

## RELATIONSHIP WITH INDIGENOUS PEOPLES AND TRADITIONAL COMMUNITIES GUIDELINES

### OBJECTIVE

Establish guidelines for the relationship with Indigenous peoples and traditional communities.

### SCOPE

Petrobras - Petróleo Brasileiro S.A.

### PRINCIPLES

I. We recognize the specific rights of Indigenous peoples and traditional communities, based primarily on the following documents:

- Federal Constitution and national legislation;
- National Policy for Territorial and Environmental Management of Indigenous Lands (“PNGATI”) and the National Policy for Quilombola Territorial and Environmental Management (“PNGTAQ”);
- International Labour Organization (ILO) Convention No. 169 on Indigenous and Tribal Peoples;
- United Nations Declaration on the Rights of Indigenous Peoples;
- United Nations Guiding Principles on Business and Human Rights;
- Petrobras Social Responsibility Policy and Human Rights Guidelines.

II. We respect the rights of Indigenous peoples and traditional communities, in particular: the right to self-determination, which refers to the autonomy to freely deliberate, as collective subjects, on their territory and their means of life; the right to their territories, regardless of the state of official recognition; the right to the use and management of land and natural resources; and the right to cultural identity, including their distinctive forms of social organization and their cultural principles and values.

III. We involve Indigenous peoples and traditional communities to participate in identifying the potential impacts and opportunities of our activities, through their legitimate representations and in appropriate language, when the activity or undertaking is located on their lands or presents elements that may cause a direct socio-environmental impact on their lands, in compliance with current legislation.

IV. Our relationship with Indigenous peoples and traditional communities respects their cultural and territorial specificities and we follow the rules contained in their Consultation Protocols, when applicable.

### GUIDELINES

a) Base our relationship with Indigenous peoples and traditional communities on transparency, dialogue and the continuous pursuit of their engagement and mutual trust, throughout the life cycle of our business – acquisition, investment, operation, decommissioning, hibernation and divestment – aiming at social legitimacy to operate.

**b)** Participate in the implementation, in good faith and within the parameters established by ILO Convention No. 169, of the free, prior and informed consultation conducted by a competent public body and in accordance with the regulations in force, notably Interministerial Ordinance 60/2015, when a direct impact on the community is identified, within the scope of the environmental licensing processes for projects or activities.

**b.1)** Observe all the steps established for the free, prior and informed consultation process defined by the competent body.

**c)** In the Human Rights Due Diligence process, proactively identify and assess potential risks and impacts related to the rights of Indigenous peoples and traditional communities, establishing prevention, mitigation and monitoring actions, complaints mechanisms and procedures for fair reparation, when necessary.

**c.1)** In the process of identifying and assessing risks and impacts, ensure the participation of Indigenous peoples and traditional communities potentially impacted by our activities or operations.

**c.2)** In the process of identifying and assessing risks and impacts, consider those identified and validated by regulatory bodies within the scope of environmental licensing, both in obtaining the appropriate licenses and in their maintenance and renewals.

**d)** Conduct relationship actions with communities in the area covered by our activities, considering the local context, aiming to engage Indigenous peoples and traditional communities and contributing to the viability of our businesses and local development.

**e)** Respect the actions of human rights defenders in the exercise of their activities, whether they are members of or work with Indigenous peoples and traditional communities, recognizing that the activities that pose the greatest risk to human rights defenders involve defending the right to land and to the environment.

**f)** Carry out voluntary socio-environmental investments, with Indigenous peoples and traditional communities among the priority groups to be supported, contributing to the preservation and increase of their cultural heritage, appreciation of their ways of life and traditional knowledge, in addition to the promotion and recognition of access to rights inherent to these populations.

**g)** Conduct relationship actions arising from compliance with environmental licensing conditions within the scope of our projects and activities in accordance with the principles and guidelines referenced in these guidelines.

**h)** Enhance opportunities in partnership with Indigenous peoples and traditional communities in the context of the just transition to a low-carbon economy and climate adaptation, especially on the right to an ecologically balanced environment, with access to quality energy services and climate resilience.

**i)** Always respect the right to possession or ownership of communities, which includes the consent to enter their territories.

- j)** Avoid the removal and resettlement of Indigenous peoples and traditional communities and only carry them out as an exceptional measure, observing our Guidelines for Removal and Resettlement of Communities.
- k)** Ensure that our suppliers commit to respecting the rights of Indigenous peoples and traditional communities.
- l)** Promote dialogue with public security forces, with the aim of mitigating potential conflicts in interactions with Indigenous peoples and traditional communities.
- m)** Establish partnerships with Public Authorities, supporting public policies that benefit Indigenous peoples and traditional communities.
- n)** Coordinate with the Public Prosecutor's Office and the Public Defender's Office to guarantee and promote human rights concerning Indigenous peoples and traditional communities.
- o)** Prioritize the repair of any damages, aiming for rapid and comprehensive reparation, whenever possible through solutions based on dialogue and consensual conflict resolution.