must submit its opinion, formally recommending:
  - a)** Dismissal implementation; or
  - b)** Reconsideration of the resignation proposal

### **Clause 42. Overstaff**

The Company ensures, in cases where there is a overstaff due to restructuring and/or reduction of activities, to seek to reallocate staff to other units of the Company, promoting training and requalification when necessary.

**Paragraph 1** - The Company will communicate to the Trade Unions, in advance, the actions of mobilization of employees from its base to other regions.

- I. The Company undertakes to analyze the demands that may be presented by the Trade Unions as a result of the above communication.

**Paragraph 2** - The Company will make available a specific incentive policy when mobilizing employees from one region to another, in cases arising from restructuring and/or reduction of activities.

**Paragraph 3** - The Company will not promote collective or multiple dismissals, motivated or unmotivated, nor personnel turnover, without prior discussion with the Trade Unions.

- I. Excluded from the provisions of the Paragraph above are the voluntary or incentivized resignation plans, as well as the internal employee movement processes.

**Paragraph 4** - The Company will not promote collective transfer of employees due to divestment projects, hibernations, building demobilization, decommissioning, or activities reduction processes without prior presentation to the trade unions of the mobility plan, containing the survey of vacancies and jobs and the transfer conditions.

**Paragraph 5** - All employees who wish to remain with the Company will be guaranteed, working in management and properties covered by the Company's Active Portfolio Management Project (divestments, hibernations, building demobilization, decommissioning, or activity reduction processes).

- I. The provisions above do not apply to cases of dismissal with just cause.

#### **Clause 43. Job Guarantees**

The Company guarantees employment and salary to employees under the following conditions:

- I. Pregnant: to the pregnant employee, up to seven (7) months after delivery, in the terms established in item b, clause II, of article 10 of the Transitory Provisions of the Federal Constitution.

- II. Accident at work: to the employee who suffered an accident at work, for one (1) year, as of the cessation of the accident-related sick pay. This guarantee will not be in effect in cases of contract termination for just cause.
- III. Carrier of occupational disease: the employee who suffers from an occupational disease contracted during the course of his current employment will be subject to the same conditions and guarantees related to employees who suffer on-site accidents.

#### **Clause 44. Implementation of New Technologies**

The implementation of new work technologies will aim to increase productivity, work quality, competitiveness, and employee safety and health.

**Paragraph 1** - The Company assures all employees that in the implementation of new technologies, when necessary, training programs will be held for the new methods and for the exercise of the new functions.

**Paragraph 2** - The implementation of new technologies that bring substantial changes will be preceded by a presentation to the Trade Unions and CIPAs, whose bases are covered, of the objectives, advances, and social gains that such improvements will bring.

#### **Clause 45. Staff Relocation**

The Company ensures that, in its effort to modernize and within its policy of technological innovations, it will promote, when necessary, the reallocation of the employees involved, also providing training in the new functions, respecting the specific conditions, salary tables and work regimes of these new functions.

### CHAPTER V - STAFF PLANNING, RECRUITMENT, SELECTION, AND MOVEMENT

#### **Clause 46. Filling Director Positions**

The contracts for filling Director, Management, and Advisory positions, functions not included in the Position Plans, and Foreign Technicians will not be linked to the Company's permanent staff, and the contract will be extinguished at the end of the term of office, of the mission, of the stipulated period, or of the term of office of the Manager to whom it is linked.

**Clause 47. Homologation of Contractual Termination**

The Company and the Trade Unions agree that the homologation of terminations of employees' employment contracts must be carried out according to the procedures of the trade unions representing the professional category, provided that there is representation of the class entity at the site and there is no refusal by the entity for any reason.

**Clause 48. Family Preservation**

The Company, in transfer situations, will try to make the needs of the company and those of the employees compatible, whenever it is in the interest of the parties, seeking to prioritize the mobility of workers with families, with the objective of preserving the family unit.

**CHAPTER VI - WORKING CONDITIONS****Clause 49. Agreed Absences**

The Company, the Trade Unions agree that absences of up to five (5) times a year will be allowed, and these absences will be deducted from the salaries of the employees who use them.

**Sole paragraph** - The employee's prior understanding with the immediate management will be indispensable, except in exceptional situations that must be submitted to the manager on the day following the absence. In this case, the respective absence will have no effect other than a deduction from his/her salary.

**Clause 50. Employee victim of domestic and family violence**

Petrobras will grant a leave of ten (10) calendar days to female employees who are victims of domestic and family violence. To obtain this authorization, the female employee must present a copy of the police report that proves the expected cause, in accordance with internal regulations.

**Clause 51. Work Period**

The Company will continue to practice the working hours specific to each work regime, as described in tables (annexes XV and XVI).

**Paragraph 1** - The Company will maintain at two hundred (200), one hundred and eighty (180), one hundred and sixty-eight (168), one hundred and sixty (160), one hundred and fifty (150) and one hundred and twenty (120) the Monthly Total Hours (THM) for payment and deduction of frequency occurrences, respectively, forty (40) hours, thirty-six (36) hours, thirty-three (33) hours and thirty-six (36) minutes, thirty-two (32) hours, thirty-three (30) hours, and twenty-four (24) hours, all on average.

**Paragraph 2** - The Company will maintain the criteria and procedures regarding deductions for unjustified absences and the number of hours discounted according to each type of work regime and workday adopted, as well as the respective concomitant discounts of the proportional number of hours referring to paid weekly rest.

**Paragraph 3** - The parties agree that, for the period from 11/11/2017 to 08/31/2019, the Special Air traffic support and twelve hours (12h) Swing Shift Work schedules were governed by the provisions set forth in the specific regional collective agreements signed for each subject.

**Clause 52. Workday - Swing Shift Work**

In compliance with item XIV of article 7 of the Federal Constitution, the weekly workload of the personnel engaged in the swing shift work system is five groups of shifts, with a daily workday of eight (8) hours, totaling thirty-three (33) hours and an average of thirty-six (36) minutes, without, as a consequence, paying any overtime, guaranteed, however, the payment of night work, rest and feeding and hazard pay, when applicable.

**Sole paragraph** - The eight (8) hour shift table that will be implemented in the management/Unit must be chosen from among the tables already validated by the Company (annex XVII) and defined in votes carried out by employees, whose choice was supported by the Trade Union, therefore translating the category's desires, in addition to being in accordance with applicable legislation, especially with regard to working hours compensation, resulting from shift schedules, in accordance with the work x day off ratio provided for in the relevant legislation and by collective agreement. The table approved by employees must be implemented by the Company within thirty (30) days, after communication by the union via official letter.

**Clause 53. Workday - Rotating Shifts - 12-hour onshore units**

The Company, where it deems necessary and upon prior consultation with the trade union representing the respective territorial base, may implement a swing shift work with a workday of twelve (12) hours for employees assigned to land units, in accordance with pre-established criteria, maintaining the work x day off ratio of 1 x 1.5 (one by one and a half), with a composition of 5 (five) groups, without, consequently, paying any overtime, guaranteed, however, the payment of night work, rest and food hours and hazard pay, when applicable.

**Paragraph 1** - The twelve (12) hour shift table that will be implemented in the management/Unit must be chosen from among the tables already validated by the Company (annex XVIII) and defined in votes carried out by employees, whose choice was supported by the Trade Union, therefore translating the category's desires, in addition to being in accordance with applicable legislation, especially with regard to working hours compensation, resulting from shift schedules, in accordance with the work x day off ratio provided for in the relevant legislation and by collective agreement. The table approved by employees must be implemented by the Company within thirty (30) days, after communication by the union via official letter.

- I. The granting of the days off that are provided for in the shift table, which contains the work schedule for the swing shift work, discharges the obligation relating to paid weekly rest referred to in Law No. 605, of January 5, 1949 and the rest periods provided for in article 67 of the Consolidation of Labor Laws (CLT) and in the relevant legislation
- II. Days off and regular working hours will be distributed according to the shift scales referred to in paragraph 1 so that the number of working days and days off respect the ratio of one by one and a half (1x1.5), without the days off having to be granted immediately after one (1) working day
- III. The tables with the occurrence of six (06) consecutive regular working days, respect the rule relating to paid weekly rest referred to in Law No. 605, of January 5, 1949, and the rest provided for in article 67 of the Consolidation of Labor Laws (CLT) and the relevant legislation, as well as the days off provided for in the ACT, and will not generate the payment of overtime or the enjoyment of days off not provided for in the aforementioned work schedules, even if the sixth working day ends on the seventh day consecutive period of work, due to the arrangement of working hours and days off established between the parties, taking into account the interests of employees.
- IV. The occurrence of more than one (1) consecutive regular working day resulting from the agreed work schedule arrangements will not generate the payment of overtime or the enjoyment of days off not provided for in the aforementioned work schedules.
- V. As provided for in the collective bargaining agreements for a Swing Shift Work of twelve (12) hours (TIR 12h), Petrobras must provide one main meal and two snacks per work shift, considering the Company's nutritional standards, except where the Meal/Food Voucher.



- a) The Company undertakes to evaluate fresh food supply contracts, aiming to implement two main meals and one snack per work shift, considering the Company's nutritional standards.
- VI. The monthly workload will be one hundred and forty-four (144) hours and Total Monthly Hours (THM) of one hundred and sixty-eight (168) hours, including paid weekly rest, both calculated on an average.
- VII. The weekly workload is thirty-three point six (33.6) hours, on average, without, as a result of the distribution of working hours and the respective days off agreed in this instrument, any overtime being paid.
- VIII. The relevant legislation and this collective instrument, when stipulating the number of working hours and days off one by one and a half (1x1.5), only establish the ratio between working hours and days off. The aforementioned legal and regulatory documents do not impose an obligation for days off to be immediately consecutive to each working day. The distribution of working hours and days off provided for in the attached tables meets, for all purposes, the terms of the relevant legislation, this Collective Agreement, and the interests of employees.

**Paragraph 2** - If there is a decision, in a judicial process or administrative proceeding by inspection and supervision bodies of labor relations, deeming this clause invalid or illegal, or preventing, even indirectly, the adoption of the special working regime in swing shift work of twelve (12) hours, the Company will be released from observing the Shift Table and the work regime agreed here, and may adopt the necessary measures to comply with the content of the decisions.

**Paragraph 3** - The regional Collective Bargaining Agreements referring to the TIR of twelve (12) hours will come to an end as of the signing of ACT 2023-2025, and the Units that adopt the TIR of twelve (12) hours will be governed by this instrument collective work, validating the tables already agreed in the regional agreements that will expire. If there is interest in changing the table currently in practice, the union must inform the Company by letter together with the minutes of the meeting.

#### **Clause 54. Workday - Special Air Traffic Work Regime**

The Company may implement, where considered necessary, for employees working at onshore units, the Special Traffic Air Support Work Regime, with a twelve (12) hour shift, without, as a consequence, any overtime payment, but guaranteeing the payment of the hazard pay, when applicable.

#### **Clause 55. Workday - Special Field Work Regime**

The Company will grant the employees engaged in the Special Field Work Regime - REC, the ratio of working periods to days off of one by one and a half (1x1.5), a daily workday of twelve (12) hours, with a break for rest and meals and a weekly workload of thirty-three (33) hours and thirty-six (36) minutes on average.

**Paragraph 1** - The work regime mentioned in the main section will be applied to employees engaged in operational or administrative activities, not included in the Swing Shift Work or on call, exercised in confined locations onshore and/or in seismic team activities.

**Paragraph 2** - The daily work period will be ten (10) hours, with the two (2) hours that complement the workday being considered pre-paid.

**Paragraph 3** - Monthly, the hours exceeding the workday will be calculated, compensated with the two (2) pre-paid hours, and the balance, if positive, paid as overtime.

**Paragraph 4** - The Company and the Trade Unions agree that the change in the daily workday to twelve (12) hours, including the pre-paid hours mentioned in the previous Paragraph, will be compensated by increasing the work-shift ratio from one-to-one (1x1) to one-and-a-half (1x1.5) times.

#### **Clause 56. Eventual Work in Special Work Regimes**

The Company guarantees that occasional work performed under the Swing Shift Work, On Call or Field Special work regimes will be paid considering the specific advantages and their reflexes and granted the inherent leaves, proportional to the number of days in these work regimes.

**Sole paragraph** - The work performed in the work regimes mentioned in the main section, whose annual average is less than ten (10) days/month, is considered occasional.

#### **Clause 57. Flexible Schedule**

The company will continue to practice the flexible working periods system, in accordance with internal normative instructions, for employees in the administrative work regime, in accordance with the local operational characteristics of each unit, allowing for the extension and compensation of hours.

**Sole paragraph** - For employees covered by the flexible work hours system, the following treatment will be given:

- I. The total limit of hours for compensation will be up to one hundred and twelve (112) hours;
- II. At the closing of the monthly attendance, positive hours that exceed the limit of one hundred and twelve (112) hours will be paid as overtime;
- III. The negative surplus of thirty-two (32) hours of Balance Margin, up to the maximum limit of one hundred and twelve (112) hours defined in item I of this clause, will be subject to compensation within ninety (90) days, counted from the occurrence of each negative surplus hour between thirty- two (32) hours and one hundred and twelve (112) hours. At the end of this period, the uncompensated hours will be deducted;
- IV. At the closing of the monthly attendance, the negative hours that may exceed the limit of one hundred and twelve (112) hours for compensation will be deducted.

**Clause 58. Workday - Administrative**

The Company guarantees a 40-hour workweek for employees subject to administrative working periods, and no tolerance of working periods will be allowed in its units, keeping only the normative tolerances.

**Paragraph 1** - Compensation for pending hours for 12/24/2019 and 12/31/2019 and Ash Wednesday 2020, for hours referring to 12/24/2020 and 12/31/2020 and Ash Wednesday 2021, as well as for hours on 12/24/2021 and 12/31/2021, Ash Wednesday 2022 and Ash Wednesday 2023 will be suspended on 10/01/2023 and resumed in January 2024, with a compensation deadline of 12/31/2024.

**Paragraph 2** - The Company will exempt employees engaged in administrative work on December 24th and 31st, 2024, as well as on the second shift of Ash Wednesday in 2024 and 2025.

- I. The parties agree that the exemption discussed above is specific to employees engaged in an administrative regime and takes into account the characteristics of the activities carried out under this regime, not generating any advantages for employees engaged in a special regime, also including the payment of overtime and its consecrates.

**Paragraph 3** - The total hours to be compensated will be debited in installments considering the periods foreseen in the paragraph above.

**Paragraph 4** - In units with fixed hours, the form of compensation will be of fifteen (15) minutes per day by anticipation of the hours, until all the hours are compensated.

- I. The form of compensation may be different from that stated in the Paragraph above, as long as the period stated in Paragraph 2 is respected and negotiated with the Trade Union before the beginning of the compensation period.

**Paragraph 5** - It is prohibited the forms of compensation that:

- I. Imply a reduction in lunch hours;
- II. Comprise a daily period of less than or equal to ten (10) minutes; or
- III. Comprise a daily period of more than two (2) hours.

**Paragraph 6** - The Company guarantees to employees engaged in the Administrative Regime and not covered by flexible working hours, the possibility of extending their daily working hours, within a limit of two (2) hours, for compensation, through the signing of a Term of Commitment between the Company and the union representing the employees, according to the needs of the units involved.

#### **Clause 59. Leave for Child Care**

The Company will grant attendance exempt to employees engaged in an administrative regime for up to four (4) days per calendar year to accompany children up to sixteen (16) years in consultations and health examinations, as previously negotiated with their immediate manager.

**Paragraph 1** - The employee engaged in an administrative regime who has more than 4 children will be entitled to the bonus for the number of days corresponding to the number of children, in accordance with Law 13,257/2016, applying the age limit of 16 years.

**Paragraph 2** - The exemption provided for in the main section is specific to employees engaged in an administrative regime and takes into account the characteristics of the activities carried out under this regime, in which days off occur only on weekends.

**Paragraph 3** - The exemption may be requested by administrative employees from 01/01/2024.

**Paragraph 4** - For employees engaged in special regimes, the Company guarantees the granting of the childcare exemption provided for in Law 13,257/2016.

**Clause 60. Telecommuting**

The Company will continue to practice telecommuting, in accordance with internal regulatory instructions, for administrative employees.

**Sole paragraph** – The Company undertakes to continue studying new telecommuting models, seeking to reconcile the interests of employees and the Company's needs.

**Clause 61. Working Hours Reduction Option with Proportional Reduction of Remuneration**

The Company will keep the possibility of reducing the working periods, at the employee's option, for employees in the administrative work regime and without a gratified function, through a proportional reduction in remuneration.

**Paragraph 1** - The Company will keep for the administrative work regime employees linked to the flexible work hours system and without a gratified function the option to reduce the workday from eight (8) to six (6) hours through a proportional reduction of twenty-five percent (25%) of the remuneration.

**Paragraph 2** - The Company will also make available to the employees of administrative and differentiated administrative work regime category (Social Assistant), linked both to the flexible work hours system and to the fixed schedule, who do not have a gratified function, the option of reducing from five (5) to four (4) days of work per week, maintaining the original daily workday, through a proportional reduction of twenty percent (20%) of the remuneration.

**Paragraph 3** - Adjustments or changes to the Working Hours Reduction Regulation (Annex XIX) will be dealt with by the Collective Bargaining Agreement Monitoring Commission.

**Clause 62. Lactating Employee Release**

The Company commits to allow lactating employees to be absent from work, up to two (2) hours per day, for up to one (1) year from the birth of the breastfed child, which cannot be extended, upon evaluation by the Company's health team.

- I. Employees whose workdays are already reduced to six (6) hours by law or Collective Bargaining Agreement (e.g., doctors, dentists, social workers) will not be entitled to the exemption mentioned in the main section.

**Clause 63. Leave for Employee with Disabilities Requiring Medical Monitoring**

The Company commits to allow employees with disabilities (specified by Decree 3,298/99 and Decree 5,296/04, by Precedent 377 of the Superior Court of Justice and/or Law 12,764/2012), that require medical monitoring, up to two (2) hours per day, provided that requirements in this Paragraph are met, regulated by Petrobras' norms.

- I. To qualify for the benefit, the employee must be assessed by a multidisciplinary health committee of the Company, which will have full powers to define both the need for the exemption for the employee and its parameters, in a decision that cannot be reconsidered;
- II. The assessment by the committee mentioned in the item above will only be carried out at the request of the employee himself;
- III. The exemption is due for the duration of the condition, and the employee must be periodically assessed by the Company's multidisciplinary health committee, in the manner regulated in the internal regulatory standard;
- IV. Employees whose work shifts are already reduced to six (6) hours by law or Collective Bargaining Agreement (e.g., doctors, dentists, social workers) will not be entitled to the exemption mentioned in the main section.

**Clause 64. Maternity Leave - Non-pregnant mother**

The Company guarantees the granting of maternity leave for one hundred and twenty (120) days to non-pregnant mothers.

- I. A non-pregnant mother is considered to be a female employee whose maternity leave benefit is not covered by Social Security and is listed as mother on the birth certificate or custody agreement for adoption purposes.
- II. The Company will fully cover maternity leave, and its extension, for non-pregnant mothers.

**Paragraph 1** - The method for issuing maternity leave for non-pregnant mothers will be detailed in an internal regulatory standard.

**Paragraph 2** - Requests will begin after the signing of the Term of Commitment by the unions.

**Paragraph 3** - Non-pregnant mothers who, at the time of signing the Term of Commitment by the trade unions, are within one hundred and eighty (180) days after the birth of the child will be able to take advantage of the Maternity Leave - Non-pregnant mother, and respective extension, equivalent the remaining days, as long as requested by the employee.

**Paragraph 4** - Maternity Leave and/or its extension will be taken upon request by the employee, and will not be applied retroactively.

**Clause 65. Maternity Leave - Extension**

The Company guarantees the extension for sixty (60) days of the maternity leave provided for in item XVIII of the main section of art. 7 of the Federal Constitution, totaling one hundred and eighty (180) days.

**Paragraph 1** - The extension provided in the main section will be guaranteed, as long as the employee requests it until the end of the first month after the birth and granted immediately after the fruition of the maternity leave mentioned in item XVIII of the main section of art. 7 of the Federal Constitution.

**Paragraph 2** - During the period of the maternity leave extension, the employee will be entitled to her full remuneration, in the same manner as during the period of the maternity salary paid by the general social security system.

**Paragraph 3** - The employee may not engage in any other gainful activity and the child may not be kept in a day care center or similar organization.

**Paragraph 4** - The maternity leave extension applies to the adoptive mother, regardless of the child's age, as provided in Law 13,257/2016.

**Paragraph 5** - From the signing of the Agreement, the extension of maternity leave will also apply to non-pregnant mothers.

**Clause 66. Extension of Maternity Leave – Preterm Birth**

The Company guarantees the extension of maternity leave to employees who give birth prematurely and in which the baby, after birth, requires hospitalization due to prematurity.

**Paragraph 1** - The extension foreseen in the main section will be granted at the end of the maternity leave, with or without extension, for a period equal to the length of stay of the premature baby when less than sixty (60) days, or for the maximum period of sixty (60) days when the premature baby's hospitalization exceeds this period.

**Paragraph 2** - To be entitled to the extension provided for in this clause, the employee must present a document issued by the respective hospital institution, which proves the hospitalization of the premature baby.

**Paragraph 3** - This clause applies to maternity leaves that are in progress at the time the agreement is signed and to those granted after the date it is concluded.

**Paragraph 4** - The death of the premature child, at any time, stops the effects of the extension provided for in this clause.

#### **Clause 67. Paternity Leave**

The Company will grant a paternity leave of ten (10) consecutive days to the employees as of the child's birth, or to those who adopt minors, as of the judicial decision granting the adoption issued by the competent body, which pronounced the adoption or custody for adoption purposes, according to the adoption law.

**Paragraph 1** - Paternity leave may last twenty (20) consecutive days, as long as the employee requests it in writing within two (2) working days (Monday through Friday, excluding holidays) after childbirth or after the judicial decision pronouncing the adoption or custody for adoption purposes, as well as proving his participation in a program or activity oriented to responsible fatherhood.

I. The period of twenty (20) days referred to in the Paragraph will consist of the five (5) days provided for in paragraph 1 of art. 10 of the Temporary Constitutional Provisions Act, and for the fifteen (15) days provided for in item II of article 1 of Law 11,770 of 09/09/2008, amended by Law 13,257/2016, subject to the validity of the tax incentive.

**Paragraph 2** - Paternity leave may be extended to thirty (30) days, as long as the employee proves his participation in a program or orientation activity on responsible fatherhood.

I. The first twenty (20) days of paternity leave will be granted in accordance with the terms already provided for in paragraph 1 and the Company will fully assume the extension of paternity leave between the twenty-first (21st) day and the thirtieth (30th) day.

II. Requests to extend paternity leave may begin after the trade unions sign the term of commitment, and the procedures will be described in an internal regulatory standard.

**Paragraph 3** - If the conditions described in the paragraphs 1 and 2 are not met, the employee will be entitled to the leave described in the main section.



**Paragraph 4** - The licenses described above are not cumulative with the ten (10) day license provided for in the main section.

**Paragraph 5** - Fathers who, at the time of signing ACT 2023-2025, are within the validity period of paternity leave or the extension of paternity leave may request the extension of paternity leave to thirty (30) days, as per paragraph 1. If the employee already has a scheduled vacation, the vacation period must not be changed and the remaining days of paternity leave must be released immediately after the end of the vacation, unless the employee is interested, respecting the conditions set out in the Company's internal execution standard.

#### **Clause 68. Adoption Leave**

The Company will grant adoption leave to female and male employees who adopt minors, in the manner established in the specific legislation for adoption.

**Sole paragraph** – A joint adoption guarantees the concession of maternity- adoption leave to only one of the adopters, according to his/her registration with the INSS.

- I. In case of death of the spouse/partner entitled to the maternity leave, the other spouse/partner, a Company employee, is assured of taking leave for the entire period of the maternity leave or for the remaining time to which the entitled spouse/partner would be entitled.

#### **Clause 69. Prenatal Tests**

The Company will grant its female employees the necessary leaves in order to undergo prenatal tests, at the discretion of the Company's health body.

#### **Clause 70. Employee Student**

The Company, in its internal management procedures, will seek to contemplate the employee who needs to be released to attend school tests during working periods.

**Clause 71. Mental Health**

The Company is committed to maintaining alignment with the Mind in Focus Movement, an initiative of the UN Global Compact, treating the mental health of its employees in a preventive and humanized manner.

**Clause 72. Occupational Exams**

The Company will exempt employees from participating in the cost of occupational examinations requested by it, including examinations to characterize the causal link of occupational and work-related illnesses.

**Paragraph 1** - The Company will guarantee the performance of periodic clinical examinations, according to the profile of the employees (sex/age/position/function/place of work and occupational risks), as established in N-2691. The Company undertakes to inform the Trade Unions of the criteria that guided the review of the exams.

**Paragraph 2** - The Company will specify, when issuing the Occupational Health Certificate (ASO) provided in NR-07, the occupational risks present in the work environment according to the Risk Management Program (PGR - NR-01).

**Paragraph 3** - The Company will guarantee the right to all employees, after the conclusion of the occupational examinations, to register their considerations in a reserved and specific form and commits itself to send them to the areas to which they are related.

**Paragraph 4** - The Company will prioritize in the Periodic Occupational Exams the Preventive Gynecological and Urological Exams according to Petrobras Standard N-2691.

**Paragraph 5** - The Company guarantees the performance of Periodical Health Exams according to the employee's profile, prioritizing the Clinical Medical Exam, without prejudice to the performance of Complementary Exams or Specialized Opinions.

**Paragraph 6** - The Company will keep and pay for the periodic nutritional evaluation of its employees, ensuring subsequent follow-up with a nutritionist, as long as it is recommended by a medical request, with the cost and participation defined by AMS.

**Paragraph 7** - The Company ensures that each employee will be informed and oriented, by the Occupational Health area of his or her Unit, of the results of the evaluation of his or her

health condition and of the complementary exams to which he or she is submitted and will be provided with a copy whenever requested by him or her. Upon the express authorization of the employee, the Occupational Health area of his or her Unit will provide the doctor indicated by him or her with the results of the reports, opinions, and exams, with the provision of copies and information on health, related to his or her occupational activities.

**Paragraph 8** - The Company will carry out the dismissal medical examination for all employees, respecting the deadlines and validity set out in NR-07 and dental examinations in accordance with Norm N2692. If an occupational disease is acquired within the Company, the expenses for the indicated treatment will be borne by it.

### **Clause 73. Employee health checks**

The Company will guarantee the performance of employee's health periodic clinical examinations, according to the profile of the employees (sex/age/position/function/place of work and occupational risks), as established in N-2691.

**Paragraph 1** - The Company undertakes to inform the Trade Unions of the criteria that guided the review of the exams.

**Paragraph 2** - The Company will prioritize in the Health Promotion Exams the Preventive Gynecological and Urological Exams according to Petrobras Standard N-2691.

**Paragraph 3** - The Company will make available and pay for the Periodic Nutritional Evaluation of its employees.

**Paragraph 4** - The Company will provide all employees with periodic dental examinations annually, including clinical dental assessment and oral health guidelines as established in N-2692.

**Paragraph 5** - The Company is committed to maintaining continued health care for **its** employees, based on periodic health assessments performed

**Paragraph 6** - The Company is committed to addressing mental health aspects in worker health examinations.

### **Clause 74. Access to Workplaces**

The Company, upon previous understanding, will ensure the access to the workplaces of two (2) labor physicians and/or occupational safety professionals, from Trade Union, to monitor the health and safety conditions.

**Sole paragraph** - The annual report of the Risk Management Program (PRG) and the Occupational Health Medical Control Program (PCMSO) of the Units will be presented to the representatives of the Trade Unions in the Units' HSE Commissions.

#### **Clause 75. HSE Committees of Own and Contracted Employees and CIPAs**

The Company will maintain the committee at its Headquarters, with the Trade Unions, with the objective of discussing HSE issues of its own employees and employees of contractors, as well as those related to the functioning of CIPAs.

**Paragraph 1** - The Committees will meet every two (2) months.

**Paragraph 2** - The Company will present and discuss in these forums the information and analysis of the statistical data regarding work accidents and diseases, as well as the analysis of the causes of serious accidents, when requested.

**Paragraph 3** - The Company and the Trade Unions will form committees per Unit, which will be led by local representatives, composed along the same lines as the HSE Committee at Headquarters.

**Paragraph 4** - Whenever requested, the Company will present to this committee the statistical data referring to the deviations and incidents that have occurred in its activities and facilities, as well as inform the preventive and corrective actions adopted for the effective treatment of the anomalies.

**Paragraph 5** - The Company will present annually to CIPAs and the Local HSE Committees the basic documents and the reports of the environmental and occupational assessments.

**Paragraph 6** - The Company, through its Units, will publish the annual calendar of meetings of the Local HSE Committees.

#### **Clause 76. Healthy Eating Program**

The Company will maintain the Healthy Eating Program in its Units and will implement it where it does not exist yet, providing food that is appropriate to the biological and cultural needs of the employees, emphasizing regional foods.

**Paragraph 1** - The Company is committed to discussing the Healthy Eating Program in the Local HSE Committees.

**Paragraph 2** - The Company will make available, in the restaurants of the Units where the food service is offered by the Company, more than one menu option for the employees' meals.

**Paragraph 3** - The Company will supervise the Health Eating Program with the support of health and/or nutrition professionals, at the sites where Petrobras is responsible for the supply of food.

**Paragraph 4** - The Company will discuss this topic within the HSE committees established at the Units.

**Paragraph 5** - The Company will develop actions to promote healthy eating according to the health profile of employees.

**Paragraph 6** - The Company will ensure the same food for all users of the restaurants in the Units where this service is offered by the Company.

**Paragraph 7** - The Company will encourage employees to adopt active and healthy lifestyles that include physical activity, including on its premises.

#### **Clause 77. Constitution of CIPAs and Their Representatives**

The Company guarantees to communicate the CIPA elections to the respective Trade Union ninety (90) days in advance, providing them with the distribution of the Sectors corresponding to each employee representative to be elected.

**Paragraph 1** - CIPA will have access to all the workplaces and to the information and statistical data regarding Labor Health and Safety necessary for the good exercise of its activities.

**Paragraph 2** - CIPA will appoint one (1) representative preferably elected by workers to follow up the analysis of the accidents that occur in their respective areas of operation, without prejudice to the attributions of NR-5.

**Paragraph 3** - The Company will ensure the participation of the CIPA president and vice president in the Units' HSE management committees.

**Paragraph 4** - The Company, through its Units, will hold an annual local meeting inviting the representatives of the CIPAs of the Units and the contractors who work there. On a national level, the Company will promote an annual meeting of the Presidents and Vice Presidents of its CIPAs.

**Paragraph 5** - The Company will provide the CIPA's full members with the necessary means to perform their duties, ensuring sufficient time on the Company's premises during their working hours and schedules to carry out the tasks contained in the work plan, without prejudice to their remuneration. If the activities occur outside the regular workday or schedule, they will be considered as hours worked.

**Paragraph 6** - The Company will provide the necessary means of transportation and food for the members of the CIPA to participate in ordinary and extraordinary meetings, visits, audits, and to carry out the activities in CIPA's work plan. The transportation in question will be provided considering the local base where the worker works.

**Paragraph 7** - The Company will ensure that the workers will carry out accident prevention activities acting in the Scheduled Maintenance Shutdowns, through negotiation of agenda with the local managers.

**Paragraph 8** - CIPA must be notified after the occurrence of all accidents and incidents that take place in the unit, as established in NR-5 (Ministry of Labor).

**Paragraph 9** - The base number for the definition of all elected CIPA members is the one referred to by NR-5, considering the workers assigned to the respective place at the time of the election.

**Paragraph 10** - The Company ensures the participation in CIPA meetings of a trade union leader, indicated by the respective trade union, and provides him/her with a copy of its minutes.

**Paragraph 11** - The Company commits itself to make feasible the presence of a trade union representative, a Petrobras employee, chosen by the Trade Union, three times a year in each Platform, to the Regular CIPA Meetings in Platforms.

**Paragraph 12** - The boarding of trade union representatives to participate in the ordinary meetings of CIPA on the Platforms will take place the day before the meeting, depending on the logistical availability for transportation of personnel and onboard space for overnight stay. If this is not possible, the Unit must present a detailed justification of the reasons for the impediment.

**Paragraph 13** - The Company undertakes to discuss the progress of the work plan for CIPA on the Platforms with the Trade Unions, in the Local HSE Committees.

#### **Clause 78. Workplace Accident Communication**

The Company ensures the electronic forwarding to the Trade Union of the copy of the Workplace Accident Communication (CAT) of its employees within twenty-four (24) hours of its issuance. In the case of contractors' CAT, it will be sent within one (1) business day after receipt of this document by the inspection department.

**Sole paragraph** - The Company will provide, whenever the case and upon the employee's express request, a copy of the Workplace Accident Communication.

#### **Clause 79. Conduction of Workplace Risk Lectures**

The Company will maintain, in articulation with the CIPAs, the Trade Union and the contracted companies, the holding of lectures, courses, seminars, at least twice a year, on the toxic characteristics of its raw materials and products, and the other risks present in the workplace and the necessary means to prevent or limit its harmful effects, as well as on the promotion of workers' health.

#### **Clause 80. Access to the Workplace and Participation in Accident Investigations**

The Company will allow trade union leaders access to the accident areas, and participation of a representative of the Trade Union who is a Petrobras employee in the ascertainment of accidents and incidents.

**Paragraph 1** - Whenever there is the participation of a trade union representative in the Investigation and Analysis Committee, the management that constituted it shall, upon request, forward a copy of the Report to the respective Trade Union, conditioned to the signature of the document by this representative. Such information should be treated as confidential.

**Paragraph 2** - The Company will guarantee the representative of the Trade Union member of the Investigation and Analysis Committees access to all documentation relating to accidents, near-accidents, and serious incidents that occurred in their respective bases of representation. As already defined in the previous Paragraph, the report will only be delivered after signature by the parties.

**Paragraph 3** - The first accident investigation meeting must be scheduled seventy-two (72) hours in advance, unless legally determined or previously agreed with representatives of the union and CIPA. Visits to the scene of the incident by members of the commission may be carried out before this deadline

**Paragraph 4** - The Company assures the Trade Unions the maintenance of the characteristics of the accident site classes 04 and 05, in order to preserve the elements useful to its investigation.

**Paragraph 5** - The Company will guarantee the investigation of any work accident by CIPA, as established in NR-5.

**Paragraph 6** - In case of accidents with product leakage, the Company will set up a commission to investigate the causes with the participation of the Trade Union and CIPA.

#### **Clause 81. Occupational Health and Safety Conditions**

The company will maintain its efforts to permanently improve safety, environmental, and occupational health conditions, in accordance with what is established in its policies and guidelines for these areas. The Company will make efforts to establish partnerships with reference institutions seeking improvements in Occupational Health and Safety conditions.

**Paragraph 1** - The Company will conduct training programs in order to promote employee training and ensure their participation in safety, environmental and occupational health programs, as provided in NR-1.

**Paragraph 2** - The Company undertakes to inform its workers, electronically and individually, of the environmental risks of its Homogeneous Exposure Group (GHE) included in Unit's



Occupational Hygiene Program (PHO) and update the GHE according to employees' movement.

**Paragraph 3** - The Company guarantees to keep available in electronic media, for its employees and CIPA, the technical data sheets of the chemical products existing in the work environment.

**Paragraph 4** - The Company will evaluate and manage ergonomic risks, with specific actions in the work environment, ensuring the implementation of preventive practices against occupational diseases.

**Paragraph 5** - The Company will include in the service agreements, that the contractor will be obliged to perform periodic health exams and specific exams of its respective employees, in accordance with the Regulatory Norms of the Ministry of Labor.

**Paragraph 6** - The Company will implement in its HSE contractual annexes improvements in the occupational examination procedures and in the health actions of the contracted companies, focused in the healthcare and well-being of the people.

**Paragraph 7** - The Company will provide information to Trade Union about health management programs and epidemiological data, as well as provide continuity to them, such as promoting physical activity, nutritional guidance, drug prevention programs and labor gymnastics, using epidemiological data from exams occupational physicians, ergonomic studies and surveys of causes of absenteeism.

**Paragraph 8** - The Company will wash, sanitize and dispose of the uniforms and PPE of its employees. When provided by the Company, washing, sanitizing and disposal of towels will also be guaranteed.

**Paragraph 9** - The Company undertakes not to link the granting of benefits to accident reduction, as well as not to include accident targets in the employees' Performance Management, nor in any other remuneration programs.

The Company will ensure that new projects are preceded by safety engineering and occupational health studies.

**Paragraph 10** - The Company undertakes to consider the female structure, in the specification of Personal Protective Equipment (PPE) including uniforms for the different sexes and pregnant women, among other adjustments highlighted in gender equity programs.

**Paragraph 11** - The Company is committed to continue the negotiations with DECEA (Airspace Control Department) to establish an operational agreement for the search and rescue service.

**Paragraph 12** - The Company will hold, in its Operational Units, specific annual meetings between the Specialized Occupational Health and Safety Services, both its own and contracted, with the aim of standardizing actions and exchanging experiences, with the participation of members of the CIPAs and the local HSE Commission. If necessary, extraordinary meetings may be requested by the parties.

#### **Clause 82. Occupational Safety - Official Inspections**

The Company, under the terms and limits established in the legislation, will allow employee representatives from the same territorial base to accompany the inspection, by the competent bodies, of the legal and regulatory precepts about worker's safety and health.

**Paragraph 1** - The Company, provided it has been previously informed, will communicate in advance to the Trade Unions and CIPA the date, time, and place of the inspection of the legal and regulatory precepts regarding worker's safety and health by the competent bodies.

- I. If the trade union of the base corresponding to the inspection site is notified, the absence of the trade union's representative does not imply in non-compliance with the clause's objective.

**Paragraph 2** - Unless it is convenient for the Company, the trade union's participation is limited to one (1) representative.

#### **Clause 83. Firefighting and First Aid**

The Company will keep, in its Operations Units, the materials and equipment necessary to provide first aid, according to the characteristics of each location and personnel trained for this purpose. The local emergency response team should be defined according to the specificities of each Unit in order to enable immediate attention to medical emergencies.

**Paragraph 1** - Whenever necessary, transportation will be provided for victims of accidents or sudden illnesses in the workplace, to hospitals, in transport vehicles appropriate for each situation, and there should be a pre-established emergency plan and adequately publicized.

**Paragraph 2** - The Company will keep three (3) ambulance helicopters, ICU type, at the E&P bases in the Southeast region. For other E&P Units, not served by dedicated aircraft, the aeromedical care will be provided by helicopters not exclusively dedicated to rescue, equipped with equipment for advanced life maintenance (aeromedical kit), after the approval of the UPTI by the governmental organisms of civil aviation control.

**Paragraph 3** - The Company undertakes to provide first-aid training to employees who act as first-aiders, without belonging to the health area.

**Paragraph 4** - The Company will guarantee assistance, in a specialized unit, in the cases of its own and contracted workers considered severely burned.

**Paragraph 5** - The Company will prioritize the composition of the first firefighting team of its Emergency Control Organizations, with personnel from the Industrial Safety area. When the professional is not from the Industrial Safety area, the Companies will provide the appropriate training. The necessary training and refresher courses must be conducted, as a priority, during the daily working period.

#### **Clause 84. Environmental and Biological Monitoring**

The Company will conduct an assessment of the environmental agents under the responsibility of Petrobras' Occupational Hygiene technical team. Preferably and when applicable, biological monitoring will be performed simultaneously.

**Paragraph 1** - The Company will ensure environmental monitoring in routine and critical activities (equipment opening, purging, draining) by the Occupational Hygiene technical team.

**Paragraph 2** - The Company will invite Trade Union to accompany it in the process of measuring the physical and chemical risk agents and the qualitative assessment of the biological agents in the work environments, according to the labor safety and health legislation. It will keep available to the employees, the data from these assessments related to their work area.

**Paragraph 3** - The Company will include, in the content of the PDC (Training Course Development Plan) of the health professionals, specific discipline(s) for learning about the Company's activities, aiming at better training for conducting occupational exams.

**Clause 85. Health Policy**

The Company will make continuous improvements to the current Health Policy, continuing to prioritize preventive health actions, improving corrective actions, and seeking cycles of improvement in employee assistance.

**Paragraph 1** - The Company will present annually to the Trade Unions the actions related to the return-to-work activities for employees on leave due to illness or work-related accidents.

**Paragraph 2** - The Company guarantees to pregnant or breastfeeding employee that her work will be conducted in non-hazardous areas related to pregnancy or breastfeeding, without prejudice to their pay and/or working conditions for up to one (1) year from the birth of the breastfed child.

**Paragraph 3** - The Company undertakes to structure a Mental Health Program focused on individual, collective and workplace actions as an integral health action to improve the employees' health conditions, in compliance with the legal requirements. The program is to be discussed in the national and local HSE Committees.

**Paragraph 4** - The Company will make continuous improvements in the Corporate Ergonomics Program, with emphasis on Design and Correction Ergonomics, in order to preserve the health of employees.

**Paragraph 5** - The Company will act in the sense of composing Petrobras' health teams with its own employees, in accordance with the legal demands and health processes.

**Paragraph 6** - The Company will ensure the evaluation and follow-up of all employees involved in an emergency by a multidisciplinary health team.

**Paragraph 7** - The Company will provide suitable environments in all units so that women can collect and store breast milk while at work, including at night and on weekends.

**Clause 86. Right of Refusal**

When the employee, in the course of his activities, based on his training and experience, after taking corrective measures, has reasonable justification to believe that his life and/or physical integrity and/or that of his coworkers and/or the facilities and/or the environment are in serious and imminent risk, he may suspend the performance of these activities, immediately communicating such fact to his immediate superior, who after assessing the situation and

verifying the existence of the serious and imminent risk condition, will maintain the suspension of the activities, until the referred situation is normalized.

The Company guarantees that the Right of Refusal, in the terms above, will not imply in disciplinary sanctions.

#### **Clause 87. Disease Prevention**

The Company will continue to publish, in its communication vehicles, articles about health education and disease prevention, aiming at the preservation of employees' and retirees' health.

**Paragraph 1** - The Company will inform the Trade Unions, when requested, the number of cases of infectious-contagious diseases (transmissible, tropical) of compulsory notification to the public health agencies, when they occur in regions declared endemic. Tropical diseases, acquired as a result of work performed in endemic areas, upon evidence of a causal link, will be considered an occupational accident or disease.

**Paragraph 2** - The Company will adapt its methods and practices, so as not to use dry or wet sand in its blasting processes, in accordance with the normative precepts contained in Ordinance 99 of 10/19/2004 of the Labor Inspection Secretary/Ministry of Labor.

**Paragraph 3** - The Company will pay for employees the vaccines indicated by the Occupational Immunization Program and will articulate with health authorities the Public Vaccination Campaigns.

**Paragraph 4** - The Company will bear the expenses related to the recovery of workers with occupational diseases and their sequelae.

**Paragraph 5** - The Company will make feasible, in each Business Area, a technical team in Occupational Hygiene.

**Paragraph 6** - The Company is committed to evaluating psychosocial factors related to work in its facilities, seeking to improve the health and well-being of employees.

**Paragraph 7** - The Company is committed to providing specialized health care, through specific channels, to people and environments affected by violence at work.

**Paragraph 8** - The Company is committed to maintaining continued health care for its workers, based on periodic health assessments performed

**Clause 88. Benzene Agreement**

The Company undertakes to comply with Technical Note COREG/DSST 07/2002 by integrating the platforms and other pertinent Units, in the field of application of the Benzene Agreement and of annex 13-A of NR-15.

**Clause 89. National Safety Campaign**

The company will carry out a campaign emphasizing the importance and obligation of recording accidents and incidents, as well as their prevention.

**Sole paragraph** - The Company will make available, through a specific computerized system, the actions pointed out in the reports of accidents and potential incidents, within one week after their conclusion, defining the people responsible for the deadlines and quality of the disclosures.

**Clause 90. Profissiographic Social Security Profile**

The Company will guarantee and expedite the supply of the Profissiographic Social Security Profile (PPP) to the employee, according to the specific legislation in force.

**Paragraph 1** - The Company will collect additional Occupational Accident Insurance (SAT) rates, as set forth in the Social Security Legislation, and inform in the FGTS Collection Form and Social Security Information (GFIP) the corresponding code, as the case may be.

**Paragraph 2** - During the term of the Collective Bargaining Agreement 2023-2025, the Company will maintain the National Committee composed of technical representatives from the Company and from the Trade Unions, with the objective of discussing, specifically, the issues related to special retirement in accordance with the health, labor, and social security legislation in effect.

**Clause 91. HUET Training, Fleet Renewal, Supervision**

The Company is committed to continue practicing continuous improvement in the renewal of the fleet of aircraft, maritime vessels, and automotive vehicles, keeping Trade Union informed through the HSE Commissions.

**Sole paragraph** - The Company undertakes to make available the Helicopter Underwater Escape Training - HUET - for all those who perform their activities on the platforms and use air transportation by helicopter.

**Clause 92. Firefighting Brigade Day Off**

One (01) day off will be granted annually to the firefighting brigade who effectively participates in at least 90% (ninety percent) of the annual brigade training program. The day off must be taken within the twelve (12) months following the appointment, previously agreed with immediate management, and is not cumulative.

CHAPTER VIII - UNION RELATIONS

**Clause 93. Profit-Sharing Program - PLR**

The Trade Unions will be the interlocutors with the Company for the purposes of negotiating Profit Sharing, as prescribed in Law 10,101/2000, of 12/19/2000.

**Sole paragraph** - The Company and the unions undertake to meet immediately upon signing the ACT 2023-2025 to negotiate and close an agreement for targets and payment of PLR for 2023.

**Clause 94. Permanent Committees**

The Company and the Trade Unions will keep the following Corporate Permanent Committees in operation: Monitoring of the Collective Bargaining Agreement, Health, Safety and Environment (HSE) and AMS - Multidisciplinary Health Care, Attendance and Work & Telecommuting Regime Committee; and Diversity & Combating Violence at Work, which will meet every three (3) months.

**Paragraph 1** - The AF Balance will be monitored by the Attendance and Work & Telecommuting Regime Committee.

**Paragraph 2** - The Company will guarantee periodic meetings between the Human Resources managers of the Units and the respective Trade Union, on previously negotiated dates, with the objective of dealing with local issues of common interest.

**Paragraph 3** - The Company and the Trade Unions will establish a meeting calendar with the purpose of monitoring the processing at the Ministry of Innovation and Management of residual administrative processes covered by special amnesty Laws 8,878/94, 10,559/2002 and 10,790/2003, relating exclusively to former employees of Petrobras or extinct Subsidiaries.

#### **Clause 95. Headcount**

The Company, in agreement with the Trade Unions, will hold an annual corporate forum to discuss issues involving the headcount.

**Paragraph 1** - In the scope of the forum described in the main section, the Company undertakes to analyze the parameters applied in the studies in progress or concluded, aiming at defining the most appropriate ones for application in its Units.

**Paragraph 2** - The Company will inform the Trade Unions, on a quarterly basis, when requested, of the personnel changes that have occurred in its territorial base.

#### **Clause 96. Social Security Contribution**

The Company will discount from the regular payroll, observing its operational schedule, the amounts approved at the General Meetings, as an Assistance Contribution to the trade unions, in accordance with the provisions of item IV of article 8 of Chapter II of the Federal Constitution, provided that there is no opposition from the employee within forty (40) days after receipt by Petrobras of the communication from the trade union containing the call notice and the respective minutes of the meeting. At the end of the period, the Company will send a report to the trade union with information about the collection.

**Paragraph 1** - It will be up to each union to define the form and means for the employee to make their statement, respecting the deadline for disagreement, informing this decision to employees through their means of communication.



**Paragraph 2** - It will be up to each union to forward to the Company, through an Excel spreadsheet containing name, registration and key, the list of employees who expressed their opposition.

**Paragraph 3** - The Company will only begin the process of discounting union dues after the period for opposition has passed and the formalization above has been received.

**Paragraph 4** - The employee who, for reasons beyond his control, is unable to manifest his opposition to the deduction within the period provided in the main section of this clause, may request the return of the deducted amount to the trade union.

**Paragraph 5** - Since the Company is merely the withholding source for the Contribution, the Trade Unions will be responsible for any payment due to judicial decisions resulting from lawsuits filed by employees against the deduction.

**Paragraph 6** - The Company undertakes to make only two communications to employees, at the beginning and end of the process, aiming to inform them about the Assistance Contribution and the deadlines for opposition, exempting itself from promoting a campaign for this purpose.

**Paragraph 7** - As a way of standardizing and streamlining the operationalization of contribution discounts, the parties agree that the remuneration reference base used by the Company and Unions will be "RMNR + ATS + HETT (if applicable)", excluding vacations and thirteenth salary.

#### **Clause 97. Trade Union Monthly Fee**

The Company is committed to deduct a monthly fee from unionized employees' wages, as established in the Brazilian labor law or by the General Meetings of the trade unions.

**Sole paragraph** - Since the Company is only the withholding source for the monthly fee or contribution, the trade unions will be responsible for any payment due to a court decision resulting from lawsuits filed by employees against the referred deduction.

#### **Clause 98. Trade Union Elected Members**

The Company commits to allow each trade union to have the following quantities of employees elected as leaders to conduct activities of that entity:

- I. Up to one (1) trade union leader without loss of pay;

- II. Up to more one (1), or more two (2), or more three (3), or more four (4) or more five (5) trade union directors, without loss of pay, when the trade union has territorial bases with more than seven hundred (700), or more than one thousand and four hundred (1,400), or more than two thousand and one hundred (2,100), or more than two thousand and eight hundred (2,800), or more than three thousand and five hundred (3,500) active employees, respectively, based on the Company's staffing on 08/31/2023;
- III. Up to twenty (20) releases per month without prejudice to remuneration, with the possibility of accumulating the unused balance for the subsequent month
- IV. Up to three (3) trade union leaders, under the conditions of art. 543, of Brazilian Labor Law with partial onus for the Trade Union;
- V. No limit to trade union leaders, under the conditions of art. 543 of the Consolidation of Labor Laws, with total onus for the Trade Union.

**Paragraph 1** - The Company ensures the release of twelve (12) trade union leaders for the FUP and five (5) for the FNP, totaling seventeen (17) releases, without prejudice to their remuneration.

- I. Up to more one (1), or more two (2), or more three (3), or more four (4) or more five (5) trade union directors, without loss of pay, when the sum of the union bases affiliated to each Federation has more than seven thousand (7,000), or more than fourteen thousand (14,000), or more than twenty-one thousand (21,000), or more than twenty-eight thousand (28,000), or more than thirty-five thousand (35,000) active employees, respectively, based on the Company's staffing on 08/31/2023;
- II. No limit to trade union leaders, under the conditions of art. 543 of the Consolidation of Labor Laws, with total onus for the Federation.

**Paragraph 2** - The elected members described in item IV must be fully supported by the Trade Union, with the exception of the charges owed by the employer relating to INSS, PETROS, and FGTS. The Company will make the normal payment of wages, and each Trade Union will reimburse all the costs.

**Paragraph 3** - The elected members described in item V must be fully borne by the Trade Union, including charges. The Company will make the normal payment of wages and the payment of the respective charges, and each Trade Union will be responsible for reimbursing all the costs.

**Paragraph 4** - The Company will extend the benefits of Multidisciplinary Health Care to trade union leaders who are released without pay, to fulfill a trade union mandate, under the terms of Paragraph 2, article 543 of the Consolidation of Labor Laws, and within the limits of the Law.

- I. The portion related to the participation in the AMS costs of the trade union leaders, mentioned in the main section and beneficiaries linked to them, will be reimbursed monthly

by the Trade Union to which they are affiliated, by means of a deduction in their respective credits with the Company.

**Paragraph 5** - The reimbursement of wages and charges referred to in Paragraphs 2 and 3 will be made monthly, by means of deduction from the credits of the Trade Union with the Company. In the event of non-compensation by the Unions, a solution will be sought from the trade union to settle the debt.

**Paragraph 6** - The periods of elected membership contained in this clause will be considered for the purpose of counting the length of service for ATS purposes and the vacation acquisition period, as well as, when returning to the original work regime, after the leadership position or membership is expired, the employee will follow the schedule normal working hours, with no credit for retroactive day off.

**Paragraph 7** - Union elected filled positions described in this clause must be communicated to Petrobras at least four (4) calendar days in advance, in the case of employees in confinement conditions, and two (2) business days for other employees, through a letter to the Union Relations Management with a copy to the immediate manager containing the name and registration number of the union leaders who will be released.

- I. Exceptions to the period provided for in the Paragraph above are the cases of release resulting from a request by the Company for activities that require the presence of a Trade Union representative.

**Paragraph 8** - The Company and the Trade Unions agree that the membership positions agreed to in this clause do not cancel the suspension or interruption of the labor contract of the employees who make use of them. After the leadership position or membership is expired, the employee will follow the schedule normal working hours, with no credit for retroactive day off.

#### **Clause 99. Union Leaders – Mandatory training**

The Company will pay for the mandatory courses and training necessary to operate in the facilities covered by the union representation for Petrobras employees elected as union leaders.

**Sole paragraph** - In turn, Petrobras' employees elected as union leaders, including those released, undertake to be up to date with the mandatory training requested by the Company.

## CHAPTER IX - OTHER PROVISIONS

### **Clause 100. Employee Representation Committee**

The Company will not implement employee representation committees, as provided for in article 611A of the Consolidation of Labor Laws, considering the changes arising from Law 13,467/17, of 07/13/2017.

### **Clause 101. Drivers**

The Company guarantees that its professional drivers, or authorized drivers, will not be obligated to compensate for damages caused to any type of vehicle they drive, and will only be subject, like all employees, to Labor Relations procedures from Petrobras.

- I. The exemption of the reimbursement of the damages caused will not occur when malicious conduct, involving direct or eventual malice, is found.

### **Clause 102. Electronic Time clock system**

The Company and the Trade Unions, in accordance with Ordinance 671/2021 of the Ministry of Labor and Social Security, agree that the electronic point systems used for the registration and control of the workday schedules are considered and accepted as valid and legal instruments for checking the frequency of the Company's employees.

**Sole paragraph** – Trade Unions may present to the Company, within the scope of the Commission for Monitoring the Collective Bargaining Agreement, suggestions for improvement and enhancement of the system.

### **Clause 103. Clock Control by Exception**

The Company and the Trade Unions, in accordance with Art. 74, paragraph 4, of the CLT, agree on the use of clock control as an exception to the regular working day in the following situations:

- I. For employees working in offshore installations;
- II. For telecommuting employees.

**Sole paragraph** - The rules on clock control by exception and respective frequency treatment will be included in an internal normative standard.

#### **Clause 104. Supervision of Outsourced Services**

The Company reaffirms its commitment that contract inspection activities will only be carried out by its own employees, with a view to placing greater emphasis on labor, social, economic/financial, technical and safety, environment and health aspects, the support of companies contracted exclusively for the administrative activities of verifying the correct payment of social security contributions, FGTS and compliance with labor obligations is allowed.

#### **Clause 105. Forum on Outsourced Services at Petrobras**

During the term of the ACT 2023-2025, the Company, in agreement with the Trade Unions, will hold an annual corporate forum to present information relating to the service contracting model at Petrobras.

#### **Clause 106. Committee on Refining Maintenance Stoppage Agreement**

The Company and the unions undertake to form a committee after the signing of ACT 2023-2025 to negotiate a proposal for an agreement regarding working hours in scheduled maintenance shutdowns at units in the Refining area.

#### **Clause 107. Committee on Position Plan**

The Company and the unions undertake to form a committee after the signing of ACT 2023-2025 with the aim of evaluating existing job plans and their interfaces.

**Sole paragraph** - Aiming for good progress and effectiveness during the committee's working period, and, in favor of the negotiated solution, the parties agree to suspend the Collective Labor Dispute No. 1000301-02.2023.5.00.0000, as well as other processes involving the object of this committee.

#### **Clause 108. Discussions with Petros**

Aiming at the sustainability of the plans, as well as the composition between the parties, Petrobras undertakes to make efforts with Petros with the following objectives:

- I. Discuss the issue of the discount margin in order to combine the need to collect the health plan and the impacts on the benefit of the assisted person, considering as a discount limit of forty percent (40%) of the net benefit of the assisted people and the remuneration of the participants from Petros, considering all discounts.
- II. Improvement of loan conditions.
- III. In-person assistance to beneficiaries in partnership with unions.
- IV. Until the implementation of improvements described in the previous sections, mainly regarding section I, the discount margin currently in force will be maintained, subject to court decisions.

**Paragraph 2** - The Company undertakes to participate in a tripartite committee (Petrobras, Petros and Federations), in order to discuss AMS discounts and Petros loans.

**Paragraph 3** - The commission will have a period of thirty (30) days after signing the ACT to present the results and the form of implementation.

**Paragraph 4** - Sections I, II, and III will be analyzed with a view to ensuring the financial sustainability of the AMS and Petros plans and total attention to people, without affecting the provisions of previous Collective Agreements.

#### **Clause 109. Diversity**

The Company will value human and cultural diversity in its relations with employees, ensuring respect for differences and non-discrimination.

**Paragraph 1** - The Company will maintain the Diversity, Equity, and Inclusion Policy, in order to unfold its foundations and principles in senior management, administrative and operational units, according to processes and related areas of activity.

**Paragraph 2** - The Company will not make any difference in salary or career progression of the employee as a result of culture, race, skin color, ethnic origin, origin or social class, age, religion, gender, sexual orientation, personal aesthetics, physical, sensorial, intellectual, mental or psychic condition, marital status, opinion, political conviction, place of origin, gender identity, or any other factor of individual differentiation.

**Paragraph 3** - The Company will prepare and disseminate informative materials, directed to the workforce, to prevent discrimination practices and moral and sexual harassment practices.

**Paragraph 4** - The Company will keep the Program for Approaching Disability in People Management aimed at consolidating and disseminating specific content on disability, raising awareness among management and employees on the subject and analyzing improvements for the inclusion of employees with disabilities in work teams and in Company.

**Paragraph 5** - The Company will carry out data monitoring and perception surveys with employees to, based on these inputs, implement actions that accelerate the promotion of diversity, equity and inclusion, defining, among the actions, objective goals to increase the representation of underrepresented groups in effect and in leadership positions.

#### **Clause 110. Combating Violence at Work**

The Company and the Trade Unions declare repudiation of any act of discrimination, moral harassment, or sexual violence.

**Paragraph 1** - The Company will adopt measures to prevent violence in the workplace, such as carrying out mandatory training and permanent awareness campaigns, involving the entire workforce (own employees and service providers).

**Paragraph 2** - The Company will maintain a Reporting Channel accessible to its entire workforce to receive and handle complaints related to discrimination, moral harassment and sexual violence.

**Paragraph 3** - The Company will maintain a Support Channel accessible to the entire workforce in order to provide psychosocial support throughout the process and developments related to workplace violence situations, enabling the adoption of measures that help promote a healthy and sustainable work environment.

**Paragraph 4** - The Company ensures that whistleblowers/victims are kept informed about all stages of reporting and humane feedback.

**Paragraph 5** - The Company, in agreement with the Trade Unions, will hold an annual corporate forum to discuss issues involving sexual violence, mainly aiming to monitor the following topics:

**a)** Prevention

b) Support

c) Complaint handling

**Paragraph 6** - In legal actions that deal with sexual violence and discrimination, the amounts paid to compensate the victims, due to a court decision or transaction, may give rise, on the part of the Company, to regressive action against the employee who committed the tort, when applicable.

**Paragraph 7** - In cases of Sexual Violence, the victim may indicate a companion (formally designated by the victim/complainant, on an optional basis and when there is no voluntary indication of a legal representative), to assist her in following up her complaint with the Ombudsman's Office, in the interview. investigation or when you receive a request from the investigation team to appear or provide information or documents, guaranteeing the autonomy of his/her will.

**Paragraph 8** - In cases of Sexual Violence, the Company will inform the person formally indicated by the complainant/victim as a companion, via email indicated in the report or in communications maintained on the Reporting Channel, of the main steps and developments throughout the processing of the report. To this end, it will be necessary for this companion to previously sign a Confidentiality Agreement, to be forwarded to the complainant/victim upon request to indicate the companion to the General Ombudsman's Office.

**Paragraph 9** - The team investigating reports of sexual violence must be multidisciplinary, diverse and qualified.

#### **Clause 111. ESG Training**

The Company, through the HSE, Social Responsibility, Governance, and Climate areas, in partnership with the business areas and the Petrobras University, will promote Corporate Programs and Initiatives with a focus on environmental education, offering training and courses, aimed at training its employees. employed in the themes of environmental sustainability and fair energy transition.

#### **Clause 112. Agroecological product fairs**

Aiming to promote healthy eating, the Company will make space available in its units and administrative buildings to hold fairs, at which employees will be able to buy organic and agroecological products, with a focus on family farming.



**Paragraph 1** - Within thirty (30) days after signing the ACT, the Company and the unions will meet to define the following points:

- I. Locations and frequency of fairs;
- II. Infrastructure for transporting products and installing fairs;
- III. Entities that will be part of the project.

**Paragraph 2** - The Company's HSE and Social Responsibility areas will be responsible for supporting the units in the facilities at the aforementioned fairs.

### **Clause 113. Training**

Through its Corporate University, the Company will offer training and courses aiming at the technical updating of employees, the development of new skills, the integration of employees, and the strengthening of the Petrobras identity.

## CHAPTER X - TERM

### **Clause 114. ACT 2023-2025 Allowance**

The Company will pay, in a single payment, an allowance to all employees who were in effective employment on 08/31/2023, in accordance with paragraph 2 of art. 457 of the CLT, due to the termination of collective negotiations and the signing of a new collective instrument for the next two (2) years, ACT 2023-2025.

- I. Exceptionally, employees admitted to the Company between 09/01/2023 and 11/30/2023, and who are in effective employment on 11/30/2023, will be covered by the aforementioned payment.

**Paragraph 1** - For the purposes of calculating the bonus to be granted, the employee's salary level and remuneration or the minimum wage of thirteen thousand reais (R\$ 13,000), whichever is higher, will be considered.

- I. For the purposes set out above, the remuneration is understood as the sum of the Minimum Remuneration by Level and Work Regime (RMNR) with the Seniority-based Pay (ATS) or as the Remuneration for the Gratified Function.

**Paragraph 2** - On that date, 11/30/2023, periods of absence due to non-occupational illness over three (3) years, work accidents or occupational illness over four (4) years and those relating to leave without pay, except in the cases provided for in paragraph 2 of article 543 of the CLT and within the limits of the Law.

**Paragraph 3** - The amounts paid as bonuses do not form part of the employee's remuneration, are not incorporated into the employment contract and do not constitute the basis for the incidence of any labor and social security charges under the terms of paragraph 2 of art. 457 of the CLT.

**Clause 115. Valuation of the negotiation table**

Petrobras and the Trade Unions recognize that collective negotiation is the preferred means for solving issues relating to labor relations, aiming to search for agreements that meet the interests of the parties involved, prioritizing the negotiation table, in respect for the principles collective bargaining negotiation, transparency, good faith in negotiations, the valorization of collective bargaining instruments and collective private autonomy.

**Clause 116. Base date maintenance**

The conditions to be agreed in the 2023-2025 Collective Bargaining Agreement will be in force from 09/01/2023, except for clauses that expressly provide otherwise.

**Clause 117. Review, Termination, Revocation**

The procedure for extension, revision, denouncement, or total or partial revocation hereof, will be subject to the norms established by article 615 of the Consolidation of Labor Laws, unless there is an agreement between the parties.

**Sole paragraph** - The Company shall make the deposit of this agreement with the Ministry of Economy, in accordance with the deadlines established in article 614 of the Consolidation of Labor Laws and IN no. 16 of 10/15/2013 of the Ministry of Labor, with the Trade Unions undertaking to deliver to the Company the necessary documents for the execution of the referred deposit.

**Clause 118. Term**

The clauses agreed in the 2023-2025 Collective Bargaining Agreement will be valid until August 31, 2025, except for those clauses that expressly provide otherwise.

**Sole paragraph** - The parties declare that this Collective Bargaining Agreement contains the normative clauses applicable to the labor relationship between Petrobras and its employees, and that they replace, as from its effective date, any and all previously existing provisions, except when expressly included in this Instrument.

**Clause 119. Preservation of regional collective bargaining agreements**

The parties agree that regional collective bargaining agreements in effect at the time this Agreement is signed will be preserved, except when expressly provided otherwise.

**Sole paragraph** – This instrument does not change the terms set forth in the regional collective bargaining agreements, except when expressly provided otherwise.