

CBA 2025-2027

Collective Bargaining Agreement





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Chapter 1





CHAPTER I - WAGES

Clause 1. Salary Table

The Company will pay the wages set forth in the Salary Tables, Annexes I and II, which will be in effect from 09/01/2025 to 08/31/2026.

Paragraph 1 - The Salary Tables will be adjusted on 09/01/2026 by the accumulated 12 (twelve)-month variation of the General Broad National Consumer Price Index - IPCA, for the period from 09/01/2025 to 08/31/2026.

Paragraph 2 - The adjustment to be granted on 09/01/2026 will not be retroactive to September 2025, and will therefore be in effect from 09/01/2026 to 08/31/2027.

Paragraph 3 - The table practiced at the Company until 12/31/2006, Annex II, will be maintained for purposes of adjusting the supplemental benefits of retirees and pensioners who did not join the renegotiation of the Petros Plan Regulation of the Petrobras System and who were terminated by 12/31/2006, observing, in any event, the prohibition contained in the sole paragraph of article 3 of Supplementary Law No. 108/2001.

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

Chapter II





Clause 2. Length-of-Service Bonus

The Company will pay the Length-of-Service Bonus - ATS (annual increment), applied to the base salary, to all employees, according to the table (Annex III).

Sole Paragraph - The Company and the Unions agree that payment of the annual increment referred to in the main provision to all employees excludes the granting of any other benefit of the same nature.

Clause 3. VPDL 1971/82

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

Paragraph 1 - This grant is made in monthly installments, characterized as a personal benefit, nominally identified, subject to the percentage deductions, according to previous agreements.

Paragraph 2 - Payment will be made under the title Personal Benefit - DL-1971/82 (VP-DL1971/1982).

Paragraph 3 - For employees amnestied under Law 8878/1994, admitted to Petrobras by virtue of that amnesty, the same percentages applied to each of them in the last compensation received at the respective subsidiary that gave rise to the amnesty, as Personal Benefit-VPDL 1971/1982, will be considered as of 01/01/2012 and without retroactive effect.

Clause 4. Regime and Working Condition Premiums

The Company will maintain payment of regime and working condition premiums as established in the following paragraphs.

Paragraph 1 - Hazard Pay: The Company will grant the hazard pay within its basic characteristics and under the law, subject to the on-premises criterion provided for in the internal normative standard, equivalent to 30% (thirty percent) of the base salary received in the month.

Employees assigned to bases where payment of the premium is not provided will only receive it occasionally and proportionally to the number of days they remain at the locations provided for in the law and in the internal normative standard. Payment of the premium will not be due in cases of visits or occasional stays lasting less than 1 (one) daily work shift of 8 (eight) hours.

For employees hired by 08/31/1997 who receive the Hazard Pay by extension, the Company will pay this portion under the title Personal Benefit - Collective Bargaining Agreement, subject to the same percentage and the same incidences, as of 12/01/2000.

For employees hired by 08/31/1997 who receive the Hazard Pay pursuant to current legislation, retroactive payment of this Premium as a Personal Benefit - Collective Bargaining Agreement is prohibited, and full and general release is hereby granted under this title.

The parties agree that payment of the Hazard Pay received by those defined under the Law excludes the Personal Benefit - Collective Bargaining Agreement defined in item II of this paragraph, and cumulative payment of the two aforementioned portions is prohibited.

The parties agree that payment of the Personal Benefit - Collective Bargaining Agreement received by those defined in item II of this paragraph excludes the Hazard Pay, and cumulative payment of the two aforementioned portions is prohibited.

In situations in which an employee, hired on or before 08/31/1997, who receives the Hazard Pay under the Law, is transferred to a location not covered by the concept of hazardous conditions, the employee will begin receiving the Personal Benefit - Collective Bargaining Agreement referred to in item II of this paragraph, subject to non-cumulation of the referenced portions.

In situations in which an employee, hired by 08/31/1997, who receives the Personal Benefit - Collective Bargaining Agreement as provided in item II of this paragraph, is transferred to a location covered by the concept of hazardous conditions, the employee will begin receiving the Hazard Pay, as defined in the legislation governing the matter, subject to the on-premises criterion defined in the internal normative standard, with cumulation not permitted.

Paragraph 2 - Rest and Meal Hour Premium (AHRA): The Company will maintain the AHRA amount at 30% (thirty percent) of the base salary actually received in the month, plus the hazard pay, where applicable, already considering the various work schedules, thus totaling 39% (thirty-nine percent) of the base salary, according to the internal normative standard, for those employees who work an Uninterrupted Rotating Shift of 8 (eight) hours or more.

- I. Receipt of AHRA excludes the right to indemnification for suppression of the intra-shift break.
- II. The Company will comply with court decisions relating to cases filed in Court by 11/28/1996 that concern AHRA, preserving its right to appeal in court until a final decision on the matter.

Paragraph 3 - On-Call Premium (ASA): The Company will maintain the ASA amount at 40% (forty percent), levied on the BaseSalary actually received in the month, plus the Hazard Pay, where applicable.

Paragraph 4 - Regional Confinement Premium (ARC): The Company will maintain the ARC percentage at 10% (ten percent), 15% (fifteen percent), and 30% (thirty percent), with the criteria for granting that premium guaranteed, according to the internal normative standard.

The Company will pay, according to the internal normative standard, the Regional Confinement Premium to personnel assigned to perform work at offshore facilities (embarked) or in the field (confined), from the first day of work under these conditions, regardless of the number of days embarked or confined.

- II. That payment will not be due in cases of visits or occasional stays at those facilities and locations lasting less than 24 (twenty-four) hours.

Paragraph 5 - Special Field Regime Premium (AREC): The Company will maintain the AREC in an amount equivalent to 20% (twenty percent) of the respective Base Salary plus the Hazard Pay, when applicable, totaling 26% (twenty-six percent) of the BaseSalary, for employees engaged in the Special Field Regime - REC.

Paragraph 6 - Night Work Premium (ATN): The Company will maintain the ATN amount at 20% (twenty percent) of the base salary actually received in the month, plus only the hazard pay, where applicable, totaling 26% (twenty-six percent) of the BaseSalary, according to the internal normative standard, for employees engaged in the Uninterrupted Rotating Shift Regime, in lieu of the Night Premium provided by law.

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

Clause 5. Partial On-Call Duty

The Company guarantees payment for partial on-call hours, compensated at 1/3 (one third) of the normal hourly rate, considering the Base Salary plus the Hazard Pay and the Personal Benefit - Collective Bargaining Agreement (VP-CBA), when applicable, to the employee assigned to remain available to the Company, outside the workplace, during days off or rest periods, awaiting a call.

Paragraph 1 - Paragraph 1 - In the event of a call to perform actual work, the period worked will be paid as overtime and will not be cumulative with those addressed in the main provision.

Paragraph 2 - Remaining available to the Company, as provided in the main provision, is limited to a maximum of 144 (one hundred forty-four) hours/month or 3 (three) weekends per month, as applicable, regardless of the activity performed.

Clause 6. Vacation Bonus

The Company will pay the Vacation Bonus to all its employees as follows: 1/3 (one third) corresponding to what is provided in Art. 7, XVII of the Constitution, plus 2/3 (two thirds) paid pursuant to Art. 144 of the CLT, totaling 3/3 (three thirds) of the employee's monthly compensation.

Paragraph 1 - Paragraph 1 - The Company and the Unions agree that payment of the Vacation Bonus referred to in the main provision to all employees excludes the granting of any other benefit of the same nature.

Paragraph 2 - Paragraph 2 - An employee who resigns with less than 6 (six) months at the Company will not be entitled to indemnification for the proportional Vacation Bonus.

Clause 7. Indemnity for Regional Premium

The Company will maintain payment of indemnity for the Regional Premium in the event of transfer or assignment of the employee to serve in locations where the granting of the benefit is not provided for in an internal normative standard and provided the employee has been receiving it for more than 12 (twelve) consecutive months.

Sole Paragraph - The indemnity provided for in this clause will not be due when the move occurs at the employee's initiative.

Clause 8. Onshore Production Field Bonus

The Company will grant the Onshore Production Field Bonus to administrative-regime employees who perform their activities at remote bases or areas of onshore production fields in the Exploration and Production (E&P) segment and regulated in an internal normative standard, in the amount of 1,797.36 (one thousand seven hundred ninety-seven reais and thirty-six centavos), which will be in effect from 09/01/2025 to 08/31/2026.

Paragraph 1 - The bonus addressed in the main provision, which aims to encourage the allocation and retention of employees at the aforementioned bases or areas, will not apply to those receiving the Regional Confinement Premium (ARC) or Regional Premium and/or Meal Voucher.

Paragraph 2 - The Onshore Production Field Bonus will be adjusted on 09/01/2026 by the accumulated 12 (twelve)-month variation of the General Broad National Consumer Price Index - IPCA plus 0.5% (one half percent), for the period from 09/01/2025 to 08/31/2026.

Clause 9. Permanence Premium in the State of Amazonas

The Company will grant the Permanence Premium in the State of Amazonas to employees assigned to the state of Amazonas who are effectively working in that state of the Federation, in the amount of BRL 3,036.72 (three thousand thirty-six and seventy-two), which will be in effect from 09/01/2025 to 08/31/2026.

I. Payment of the Permanence Premium in the State of Amazonas will be made while the employee is effectively assigned to and working in that state of the Federation.

II. The employee will no longer be entitled to that premium when the employee is no longer assigned to and effectively working in the state of Amazonas.

Receipt of the Travel Allowance is not compatible with receipt of the Permanence Premium in the State of Amazonas; employees assigned to and effectively working in the state of Amazonas will be entitled only to the Permanence Premium in the State of Amazonas.

Employees who, until 12/31/2025, received the premium in an amount higher than the amount in the main provision will have their amounts maintained during the term of CBA 2025-2027, while they are effectively assigned to and working in the state of Amazonas.

Sole Paragraph - The amount of the Permanence Premium in the State of Amazonas described in the main provision will be adjusted on 09/01/2026 by the accumulated 12 (twelve)-month variation of the General Broad National Consumer Price Index - IPCA plus 0.5% (one half percent), for the period from 09/01/2025 to 08/31/2026.

Clause 10. Overtime Work

The Company will restrict overtime work to cases of proven need, with payment complying with the provisions set forth in this clause.

Paragraph 1 - Hours worked by employees under the Administrative Regime covered by the fixed-hours system on a paid weekly rest day and holidays, and by employees under the Special On-Call, Field, Air Support, and Uninterrupted Rotating Shift Regimes on a day off under the work schedule, will be paid through overtime with a 100% (one hundred percent) premium.

I. In cases of a workday that begins on the previous day and ends on a day off, the extension will be handled as provided in paragraph 2 of this clause.

II. The employees described in this paragraph may request that the hours worked on an off-schedule day be credited to the Time Bank and offset as provided in the "Time Bank" Clause.

III. The system above will be implemented as of 01/01/2026, with the provisions of CBA 2023-2025 applying until 12/31/2025.

IV. Payment of overtime with a 100% premium fully settles the day worked on the day off, and, by force of this agreement and during its term, does not generate new days off or other payments for work on that day.

Paragraph 2 - For employees under the Administrative Regime covered by the fixed-hours system and employees under the Special On-Call, Field, Air Support, and Uninterrupted Rotating Shift Regimes, hours worked beyond the daily working hours will be credited to the Time Bank, under the terms of the "Time Bank" Clause, or, in situations defined in internal regulations, paid directly as overtime with a 100% (one hundred percent) premium.

Paragraph 3 - The Company guarantees that, in cases in which the employee, while in rest periods outside the workplace, is called in to perform overtime work for which the employee had not been previously called, the additional hours worked during that period will be paid with the premium provided in paragraph 1, subject to a minimum of 04 (four) additional hours, regardless of whether the number of hours worked is less than 04 (four), as compensation for the effort expended on that day.

Paragraph 4 - The Company and the Unions establish that swaps and self-swaps in the employees' interest, authorized by the immediate manager, or requested by the Company, must be requested through a computerized system, respecting the minimum interval between shifts, and will not give rise to overtime payment.

I. Compensation and taking of the day off for a swap or self-swap must occur within 180 (one hundred eighty) days.

Paragraph 5 - The Company will include in the calculation of overtime for employees engaged in special work regimes the premiums inherent to their regime and actually received by the employee. The Rest and Meal Hour Premium will be included where applicable.

Paragraph 6 - The Hazard Pay, Length-of-Service Bonus, RMNR Supplement, and Regional Premium, when the employee is entitled to those premiums, will be maintained in the calculation of overtime for employees engaged in the administrative regime.

Paragraph 7 - For employees under the administrative regime covered by the flexible-hours system, overtime will be paid with a 100% premium, considering the rules provided in the "Flexible Hours" Clause and the provisions contained in paragraphs 1 and 6 above.

Paragraph 8 - As of 01/01/2026, overtime work performed by administrative-regime employees, under fixed or flexible hours, during occasional work under a special regime, will be settled as overtime with a 100% (one hundred percent) premium, and may, at the employee's option, be credited to the Time Bank. In both cases, the day worked on the day off will be fully settled, and, by force of this agreement and during its term, will not generate new days off or any other forms of payment arising from it.

Paragraph 9 - Work performed outside the hours provided in the PHT during the Scheduled Maintenance Shutdown, as per item 1 of paragraph 6 of the "Working Hours - Scheduled Maintenance Shutdown" clause, will be settled with payment of overtime with a 100% premium.

I. Payment of overtime with a 100% premium fully settles the day worked on the day off, and, by force of this agreement and during its term, does not generate new days off or other payments for work on that day.

Paragraph 10 - In cases of maintenance shutdowns and start-ups of new units, the Company will consider the Night Premium (AN-CLT) in calculating overtime relating to work performed between 10:00 p.m. and 5:00 a.m. under the administrative regime.

Clause 11. Time Bank

The Company will operate a time bank for employees covered by the fixed-hours system (Administrative Regime and Special On-Call, Field, Air Support, and Uninterrupted Rotating Shift Regimes).

Paragraph 1 - Hours worked on a day off under the work schedule will be paid as overtime with a 100% premium, unless the employee opts for credit in the Time Bank.

Paragraph 2 - Hours worked on a scheduled workday beyond the daily working hours, for employees under the Administrative Regime and by employees under the Special On-Call, Field, Air Support, and Uninterrupted Rotating Shift Regimes covered by the fixed-hours system, will be credited to the Time Bank, or, in situations defined in internal regulations, paid directly as overtime with a 100% (one hundred percent) premium, according to the conditions provided in the "Overtime Work" clause.

Paragraph 3 - Credits made will first offset any negative Time Bank balance, and the remaining balance, if positive, will be used primarily to offset absences on workdays, whether partial or full-day, except in cases of unjustified absences and absences excused by policy or law.

Paragraph 4 - Monthly, the difference between the time bank balance existing on the last day of the month and the previous month will be calculated as follows:

If the balance on the last day of the previous month is positive or equal to 0 (zero): Current accumulated balance minus accumulated balance through the previous month. If the result is positive, half will be paid as overtime with a 100% premium.

b) If the accumulated balance on the last day of the previous month is negative and the current accumulated balance is positive: Half of the current balance will be paid as overtime with a 100% premium.

c) If the accumulated balance on the last day of the previous month and the current accumulated balance are negative: No overtime payment will be due.

I. The balance on the last day of the month will be updated by deducting the hours paid as overtime.

II. The system above will be implemented as of 01/01/2026, with the same criterion provided in CBA 2023-2025 applying until 12/31/2025.

Paragraph 5 - The following limits will be adopted for the time bank:

a) Until 12/31/2025, the accumulated positive hours limit will be 120 (one hundred twenty) hours. As of 01/01/2026, the limit will be 48 (forty-eight) hours.

b) Until 12/31/2025, the accumulated negative hours limit will be 84 (eighty-four) hours. As of 01/01/2026, the limit will be 48 (forty-eight) hours;

I. Hours exceeding the positive limit described above will be paid as overtime with a 100% (one hundred percent) premium and, if the negative limit is exceeded, will be deducted in the following month;

II. In May and November of each year, the remaining time bank balance will be calculated.

a) if positive, payment will be made as overtime with a 100% (one hundred percent) premium in the May and November paychecks.

b) if negative, the corresponding deduction will be made annually in the November paycheck.

Payment of overtime with a 100% premium, as provided in items I and II, and the compensations carried out under Paragraph 3, fully settle the day worked on the day off and prevent the generation of new days off and other payments for that work, by force of this agreement and during its term.

Paragraph 6 - The time bank rules do not apply to actual work during Partial On-Call Duty, Shift Handover Overtime, Inter-Shift Overtime, described in clauses 5, 15, 16, and 17, respectively, nor to situations of overtime work on a day off and arising from a Maintenance Shutdown, when the employee does not opt for credit in the Time Bank.

Work arising from a Maintenance Shutdown in the extension of the workday or performed on a day off under the schedule will be paid as overtime with a 100% (one hundred percent) premium and fully settles the day worked on the day off, preventing the generation of new days off and other payments for that work, by force of this agreement and during its term.

Paragraph 7 - The Company will settle Paid Weekly Rest (RSR) of the Time Bank in the form of 1/6 (one sixth) on Time Bank settlements: monthly excess, annual Time Bank settlement, and Time Bank settlement upon employment termination.

Clause 12. Treatment of the work x days-off ratio

After the proper attendance treatments, positive balances arising from the work x days-off ratio (Accumulated Days-Off Balance - AF Balance) will be migrated to the Time Bank in August, observing the work cycle.

Paragraph 1 - At the end of vacation, the employee is available for work and must comply with the work and days-off ratio provided for the employee's work regime until the start of the next cycle.

As of 01/01/2026, employees permanently engaged in the Special Work Regimes covered by Law 5.811/72 (Uninterrupted Rotating Shift and On-Call) and in the Special Field Regime, under confinement conditions, assigned to the states of Rio de Janeiro, Espírito Santo, and Amazonas and effectively working at offshore facilities and/or at C.T. Urucu will be guaranteed neutralization of up to 5 (five) days, without call-in, between the end of vacation and the start of the next cycle, per vacation accrual period.

II. For other employees permanently engaged in Special Work Regimes, neutralization of up to 8 (eight) days, without call-in, per accrual period, between the end of vacation and the start of the next work cycle, will be guaranteed.

Paragraph 2 - If the work and days-off ratio between the end of vacation and the start of the next cycle is not met, after the neutralization of up to 8 (eight) days provided in item II or 5 (five) days provided in item I has already been applied, the days that generate a negative impact on the work x days-off ratio will be debited in hours in the Time Bank, in the following proportion: 8 hours for every 1.67 days for the 8-hour shift and 12 hours for every 2.5 days for 12-hour shift regimes, special field, special air support, and on-call regimes.

Paragraph 3 - In cases where a schedule change negatively impacts the work x days-off ratio in the work cycle(s), attendance must be handled as "Schedule Adjustment" (neutral day) to eliminate that impact.

Paragraph 4 - The negative balance generated by the settlement of days off accumulated through 08/31/2023, due to compliance with clause 12 of CBA 2023-2025, will be transferred to the Time Bank in 6 (six) equal installments between March and August/2026 with a 50% reduction.

Clause 13. Business Travel

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

Sole Paragraph - The Company will restrict business travel on business days outside the employee's normal working hours to cases of need and, when applicable, will recognize the hours spent on that travel, up to a maximum limit of 4 (four) hours.

Clause 14. Shift Holiday

The hours actually worked on January 1, Carnival Monday, Carnival Tuesday and until noon on Ash Wednesday, April 21, May 1, September 07, November 15 and 20, and December 25, by employees engaged in the Special On-Call, Field, Air Support, and Uninterrupted Rotating Shift Regimes, on their scheduled workdays, are paid for the workday and increased by the Shift Holiday pay code, representing a 100% premium, according to the formula below:

$$\text{Shift Holiday} = ((\text{RMNR} + \text{ATS} + \text{VPSUB} + \text{APEAM}) \square \text{THM}) \times \text{NH}$$

Where:

RMNR = Minimum Compensation by Level and Regime *ATS = Length-of-Service Bonus*

VPSUB = Subsidiary Personal Benefit (if any)

APEAM = Permanence Premium in the State of Amazonas (if any) *THM = Total Monthly Hours*

NH = Number of Hours Worked

Sole Paragraph - Any overtime hours performed on the days mentioned in this clause will be treated as provided in the overtime work clauses.

Clause 15. Shift Handover Overtime

The Company will pay, on an average basis, the time spent on shift handovers to employees whose activities require mandatory service handover from one shift to another.

Paragraph 1 - The payment addressed in the main provision will be made as overtime at 100% (one hundred percent), plus applicable reflexes, considering the calculated average of daily minutes in each handover, according to the table (Annex IV), which is accepted by the unions representing the employees.

Paragraph 2 - Periods of absence due to vacation, courses and work on administrative schedules lasting more than 30 (thirty) days, and medical leaves exceeding 15 (fifteen) days are excluded from this payment; however, legal incidences on vacation and the 13th (thirteenth) salary are maintained, as already provided in paragraph 1.

Paragraph 3 - The payment addressed in the main provision is due in the cases provided in article 543 of the Consolidation of Labor Laws - CLT and within the limits of the law.

Paragraph 4 - Regarding the period exceeding the agreed average time for shift handover:

I. Until March 31, 2026, the period exceeding the agreed average time for shift handover will only be characterized as overtime in cases of the need to start early or extend the workday.

As of April 01, 2026, any overtime work will only be paid as overtime or credited to the Time Bank if it exceeds the period of 12 minutes beyond the agreed average time for shift handover and, in that case, the entire period will be considered for payment or hour credit.

a) Exceptionally, overtime work lasting up to 12 minutes, performed on days when there was a debit in the Time Bank, may be credited, provided that it does not exceed the amount of the debit recorded on that day.

III. The provisions of the preceding item apply to situations of courses and work on administrative schedules lasting up to 30 (thirty) days in which payment of HETT on an average basis will be maintained.

Clause 16. Inter-Shift Interval

The Company undertakes to maintain observance of the minimum 11 (eleven)-hour interval between employees' work shifts.

Paragraph 1 - In activities carried out in uninterrupted rotating shifts under confinement, in which unit safety and operational continuity must be guaranteed, performing overtime work in imperative and exceptional situations may affect the granting of the minimum 11 (eleven)-hour interval between work shifts. In this case, the start of the next work shift must be moved in order to guarantee the employee's rest.

I. In exceptional situations, due to imperative service need, when it is not possible to move the start of the next shift, the period actually suppressed from the minimum 11 (eleven)-hour interval will be compensated through payment of overtime.

The payment addressed in this item is not the same as the overtime work performed. The compensation owed to the employee due to workday overrun will be made through credit to the Time Bank or payment of overtime, according to the specific situation.

III. The payment addressed in this item will be made as overtime, with a 100% (one hundred percent) premium on the employee's normal hourly rate, under the pay code Inter-Shift Overtime.

Paragraph 2 - The Company undertakes to present monitoring of this item to the unions, when requested, at meetings of the Attendance & Work Regimes & Telework Committee.

Clause 17. Inter-Shift Interval - E&P Operational Facilities

The Company undertakes to maintain observance of the minimum 11 (eleven)-hour interval between employees' work shifts.

Paragraph 1 - For employees permanently engaged in the TIR regime, the hours resulting from any difference between the inter-shift interval actually observed and the 11 (eleven) hours, arising from the alternation of shift times in the table practiced, calculated through the annually predefined work schedules, will be compensated with payment of overtime.

I. The Company will pay, exclusively on an average basis, the number of hours of minimum Inter-Shift interval that may not have been observed.

The payment addressed in the preceding paragraph will be made as overtime at 100% (one hundred percent), under the pay code Inter-Shift Overtime, considering an average of 3 (three) hours and 12 (twelve) minutes per month per employee.

This instrument applies to employees engaged in the 12 (twelve)-hour Uninterrupted Rotating Shift regime at E&P operational facilities where alternating shift times are practiced in annually predefined work schedules with suppression of hours from the inter-shift interval due to work on those schedules.

Paragraph 2 - Periods of absence due to vacation, courses and work on administrative schedules lasting more than 30 (thirty) days, and medical leaves exceeding 15 (fifteen) days are excluded from this payment; however, legal incidences on vacation and the 13th (thirteenth) salary are maintained.

Paragraph 3 - For employees occasionally engaged in the TIR regime, the hours resulting from any difference between the inter-shift interval actually observed and the 11 (eleven) hours, arising from the alternation of shift times in the table practiced, will be compensated with payment of overtime, as of 01/01/2026.

Clause 18. Maintenance of Benefits During Leaves

The Company guarantees that, in cases of leave periods of up to 180 (one hundred eighty) days due to illness or accident, duly characterized by the Company's health unit or Social Security, the employee will receive the 13th (thirteenth) Salary and vacation for the period, in addition to the benefits guaranteed to the employee.

Clause 19. Sick Pay

The Company guarantees, as Sick Pay Supplementation, the supplementation of the full compensation of the employee on leave due to a workplace accident or occupational disease during the first 4 (four) years of leave, and during the first 3 (three) years for all other Sick Pay cases.

Sole Paragraph - Payment of the benefit will cease before the periods cited in the main provision are completed when:

- I. Without justified reason, the employee fails to comply with the prescribed treatment;
- II. There is proven refusal by the employee to undergo the prescribed treatment, with the employee's right of free medical choice guaranteed;
- III. There is proven refusal by the employee to participate in the professional rehabilitation and/or readaptation program;
- IV. The employee performs any paid activity during the leave period.
- V. There is proven refusal by the employee to comply with the prescribed treatment or failure to appear when called by the company's health unit, without justified reason.

Clause 20. Remuneration of Readapted Employee

The Company will continue to apply, according to the internal normative standard, the supplement to the remuneration of an employee readapted due to a workplace accident or occupational disease whenever benefits or premiums are suppressed, based on the remuneration received on the leave date.

Paragraph 1 - As of 09/01/2004, the amount of the evolution of the Length-of-Service Bonus is paid independently of the supplement addressed in the main provision.

Paragraph 2 - As of 09/01/2009, the amount of salary evolution resulting from level advancement and promotion is paid independently of the supplement addressed in the main provision.

Clause 21. Minimum Compensation by Level and Regime - RMNR

The Company will apply to all employees the Minimum Compensation by Level and Regime- RMNR, taking into account the concept of regional compensation, based on the grouping of cities where Petrobras operates, also considering the concept of geographic microregion used by the Brazilian Institute of Geography and Statistics (IBGE).

Paragraph 1 - RMNR consists of establishing a minimum amount, by level and region, in order to equalize the amounts to be received by employees, aiming to improve the equality provided for in the Federal Constitution.

Paragraph 2 - The amounts relating to the aforementioned RMNR (Annex V) are defined in the Company's tables and were adjusted on 09/01/2025 by 5.66% (five point sixty-six percent), on the tables in effect on 08/31/2025, and will be in effect until 08/31/2026. On 09/01/2026, the amounts will be adjusted by the General Broad National Consumer Price Index - IPCA, accumulated in the period from 09/01/2025 to 08/31/2026 plus 0.5% (one half percent). The adjustment granted on 09/01/2026 will not be retroactive to September 2025, and will therefore be in effect from 09/01/2026 to 08/31/2027.

Paragraph 3 - The difference resulting between the "Minimum Compensation by Level and Regime" addressed in the main provision and: the Base Salary (SB), the Personal Benefit - Collective Bargaining Agreement (VP-CBA), and the Personal Benefit - Subsidiary (VP-SUB), without prejudice to any other portions paid, which may result in an amount higher than the RMNR, will be paid under the title "RMNR Supplement."

Paragraph 4 - The same procedure defined in the preceding paragraph applies to employees working under special work regimes and/or conditions with respect to the benefits due as a result thereof.

Clause 22. Granting of Lodging and Per Diems for Training or Other Onshore Activity During Offshore Platform Embarkation Periods

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

Sole Paragraph - The provisions of this clause also apply to employees engaged in special work regimes on offshore platforms without defined embarkation schedules.

Clause 23. Amounts in Effect on the Actual Payment Date

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

Clause 24. Travel Allowance

The Company will grant the Travel Allowance for the purpose of helping with the cost of interstate bus tickets for travel from the place of residence to the work base and vice versa.

Paragraph 1 - The Travel Allowance will be paid to employees permanently engaged in the Special Work Regimes covered by Law No. 5.811/72 (Uninterrupted Rotating Shift and On-Call), under confinement conditions, assigned to the states of Rio de Janeiro and Espírito Santo, effectively working at offshore facilities and residing in a Brazilian state different from the one to which they are assigned, provided they meet the following conditions:

- I. Submit a request, according to the guidelines contained in the internal normative standard;
- II. Prove the place of residence in a state different from the property to which they are assigned (RJ or ES);
- III. Not receive transfer premiums or have received benefits relating to a definitive transfer to the same locality of the property to which they are assigned (RJ or ES) in the last five years, counted from the last installment or amount received.

Paragraph 2 - Payment of the Travel Allowance is made monthly - including in Vacation Pay and the 13th (thirteenth) Salary - and corresponds to the amount established in the Travel Allowance Table, less the employee's share.

Paragraph 3 - The Travel Allowance is not remunerative or salary-based in nature and is not incorporated into the employee's earnings for any purpose.

Paragraph 4 - Termination of the granting of the Travel Allowance will not entail any indemnity payment.

Paragraph 5 - The employee will not be entitled to the Travel Allowance while the following situation lasts, if the employee:

- I. Participates in training lasting more than 30 (thirty) days;
- II. Is absent due to Medical Leave exceeding 15 (fifteen) days;
- III. Starts residing in the state to which the employee is assigned (RJ or ES).

Paragraph 6 - The Travel Allowance does not apply to employees assigned to the state of Amazonas, since they are entitled to the Permanence Premium of the State of Amazonas.

Paragraph 7 - Requests for the granting of travel allowance do not apply to bases or employees already receiving funds to cover travel expenses on the corresponding route between domicile/embarkation base and vice versa, by force of court decision, and cumulation of benefits of the same nature is not possible.

Paragraph 8 - The Travel Allowance amounts set forth in the Table (Annex VI) will be updated on 09/01/2026, based on research carried out by the Company. For this update, the average prices, in August 2026, of round-trip bus tickets between the state capitals will be considered, plus, when applicable, the Rio-Macaé segment, on an executive-type bus.

- I. If the new amount calculated in the research is lower, the Company will maintain in the table (Annex VI) the amount currently practiced.

Paragraph 9 - Paragraph 9 - As of 01/01/2026, the employee will contribute the amount corresponding to 2% (two percent) of the employee's Base Salary.

I. The system above will be implemented as of 01/01/2026, with the same criterion provided in CBA 2023-2025 applying until 12/31/2025.

Clause 25. Transportation Voucher

The Company will grant the transportation voucher benefit to employees, under the terms of current legislation and applicable internal rules, for travel from residence to work and vice versa, upon the employee's formal request, provided the employee does not receive another amount intended to fully or partially fund transportation to the workplace and does not use transportation provided or fully funded by the Company.

Paragraph 1 - The benefit will be granted upon the employee's request, and the employee must inform and keep updated the residential address and the route used for travel to the workplace.

Paragraph 2 - The employee's share in funding the transportation voucher through a monthly payroll deduction will be reduced from 6% (six percent) to 2% (two percent), levied on the base salary, as of 01/01/2026.

Paragraph 3 - The parties agree that the reduction in the deduction constitutes a settlement of rights and a social benefit that aims to facilitate the funding of transportation, ratifying the indemnity nature of the payment, which will not be included in salary for any legal purpose, under the terms of art. 611-A of the CLT and art. 7, XXVI of the Federal Constitution.

Clause 26. Reimbursement for flight cancellation on the disembarkation day

The Company will grant reimbursement, of strictly indemnity nature, aimed at reimbursing expenses demonstrably incurred by the employee for rebooking or purchasing a new air or bus ticket, within Brazil, arising from postponement of the offshore unit disembarkation date in the interest of the service, due to operational, safety, weather, or logistics reasons, excluding situations unrelated to the Company's operational activity.

Paragraph 1 - The benefit applies to employees permanently engaged in the special regimes of Law No. 5.811/72 (Uninterrupted Rotating Shift and On-Call), under confinement conditions, assigned to the states of Rio de Janeiro or Espírito Santo, and who have a residence registered with the Company in a Brazilian state other than the assignment location.

Paragraph 2 - Reimbursement will be limited to the amount actually spent by the employee upon mandatory presentation of tax receipts and original tickets, according to the internal standard, respecting the maximum limit, per event, of the travel allowance table in which the employee is classified or the amount of BRL 500.00, whichever is lower.

Paragraph 3 - Reimbursement will not be due:

- I. When the employee causes the loss of the ticket for personal reasons;
- II. To cover expenses for food, lodging, or urban ground transportation, with reimbursement restricted to fares and fees for the main ticket.

Paragraph 4 - Requests for the granting of reimbursement must be made by the employee according to the internal normative standard.

Paragraph 5 - The granting of reimbursement does not apply to bases or employees already receiving funds to cover travel expenses on the corresponding route between domicile/embarkation base and vice versa, by force of court decision, and cumulation of benefits of the same nature or purpose is not possible.

Paragraph 6 - The amount paid as reimbursement is not salary in nature, is not incorporated into compensation for any purpose, and does not constitute a basis for labor, social security, or FGTS charges, under the terms of art. 457, §2, of the CLT. Clause 27.

Clause 27. Disembarkation Day

The Company will maintain the granting of the Disembarkation Day for employees permanently engaged in the Special Work Regimes covered by Law 5.811/72

(Uninterrupted Rotating Shift and On-Call) and in the Special Field Regime, under confinement conditions, assigned to the states of Rio de Janeiro, Espírito Santo, and Amazonas and effectively working at offshore facilities and/or at C.T. Urucu.

Paragraph 1 - As of 01/01/2026, the Company will discontinue posting 0.5 (one-half) day off and will instead pay, on an average basis, 3 (three) overtime hours per month to employees permanently engaged in the Special On-Call, Field, and Uninterrupted Rotating Shift Regimes at offshore facilities and/or at the Urucu Onshore Field.

Periods of absence due to vacation, courses and work on administrative schedules lasting more than 30 (thirty) days, and medical leaves exceeding 15 (fifteen) days are excluded from this payment; however, legal incidences on vacation and the 13th (thirteenth) salary are maintained.

II. The payment addressed in paragraph 10 is independent of the number of disembarkations made in the month.

Paragraph 2 - The hours worked on the disembarkation day that make up the total monthly hours (THM), as established in Annex XV of this agreement, are not considered overtime work, nor do they constitute suppression of rest. In exceptional situations that demand extension of the workday on that day, exceeding the hourly limit established for the THM, overtime work will be treated according to paragraph 1 of the "Overtime Work" clause and will be fully settled as work on a day off, without implying, by force of this agreement and during its term, the granting of new days off or other payments relating to the work performed on that day.

Paragraph 3 - Payment of the average of 3 (three) hours per month with a 100% premium fully settles the time at the Company's disposal on the disembarkation day, and, by force of this agreement and during its term, does not generate new days off or other payments for time at disposal on that day.

Chapter III





CHAPTER III - BENEFITS

Clause 28. Meal Benefit

The Company will grant employees assigned to properties or units that do not provide in-kind meals, in Brazil, under the conditions established in an internal normative standard, food assistance exclusively through a meal voucher.

Paragraph 1 - The amount of BRL 2,083.85 (two thousand eighty-three reais and eighty-five centavos) relating to the meal voucher will be granted to employees with food assistance described as provided in the main provision.

Paragraph 2 - The granting of the meal voucher will be maintained during maternity/adoption leave periods, the granting of SickPay, or the CBA Leave Benefit.

Paragraph 3 - The Company will keep available the option of partial or total conversion of the meal voucher into a food voucher.

Paragraph 4 - The amount cited in paragraph 1 will be in effect until 08/31/2026 and will be adjusted on 09/01/2026 by the accumulated 12 (twelve)-month variation in the "Food away from home" subitem of the General Broad National Consumer Price Index-IPCA, for the period from 09/01/2025 to 08/31/2026, which will be in effect until 08/31/2027.

Clause 29. Food Benefit

The Company will grant, as of 01/01/2026, to all actively employed employees, under the conditions established in an internal normative standard, a food benefit through a grocery voucher and holiday-meal voucher.

Paragraph 1 - The amount of BRL 400.00 (four hundred reais) relating to the grocery voucher will be credited monthly to the food voucher for all actively employed employees in Brazil, as of 01/01/2026.

Paragraph 2 - Employees who receive subsidized in-kind food assistance in Brazil, not covered by Law 5.811/72, will be granted the monthly supplement of BRL 276.60 (two hundred seventy-six reais and sixty centavos) on the Food Voucher.

Paragraph 3 - Additionally, in December of each year, as a holiday-meal voucher, the amount of BRL 1,006.91 (one thousand six reais and ninety-one centavos) will be credited to the food voucher for all employees actively employed on December 25.

Paragraph 4 - The granting of the benefits described in this clause will be maintained during maternity/adoption leave periods, the granting of Sick Pay, or the CBA Leave Benefit.

Paragraph 5 - The amounts will be granted exclusively on the food-voucher card, with no possibility of partial or total conversion into a meal voucher.

Paragraph 6 - The amounts granted are not salary in nature, are considered indemnity in nature, and are not included in the calculation basis of any labor or social security portions.

Paragraph 7 - The amounts cited in paragraphs 1, 2, and 3 will be in effect until 08/31/2026 and will be adjusted on 09/01/2026 by the accumulated 12 (twelve)-month variation in the "Food at home" subitem of the General Broad National Consumer Price Index - IPCA, for the period from 09/01/2025 to 08/31/2026, which will be in effect until 08/31/2027.

Clause 30. Meal voucher at Units that provide in-kind meals

As of the effective date of this agreement, the Company will grant a meal voucher, under the conditions established in the "Meal Benefit" clause of this agreement and in an internal normative standard, to all employees assigned to units that provide in-kind meals that have collectively decided or may collectively decide on this modality, including those engaged in the Uninterrupted Rotating Shift - TIR regime, provided there is technical feasibility for implementation.

Paragraph 1 - The regional Collective Bargaining Agreements relating to the granting of meal vouchers, entered into with the unions representing its employees, will have their term ended and will be governed by this Clause of this collective bargaining instrument.

Paragraph 2 - It is agreed between the parties that Petrobras will not provide any type of in-kind meal, subsidized or free of charge, as of the date of the first meal-voucher credit, to all employees assigned to units that provide in-kind meals that have collectively decided on this modality.

Paragraph 3 - To prove the category's collective decision on the granting of the meal voucher, the representative union must forward to Petrobras' Union Relations management, by the representative union, the minutes and notice of the assemblies with the employees.

I. The Company will have a period of up to 180 (one hundred eighty) days for implementation, counted from receipt of the documentation referenced in this paragraph.

Paragraph 4 - The granting of the meal voucher provided in the main provision of this Clause includes and fulfills the obligation provided in paragraph 1, item V, of the "Working Hours - Uninterrupted Rotating Shift - 12 hours at onshore units" Clause of this CBA.

Paragraph 5 - The employees covered by this Clause will not be entitled to indemnification as a result of the cessation of the provision of free or subsidized in-kind meals.

Paragraph 6 - The meal voucher amount will be the amount practiced in the "Meal Benefit" Clause of this CBA, regardless of the work regime in which the employee is engaged.

Paragraph 7 - It is established in this paragraph that responsibility for acquiring, paying for, and disposing of the meal is exclusively the employee(s).

I. The employee is responsible for acquiring personal eating utensils (plate or container compatible with food consumption and cutlery) in situations where the meal supplier does not provide such items.

Paragraph 8 - Considering that Petrobras will cease providing in-kind meals, free or subsidized, to its employees with the granting of meal vouchers; and that the employee will choose the place for food and meals, which may not be managed and supervised by the Company; after the due investigation process according to HSE regulations, incidents demonstrably arising from ingestion of contaminated food acquired at the mentioned locations and diseases transmitted by such food, considered Foodborne Diseases (DTA), will not be Petrobras' responsibility.

I. The HSE service, in line with internal normative standards, must, in addition to conducting the investigation process, ensure prehospital health care for the workers involved and notifications to the competent agencies.

Paragraph 9 - If the Company, due to a court order or any other reason, begins to provide in-kind meals, it must do so for the entire workforce of the Unit, due to the infeasibility of contracting cafeteria service to serve one person or only part of its workforce. In this situation, the parties agree that the granting of the meal voucher provided in this Collective Bargaining Agreement will be discontinued and food assistance will be provided by the Company within a timeframe compatible with its operationalization by Petrobras.

Paragraph 10 - The agreeing parties recognize that the provision of meal vouchers to employees assigned to units that provide in-kind meals, including those engaged in the Uninterrupted Rotating Shift Regime, as provided in this clause, respects and fully complies with Law 5.811/72 and collective private autonomy in the negotiation of normative clauses.

Clause 31. Daycare Assistance

The Company will grant the educational benefit in the form of Daycare Assistance according to the internal standard and the conditions set forth below:

- I. Female employees with a child and/or child under guardianship, in the process of adoption;
- II. Single, widowed, legally separated, or divorced employees with custody of a child, by court ruling, and/or child under guardianship, in the process of adoption;
- III. Employees with a child and/or child under guardianship, in the process of adoption from the age of 3 (three) months.
- IV. Child or adolescent with definitive guardianship by the holder, only in the case of children and/or adolescents orphaned of both parents, when there is a legal impediment to adoption by the holder related to kinship.

Paragraph 1 - Until the child reaches 6 (six) months of age, reimbursement of documented expenses for the use of daycare will be full, for female employees and single, widowed, legally separated, or divorced employees who meet the eligibility criteria defined in the main provision.

Paragraph 2 - From 7 (seven) months to 36 (thirty-six) months of age of the child, reimbursement of documented expenses for the use of daycare will be partial, according to the table of average regional amounts prepared by the Company, for female employees and single, widowed, legally separated, or divorced employees who meet the eligibility criteria defined in the main provision.

Paragraph 3 - From 3 (three) to 36 (thirty-six) months of age of the child, Petrobras will also grant partial reimbursement of documented expenses for the use of daycare, according to the table of average regional amounts prepared by the Company, to an employee with a child and/or minor under guardianship, in the process of adoption.

Paragraph 4 - The Company will also reimburse enrollment fees under daycare assistance.

Paragraph 5 - The Company will also provide semiannual reimbursement for expenses with school supplies and public-school uniforms, upon proof of expenses, relating to the 1st (first) and 2nd (second) semesters of the year, incurred by June and by December, respectively.

Paragraph 6 - Employees whose children attend daycare classified as private but who prove, through a school declaration, exemption 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 attend daycare classified as nonprofit but with monthly fees may opt for treatment as if the beneficiary were attending private education.

Clause 32. Companion Assistance

The Company will grant the educational benefit in the form of Companion Assistance up to 36 (thirty-six) months of age of the child to all male and female employees with a child; child under guardianship, in the process of adoption; and/or child with definitive guardianship by the holder, only in cases of children orphaned of both parents, when there is a legal impediment to adoption by the holder related to kinship, and according to the internal standard and condition set forth below:

Sole Paragraph - From 3 (three) to 36 (thirty-six) months of age of the child, Companion Assistance will be granted by the Company in the form of partial reimbursement, according to the Companion Assistance table prepared by the Company.

Clause 33. Education Assistance (Preschool Assistance and High School Education Assistance) Assistance Program, Elementary Education

The Company will grant Education Assistance to employees who have:

- I. Single children duly registered with the Company;
- II. Children and adolescents under guardianship, in the process of adoption, up to 18 (eighteen) years old, duly

registered with the Company, provided they are single;

Stepchildren, as of January 2010, provided they are single and enrolled in the AMS Plan;

Child of adolescent with definitive guardianship by the holder, only in the case of orphans of both parents, when there is a legal impediment to adoption by the primary beneficiary related to kinship, extendable up to 19 (nineteen) years and 11 (eleven) months, extendable until the end of the school year.

The Company will maintain reimbursement of Education Assistance for the children of employees already enrolled in one of the benefits, until completion of the last level of education (High school) provided in this agreement, in situations where the National Social Security Institute - INSS grants the employee accidental or social-security disability retirement, according to internal rules.

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

- I. In Private School:

Monthly reimbursement of enrollment and tuition.

- II. In Public School:

Semiannual reimbursement, upon proof of expenses for school supplies and uniforms, relating to the 1st (first) and 2nd (second) semesters of the year, incurred by June and by December, respectively.

Paragraph 2 - Elementary Education Assistance will be granted to the audience referred to in the main provision, up to the age limit of 17 (seventeen) years and 11 (eleven) months while attending elementary school, in the form of reimbursement of 75% (seventy-five percent) of school expenses, limited to the coverage amount of the Company's table, under the following conditions:

- I. In Private School:

Monthly reimbursement of enrollment and tuition.

- II. In Public School:

Semiannual reimbursement, upon proof of expenses for school supplies and uniforms, relating to the 1st (first) and 2nd (second) semesters of the year, incurred by June and by December, respectively.

Paragraph 3 - High School Education Assistance will be granted to the audience referred to in the main provision, while attending High School, up to the age of 19 (nineteen) years and 11 (eleven) months, extendable until the end of the school year, in the form of reimbursement of 70% (seventy percent) of school expenses, limited to the coverage amount of the Company's table, under the following conditions:

- I. In Private School:

Monthly reimbursement of enrollment and tuition.

- II. In Public School:

Semiannual reimbursement, upon proof of expenses for school supplies and uniforms, relating to the 1st (first) and 2nd (second) semesters of the year, incurred by June and by December, respectively.

Paragraph 4 - Employees whose children attend a school classified as private but who prove, through a school declaration, exemption from tuition, including the granting of a full scholarship, may opt for treatment as if the beneficiary were attending public school.

Paragraph 5 - Employees whose children attend a nonprofit school, but with tuition charged, may opt for treatment as if the beneficiary were attending private school.

Paragraph 6 - For employees whose children enrolled in Preschool Assistance and Elementary Education Assistance reach the age limit defined in the respective Benefits (5 (five) years and 11 (eleven) months and 17 (seventeen) years and 11 (eleven) months, respectively) during the school year, the Company guarantees continuation of reimbursement until the end of that school year.

Clause 34. Young University Student Program

The Company will maintain the granting of the Young University Student Program aimed at encouraging university education, for the children and stepchildren of employees who were enrolled in that 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 be provided in the form of reimbursement of 60% (sixty percent) of proven university expenses, limited to the coverage amount of the Company's table, under the following conditions.

I. At a Private University:

Monthly reimbursement of enrollment and tuition.

II. At a Public University:

Semiannual reimbursement of expenses for materials (books and course packs).

Paragraph 2 - To maintain the granting of the Young University Student Program, the following requirements are necessary:

I. Single children duly registered in the Program up to 24 (twenty-four) years old and who do not yet have a higher education degree;

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

Paragraph 3 - Payment of the benefit will be immediately discontinued in the event of a change in the higher education course listed in the enrollment immediately prior to the effective date of the 2019-2020 Collective Bargaining Agreement or in the event of suspension of the academic term.

Clause 35. Educational Benefits and Young University Student Program

The Company will adjust the Daycare/Companion Assistance, Education Assistance (Preschool Assistance, Elementary Education Assistance, High School Education Assistance), and Young University Student Program tables on 01/01/2026 by 6.17% (sixpoint seventeen percent), which will remain in effect until 12/31/2026 and, on 01/01/2027, by the accumulated 12 (twelve)-month variation in the "Education" Subitem of the General Broad National Consumer Price Index - IPCA, for the period from 09/01/2025 to 08/31/2026.

Clause 36. Educational benefit deadlines

The enrollment and proof system for educational benefits is self-service, and it is the employee's responsibility to monitor and complete enrollments and proof submissions within the established deadlines. Failure to submit proof in the manner and within the deadlines established in the internal rules will result in deduction of the full benefit amount.

Clause 37. Functional Readaptation

The Company will maintain the current readaptation policy for employees rehabilitated by the social security institution, in a position compatible with the reduction in their work capacity, resulting from an accident or illness, according to the medical opinion of the official agency, observing, with respect to compensation, the provisions of the law.

Clause 38. CBA Leave Benefit for Employees Retired by the INSS and on Leave Due to Illness

The Company will grant the CBA Leave Benefit to employees retired by the INSS whose employment contract with the Company is in effect and who go on leave from work for more than 15 (fifteen) days due to a workplace accident or occupational disease, during the first 4 (four) years of leave, and during the first 3 (three) years of leave for other illnesses or non-work-related accidents, provided the employee is not entitled to sick pay granted by a pension plan sponsored by Petrobras, while the Company's health unit maintains the leave.

Paragraph 1 - The benefit addressed in the main provision of the clause will be granted to employees retired under the former Petrobras/INSS Agreement, which was in effect until 01/31/2013, and to employees retired after the end of that Agreement.

Paragraph 2 - An employee who, during the term of the Petrobras/INSS Agreement, which was in effect until 01/31/2013, applied for retirement outside that Agreement will not be entitled to the CBA Leave Benefit.

Paragraph 3 - An employee hired by the Company already retired by the INSS will not be entitled to the CBA Leave Benefit.

Paragraph 4 - The CBA Leave Benefit will be 70% (seventy percent) of the retired employee's normal compensation.

Paragraph 5 - Payment of the CBA Leave Benefit is conditioned on the absence of permanent incapacity for work, provided it is certified by the Company's health unit.

Paragraph 6 - Payment of this Benefit will cease before the periods cited in the main provision are completed when:

- I. Without justified reason, the employee fails to comply with the prescribed treatment;
- II. There is proven refusal by the employee to undergo the prescribed treatment, with the employee's right of free medical choice guaranteed;
- III. There is proven refusal by the employee to participate in the professional rehabilitation and/or readaptation program;
- IV. The employee performs any paid activity during the leave period;
- V. The employee, without justified reason, fails to appear when called by the Company's health unit.

Clause 39. Caregiver Assistance - employee with a disability

Petrobras will ensure Caregiver Assistance for employees with a disability registered with the Company who prove the use of caregiver, personal attendant, or work companion services to assist with activities of daily living (ADL), due to their disability.

Paragraph 1 - To be entitled to Caregiver Assistance, the employee must undergo a technical evaluation, according to normative regulations.

Paragraph 2 - The cash assistance for payment of a caregiver, personal attendant, or companion is in the maximum amount of 1 (one) national minimum wage, reimbursed to the employee monthly.

Paragraph 3 - Responsibility for the selection, hiring, and payment of labor obligations is exclusively the employee's.

Paragraph 4 - In situations in which the employee with a disability is eligible for PAE caregiver assistance or PAD caregiver assistance or elderly caregiver assistance, the employee will not be entitled to receive the Petrobras benefit concurrently with receipt of the assistance provided under the health plan coverage, and must choose to use one of the benefits.

Clause 40. Funeral Assistance

Payment of a cash amount, to family members, of an indemnity nature, in the event of the death of a company employee with an employment contract in effect for any reason.

Paragraph 1 - The funeral assistance amount will be a one-time payment of up to BRL 5,900.00 (five thousand nine hundred reais), upon proof, intended for funeral expenses of a company employee regardless of position, role, reason, and place of death when it occurs as of 01/01/2026.

Paragraph 2 - The internal rules will guide the details, the conditions for requesting the benefit, and the form of proof.

Clause 41. Self-Insurance

The Company will ensure payment of a self-insurance benefit to family members of company employees, as of 01/01/2026, according to the rules provided in this clause and in internal rules, in cases of death or disability retirement (permanent incapacity) resulting from a workplace accident, including those classified as commuting accidents.

Paragraph 1 - The insurance amount will be a one-time payment of BRL 400,000.00 (four hundred thousand reais).

Paragraph 2 - For expatriate employees and Petrobras organic security guards - holders of the positions of Internal Security Inspector and Petrobras Professional with Emphasis on Corporate Security who already receive the mandatory insurance provided by law, the self-insurance will be provided as a supplement when the insurance already provided to this group is lower than the self-insurance. The self-insurance supplement will only be paid when the sum of the other insurance policies is less than BRL 400,000.00 (four hundred thousand reais).

Paragraph 3 - The internal rules will guide the details and conditions for requesting the benefit.

Clause 42. Beneficiaries of the Multidisciplinary Health Care Plan - AMS

The Company will grant the AMS Plan to employees, retirees, pensioners, persons assimilated under Law 10,559/2002, and their respective family group, provided they meet the eligibility criteria set forth in the AMS Plan Regulations.

Paragraph 1 - Dependent beneficiaries are:

Spouse or Partner;

Child;

Stepchild;

Child or adolescent in the process of adoption (up to 18 years old);

Child or adolescent (up to 18 years old), with definitive guardianship for the primary beneficiary, only in the case of children and/or adolescents orphaned of both parents, when there is a legal impediment to adoption by the holder related to kinship, enjoying the same conditions as a dependent child.

Paragraph 2 - Coverage under the AMS Plan is guaranteed for up to 30 days of life for newborn children of AMS Plan beneficiaries, as provided in Law 9,656/98.

Paragraph 3 - Dependents of employees who lose the AMS Plan by opting to go on unpaid leave to accompany an expatriate spouse may be temporarily absorbed as dependents under the expatriate spouse's registration, even if they do not have an eligibility link with this new registration, while the period of expatriation, the marital relationship, or the unpaid leave lasts, whichever is shorter.

Paragraph 4 - Enrollments of dependent beneficiaries made by 10/31/1997 are maintained, subject to the normative criteria of the AMS plan at the time.

Paragraph 5 - The Company will continue ensuring the possibility of joining Plan 28 for children and stepchildren of primary beneficiaries (employees and retirees) who do not qualify as university-student beneficiaries and are from 21 (twenty-one) until they reach 29 (twenty-nine) years of age. They may remain in the plan until the date on which the dependent turns 34 (thirty-four) years old.

Paragraph 6 - Maintained by the employee in the AMS plan after termination from Petrobras, with classification in the High-Risk Table (Annexes VII and VIII) or High-Risk Table Without Petros (Annexes IX and X), is guaranteed only in cases in which there is no termination for cause and provided the following criteria are met:

Employees who joined the Company through PSP, whether retired or not at the time of admission - provided they contributed for at least 10 (ten) consecutive years immediately preceding the date of termination from Petrobras, in the case of admission as of 01/01/2010, and provided they prove the granting of retirement benefits by the INSS. When there is a time gap in counting the employee's contribution related to loss of the benefit due to unpaid leave, assignment, or suspension of the employment contract to assume a management role in Petrobras Equity Interests, that period will be disregarded and, once the other requirements established in this clause are met, the employee will be entitled to maintain the plan after termination, provided the total contribution period reaches the minimum of 10 (ten) years.

Employees who joined the Company as "amnestiated" employees under Law No. 8,878/1994, retired or not at the time of admission - will be guaranteed the right to the AMS Plan provided they have a Length-of-Service Bonus (ATS) equal to or greater than 10 (ten) years at the time of their effective termination from Petrobras and provided they prove the granting of retirement benefits by the INSS.

Paragraph 7 - For termination occurred at their request and who do not meet the criteria cited in items I and II of the preceding paragraph, the option to remain in the AMS Plan will be offered for a proportional period established in the current legislation (ANS RN 488 or its replacement), through classification in the Specific Funding Table (Annexes XI and XII).

- I. This rule also applies to employees in situations of termination without cause.

Paragraph 8 - The minimum contribution period (10 years) addressed in items I and II of Paragraph 6 will not apply in cases where the National Social Security Institute - INSS grants the employee retirement due to permanent incapacity.

Paragraph 9 - Pensioners tied under Law 10,559/2002 may also be maintained in the AMS Plan, provided they prove receipt of compensation through the Federal Government. For funding purposes, classification will be in the High-Risk Table (Annexes VII and VIII) and will use, as income reference, the earnings received through the paying Government Agency.

Paragraph 10 - The Company will maintain the AMS Plan for employees who do not receive compensation from Petrobras in the following cases:

Employees retired by the INSS whose employment contract with the Company is in effect, when they are prevented from working due to illness or accident for more than 15 (fifteen) consecutive days, even in cases of no entitlement to or termination of receipt of the CBA leave benefit (Clause "CBA Leave Benefit for Employees Retired by the INSS and on Leave Due to Illness"), provided they present a paycheck with the INSS retirement benefit, whose amount will be used as income reference for classification in the AMS Plan funding tables.

Employees on prolonged leaves, as of the end of the entitlement to salary supplementation by Petrobras. In this case, classification in the AMS Plan funding tables will follow, as income reference, the amount of INSS temporary incapacity benefit received by the employee.

Paragraph 11 - The retired primary beneficiary is guaranteed the inclusion of new dependents in the AMS Plan.

Paragraph 12 - Pensioners are those recognized and maintained by the INSS, provided they were enrolled as dependents in the AMS plan by the employee or retiree while alive and are enrolled and valid on the date of the holder's death.

- I. There is no requirement of a minimum contribution period to the AMS Plan for maintenance of pensioners after the primary beneficiary's death.

II. Inclusion of dependents by pensioners is not permitted, except for posthumous children of the deceased primary beneficiary.

Paragraph 13 - The condition of beneficiary of the AMS Plan will be lost for primary beneficiaries and, consequently, their group of dependents, when they:

- I. Request their exclusion;
- II. Engage in fraud committed by primary beneficiaries;
- III. Are retired and have caused financial loss to the Company, arising from proven fraud or corruption, when they were active;
- IV. Die.
- V. Have their employment contract terminated due to dismissal for cause;
- VI. Have their employment contract suspended due to unpaid leave.
- VII. Have their retirements suspended or canceled by the INSS;
- VIII. In the specific cases of collection by bank slip, have payment default to the AMS Plan for 60 (sixty) days in a one-year period, consecutive or not. Once the benefit is suspended, no coverage will be made available, even for urgent and emergency procedures. Defaulting beneficiaries may return to the AMS Plan within up to 90 (ninety) days from the suspension date, provided the debt is paid in full. After this period, return will not be permitted;
- IX. Have receipt of their retirement proceeds from the Federal Government suspended or canceled, exclusively for primary beneficiaries amnestied under Law 10,559/2002.

Paragraph 14 - A period of 5 years is established for exercising the right to maintenance in the AMS Plan provided in Paragraphs 6, 8, 9, and 12 of this Clause.

Clause 43. Funding of the AMS Plan

Funding of expenses with the AMS Plan will be carried out through the financial participation of the Company and the primary beneficiaries or financially responsible parties ("cost-sharing"), in the proportion of 70% (seventy percent) of expenses covered by the Company and the remaining 30% (thirty percent) by the primary beneficiaries or financially responsible parties, as follows:

- I. until 02/28/2026, only assistance expenses will be considered in the cost-sharing;
- II. as of 03/01/2026, assistance expenses and administrative costs will be considered in the cost-sharing, that is, the 70/30% proportion will begin to apply to the total cost of the AMS Plan.

Paragraph 1 - Due to the change in AMS Plan costs arising from new coverages and new programs implemented, attention to the suggestions of the AMS Committee and, also, due to other factors (such as variation in medical-hospital costs), the AMS Plan operator, following the rules defined by Petrobras, will calculate annually, after the close of the fiscal year, whether the funding ratio provided in this clause was met.

Paragraph 2 - All primary beneficiaries and financially responsible parties are subject to cost sharing for Low-Risk, PAE, and Pharmacy Benefit procedures and are responsible for the monthly contribution to fund High Risk, as well as for charges to comply with the funding ratio, the debit balance, and the extraordinary charge defined in this Collective Bargaining Agreement.

I. Charges will be made through:

a) payroll deduction from employees;

b) deduction from retirement or pension benefits payroll for those who receive the benefit through Petros;

c) collection by bank slip in the following situations (i) beneficiaries Without Petros, (ii) Petros participants who opt, at the time of retirement, to receive up to 15% of their reserves/balance in a lump sum ('Upfront Portion' in Petros Plan 2 and 'Single Withdrawal' in Petros Plan 3); (iii) beneficiaries maintained by RN 488;

(iv) employees with suspended employment contracts listed in Paragraph 10 of the Clause "Beneficiaries of the AMS plan (Multidisciplinary Health Care)"; and (v) retirees maintained as amnestied under Law 10,559/2002

- d) in the cases of beneficiaries who do not meet the eligibility criteria of the AMS Plan included by court order, collection will be carried out as follows:
- i. Until 05/31/2026, preferably through payroll or retirement and pension proceeds payroll. Amounts due and not collected will be charged, in a supplementary manner, by bank slip.
 - ii. As of 06/01/2026, entirely by bank slip.

Paragraph 3 - Any and all care provided under hospital or home hospitalization, as well as emergency and urgent care for beneficiaries, provided in hospitals/health facilities that work with hospitalization, in addition to certain high-complexity and/or high-cost medications and procedures whose insurance risk is high, is classified as High Risk. Outpatient care provided in a hospital setting will be classified as Low Risk (funding modality consisting of a cost sharing percentage of the primary beneficiary on the costs of health care procedures provided outside the hospital and home hospitalization regime, such as exams, consultations, outpatient procedures, dental procedures, and serial treatments such as physical therapy, psychotherapy, speech therapy, and occupational therapy).

Paragraph 4 - The cost sharing of primary beneficiaries and/or financially responsible parties and their dependents in funding procedures classified as Low Risk under the AMS Plan will be made according to the Low-Risk Cost Sharing Table (Annex XIII).

- I. In the case of retirees and pensioners participating in Fundação Petrobras de Seguridade Social - Petros, the calculation basis will consider the proceeds from social security plus the proceeds from Petros.
- In the case of employees retired by the INSS with a suspended employment contract, according to Paragraph 10 of the Clause "Beneficiaries of the AMS plan (Multidisciplinary Health Care)," the calculation basis will consider the amount of the social security benefit received.
- In the case of employees on prolonged leaves with a suspended employment contract, according to paragraph 10 of the Clause "Beneficiaries of the AMS plan (Multidisciplinary Health Care)," the calculation basis will consider the amount of the INSS temporary incapacity benefit received by the employee.
- Collection of amounts will respect what is established in the clause "Payroll Deduction Margin."
- For beneficiaries not participating in Petros who left the Company as of May 24, 2006, the Low-Risk cost sharing percentage will be according to the specific "Beneficiaries Without Petros" range of the Low-Risk Cost Sharing Table (Annex XIII).
- Petro participant beneficiaries who opt, at the time of retirement, to receive up to 15% of their reserves/balance in a lump sum ('Upfront Portion' in Petros Plan 2 and 'Single Withdrawal' in Petros Plan 3) will be placed in the same salary range (MSB range) in which they were on the termination date.

VII. Beneficiaries (i) included by court order; (ii) maintained by RN 488; and (iii) enrolled in Plan 28 will have Low-Risk cost sharing according to specific ranges of the Low-Risk Cost Sharing Table (Annex XIII).

Paragraph 5 - Orthodontics services will be subject to a 50% cost share payable by primary beneficiaries or financially responsible parties, regardless of the primary beneficiary's income class.

Paragraph 6 - The participation of primary beneficiaries and/or financially responsible parties and their dependents in funding procedures classified as High Risk under the AMS Plan will be made through fixed monthly contributions, according to the amounts provided in the High-Risk Table (Annexes VII and VIII), the High-Risk Without Petros Table (Annexes IX and X), and the Specific Funding Table (Annexes XI and XII).

- I. For Beneficiaries without Petros who left the Company as of May 24, 2006, the High-Risk contribution amount will be that provided in the High-Risk Without Petros Table (Annexes IX and X).
- Petro participant beneficiaries who opt, at the time of retirement, to receive up to 15% of their reserves/balance in a lump sum ('Upfront Portion' in Petros Plan 2 and 'Single Withdrawal' in Petros Plan 3) will be placed in the same salary range (MSB range) and funding table in which they were on the termination date.
- III. Beneficiaries (i) included by court order; (ii) maintained by RN 488; and (iii) enrolled in Plan 28 will contribute to High Risk according to the Specific Funding Table (Annexes XI and XII).
- Employees retired by the INSS with a suspended employment contract, according to Paragraph 10 of the Clause "Beneficiaries of the AMS plan (Multidisciplinary Health Care)," will be placed in the High-Risk Table (Annexes VII and VIII) according to the amount of the social security benefit received.

Employees on prolonged leaves with a suspended employment contract, according to Paragraph 10 of the Clause “Beneficiaries of the AMS plan (Multidisciplinary Health Care),” will be placed in the High-Risk Table (Annexes VII and VIII) according to the amount of the INSS temporary incapacity benefit received by the employee.

Paragraph 7 - The High-Risk Table (Annex VIII), the High-Risk Without Petros Table (Annex X), and the Specific Funding Table (Annex XII) will enter into effect on 03/01/2026, when they will be adjusted by the accumulated 12 (twelve)-month variation of the National Broad Consumer Price Index, Health and Personal Care group - IPCA Health and Personal Care, and will remain in effect until 02/28/2027. On 03/01/2027, those tables (Annexes VIII, X, and XII) will be adjusted by the same index, calculated by the accumulated 12 (twelve)-month variation.

Paragraph 8 - Employee primary beneficiaries will be distributed by age range and income classes for purposes of calculating participation in funding High Risk under the AMS Plan. Dependents will be classified according to their age range and the income class of the primary beneficiary or financially responsible party. Except for dependents included by court order and dependents enrolled in Plan 28, whose classification will be in the Specific Funding Table (Annexes XI and XII), according to item III of paragraph 6.

Paragraph 9 - In calculating the participation of onshore staff employees, all earnings portions must be considered, except for:

- I. 13th (thirteenth) Salary;
- II. Vacation bonus;
- III. Travel per diems (except supplementary allowance);
- IV. Interim assignment premium, when replacing the absent incumbent up to the limit of 60 (sixty) days;
- V. Benefits due to transfer;
- VI. Payment for overtime work;
- VII. Benefits;
- VIII. Profit Sharing - PLR;
- IX. Bonus or Contingent Bonus
- X. Variable Compensation Payment

Paragraph 10 - In calculating the participation of retirees or pensioners in the High-Risk Table (Annexes VII and VIII), all portions must be considered, except for the 13th (thirteenth) salary. Dependents will be placed in the same income range as the primary beneficiaries, except for dependents enrolled in Plan 28 and dependents included by court order, whose classification will be in the Specific Funding Table (Annexes XI and XII), according to item III, Paragraph 6 of this Clause. In the case of retirees and pensioners participating in Fundação Petrobras de Seguridade Social - Petros, classification in the contribution range will consider in the calculation basis the proceeds from social security plus the proceeds from Petros.

The provisions of the paragraph above do not apply in cases of Petros participant beneficiaries who opt, at the time of retirement, to receive up to 15% of their reserves/balance in a lump sum ('Upfront Portion' in Petros Plan 2 and 'Single Withdrawal' in Petros Plan 3), who will be charged according to the classification in the salary range (MSB range) in which they were on the termination date.

Paragraph 11 - Petrobras and the Unions, aiming at proper compliance with the AMS Plan Funding Ratio provided in the main provision of this Clause, agree to maintain the extraordinary contribution of 2% (two percent) levied on payments of bonuses, PLR and/or Variable Compensation Programs received by primary beneficiaries who are entitled to the health plan in the month of those payments.

Paragraph 12 - The “AMS Plan Sustainability” quota holder of the Petrobras Investment Fund is established, made up of amounts collected from beneficiaries upon calculation of a surplus in the Funding Ratio described in the main provision of this Clause.

Amounts related to the surplus in compliance with the AMS Plan funding ratio will migrate to the “AMS Plan Sustainability” quota holder of the Petrobras Investment Fund, guaranteeing those amounts a return equal to Petrobras’ Cash return.

The result of the calculation of compliance with the funding ratio, under the conditions provided in the main provision of this Clause, must be submitted for review by an external audit, to be hired by the AMS Plan operator prior to the allocation of amounts to the quota holder or prior to the additional charge for compliance with the funding ratio.

III. Monitoring of the investment performance of the “AMS Plan Sustainability” quota holder will be carried out in the AMS Committee, through Petrobras’ presentation on the return on the amounts, for the unions’ information.

IV. The resources of the “AMS Plan Sustainability” quota holder will be allocated exclusively to cover future deficits in the funding ratio.

V. The parties agree that the amounts related to the surplus in the 2024 funding ratio will be allocated to the creation and investment of the “AMS Plan Sustainability” quota holder in the Petrobras Investment Fund.

Paragraph 13 - In the event of any imbalances in the Funding Ratio in an amount greater than the amount available to the “AMS Plan Sustainability” quota holder of the Petrobras Investment Fund, the residual deficit must be charged to AMS Plan beneficiaries in up to 06 (six) monthly installments, from July to December of the year of calculation. To define the amounts to be paid, the percentage of the residual deficit amount in relation to the total amounts collected will be considered, and the distribution will respect the funding table in which the beneficiary is classified.

The calculation for compliance with the funding ratio per beneficiary in the event of a deficit will be carried out as follows: Compliance with the Funding Ratio per beneficiary = percentage of the residual deficit amount * annual contribution amount. Where:

a) Residual deficit amount = deficit amount - the amount available to the “AMS Plan Sustainability” quota holder of the Petrobras Investment Fund

b) percentage of the residual deficit amount = residual deficit amount * total portfolio collections

c) annual contribution amount = monthly HR contribution amount x 12 (twelve) installments

II. In the event of a deficit in the funding ratio, the amounts related to compliance with the funding ratio per beneficiary will be charged, respecting the monthly limit established in the clause “Payroll Deduction Margin.”

Paragraph 14 - The debit balance is formed when the amount of expenses with the AMS Plan exceeds the discount limit of the primary beneficiary (employees, retirees, and persons amnestied under Law 10,559/2002) or financially responsible party (pensioner) or when the amounts charged are not effectively collected.

Paragraph 15 - Collection of debit balance amounts is made automatically, monthly, cumulatively, and uninterruptedly, according to the rules established in the clause “Payroll Deduction Margin.”

Paragraph 16 - Petrobras will stop making charges related to the AMS Plan referring to deceased beneficiaries as of the date of notice of death, including past expenses for monthly contribution, use of the benefit, and debit balance, when applicable.

Clause 44. AMS Plan Coverage

Services covered by the AMS Plan are exempt from waiting periods upon enrollment of primary beneficiaries and dependents in the Plan.

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

This rule does not apply upon reenrollment of the employee primary beneficiary and their dependents in the benefit due to the end of unpaid leave, assignment, or suspension of the employment contract due to serving as a manager in Petrobras Equity Interests.

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

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

- I. Hospitalized beneficiaries over 55 (fifty-five) years old;
- II. Beneficiaries up to 18 (eighteen) years old, inclusive;
- III. Terminally ill patients;
- IV. Beneficiary with a disability;
- V. Parturients during labor, delivery, and the immediate postpartum period - as determined by the regulations of the National Supplementary Health Agency (ANS).

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 (primary beneficiary of the AMS plan);
- II. Dependent beneficiary in the AMS Plan, with the following ties to the primary beneficiary, provided they meet the PAE eligibility criteria in effect at the time of inclusion:

Child;

Stepchild;

Child or adolescent in the process of adoption (up to 18 years old).

Child or adolescent (up to 18 years old), under the definitive guardianship of the primary beneficiary, only in the case of children and/or adolescents orphaned of both parents, when there is a legal impediment to adoption by the primary beneficiary due to kinship, enjoying the same conditions as a dependent child.

- VII. Dependent under curatorship enrolled by 10/31/1997.

Paragraph 5 - Beneficiaries' participation in funding the Special Assistance Program - PAE will be made according to the PAE Cost Sharing Table (Annex XIV).

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

- I. PAE Caregiver Assistance: for beneficiaries enrolled in the PAE, with reimbursement in the maximum amount of 1 (one) national minimum wage, requiring technical analysis and prior authorization, according to normative provisions.
- Elderly Caregiver Assistance: for AMS Plan beneficiaries over 60 (sixty) years old and with impaired functional capacity, with reimbursement in the maximum amount of 1 (one) national minimum wage, requiring technical analysis and prior authorization, according to normative provisions.

Paragraph 7 - The Company guarantees the offer of the Pharmacy Benefit Program through the AMS plan, according to the rules defined in the AMS Regulations. The Pharmacy Benefit will include two Coverage/Funding modalities:

Full subsidy, at no cost to beneficiaries: medications for the beneficiary in MSB ranges up to 4.8 (four point eight); medications with mandatory minimum coverage according to the ANS list; and any other medications with a unit price starting at BRL 5,000.01 (five thousand reais and one cent).

Cost sharing (where part of the cost is borne by the beneficiary) in the purchase of medications with a unit value up to BRL 5,000.00 for beneficiaries in MSB ranges above 4.8 (four point eight): applicable to medications with unit cost above BRL 150.00 (one hundred fifty reais), medications of any value used in the line of care for transgender people and/or people in a gender transition process, and medications of any value used exclusively to treat noncommunicable chronic diseases or psychiatric diseases listed in the AMS Plan regulations.

Paragraph 8 - Cost sharing for medications covered by the Pharmacy Benefit, for primary beneficiaries and/or financially responsible parties and their dependents, will follow the Pharmacy Benefit Cost Sharing Table (Annex XV).

Differentiated cost sharing will apply to the purchase of generic medication, provided it is within the Pharmacy Benefit coverage rule, applicable only in the reimbursement modality and in a specific range, according to the Pharmacy Benefit Cost Sharing Table (Annex XV). That reimbursement with the differentiated percentage will take effect after 60 (sixty) business days from the execution of this Collective Bargaining Agreement.

Paragraph 9 - The Pharmacy Benefit will be offered through three Forms of Acquisition:

- I. Delivery: when the medication is purchased by the AMS Plan and delivered to the beneficiary's home or another location indicated by the beneficiary;
- II. Direct Purchase in the Accredited Network: when the medication is purchased directly at accredited pharmacies and drug stores and the beneficiary pays only their cost sharing at the time of purchase;
- III. Reimbursement: when the medication is purchased by the beneficiary for later reimbursement by the AMS Plan.

Paragraph 10 - After 90 (ninety) business days from the execution of this Collective Bargaining Agreement, coverage through the Pharmacy Benefit for GLP-1 (Glucagon-Like Peptide-1) therapeutic class medications related to diabetes mellitus and/or weight control will be guaranteed, provided they are prescribed by physicians from the AMS plan's health promotion and care programs.

Paragraph 11 - The Company will guarantee coverage by the AMS plan of up to 100 (one hundred) glucose test strips per month for insulin-dependent diabetic patients, through reimbursement funded by Low Risk.

- I. The reimbursement amount is limited to the current Maximum Consumer Price (PMC).

Paragraph 12 - Free Choice reimbursement will be made as follows:

- I. The reimbursement process will occur within up to 30 (thirty) days from receipt of the complete documentation by the 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 amounts for reimbursement purposes in the Free Choice care modality will be made available on the AMS Plan Portal.

Paragraph 13 - Paragraph 13 - Petrobras will maintain the Retiree Health Assessment Program (PASA) during the term of the Agreement.

Clause 45. 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 oversee Petrobras' supplementary health strategy and the benefit's alignment with the Company's HR policy, in order to guarantee the quality of the services provided and alignment with the funding parameters that allow preservation of the AMS plan, through monitoring of the following items:"

- I. Availability of AMS Eligibility and Coverage criteria, the current Regulations, as well as other Beneficiary Guidance Booklets detailing the rules in effect on the AMS plan Portal.
 - II. Training of operational teams to ensure quality service to beneficiaries;
 - III. Promotion of service, follow-up, and guidance for beneficiaries enrolled in the PAE.
 - IV. Adequacy/Sufficiency of the current Accredited Network, including, whenever possible, recommendations received from beneficiaries, regional particularities, in compliance with ANS legislation;
- Search for alternative accreditation solutions for regions with low beneficiary density, with the aim of providing a solution that offers broad coverage through the Accredited Network, in addition to that provided under Free Choice, primarily in areas where the Company's new ventures are being developed;
- Maintenance of an excellent accredited Network. Accreditation must consider qualification, licensing, and experience of professionals. Qualification and experience requirements will reflect the reality of each region (especially the number of accredited providers and the number of beneficiaries);
- Monitoring of determinations of the National Supplementary Health Agency (ANS) and recommendations of medical and dental societies, except those for commercial or aesthetic purposes, in order to update the composition of procedure tables;

Waive of prior authorization requirement for urgent and emergency procedures;
Release of procedures covered by the AMS plan necessary for diagnosis and follow-up of hospitalized patients within up to 24 (twenty-four) hours, either through the Plan's relationship channels or based on an on-site evaluation by the AMS Plan operation auditor.

- X. Estimated average duration between 5 (five) and 15 (fifteen) business days for prior authorization, respecting the maximum deadlines established by ANS;
- XI. Authorization for elective procedures that require medical expert review only after it is performed.
- XII. Communication of the result of the authorization request through relationship channels, whenever used.
- XIII. Communication of authorization denial to the beneficiary and/or family member by phone call and/or email, in accordance with ANS determination;

Sole Paragraph - The Company will keep the Unions informed about updates to improvements in the technical and administrative procedures of the AMS Plan.

- I. The improvements addressed in this paragraph that may increase current costs will only be implemented with maintenance of the ratio provided in the main provision of the clause "Funding of the AMS Plan."

Clause 46. Payroll Deduction Margin

The charging of amounts related to participation in the costs of care for AMS Plan beneficiaries will be limited by the discount margin of 15% (fifteen percent), except for the situations listed in paragraph 10 of this clause, subject to normative criteria of the AMS Plan.

Paragraph 1 - Situations in which the Payroll Deduction Margin for AMS Plan expenses will not be respected:

- I. Charging of expenses relating to procedures classified as Low Risk performed by dependent beneficiaries (child or stepchild) under Plan 28;
- II. Charging of the amount related to cost sharing for beneficiaries who use the Pharmacy Benefit;
- III. All charges related to (i) beneficiaries included by court order and (ii) beneficiaries maintained by RN 488.
- IV. Reimbursement of expenses for improper use;
- V. Deductions of debit balance and extraordinary contribution (2%) made in extraordinary payrolls, relating to variable compensation or bonus.

Paragraph 2 - The Company and the Unions recognize the mandatory and compulsory nature of deductions for expenses arising from the AMS Plan and, in the case of retirees and pensioners, the union and its represented parties: retirees and pensioners, reaffirm authorization for the respective deductions to be made through the Complementary Private Pension entity, whether Fundação Petrobras de Seguridade Social - PETROS or any other that the participant may join, also considering in the calculation basis the proceeds from social security.

Chapter IV





CHAPTER IV- JOB SECURITY

Clause 47. Procedure for Dismissal Without Cause

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

Forwarding of the employee's dismissal proposal to the intermediate management;

The Head of the unit will appoint a Committee to analyze the proposal, which must issue its opinion within a minimum period of 48 (forty-eight) hours. This Committee will consist of 3 (three) employees, including 1 (one) representative of the Human Resources area and 1 (one) non-manager employee;

- III. The employee will be informed of the opening of the procedure, with the employee being allowed to make a statement to the Committee;
- IV. The Committee, deciding by majority, must present its opinion, formally recommending:
 - a) Implementation of the dismissal; or
 - b) Reconsideration of the dismissal proposal.

Clause 48. Surplus Personnel

The Company ensures, in cases where there is a surplus of personnel arising from restructuring and/or reduction of activities, that it will seek to reassign personnel to other Company units, providing training and requalification when necessary.

Paragraph 1 - The Company will notify the Unions in advance of actions to mobilize employees from their base to other regions.

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

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

Paragraph 3 - The Company will not carry out collective or multiple dismissal, whether justified or unjustified, nor staff turnover, without prior discussion with the Unions.

I. The provisions of the paragraph above do not apply to voluntary or incentivized dismissal plans, nor to internal employee movement processes.

Paragraph 4 - The Company will not carry out collective transfer of employees due to divestment projects, hibernations, building demobilizations, decommissioning, or activity reduction processes without prior presentation to the unions of the mobility plan, containing the survey of vacancies and job positions and the transfer conditions.

Paragraph 5 - All employees who so wish, assigned to management areas and properties covered by the Company's Active Portfolio Management Project (divestments, hibernations, building demobilizations, decommissioning, or activity reduction processes), will be guaranteed permanence in the Company.

- I. The provisions of the paragraph above do not apply to cases of dismissal for cause.

Clause 49. Employment Guarantees

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

- I. Pregnant employee: to a pregnant employee, until 7 (seven) months after childbirth, under the terms established in item b, item II, of article 10 of the Transitional Provisions of the Federal Constitution.
- II. Workplace accident: to an employee injured at work, for 1 (one) year, from the cessation of workers' compensation Sick Pay. This guarantee will not be in effect in cases of termination of contract for cause.
- III. Occupational disease carrier: employees with an occupational disease contracted in the performance of their current job will be subject to the same conditions and guarantees applicable to employees injured at work.

Clause 50. Implementation of New Technologies

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

Paragraph 1 - The Company ensures to all employees that, in the implementation of new technologies, when necessary, training programs focused on the new methods and on the performance of the new functions will be maintained.

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

Clause 51. Personnel Reassignment

The Company ensures that, in its modernization effort and within its technological innovation policy, it will, when necessary, promote reassignment of the employees involved, also providing training in the new functions, respecting the specific conditions, salary tables, and work regimes of those new functions.

Chapter V

PERSONNEL PLANNING, RECRUITMENT, SELECTION, AND MOVEMENT





Clause 52. Staffing of Management Positions

Contracts for staffing Management, Supervisory, and Advisory positions, functions not included in the Job Plans, and Foreign Technicians will not be linked to the Company's permanent staff, and the contract must end at the end of the term, mission, stipulated period, or term of the Executive to whom it is linked.

Clause 53. Approval of Employment Termination

The Company and the Unions agree that approvals of terminations of employees' employment contracts must be carried out in person according to the procedure of the unions representing the professional category, provided that there is representation of the class entity at the location and that there is no refusal by that entity for any reason.

Sole Paragraph - Alternatively, to ensure greater convenience and accessibility for the parties involved, approvals may be carried out digitally, by videoconference, provided this is previously agreed upon between the Company, the employee, and the union, respecting the same criteria and procedures applicable to in-person approvals.

Clause 54. Family Preservation

In transfer situations, the Company will seek to reconcile, when there is interest of the parties, the company's needs with those of the employees, seeking to prioritize the mobility of workers with established families in order to preserve family unity.

Clause 55. Movement of public employees (Law 15,175/2025)

In compliance with Law No. 15,175, of July 23, 2025, Petrobras guarantees the right of transfer of its employees to accompany a spouse or partner who is a public servant, military member, or public employee and has been moved in the interest of the public administration.

Sole Paragraph - The transfer will occur at the employee's request, without payment of benefits and/or premiums arising from this movement, and will depend on the existence of a branch or representation in the locality to which the transfer is intended, respecting the duties compatible with the position or emphasis held and the nature of the destination unit.

Chapter VI

WORKING CONDITIONS





Clause 56. Agreed Absences

The Company and the Unions agree that employees will be allowed to be absent up to 5 (five) times per year, with these absences resulting in deductions from the salaries of the employees who use them.

Sole Paragraph - Prior agreement between the employee and 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 the salary deduction.

Clause 57. Exercise of the Right to Vote

The Company will make efforts to enable its employees, except when under confinement, to exercise the constitutional right to vote in general and municipal elections, plebiscites, and referendums, observing the different work regimes and schedules and the need for continuity of operational activities."

Sole Paragraph - The operational units, according to their specific conditions and respecting technical, safety, and operational continuity issues, may analyze schedule adjustments whenever possible, in order to facilitate the employee's attendance at the polling place.

Clause 58. Female employee victim of domestic and family violence

Petrobras will grant 14 (fourteen) consecutive days of leave to female employees who are victims of domestic and family violence. To obtain this paid leave, the employee must present a copy of the police report or protective order proving the stated cause, according to the internal normative standard, as of the signing of this CBA.

Sole Paragraph - Petrobras will enable the proper conditions for the performance of work by the group described in the main provision, including reallocation of position or movement of work location, and this change will, for all purposes, be considered in the interest of the Company.

Clause 59. Working Hours

The Company will continue practicing the working hours specific to each regime, as described in tables (Annexes XVI and XVII)."

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

Paragraph 2 - The Company will maintain the criteria and procedures relating to deductions for absences without justified reason and regarding the number of hours deducted according to each type of regime and work schedule adopted, as well as their respective concomitant deductions of the proportional numbers of hours relating to paid weekly rest.

Paragraph 3 - The parties agree that, in the period from 11/11/2017 to 08/31/2019, the Special Air Support Regime and the 12 (twelve)-hour Uninterrupted Rotating Shift Regime in onshore units were governed by the provisions set forth in the specific regional collective agreements entered into for each topic.

Clause 60. Working Hours - Uninterrupted Rotating Shift

In compliance with item XIV of article 7 of the Federal Constitution, the weekly workload of personnel engaged in the uninterrupted rotating shift schedule is five shift groups, with a workday of 8 (eight) hours per day, totaling 33 (thirty-three) hours and 36 (thirty-six) minutes on average, without, as a result, any overtime payment being due, while guaranteeing payment of night work, rest and meal hour, and hazard pay, when applicable."

Paragraph 1 - The 8 (eight)-hour shift table to be implemented in the management area/Unit must be chosen from among the tables already validated by the Company (Annex XVII) and defined in votes held by employees, whose choice was endorsed by the Union, thereby reflecting the wishes of the category, in addition to being in accordance with applicable legislation, especially with regard to workday compensation arising from shift schedules, according to the work x days-off ratio provided in the relevant legislation and by collective agreement. The table approved by the employees must be implemented by the Company within up to 30 (thirty) days after notice by letter from the union.

The granting of the days off provided in the shift table, which contains the work schedule of the uninterrupted rotating shift, settles the obligation relating to paid weekly rest addressed in Law No. 605, of January 5, 1949, and the rest periods provided in article 67 of the Consolidation of Labor Laws (CLT) and in the relevant legislation.

The days off and regular workdays will be distributed in the shift schedules addressed in paragraph 1 so that the number of workdays and days off respects the 3x2 (three to two) proportion, without the days off having to be granted immediately after 1 (one) workday.

Occurrences of more than 1 (one) consecutive regular workday arising from the arrangements of the agreed work schedules will not generate, by force of this agreement and during its term, payment of overtime or enjoyment of days off not provided in those work schedules.

The relevant legislation and this collective instrument, by stipulating the number of workdays and days off as 3x2 (three to two), establish only the proportion between workdays and days off. Those legal and normative instruments do not impose any obligation for days off to be immediately consecutive to each workday. The distribution of workdays and days off provided in the attached tables meets, for all purposes, the terms of the relevant legislation, this Collective Bargaining Agreement, and the employees' interests.

Paragraph 2 - If there is interest in changing the table currently practiced, the union must inform the Company by letter together with assembly minutes. In the meantime, the table already practiced will be maintained.

Clause 61. WorkingHours - UninterruptedRotatingShift - 12hoursinshoreunits

The Company, where it deems necessary and upon prior consultation with the union entity representing the respective territorial base, may implement for employees assigned to onshore units the uninterrupted rotating shift with a 12 (twelve)-hour workday, according to pre-established criteria, maintaining the work x days-off ratio of 1 x 1.5 (one to one and a half), with a composition of 5 (five) groups, without, as a result, any overtime payment being due, while guaranteeing payment of night work, rest and meal hour, and hazard pay, when applicable.

~~The 12-hour shift table to be implemented in the management area/Unit must be chosen from among the tables already validated by the Company (Annex XIX) and defined in votes held by employees, whose choice was endorsed by the Union, thereby reflecting the wishes of the category, in addition to being in accordance with applicable legislation, especially with regard to workday compensation arising from shift schedules, according to the work x days-off ratio provided in the relevant legislation and by collective agreement. The table approved by the employees must be implemented by the Company within up to 30 (thirty) days after notice by letter from the union.~~

~~The granting of the day off provided in the shift table, which contains the work schedule of the uninterrupted rotating shift, settles the obligation relating to paid weekly rest addressed in Law No. 605, of January 5, 1949, and the rest periods provided in article 67 of the Consolidation of Labor Laws (CLT) and in the relevant legislation.~~

~~The days off and regular workdays will be distributed in the shift schedules addressed in paragraph 1 so that the number of workdays and days off respects the proportion of 1x1.5 (one to one and a half), without the days off having to be granted immediately after 1 (one) workday.~~

~~The tables with the occurrence of 06 (six) consecutive regular workdays respect the rule relating to paid weekly rest addressed in Law No. 605, of January 5, 1949, and the rest periods provided in article 67 of the Consolidation of Labor Laws (CLT) and in the relevant legislation, as well as the day off provided in the CBA, and will not generate payment of overtime or enjoyment of days off not provided in those work schedules, even if the sixth workday ends on the seventh consecutive day of work, due to the arrangement of workdays and days off established between the parties, serving the employees' interests.~~

IV. Occurrences of more than 1 (one) consecutive regular workday arising from the arrangements of the agreed work schedules will not generate payment of overtime or enjoyment of days off not provided in those work schedules. As provided in the collective bargaining agreements for 12 (twelve)-hour Uninterrupted Rotating Shift (TIR 12h), Petrobras must grant one main meal and two snacks per work shift, considering the Company's nutritional standards, except where the Meal Voucher is granted.

a) The Company undertakes to evaluate the in-kind 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 144 (one hundred forty-four) hours and Total Monthly Hours (THM) of 168 (one hundred sixty-eight) hours, already including paid weekly rest, both calculated on an average basis.

VII. The weekly workload is 33.6 (thirty-three point six) hours, on average, without, as a result of the distribution of workdays and the respective days off agreed in this instrument, any overtime payment being due.

The relevant legislation and this collective instrument, by stipulating the number of workdays and days off as 1x1.5 (one to one and a half), establish only the proportion between workdays and days off. Those legal and normative instruments do not impose any obligation for days off to be immediately consecutive to each workday. The distribution of workdays and days off provided in the attached tables meets, for all purposes, the terms of the relevant legislation, this Collective Bargaining Agreement, and the employees' interests.

Paragraph 2 - If there is a decision, in a judicial proceeding or administrative proceeding of labor inspection and oversight bodies, deeming this clause invalid or illegal, or preventing, even indirectly, the adoption of the special work regime in 12 (twelve)-hour uninterrupted rotating shifts, the Company will no longer be required to observe the Shift Table and the work regime agreed herein, and may adopt the measures necessary to comply with the content of the decisions.

Paragraph 3 - If there is interest in implementing a new table, the union must inform the Company by letter together with assembly minutes. The Company will have a period of up to 60 (sixty) days after the signing of a term for implementation of the shift table between the parties. During the transition period, the table already practiced will be maintained.

Clause 62. WorkingHours - SpecialAirSupportRegime

The Company may implement, where it deems necessary, for employees assigned to onshore units, the Special Air Support Regime, with a 12 (twelve)-hour workday, without, as a result, any overtime payment being due, while guaranteeing payment of hazard pay, when applicable.

Clause 63. WorkingHours - On-CallRegimeforDecommissioningActivity

The Company may implement, where it deems necessary, the Special On-Call Regime for employees who remain at its disposal for a period of 24 (twenty-four) consecutive hours, with workdays of up to 12 (twelve) hours of work, consecutive or not, who work at Ports in decommissioning activities, during the Berthing period of the Stationary Production Units - UEP.

Sole Paragraph - Exceptionally, if there are employees assigned to the decommissioned unit and retained during decommissioning, the Company will maintain, exclusively during the berthing period, the same compensation provided for the work regime in which the employee was engaged before berthing of the Maritime Unit, except for the adjustment in the confinement premium from 30% to 15%, as well as payments of overtime on an average basis related to work performed under TIR.

Clause 64. WorkingHours - SpecialFieldRegime

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

Paragraph 1 - The regime addressed in the main provision will apply to employees engaged in operational or administrative activities not classified as work under an Uninterrupted Rotating Shift or On-Call, performed in confined locations in onshore areas and/or in seismic team activities.

Paragraph 2 - The daily work period will be 10 (ten) hours, with the 2 (two) hours that complete the workday considered prepaid.

Paragraph 3 - Monthly, hours exceeding the workday will be calculated, offset against the 2 (two) prepaid hours, and the balance, if positive, paid as overtime work.

Paragraph 4 - The Company and the Unions agree that the change in the daily workday to 12 (twelve) hours, including the prepaid hours cited in the preceding paragraph, is offset by the increase in the work-days-off ratio from 1x1 (one to one) to 1x1.5 (one to one and a half).

Clause 65. Training or occasional work during administrative hours

For an employee engaged in special on-call, shift, special field, and air support regimes, if occasionally moved for training or work during administrative hours, maintenance of the respective premiums of the special regime is guaranteed, even if working 8 (eight) hours per day, in a 5X2 work X days-off ratio, in addition to the generation of days off proportional to the administrative regime.

Paragraph 1 - The occasional change in work schedule provided in the main provision does not generate a change in the THM (total monthly hours) of the special regime, and the hours worked in regular compliance with administrative schedules (5x2 and 8h daily workday) that exceed that THM will not be considered overtime work.

Paragraph 2 - Extension of the daily workday provided in the main provision and performance of training or work on a rest day off the administrative schedule will be characterized as overtime work and handled according to the provisions of the "Overtime Work" clause.

Paragraph 3 - Any negative balances of days off arising from the change in the work X days-off ratio will be neutralized at attendance closing.

Paragraph 4 - The deadline for applying the occasional change in work schedule provided in the main provision will be defined in an internal normative standard.

Clause 66. Occasional Work under Special Regimes

The Company guarantees that occasional work performed under the Uninterrupted Rotating Shift, On-Call, Special Air Support, or Special Field regimes will be paid considering the specific benefits and their reflexes, and the inherent days off will be granted, proportional to the number of days in these regimes.

Paragraph 1 - Work performed under the regimes cited in the main provision whose annual average is less than 10 (ten) days/month is considered occasional.

Paragraph 2 - The granting of days off proportional to the days of occasional work under a special regime will occur in calendar days, including Saturdays, Sundays, and holidays, according to the work x days-off ratio established for the respective regime.

Paragraph 3 - Any work performed during the day off will be considered overtime work.

Paragraph 4 - The Company guarantees that, in situations in which administrative-regime employees perform occasional work under the Special Uninterrupted Rotating Shift, On-Call, or Special Field regimes, there will be no impact on the accumulated days-off balance (AF balance) for employees.

Paragraph 5 - In cases where the projected day off results in a fractional number, the Company guarantees the granting of the corresponding day off as a full day, without prejudice to accounting for the work/days-off ratio. The Company undertakes to make retroactive adjustments to 09/01/2023 in the situations described in this paragraph. The solution will be implemented by 07/31/2026, for employees actively employed on 01/01/2026. The retroactive adjustment provided in this item implies full and irrevocable release of any rights, differences, or claims related to the negative balance generated by the occasional regime in the period.

Clause 67. Occasionalwork - CrewedTransport

During the transport of new Floating Production, Storage, and Offloading Units (FPSO) from international shipyards to Brazil, due to the exceptional nature of the activity and aiming to guarantee the safety of the embarked crew, specific labor conditions are established, with duration limited exclusively to the period of crewed transport:

Paragraph 1 - The employee will be classified in the On-Call Regime during the period of effective embarkation, being entitled to the legally provided premiums, plus a Regional Confinement Premium (ARC) at the percentage of thirty percent (30%) on the base salary.

Paragraph 2 - The workday will be limited to a maximum of 12 (twelve) hours per day.

Paragraph 3 - The effective embarkation period may be up to 60 days, with the respective days off granted at the proportion of one and a half days off (1.5) for each work shift, after disembarkation.

Paragraph 4 - Work performed during the day-off period mentioned in the preceding paragraph will be considered overtime work, giving rise to payment of the corresponding overtime hours, fully settling work on the day off and preventing the generation of new days off and other payments for that work.

Clause 68. Flexible Hours

The Company will continue practicing the flexible-hours system, according to internal normative instructions, for administrative-regime employees, according to the local operational characteristics of each unit, allowing extension and compensation of hours.

Sole Paragraph - For employees covered by the flexible-hours system, the following treatment will apply: The total limit of hours for compensation will be up to 112 (one hundred twelve) hours; At monthly attendance closing, positive hours that exceed the limit of 112 (one hundred twelve) hours will be paid as overtime; The negative excess of 32 (thirty-two) hours of Balance Margin, up to the maximum limit of 112 (one hundred twelve) hours defined in item I of this clause, will be subject to compensation within 90 (ninety) days, counted from the occurrence of each negative excess hour between 32 (thirty-two) hours and 112 (one hundred twelve) hours. At the end of this period, uncompensated hours will be sent for deduction;

IV. At monthly attendance closing, negative hours that may exceed the limit of 112 (one hundred twelve) hours for compensation will be sent for deduction.

Clause 69. WorkingHours - Administrative

The Company guarantees a 40 (forty)-hour weekly work schedule for employees subject to administrative hours, with no schedule tolerance permitted in its units, except for normative tolerances.

Paragraph 1 - The Company will grant attendance credit to employees engaged in the administrative regime on December 24 and 31 and during the second shift of Ash Wednesdays during the term of this agreement. The parties agree that the paid absence addressed above is specific to employees engaged in the administrative regime and considers the characteristics of the activities performed under this regime, generating no benefits for employees engaged in a special regime, including payment of overtime and its related amounts.

Paragraph 2 - If there are new workday compensation determinations by the Company, the total hours will be debited as follows:

I. In units with fixed hours, compensation will be made by 15 (fifteen) minutes per day through earlier start time, until all hours have been compensated.

a) The form of compensation may differ from that provided in the item above, provided it is negotiated with the Union before the start of the compensation period.

Forms of compensation are prohibited if they:

Imply a reduction of lunch time;

Include a daily period of 10 (ten) minutes or less; or

Include a daily period of more than 2 (two) hours.

The Company guarantees employees engaged in the Administrative Regime and not covered by flexible hours the possibility of extending the daily workday, up to a limit of 2 (two) hours, for compensation, through execution of a Term of Commitment between the Company and the entity representing the employees, according to the needs of the units involved.

Clause 70. Working Hours - Physicians and Dentists

The Company will adopt, for employee physicians and dentists hired as of 09/01/2025, an 8 (eight)-hour daily workday, with rest and meal break, and a 40 (forty)-hour weekly workload.

Paragraph 1 - The Company will practice, for employee physicians and dentists hired by 08/31/2025, a 6 (six)-hour daily workday, with rest and meal break, and a 30 (thirty)-hour weekly workload.

I. The change in the weekly workload cited in paragraph 10 will be implemented as of January 1, 2026.

Paragraph 2 - The implementation of the new work schedule provided in the preceding paragraph implies full and irrevocable release of any rights, differences, or claims related to the schedule previously practiced until 08/31/2025, generating no obligation for retroactive payment or additional compensation by the Company.

Clause 71. Working Hours - Scheduled Maintenance Shutdown

The Company and the Unions jointly agree that differentiated working hours will be implemented during Scheduled Maintenance Shutdowns at Refining units, considering the imperative, specific, and intensive nature of these activities, in order to meet operational needs and, at the same time, provide employees with a more appropriate work organization during the period, favoring planning and continuity of activities and efficiency in the execution of services. The working hours to be implemented during Scheduled Maintenance Shutdowns are based on the constitutional principle of collective private autonomy, article 611-A of the CLT, and STF general repercussion thesis 1046, and must comply with the provisions of the following paragraphs.

Paragraph 1 - Scheduled Maintenance Shutdowns will be considered those included in the Scheduled Shutdown plan of the operational units covered by this clause.

The Company will send the Scheduled Maintenance Shutdown plan to the union entity representing the oil workers' category at least 60 (sixty) days before the scheduled start. That plan may undergo subsequent changes arising from technical, operational, or market needs, which will be communicated to the union entity as soon as identified, without prejudice to the start of the Scheduled Maintenance Shutdowns.

Paragraph 2 - The parties recognize that Scheduled Maintenance Shutdowns comprise three phases with specific objectives: Phase I - Equipment Release, with safe removal and isolation of energy sources (LIBRA - Release, Isolation, Lockout, Blinding, and Notice) by the operation teams; Phase II - Equipment Maintenance, with execution of inspection and maintenance services according to the defined scope; and Phase III - Conditioning and Start-up, which begins with restoration of energies (removal of LIBRA), gradual resumption of production processes and operational flows according to established technical and safety parameters.

The parties also recognize that, during the Shutdown, different equipment may be in the different phases described in this paragraph, and employee teams may work in different phases to meet demands according to the Company's technical planning.

Paragraph 3 - During phases I and III, the teams involved in the Scheduled Maintenance Shutdown will be maintained on their regular working hours.

Paragraph 4 - Throughout phase II of the Scheduled Maintenance Shutdown, work will be performed using a specific Work Schedule Plan (PHT), exclusively in person, with Total Monthly Hours of 175 hours, on daytime and nighttime schedules. Employees' work regimes will remain unchanged throughout Phase II; however, each regime will adopt a specific PHT, adjusted to its particularities and to the activities to be performed in this phase.

A Work Schedule Plan (PHT) is considered the detailing of the Working Hours that must be complied with by the employee.

Administrative-regime employees are guaranteed an intra-shift break of one (01) hour for rest and meals.

Special-regime employees working in the Scheduled Maintenance Shutdown of the operational units covered by this clause will work under a specific work schedule plan (PHT), with a work x days-off ratio of 5x2 (five days of work and two days off), with a weekly workload of 35 (thirty-five) hours, and a daily workday of 7 (seven) hours.

a) To meet industrial safety imperatives, the rest and meal break of special-regime employees will be paid according to the Clause "Regime and Working Condition Premiums," Paragraph 2 of this collective bargaining agreement, and will not give rise to any additional payment or right due to suppression of that break.

IV. Administrative-regime employees will remain in that regime during phase II of the Scheduled Maintenance Shutdown, working according to the specific PHT and THM provided in this paragraph.

Paragraph 5 - Special-regime employees will have preserved the days off acquired from work prior to phase II of the Scheduled Maintenance Shutdown, and those days off must, whenever possible from the Company's management perspective, be taken before the date of the change to Administrative Hours. In cases where it is not possible to take the projected days off, the hours worked during the day off will be settled as overtime work.

I. Payment of overtime with a 100% premium fully settles the day worked on the day off, and, by force of this agreement and during its term, does not generate new days off or other payments for work on that day.

The daily workday may be extended by up to 3 (three) hours for administrative-regime employees and up to 4 (four) hours for special-regime employees on days when there is a workday in the PHT. Additionally, employees may be called to work on days without a scheduled workday (such as Saturdays or Sundays), in which case the workday may be up to 10 (ten) hours for administrative-regime employees and up to 11 (eleven) hours for special-regime employees per call-in. In both situations, work performed outside the workday provided in the PHT will be settled as overtime work, as provided in the "Overtime Work" clause, paragraph 9 of this Collective Bargaining Agreement (CBA).

The Company will guarantee employees who work in phase II of the Scheduled Maintenance Shutdown the enjoyment of at least 01 (one) paid weekly rest day (DSR) per week, ensuring that at least one of those DSRs will coincide with a Sunday per month. At the employee's request, 01 (one) full weekend of rest per month will be granted, comprising consecutive Saturday and Sunday. The rest periods provided in this paragraph will be considered DSR or days without work, and will not constitute Management Paid Leave.

Paragraph 6 - Employees in a special regime will continue to receive the premiums and benefits of their regime during the period in which they are moved to the specific administrative schedule, in exclusively in-person work, to meet phase II of the Scheduled Maintenance Shutdown, as provided in the internal normative standard, except for Shift Handover Overtime - HETT, since all workday excess will be settled according to Paragraph 5, item I, of this clause.

Paragraph 7 - For administrative-regime employees who perform actual work between 10 p.m. and 5 a.m., the provisions of Art. 73 of the CLT will apply, observing: (i) urban night work is work performed in that interval; (ii) the night premium of 20% on the daytime hour;

(iii) the reduction of the night hour to 52 minutes and 30 seconds; and (iv) application restricted to administrative-regime employees who work during that schedule, as provided in current legislation.

Paragraph 8 - Overtime performed by teams moved to Scheduled Maintenance Shutdowns (whether from Operations, Maintenance, or Support Areas) will be paid according to the "Overtime Work" clause, paragraph 9 of this CBA.

Paragraph 9 - The Company will enable union officers to access the areas where the Scheduled Maintenance Shutdown is carried out with an exclusive focus on prevention of occupational accidents and diseases jointly with the CIPA, respecting Petrobras' internal regulations, as well as the specific technical guidance for the maintenance shutdown informed by the management of the operational unit.

Paragraph 10 - During phase II of the Scheduled Maintenance Shutdown, the Company will prioritize issuance of the Additional Safety Recommendation (RAS) exclusively by Company Safety Technicians for the first entry into confined space of each piece of equipment in the Maintenance Shutdown and other critical activities defined by Petrobras, without prejudice to the provision for reinforcement of HSE teams through contracts for daily inspections and other activities.

Paragraph 11 - The agreeing parties recognize that the provisions contained in this clause respect and fully comply with Law 5811/72, collective private autonomy in the negotiation of normative clauses, labor legislation, and are aligned with the position contained in STF general repercussion theme 1046.

Paragraph 12 - The provisions set forth in this clause apply exclusively to the content described in the paragraphs and respective subitems, with the current compensation and THM of the employee's work regime remaining unchanged, which will continue to be used to calculate the unit value of overtime work.

Paragraph 13 - The parties agree that the provisions set forth in this clause apply to Refining as well as to thermoelectric plants and gas processing plants that have operational characteristics similar to Refining units and that require Scheduled Maintenance Shutdowns, with execution of phase II by two teams organized under specific Work Schedule Plans (PHT) - daytime and nighttime.

The application of differentiated working hours in these areas will be conditioned on prior identification by the Company of the units that meet technical and operational criteria similar to those described for Refining, as well as formal communication to the representative Union Entity, in the same manner provided in the preceding paragraphs, and will not apply to operational units in the Exploration and Production (E&P) segment.

Clause 72. Time Off to Accompany a Child

The Company will grant attendance credit to employees engaged in the administrative regime for up to 4 (four) days per calendar year to accompany children up to 16 (sixteen) years of age to health appointments and exams, as previously negotiated with their immediate manager.

Paragraph 1 - An employee engaged in the administrative regime who has more than 4 children will be entitled to paid time off in 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 paid time off provided in the main provision is specific to employees engaged in the administrative regime and considers the characteristics of the activities performed under this regime, in which days off occur only on weekends.

Paragraph 3 - For employees engaged in special regimes, the Company ensures the granting of time off to accompany a child provided in Law 13.257/2016.

Clause 73. Telework

The Company will continue practicing telework, according to internal normative instructions and the specific Collective Bargaining Agreement for Telework at Petrobras, for employees in the administrative regime.

Clause 74. Option to Reduce Working Hours with Proportional Reduction in Compensation

The Company will maintain the possibility of reducing working hours, at the employee's option, for administrative-regime employees without a gratified function, with a proportional reduction in compensation.

Paragraph 1 - The Company will maintain, for administrative-regime employees linked to flexible hours and without a gratified function, the option to reduce working hours from 8 (eight) to 6 (six) hours with a proportional reduction of 25% (twenty-five percent) in compensation.

Paragraph 2 - The Company will also make available to administrative-regime employees and administrative-regime differentiated-category employees (Social Worker), linked to both flexible hours and fixed hours, who do not hold a gratified function, the option to reduce from 5 (five) to 4 (four) weekly workdays, maintaining the original daily workday, with a proportional reduction of 20% (twenty percent) in compensation.

Paragraph 3 - Adjustments or changes to the Working Hours Reduction Rules (Annex XX) will be handled by the Collective Bargaining Agreement Monitoring Committee.

Clause 75. Breastfeeding Person Time Off

The Company undertakes to credit up to 2 (two) hours per day for women and breastfeeding persons who are Petrobras employees, for up to 1 (one) year counted from the birth of the breastfed child, not extendable, according to internal rules.

I. Employees whose daily working hours are already reduced to 6 (six) hours by law or Collective Bargaining Agreement (e.g.: physician, dentist, social worker) will not be entitled to the time off provided in the main provision.

Clause 76. Time Off for Employee with a Disability Requiring Medical Follow-Up

The Company undertakes to credit up to 2 (two) hours per day for an employee with a disability (specified by Decree No. 3,298/99 and Decree No. 5,296/04, by STJ Precedent 377 and/or by Law 12.764/2012) who requires medical follow-up, provided the requirements set forth in this paragraph and regulated in Petrobras' internal normative standard are met.

To be entitled to the benefit provided, the employee must be evaluated by a multidisciplinary health committee of the Company, which will have full authority to define both the need for time off for the employee and its parameters, in a decision not subject to reconsideration;

II. The evaluation by the committee cited in the item above will only be carried out at the employee's own request;

III. The time off is due while the provided condition lasts, and the employee must be evaluated periodically by the Company's multidisciplinary health committee, as regulated in the internal normative standard;

IV. Employees whose working hours are already reduced to 6 (six) hours by law or Collective Bargaining Agreement will not be entitled to the time off provided in the main provision.

Clause 77. Exception-Based Timekeeping

The Company and the Unions, in accordance with Art. 74, paragraph 4, of the CLT, agree to use exception-based timekeeping for regular working hours in the following situations:

- I. For employees assigned to offshore facilities that do not have timekeeping control;
- II. For employees in telework.

Paragraph 1 - The rules on exception-based timekeeping and the respective attendance treatment will be included in an internal normative standard.

Paragraph 2 - The exception-based timekeeping provided in the main provision applies to employees in the administrative regime (fixed and flexible hours) and Special Air Support Regime during rest and meal breaks. The Company will record a 1 (one)-hour break in cases of no time punch or when it is less than 1 (one) hour.

Clause 78. Maternity Leave - Non-gestational mother

The Company guarantees the granting of maternity leave for 120 (one hundred twenty) days and 60 (sixty) days of extension to non-gestational mothers"

I. A non-gestational mother is considered a female employee whose maternity leave benefit is not covered by Social Security and who appears as mother on the birth certificate or on the custody document for adoption purposes.

Paragraph 1 - The way maternity leave for the non-gestational mother is recorded and other criteria is detailed in an internal normative standard.

Paragraph 2 - Maternity Leave and/or its extension will be taken as of the employee's request and will not be applied retroactively.

Clause 79. Leave for those not covered by social security maternity leave

To guarantee comprehensive care for the child, the Company will grant leave of 120 (one hundred twenty) days, with the possibility of extension for another 60 (sixty) days, to employees not covered by social security maternity leave.

Paragraph 1 - For purposes of granting this leave, employees who fall under the following situations are eligible:
A male employee whose newborn child has, or still has, a pending lawsuit (not yet final and unappealable) aimed at obtaining, on the birth certificate, only the employee's name as responsible party, and who is not covered by INSS maternity leave or survivor maternity leave.

A male employee whose newborn child has, or has a pending lawsuit (not yet final and unappealable) aimed at obtaining, on the birth certificate, his name and that of his partner/spouse as the only responsible parties and neither father is covered by INSS maternity leave or survivor maternity leave.

a) In the situation where both fathers are Petrobras employees, only one will be entitled.

III. The employee whose spouse or partner who gave birth died by the time the child reached 6 months of life from birth or adoption and was not entitled to INSS maternity leave.

Paragraph 2 - The Company will fully assume the leave described in the main provision and its extension.

Paragraph 3 - Counting of this leave begins on the child's date of birth, regardless of the request date, and the recording method and other criteria will be detailed in an internal normative standard.

Paragraph 4 - Requests will begin as of the signing of this Collective Bargaining Agreement by the unions.

Paragraph 5 - Eligible employees who, at the time of signing of the Collective Bargaining Agreement by the unions, are within 180 (one hundred eighty) days after the child's birth may take the Leave, and respective extension, equivalent to the remaining days, provided the employee requests it.

Paragraph 6 - The Leave and/or its extension will be taken as of the employee's request and will not be applied retroactively.

Paragraph 7 - In the event of the death of the spouse/partner entitled to the leave described in the main provision, the other spouse/partner, an employee of the Company, is guaranteed the right to take leave for the entire period or for the remaining time to which the deceased spouse/partner would have been entitled.

Paragraph 8 - This clause extends to different family compositions, including same-sex couples.

Clause 80. Maternity Leave - Extension

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

Paragraph 1 - The extension provided in the main provision will be guaranteed, provided the employee requests it by the end of the first month after childbirth, and will be granted immediately after the enjoyment of the maternity leave addressed in item XVIII of the main provision of art. 7 of the Federal Constitution.

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

Paragraph 3 - The employee may not perform any other paid activity and the child may not be kept in daycare or a similar organization.

Paragraph 4 - The maternity leave extension applies to an adoptive mother, regardless of the child's age, as provided in Law 13.257/2016.

Paragraph 5 - The maternity leave extension will also apply to the non-gestational mother, funded by Petrobras.

Clause 81. Extension of Maternity Leave due to hospitalization of the mother and/or child

The Company guarantees extension of maternity leave to employees if the mother and/or child require hospitalization, for more than two weeks, due to complications in childbirth, immediately after childbirth or within the 120 (one hundred twenty)-day maternity leave period, for the hospitalization period, less the rest period before childbirth, without prejudice to the extension for another 60 (sixty) days, provided in the Clause "Maternity Leave - Extension" of this collective instrument.

Paragraph 1 - The extension provided in the main provision will be granted at the end of maternity leave, with or without extension, for a period equal to the hospitalization period.

Paragraph 2 - To be entitled to the granting of the extension provided in this clause, the employee must present a document issued by the respective hospital institution proving the hospitalization.

Paragraph 3 - This clause applies to maternity leaves in progress at the time of signing of the agreement and to those granted after the date of execution of the same.

Paragraph 4 - The death of the child, at any time, ceases the effects of the extension provided in this clause.

Clause 82. Paternity Leave

The Company will grant paternity leave of 15 (fifteen) consecutive days to employees, counted from the birth of the child, or to those who adopt children and/or adolescents, as of the court decision granting the adoption issued by the competent authority, which granted the adoption or custody for adoption purposes, according to adoption legislation.

Paragraph 1 - The 15 (fifteen)-day paternity leave period addressed in the main provision will include the 5 (five) days provided in paragraph 1 of art. 10 of the Transitional Constitutional Provisions Act, and the Company will fully bear the extension of paternity leave for another 10 (ten) days, according to the company's rules.

Paragraph 2 - Paternity leave may be expanded to 30 (thirty) consecutive days in total, provided the employee requests it in writing within 2 (two) business days (Monday to Friday, excluding holidays) after childbirth or the court decision that granted adoption or custody for adoption purposes, in addition to proving participation in a program or activity providing guidance on responsible fatherhood, complying with the rules of the Citizen Company law, provided in item II of article 1 of Law 11.770 of September 09, 2008, amended by Law 13.257/2016, conditioned on the validity of the tax incentive. If the conditions established in this paragraph are not met, the employee will be entitled to the leave described in the main provision, totaling 15 days, but will not be entitled to its expansion.

Paragraph 3 - In cases where the children remain hospitalized due to complications from childbirth for more than two weeks, the Company guarantees extension of paternity leave for the hospitalization period, according to the company's rules.

- I. The employee must present a document issued by the respective hospital institution proving the child's hospitalization period.
- II. Requests will begin as of the signing of this Collective Bargaining Agreement by the unions.
- III. The extension provided in the main provision will be granted at the end of paternity leave, for a period equal to the hospitalization period.

Paragraph 4 - Requests for expansion of paternity leave will begin as of the signing of the Collective Bargaining Agreement by the unions, and the procedures will be described in an internal normative standard.

Paragraph 5 - For employees who join the Company through a Public Selection Process - PSP, with a newborn child or with custody in the process of adoption, within the period that would be Petrobras paternity leave, the Company will grant paternity leave for the remaining time until completing 30 (thirty) days.

Until the first 15 days after the child's birth, equivalent to paternity leave, granting is automatic upon request. As of the 16th day after the child's birth, equivalent to extended paternity leave, it is conditioned on the request at Petrobras by the second business day after the child's birth.

Clause 83. Adoption Leave

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

Paragraph 1 - The adoption leave described in the main provision will be extended to female and male employees who adopt a child, aged between 12 full years and 17 years and 11 months, for 120 (one hundred twenty) days and 60 (sixty) days of extension.

For purposes of granting this benefit, the female or male employee who adopts a child or adolescent aged between 12 full years and 17 years and 11 months is considered eligible, provided the maternity leave benefit is not covered by Social Security and the employee appears as mother or father on the birth certificate or custody document for adoption purposes.

- II. The Company will fully assume adoption leave for those over 12 years old, and its extension while it is not provided for in INSS legislation.
- III. The way the leave is recorded and other criteria will be detailed in an internal normative standard.

Employees who, on the date of signing of the Collective Bargaining Agreement by the unions, are within 180 (one hundredeighty) days after the adoption of a child or adolescent over 12 years old may take Adoption Leave and/or the respective extension, proportionally to the remaining days up to the limit of 180 days, provided the request is made by the adopting person.

V. Adoption leave for those over 12 years old and/or its extension will be taken as of the employee's request and will not be applied retroactively.

Paragraph 2 - Joint adoption guarantees the granting of maternity-adoption leave to only one of the adopters. In cases of multiple adoption, more than one adoptee, a single leave will be granted.

In the event of the death of the spouse/partner entitled to the maternity-adoption leave, the other spouse/partner, an employee of the Company, is guaranteed the right to take leave for the entire maternity leave period or for the remaining time to which the deceased spouse/partner would have been entitled.

Paragraph 3 - In the event of granting of provisional judicial custody, in the adoption process, for purposes of the child/adolescent coexistence stage, not covered by adoption leave, paid time off of up to 21 (twenty-one) consecutive days per adoption process, including multiple adoption, will be granted, according to internal rules.

Clause 84. Prenatal Exam

The Company will grant pregnant Petrobras employees the necessary time off so that she may undergo prenatal exams, at the discretion of the Company's health unit.

Clause 85. Attendance Credit to accompany a child with a disability

The Company will grant attendance credit to male and female employees to accompany a child with a disability to the appointments and therapies necessary for their treatment. The time off is limited to 240 (two hundred forty) hours per year, according to internal rules.

Sole Paragraph - In cases where both legal guardians of the child are Petrobras employees, only one of them may use this modality throughout the year.

Clause 86. Student Employee

The Company, in its internal management procedures, will seek to consider the employee who needs release to take a school exam during the employee's working hours.

Chapter VII

SAFETY AND OCCUPATIONAL HEALTH



Clause 87. Ergonomics and Occupational Hygiene

The Company will maintain its efforts to permanently improve occupational hygiene and ergonomics conditions.

Paragraph 1 - The Company will carry out assessment and management of ergonomic risks, with specific actions in the workplace, ensuring implementation of preventive practices for occupational diseases.

Paragraph 2 - The Company will make continuous improvements to the Corporate Ergonomics Program, with emphasis on Design and Corrective Ergonomics, in order to preserve employees' health.

Paragraph 3 - The Company will invite the Unions to monitor the process of measuring physical and chemical risk agents and qualitatively assessing biological agents in work environments, according to occupational safety and health legislation. It will keep the data from these assessments relating to the employees' work area available to employees.

Paragraph 4 - The Company undertakes to inform its workers, electronically and individually, of the environmental risks of their Homogeneous Exposure Group (GHE) contained in the Unit's Occupational Hygiene Program (PHO) and to update the GHE according to employee movement.

Paragraph 5 - The Company will guarantee environmental monitoring in routine activities and critical activities (equipment opening, purges, drainages) by the Occupational Hygiene technical team.

Paragraph 6 - The Company will assess environmental agents under the responsibility of the HSE technical team with knowledge of Petrobras Occupational Hygiene. Preferably and when applicable, biological monitoring will be carried out simultaneously.

Paragraph 7 - The Company will ensure that new projects are preceded by occupational safety and health engineering studies.

Paragraph 8 - The Company will enable, in each Business Area, HSE professionals with knowledge of Occupational Hygiene.

Paragraph 9 - The Company will guarantee and expedite provision of the Social Security Occupational Profile (PPP) to the employee, according to the specific legislation in force.

Paragraph 10 - The Company will collect the additional Workers' Accident Insurance (SAT) rate, as provided in Social Security Legislation, and inform the corresponding code in the FGTS Collection and Social Security Information Form (GFIP), as applicable.

Paragraph 11 - Topics relating to special retirement according to health, labor, and social security legislation in force will be discussed with the unions, when requested, in the HSE Committee.

Paragraph 12 - The Company will promote training in Ergonomics and Occupational Hygiene.

Paragraph 13 - The Company will guarantee the participation of Ergonomics and Occupational Hygiene in the functional movement flow of employees, promoting assessment of future working conditions.

Clause 88. Psychosocial Risks

The Company undertakes to assess psychosocial factors related to work at its facilities, seeking to improve employees' safety, health, and well-being.

Sole Paragraph - The Company undertakes to promote integration of the various areas of knowledge and work in matters related to management of psychosocial risks related to work at Petrobras.

Clause 89. Benzene Agreement

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

Clause 90. Occupational Health and Well-Being

The Company will make continuous improvements to the current Health Policy, seeking constant alignment with new demands and directions in caring for people in the scenarios and challenges of the world at work.

Paragraph 1 - Health management must cover approaches to occupational health, urgent care, emergency care and health crisis management, health surveillance, and health promotion topics, including aspects of mental health and well-being.

Paragraph 2 - The health strategies defined, when applicable, must be integrated with the areas of Safety, Occupational Hygiene, Ergonomics, and Environment, including compliance with the diversity, equity, and inclusion policy.

Paragraph 3 - The health and well-being strategies and actions defined must consider epidemiological data from occupational health programs, comprehensive health assessments, and health indicators.

Paragraph 4 - The Company will implement the composition of minimum Company health teams at onshore facilities, as set forth below:

- I. In activities considered strategic and that imply a need to maintain technical knowledge and critical competencies, in the areas of psychology, social work, nursing, medicine, nutrition, and dentistry.
- II. At onshore facilities with more than 250 (two hundred fifty) employees, prioritizing the technical legal officers for medicine and nursing.
- III. In the activities of the Health Urgent and Emergency Regulation Center, prioritizing the technical legal officers for medicine and nursing.

Paragraph 5 - The Company will implement the composition of minimum health teams at offshore facilities and at the Urucu Onshore Field (C.T. Urucu) to carry out health care activities and activities related to hygienic-sanitary conditions of comfort and habitability, as set forth below:

- I. from 31 (thirty-one) to 179 (one hundred seventy-nine) workers at the facility, the health professional must be a higher-education nursing professional;
- II. between 180 (one hundred eighty) and 249 (two hundred forty-nine) workers at the facility, a nursing technician must be added;
- III. above 250 (two hundred fifty) workers at the facility, one more mid-level nursing professional must be added.

Paragraph 6 - At Company-owned offshore facilities and C.T. Urucu, the team must preferably contain 1 Company health professional.

Paragraph 7 - The Company will provide, when requested, information to the Unions on health management programs and epidemiological data.

Paragraph 8 - The Company will continue publishing, in its communication vehicles, materials on health education and disease prevention, aimed at promoting and preserving employees' health.

Clause 91. Occupational Health Assessment

The Company will specify, in issuing the Occupational Health Certificate (ASO) provided in NR-07, the description of hazards or risk factors identified and classified in the PGR that require medical control provided in the PCMSO, or their inexistence.

Paragraph 1 - The Company will guarantee the right of all employees, after completion of occupational exams, to record their considerations in a reserved and specific form, and undertakes to forward them to the areas to which they relate.

Paragraph 2 - The Company will exempt employees from participation in the funding of occupational exams requested by it, including exams for characterization of causal nexus of accidents and occupational diseases.

Paragraph 3 - The Company will guarantee performance of periodic clinical exams, according to employees' profile (sex/age/position/function/workplace and occupational risks), as established in N-2691. The Company undertakes to inform the Unions of the criteria that guided the review of the exams.

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

Paragraph 5 - The Company will carry out the termination medical exam for all employees, respecting the deadlines and validities provided in NR-07 and dental exams according to Standard N2692. If an occupational disease acquired at the Company is confirmed, the Company will bear the expenses of the indicated treatment.

Paragraph 6 - The Company will present annually to the Unions the actions related to return to work activities for employees on leave due to illness or workplace accident.

Paragraph 7 - The Company will include in the content of the PDC (Development Plan for Training Courses) of health professionals specific subject(s) for knowledge of the Company's activities, aiming at better qualification for performing occupational exams.

Clause 92. Comprehensive health assessment

The Company will guarantee performance of workers' health assessments, according to employees' profile, as established in N-2691. The Company undertakes to inform the Unions of the criteria that guided the definition of assessments, when requested.

Paragraph 1 - The Company guarantees performance of Periodic Exams according to employees' profile, prioritizing the Clinical Medical Exam, without prejudice to performance of Complementary Exams or Specialized Opinions.

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

Paragraph 3 - The Company will annually make available to all its employees the Periodic Nutritional Assessment.

Paragraph 4 - The Company will annually make periodic dental exams available to all employees, consisting of clinical dental assessment and oral health guidance as established in N-2692.

Paragraph 5 - The Company undertakes to address mental health aspects in workers' health assessments.

Paragraph 6 - The Company ensures that each employee will be informed and advised by the Occupational Health area of their Unit about the result of the assessment of their health status and the complementary exams to which they are submitted, and copy will be provided whenever requested by the employee.

Paragraph 7 - The Company undertakes to maintain continued care for its employees' health, based on periodic health assessments performed.

Clause 93. Mental Health and Well-Being

The Company undertakes to maintain a Mental Health Program focused on individual, collective, and workplace actions as a comprehensive health action to improve employees' health conditions, in compliance with legal requirements.

Paragraph 1 - The Company undertakes to maintain promotion, prevention, and support actions in mental health for workers, in compliance with international occupational health and workplace mental health guidelines.

Paragraph 2 - The company undertakes to maintain and strengthen well-being actions, integrated with other related areas, promoting active participation by workers.

Paragraph 3 - The Company undertakes to provide specialized health care, through specific channels, to people and environments affected by workplace violence.

Clause 94. Food

The Company will require in contract bids that food be of good quality, providing food adequate to employees' biological and cultural needs, emphasizing regional foods and establishing, with union participation, an inclusive food program.

Paragraph 1 - The Company will provide, in Unit restaurants where food service is offered by the Company, more than one menu option for employees' meals.

Paragraph 2 - The Company will ensure the same food for all users of Unit restaurants where this service is offered by the Company.

Paragraph 3 - The Company will carry out monitoring, at its facilities, of food supply with support from health and/or nutrition professionals.

Paragraph 4 - The Company undertakes to discuss the Healthy Eating Program in Local HSE Committees, in addition to organizing specific workshops on menus.

Paragraph 5 - The Company undertakes to offer healthy and nutritionally appropriate food options for its workers in all its supply models, including contracted food service, vending machine sales, restaurant and snack bar bailment.

Paragraph 6 - At facilities where food supply is not possible as an environmental action to promote healthy eating, actions focused on workers (individual and collective) regarding food and other environmental actions to promote physical activity and a healthy lifestyle must be intensified.

Clause 95. Physical Activity

The Company will encourage employees to adopt an active and healthy lifestyle that includes physical activities, including at its facilities.

Clause 96. Health Surveillance

The Company will maintain actions to prevent, control, and address health outbreaks, epidemics, and pandemics, in coordination with safety, environment, and contingency areas, when relevant, and according to Ministry of Health guidance.

Paragraph 1 - The Company will inform the Unions, when requested, of the number of cases of compulsory-notification infectious diseases (communicable, tropical) reported to public health agencies.

Paragraph 2 - The Company undertakes to maintain management of hygienic-sanitary conditions of food and facilities under its management.

Paragraph 3 - The Company will act in coordination with health authorities in Public Vaccination Campaigns to guarantee the Occupational Immunization Program and, when necessary, will bear the cost of specific vaccines.

Paragraph 4 - The Company will carry out the process of sanitizing and disposing of towels, when provided to its employees.

Clause 97. Health and Safety Emergencies

The Company undertakes to maintain an Emergency Response Plan in all its Units.

Paragraph 1 - The Company will maintain, in its Operations Units, 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 must be defined according to the specificities of each Unit in order to enable immediate care for medical emergencies.

Paragraph 2 - The Company will prioritize the composition of the first firefighting team of its Emergency Control Organizations with personnel from the Occupational Safety area. When the professional is not from this area, the Company will provide the appropriate training. The training necessary for qualification and refresher training must be carried out, primarily, during the daily workday.

Paragraph 3 - Whenever necessary, transportation will be provided for victims of accident or sudden illness at the workplace to hospitals, in transportation vehicles appropriate to each situation, and there must be a pre-established and properly disclosed emergency plan.

Paragraph 4 - The Company undertakes to make underwater helicopter escape training - HUET available to everyone who performs activities on platforms and uses helicopter air transportation.

Paragraph 5 - The Company will maintain 03 (three) ambulance helicopters, ICU-type, for aeromedical evacuation, at E&P bases in the Southeast region. For other E&P Units not served by dedicated aircraft, aeromedical evacuation may be performed by helicopters not dedicated exclusively to this type of operation, equipped with advanced life support equipment (aeromedical kit), approved by governmental civil aviation control bodies.

Paragraph 6 - The Company undertakes to maintain urgent and emergency health care coverage, 24 hours and 07 days per week, with initial assessment and triage performed preferably within the company and using a specialized Telemedicine service.

Paragraph 7 - A social and psychological support service for workers must be maintained, 24 hours a day, to act in cases of urgent and emergency health situations occurring at the Company's facilities.

Paragraph 8 - The Company undertakes to provide first-aid training to brigade employees who act as first responders and who do not belong to the health area.

Paragraph 9 - The Company will guarantee care for Company and contracted workers in a health unit according to the appropriate level of complexity for each case, including severe burn victims.

Paragraph 10 - The Company will guarantee assessment and follow-up of all employees involved in an emergency with exposure to chemical products, conducted by a multidisciplinary health-area team.

Paragraph 11 - The Company undertakes to continue negotiations with DECEA - Department of Airspace Control to establish an operational agreement to enable the search and rescue service.

Paragraph 12 - 01 (one) day off will be granted annually to the firefighting brigade member who has effective participation in at least 90% (ninety percent) of the annual brigade training program. The day off must be taken in the 12 (twelve) months following appointment, be previously agreed with immediate management, and will not be cumulative.

Clause 98. Communication and Prevention of Workplace Accidents

The Company ensures forwarding to the Union Entity, electronically and within 24 (twenty-four) hours of its issuance, a copy of the Workplace Accident Report (CAT) for its employees. In the case of CATs for contractors, it will be forwarded within 1 (one) business day after receipt of this document by inspection.

Paragraph 1 - The Company will maintain, in coordination with CIPAs, Unions, and contracted companies, the holding of lectures, courses, and seminars, at least twice a year, in person, on the toxic characteristics of its raw materials and products, the other risks present in workplaces, including harassment and biopsychosocial risks, and the means necessary to prevent or limit their harmful effects, as well as on the promotion of workers' health.

Paragraph 2 - Tropical diseases acquired as a result of work performed in endemic areas, upon evidence of causal nexus, will be considered a workplace accident or occupational disease.

Paragraph 3 - 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 Secretariat/Ministry of Labor.

Paragraph 4 - The Company will carry out a process of sanitizing uniforms in operational areas and appropriate PPE for its employees.

Paragraph 5 - The Company will carry out a safety campaign focused on increasing safety capacity in Petrobras operational activities.

Paragraph 6 - The Company will carry out training programs aimed at promoting employee qualification and ensuring their participation in safety, environment, and occupational health programs, as provided in NR-1.

Paragraph 7 - The Company undertakes to continue practicing continuous improvement in renewing the fleet of aircraft, maritime vessels, and motor vehicles, keeping the Unions informed through the HSE Committees.

Clause 99. Learning from Workplace Accidents

The Company will allow union officers access to accident areas, and participation of a Petrobras employee representative of the Union Entity in event analysis and learning committees (accidents/incidents).

Paragraph 1 - The Company will guarantee investigation of any workplace accident by the CIPA, as established in NR-5.

Paragraph 2 - Whenever a union representative participates in the analysis and learning Committee, the management that constituted it must, if requested, forward a copy of the Report to the respective Union Entity, conditioned on the signing of the document by this representative. Such information must be treated as confidential.

Paragraph 3 - The Company will guarantee the representative of the Union Entity who is a member of the analysis and learning Committees access to all documentation related to accidents, near misses, and serious incidents occurring in their respective representation bases. As already defined in the preceding paragraph, the report will only be delivered after signature by the parties.

Paragraph 4 - The first accident investigation meeting must be scheduled 72 (seventy-two) hours in advance, except for legal determination or prior arrangement with the union and CIPA representatives. Visits to the location of the occurrence by committee members may be carried out before this deadline.

Paragraph 5 - The Company ensures to the Unions the maintenance of the characteristics of the site of class 04 and 05 accidents, in order to preserve the elements useful to its investigation.

Paragraph 6 - The Company undertakes not to link granting of benefits to reduction of accidents, nor to include accident targets in employees' GD, nor in any other compensation programs.

Paragraph 7 - In the case of accidents involving product leaks, the Company will form an analysis and learning committee with participation of the Union Entity and the CIPA.

Paragraph 8 - The Company will make available, through a specific computerized system, actions indicated in accident and potential incident reports, within one week after their completion, defining the parties responsible for treatment deadlines.

Paragraph 9 - The Company undertakes to promote the HSE Anomaly Analysis Development Track to train employees from the various Business areas, strengthening the Learning from Experience pillar.

Paragraph 10 - The Company will encourage the formation of HSE Anomaly Scope Committees at corporate and local levels, promoting dissemination of actions focused on increasing our HSE capacity.

Paragraph 11 - The Company undertakes to adopt a Human Factors approach in the context of operational safety, encouraging workforce training and promoting improvements in its HSE processes related to this topic.

Clause 100. Environmental protection

The Company undertakes to respect all forms of life and the environment, preventing any damage and considering the potential negative impacts of our activities in the decision-making process, in order to minimize them.

Paragraph 1 - The Company undertakes to mitigate, reduce, and collaborate in resolving possible negative impacts caused in the communities where we operate.

Paragraph 2 - The Company undertakes to assess opportunities to improve environmental and social aspects in work, projects, and decision-making.

Clause 101. Diversity in HSE

The Company undertakes to consider the female structure in the specification of Personal Protective Equipment (PPE), including uniforms for different sexes and pregnant persons, among other adjustments indicated in gender equity programs."

Paragraph 1 - The Company will provide adequate environments in all units so that breastfeeding people can collect and store breast milk while at work, including at night and on weekends.

Paragraph 2 - Petrobras guarantees pregnant and breastfeeding people the right to perform their activities in areas free of risks related to pregnancy or breastfeeding, without prejudice to their premiums and/or working conditions, for up to 1 (one) year after the child's birth.

Paragraph 3 - The Company undertakes to provide Personal Protective Equipment (PPE) appropriate to the specific needs of employees with disabilities (PwD). Ensuring that the relevant PPE is adapted to provide adequate safety and comfort to the employee.

Clause 102. Operation of CIPAs

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

Paragraph 1 - The establishment's CIPA will have access to all workplaces and to statistical information and data relating to Occupational Safety and Health necessary for the proper exercise of its activities.

Paragraph 2 - The CIPA will appoint 1 (one) representative, preferably elected by the workers, to monitor the analysis of accidents occurring in their respective areas of work, without prejudice to the duties of NR-5.

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

Paragraph 4 - The Company, through its Units, will promote at least one annual local meeting inviting representatives of the Unit's CIPAs and of the contracted companies operating in it. At the national level, the Company will promote at least one annual meeting of the Presidents and Vice Presidents of its CIPAs.

Paragraph 5 - The Company will provide full members of the CIPA with the means necessary to perform their duties, guaranteeing sufficient time, within the Company's facilities during their workday and work schedule, to carry out the tasks contained in the work plan, without prejudice to compensation. If the activities occur outside the regular workday or work schedule, they will be considered hours worked.

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

Paragraph 7 - The Company will guarantee that CIPA members will perform accident-prevention activities working in Scheduled Maintenance Shutdowns, through agenda negotiation with local managements.

Paragraph 8 - The CIPA must be notified after the occurrence of all accidents and high-potential incidents occurring at the unit of operation, as established in NR-5 (Ministry of Labor).

Paragraph 9 - The base number for defining all elected CIPA members is that referred to by NR-5 considering the workers assigned to the respective location at the time of election.

Paragraph 10 - The Company ensures participation in CIPA meetings of one Union Officer, appointed by the respective union entity, providing that representative with a copy of its minutes.

Paragraph 11 - The Company undertakes to enable the presence, at Ordinary CIPA Meetings on Platforms, of a union representative who is a Petrobras employee, chosen by the Union Entity, three times a year on each Platform.

Paragraph 12 - Embarkations of union representatives to participate in ordinary CIPA meetings on Platforms will occur on the day before the meeting, depending on logistics availability for personnel transportation and onboard vacancy 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 with the Unions, in Local HSE Committees, the progress of the CIPA workplan for Platforms.

Paragraph 14 - The Company guarantees keeping available electronically, to its employees and CIPA, the technical sheets (SDS - Safety Data Sheet) for chemical products existing in the work environment.

Clause 103. HSE Committees for Company Employees and Contractors' Employees

The Company will maintain the committee at its Headquarters, with the Unions, for the purpose of discussing HSE issues relating to Company employees and employees of contracted companies within Petrobras Holding.

Paragraph 1 - The Committee will meet every 2 (two) months, according to the parties' availability.

Paragraph 2 - The Company will present and discuss in these forums the information and analyses of statistical data relating to accidents, high-potential incidents, and occupational diseases, as well as analysis of their causes, when requested.

Paragraph 3 - The annual report of the Risk Management Program (PGR) and the Occupational Health Medical Control Program (PCMSO) of the Units will be presented to Union representatives in the Units' HSE Committees.

Paragraph 4 - The Company and the Unions will form committees by Unit, which will be conducted by local representations, composed in the same manner as the Headquarters HSE Committee.

Paragraph 5 - Whenever requested, the Company will present in the relevant committee the statistical data relating to deviations and incidents occurring in its activities and facilities, as well as inform the preventive and/or corrective actions adopted for effective treatment of anomalies.

Paragraph 6 - The Company will present annually in CIPAs and Local HSE Committees the basic documents and reports of environmental and occupational assessments.

Paragraph 7 - The Company, through its Units, will disclose the annual meeting calendar of Local HSE Committees.

Paragraph 8 - The Company, upon prior agreement, will ensure access to workplaces by 2 (two) health or occupational safety professionals appointed by the local Union, to monitor healthfulness and safety conditions.

Paragraph 9 - The Company will hold, in its Operational Units, specific annual meetings between the Specialized Occupational Safety and Medicine Services, Company and contracted, aiming at uniformity of actions and exchange of experiences, with participation of members of the CIPAs and Local HSE Committee. If necessary, extraordinary meetings may be requested by the parties.

Clause 104. Service Contracts

The Company will maintain in service contracts that the contractor will be obligated to carry out periodic exams and specific exams for its respective employees, in accordance with the Regulatory Standards of the Ministry of Labor.

Paragraph 1 - The Company will implement, in its HSE contractual annexes, improvements in the procedures for occupational exams and health actions of contracted companies, focused on care for people's health and well-being.

Paragraph 2 - The Company undertakes to review the HSE annex, giving greater robustness to health guidelines.

Paragraph 3 - The Company undertakes to carry out disclosure and awareness actions for service provider companies regarding the Mind in Focus Movement of the UN Global Compact - Brazil.

Paragraph 4 - The Company undertakes to include, in the IDF evaluation phase, appreciation of companies that are signatories to the Mind in Focus Movement of the UN Global Compact - Brazil.

Clause 105. Workplace Safety - Official Inspections

The Company, under the terms and within the limits established in legislation, will allow employee representatives from the same territorial base to monitor inspection, by the competent agencies, of legal and regulatory precepts on worker safety and health.

Paragraph 1 - The Company, provided it is previously informed, will notify the Unions and CIPA in advance of the date, time, and location of the inspection of legal and regulatory precepts on worker safety and health by the competent agencies.

I. If the Union Entity of the base corresponding to the inspection location is notified, the absence of the union entity's representative does not imply noncompliance with the objective of the clause.

Paragraph 2 - Except at the Company's convenience, participation by the union entity is limited to 1 (one) representative.

Clause 106. Right of Refusal

When an employee, in the exercise of their activities, based on their training and experience, after taking corrective measures, has reasonable justification to believe that their life and/or physical integrity and/or that of their coworkers and/or the facilities and/or environment is at serious and imminent risk, they may suspend performance of those activities, immediately communicating this fact to their hierarchical superior, who, after assessing the situation and confirming the existence of the serious and imminent risk condition, will maintain the suspension of activities until that situation is normalized.

Sole Paragraph - The Company guarantees that the Right of Refusal, under the terms above, will not imply a disciplinary measure.

Chapter VIII





CHAPTER VIII - UNION RELATIONS

Clause 107. Freedom of Association and Collective Bargaining

In accordance with the provisions of the Federal Constitution, the principles established by the International Labor Organization (ILO), and Convention No. 98 (Right to Organize and Collective Bargaining), the Company declares and reaffirms its commitment to full respect for freedom of association and the right to collective bargaining.

Paragraph 1 - Petrobras and the Unions recognize that collective bargaining is the preferred means for resolving issues relating to labor relations, aiming to seek agreements that serve the interests of the parties involved, favoring dialogue, transparency, good-faith bargaining, collective labor instruments, collective private autonomy, and acting so that negotiations are meaningful, balanced, and grounded.

Paragraph 2 - The company fully respects the autonomy of institutions representing employees, according to parameters established by legislation, in addition to recognizing the right of all employees to freely join the union representing their category.

Clause 108. Delay or extension of working hours due to assemblies

Hours of delay or extension of working hours caused by holding assemblies to evaluate a proposal presented by the Company will mandatorily be placed in the time bank or balance margin, as of the signing of this CBA.

Clause 109. Profit Sharing - PLR

The Unions will be the interlocutors with the Company for purposes of negotiating Profit Sharing, as prescribed in Law No. 10.101/2000, of 12/19/2000.

Clause 110. Permanent Committees

The Company and the Unions will maintain the operation of the following Permanent Corporate Committees: Monitoring of the Collective Bargaining Agreement, Safety, Environment and Health (HSE), AMS - Multidisciplinary Health Care, Attendance & Work Regimes & Telework, Diversity & Combating Violence at Work; Oversight of Service Contracts and Amnesty, which will meet every 3 (three) months.

Paragraph 1 - The Company will guarantee periodic meetings with the respective Unions, on previously negotiated dates, for the purpose of addressing local issues of common interest.

Paragraph 2 - The Amnesty committee cited in the main provision has the following purposes: processing before the Ministry of Innovation and Management of residual administrative proceedings 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.

b) discussion of any impacts on employment contracts arising from disciplinary measures applied in the last 8 years that arise from union issues.

Paragraph 3 - The Third-Party Service Provision Committee at Petrobras will be multidisciplinary.

Clause 111. Staffing

The Company, by mutual agreement with the Unions, will maintain an annual corporate forum to discuss issues involving staffing.

Paragraph 1 - Within the forum described in the main provision, the company undertakes to dialogue on the challenges relating to staffing in the Petrobras System.

Paragraph 2 - The Company will inform the Unions quarterly, when requested, of personnel movement occurring in its territorial base.

Clause 112. Assistance Contribution and other union funding sources

The Company will deduct from normal payroll, subject to its operational schedule, the amounts approved in General Assemblies as Assistance Contribution to the unions, under the terms of the provisions of items IV of article 8 of Chapter II of the Federal Constitution, provided there is no employee opposition within 40 (forty) days after Petrobras receives the union's communication containing the call notice and respective assembly minutes, as well as publication on the entity's website regarding the form and means for the employee to individually express disagreement. At the end of the period, the Company will send a report to the union with information on collection.

Paragraph 1 - Each union will be responsible for defining the form and means for the employee to submit their statement, respecting the period for disagreement, informing employees of that decision through its communication channels.

Paragraph 2 - Each union will be responsible for sending to the Company, through an Excel spreadsheet containing name, registration number, and key, the list of employees who expressed their opposition.

Paragraph 3 - The Company undertakes to transfer the percentage corresponding to deductions made as union dues, as provided in the bylaws of the union entities, to the linked Federations. The transfer will be made proportionally and regularly, observing the established criteria and deadlines.

I. The percentage to be transferred will be defined by the unions in accordance with their bylaws and must be previously communicated to the Company, which will be responsible for withholding and transferring the amounts as agreed.

Paragraph 4 - An employee who, for reasons beyond their control, is unable to express opposition to the deduction within the period provided in the main provision of this clause may request refund of the deducted amount from the union.

Paragraph 5 - Since the Company is merely the withholding source of the Contribution, the unions will be responsible for any payment by force of a court decision arising from actions filed by employees against said deduction.

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

Paragraph 7 - As a way to standardize and expedite operationalization of contribution deductions, the parties agree that, when the assistance contribution is applied to monthly compensation, "RMNR + ATS + FIETT (when applicable)" will be used for calculation purposes, excluding vacation and thirteenth salary.

Paragraph 8 - Also as a way to standardize and expedite operationalization of contribution deductions, the parties agree that, when the assistance contribution is applied to variable compensation, for calculation purposes, the net amount of this compensation will be considered, that is, after deduction of Income Tax and extraordinary 2% contribution to AMS.

Clause 113. Union Dues

The Company undertakes to deduct union dues from the salaries of unionized employees, in the manner established in the Bylaws or by the General Assemblies of the agreeing unions.

Sole Paragraph - Since the Company is only the withholding source of the dues or contribution, the unions will be responsible for any payment by court decision arising from actions filed by employees against said deduction.

Clause 114. Union Releases

The Company guarantees to each union the following releases of employees elected as union officers to carry out activities of that entity:

Of 1 (one) union officer without prejudice to compensation;

Of 1 (one) more, or 2 (two) more, or 3 (three) more, or 4 (four) more, or 5 (five) more union officers, without prejudice to compensation, when the Union Entity is linked to territorial bases with more than 700 (seven hundred), or more than 1,400 (one thousand four hundred), or more than 2,100 (two thousand one hundred), or more than 2,800 (two thousand eight hundred), or more than 3,500 (three thousand five hundred) active employees, respectively, based on Company assignment as of August 31 annually;

- III. Up to 20 (twenty) days of releases per month without prejudice to compensation, with the unused balance permitted to accumulate for the subsequent month until the end of the term of CBA 2025/2027;
- IV. Up to 3 (three) union officers, under the conditions of art. 543 of the CLT, with partial cost to the Union Entity;
- V. Without limit of union officers, under the conditions of art. 543 of the CLT, with total cost to the Union Entity.
- VI. One more (1) union officer for unions representing employees assigned to bases located in more than one geographic region of Brazil (North, Northeast, Midwest, Southeast, and South).

Paragraph 1 - The Company ensures the release of 1 (one) union officer equivalent to the number of unions representing Petrobras employees linked to the Federation (FUP and FNP), without prejudice to compensation, totaling 17 releases.

Of 1 (one) more, or 2 (two) more, or 3 (three) more, or 4 (four) more, or 5 (five) more union officers, without prejudice to compensation, when the sum of the union bases affiliated with each Federation is linked to more than 7,000 (seven thousand), or more than 14,000 (fourteen thousand), or more than 21,000 (twenty-one thousand), or more than 28,000 (twenty-eight thousand), or more than 35,000 (thirty-five thousand) active employees, respectively, based on Company assignment as of August 31 annually.

- II. Up to 2 (two) union officers, under the conditions of art. 543 of the CLT, with partial cost to the union entity;
- III. Without limit of union officers, under the conditions of art. 543 of the CLT, with total cost to the Federation.

Paragraph 2 - The releases described in item IV must be fully borne by the Union Entity, except for employer charges relating to INSS, PETROS, and FGTS. The Company will make normal salary payments, and each Union Entity will be responsible for reimbursing all costs.

Paragraph 3 - The releases described in item V must be fully borne by the Union Entity, including charges. The Company will make normal salary payments and collect the respective charges, and each Union Entity will be responsible for reimbursing all costs.

Paragraph 4 - The Company will extend the benefits of Multidisciplinary Health Care to union officers released without compensation to fulfill union office, under the terms of paragraph 2 of article 543 of the Consolidation of Labor Laws - CLT, and within the limits of the Law.

The portion relating to participation in AMS funding for the union officers cited in the main provision and beneficiaries linked to them will be reimbursed monthly by the Unions to which they are affiliated, through deduction from their respective credits with the Company.

Paragraph 5 - Reimbursement of salaries and charges addressed in paragraphs 2 and 3 will be made monthly, through deduction from the credits of the Unions with the Company. In the event of non-reimbursement by the Unions, a solution for settling the debt will be sought with the union entity.

Paragraph 6 - The release periods contained in this clause will be considered for purposes of counting length of service for ATS and vacation accrual period, and, when the employee returns to the original work regime, once the release has ended, the employee will follow the normal work schedule, without credit relating to retroactive days off.

Paragraph 7 - The releases provided in this clause must be communicated to Petrobras at least 4 (four) calendar days in advance, in the case of employees who work under confinement conditions, and 2 (two) business days for other employees, by letter to Union Relations Management with a copy to the immediate manager, containing the name and registration number of the union officers to be released.

I. Cases of release arising from a Company request for an activity requiring the presence of a union representative are excluded from the deadline provided in the paragraph above. Exceptionally, if the manager ratifies that they were aware of the release, attendance entry will be permitted. In exceptional cases, the employee's immediate manager, upon their assessment, may approve release requests forwarded within a deadline different from that established in this clause, provided operational and administrative conditions are observed.

Paragraph 8 - The Company and the Unions agree that the releases agreed in this clause do not alter the characterization of suspension or interruption of the employment contract of the employees who use them. Once the release has ended, the employee will follow the normal work schedule, without credit relating to retroactive days off.

Paragraph 9 - The return of the union officer to their job position after the end of the period of availability to the union will respect the assignment and work regime in which they were before the union release, whenever possible.

Clause 115. Union Officers - Mandatory training

The Company will pay for mandatory courses and training necessary for work at Petrobras facilities covered by the union's representation for Petrobras employees elected as union officers.

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

Chapter IX





CHAPTER IX - OTHER PROVISIONS

Clause 116. Employee Representation Committee

The Company will not implement employee representation committees, as made possible under article 611A of the CLT, considering the changes arising from Law 13.467/17, of 07/13/2017.

Clause 117. Drivers

The Company guarantees that its professional drivers, or authorized drivers, will not be required to reimburse damages caused to any type of vehicle they drive, being subject only, like all employees, to normative standards on Workplace Relations.

I. The waiver of reimbursement for damages caused will not occur when willful conduct is found, involving direct or eventual intent.

Clause 118. Electronic Timekeeping

The Company and the Unions, in accordance with Ordinance 671/2021 of the Ministry of Labor and Social Security, agree that the electronic timekeeping systems used to record and control workday time punches are considered and accepted as valid and legal instruments for measuring the attendance of the Company's employees.

Sole Paragraph - The Unions may submit to the Company, within the Collective Bargaining Agreement Monitoring Committee, suggestions for improving and enhancing the system.

Clause 119. Oversight of Service Contracts

The Company reaffirms its commitment that contract oversight activity will be performed only by Company employees, aiming to place greater emphasis on labor, social, economic/financial, technical, safety, environmental, and health aspects, with the support of contracted companies permitted exclusively for administrative activities to verify proper collection of social security contributions, FGTS, and compliance with labor obligations.

Clause 120. Diversity

The Company will value human and cultural diversity in its relationships with employees, guaranteeing respect for differences and nondiscrimination.

Paragraph 1 - The Company will maintain the Diversity, Equity, and Inclusion Policy, in order to deploy its foundations and principles in senior management, administrative and operational units, according to related processes and areas of operation, as well as leadership goals focused on underrepresented groups, such as women and Black people, approved in the Strategic Plan.

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

Paragraph 3 - The Company will prepare and disseminate informational content aimed at the workforce to prevent discriminatory practices and moral and sexual harassment practices.

Paragraph 4 - The Company will maintain the Program for Addressing Persons with Disabilities and/or Neurodivergence in People Management, aiming to consolidate and disseminate specific content on persons with disabilities, raise awareness among management and employees on the topic, and analyze improvements for the inclusion of employees with disabilities in the workplace, work teams, and the Company.

Paragraph 5 - The Company will monitor data and perception surveys with employees in order, based on these inputs, to implement actions that accelerate the promotion of diversity, equity, and inclusion.

Paragraph 6 - The Company ratifies that it ensures an inclusive work environment for trans people, guaranteeing the use of the social name in systems, as well as access to and use of its facilities, bathrooms, locker rooms, and cabins according to self-declared gender identity.

Clause 121. Combating Violence at Work

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

Paragraph 1 - The Company will adopt measures to prevent violence in the workplace, such as mandatory training and ongoing awareness campaigns, involving the Company's own workforce and service provider companies.

Paragraph 2 - The Company will maintain a Reporting Channel accessible to the entire workforce for receiving and handling reports related to discrimination, moral harassment, retaliation, and sexual violence.

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

Paragraph 4 - The Company ensures that it will keep the reporting person/victim informed about all stages of report handling, providing humanized feedback.

Paragraph 5 - The Company, by mutual agreement with the Unions, will maintain an annual corporate forum to discuss issues related to preventing and combating sexual and workplace violence, mainly aiming to monitor the following topics:

- a) Prevention
- b) Support
- c) Report handling

Paragraph 6 - In lawsuits dealing with sexual violence and discrimination, amounts paid to compensate victims, by force of court decision or settlement, may give rise, by the Company, to a recourse action against the employee who committed the unlawful act, when applicable.

Paragraph 7 - In cases of Sexual and Workplace Violence, the victim may appoint a companion (formally designated by the victim/reporting person, on an optional basis and when there is no voluntary appointment of a legal representative), to assist them in monitoring their report with the Ombudsman's Office, during the investigation interview, or when they receive a request from the investigation team to appear or provide information or a document, with the autonomy of their will guaranteed.

Paragraph 8 - In cases of sexual and workplace violence, the Company will inform the person formally appointed by the reporting person/victim as companion, by email indicated in the report or in communications maintained through the Reporting Channel, of the main stages and developments throughout the handling of the report. For this purpose, this companion must previously sign a Confidentiality Agreement, to be sent to the reporting person/victim upon request for appointment of the companion with the General Ombudsman's Office.

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

Clause 122. ESG Training

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

Clause 123. Agroecological and artisanal product fairs

The Company, aiming to promote healthy eating and value relationships with communities, will make space available in its units and administrative buildings for fairs where employees may purchase artisanal, organic, and agroecological products, focused on family farming and micro-entrepreneurship.

Sole Paragraph- The Company's HSE and Social Responsibility areas will be responsible for supporting units in setting up the fairs, according to the definition of roles contained in PE-1PBR-00454 - Production of Healthy Food

Clause 124. Training

The Company, through its Corporate University, will offer training and courses aimed at employees' technical updating, development of new skills, employee integration, and strengthening of Petrobras identity.

Clause 125. Human Resources Service

Petrobras undertakes to maintain the operation of Human Resources service, in person or by video, for all employees and retirees as a complement to digital relationship channels.

Sole Paragraph - The company undertakes to disclose the channels and service hours in a manner accessible to all employees, ensuring that the necessary support is available efficiently and in a timely manner for the resolution of labor-related demands.

Clause 126. Payroll Deduction of Payroll-Deductible Loans

The Company will make payroll deductions of installments relating to payroll-deductible loans contracted by employees, with subsequent transfer of the amounts to the Worker Credit Program, Petros, or partner financial institutions.

Paragraph 1 - Data relating to contracted loans will be received exclusively through integrated systems, duly disclosed on the Petrobras Portal, available on the corporate network.

Paragraph 2 - The total amount of deductions relating to payroll-deductible loans will observe the limit of 35% of the employee's available compensation.
I. For the purposes of this clause, available compensation means the remaining amount of compensation received monthly after mandatory deductions, such as IRRF, INSS, Petros, AMS, and others provided by law, court decision, or arising from the employment contract.

Paragraph 3 - In the event of coexistence of multiple loans, the Company will prioritize deductions in the following order: (i) Petros, (ii) Worker Credit Program, and (iii) partner financial institutions.

Paragraph 4 - If it is not possible to make the payroll deduction, the employee will be responsible for regularizing payment directly with the creditor institution, using their own resources.

Chapter X





CHAPTER X - TERM

Clause 127. Ratification of CBA 2025 Bonus - Advance Grant (June/2025)

The Company ratifies payment of the bonus granted as a bargaining advance through a "Letter of Commitment" of June 18, 2025 to all employees who were actively employed on 05/31/2025, under the terms of paragraph 2 of art. 457 of the CLT.

Paragraph 1 - The granting of this bonus, separate from salary, was made in two installments of equal amount: the first paid on June 30, 2025 and the second on August 29, 2025.

Paragraph 2 - Payment of the CBA 2025 bonus, as provided in the main provision and under the exact terms established in the full text of the cited 'Letter of Commitment,' is part of this collective rule.

Paragraph 3 - In view of the conclusion of negotiations and execution of this instrument, the Company acknowledges full settlement of the advanced amount, establishing that there will be no discount, deduction, or offset of this amount in relation to the bonus provided in the subsequent clause.

Clause 128. CBA 2025-2027 Bonus

The Company will also grant, in addition to the CBA 2025 Bonus, a second bonus, under the terms of paragraph 2 of art. 457 of the CLT, due to the conclusion of collective negotiations and the effective execution of a new collective instrument for the next 2 (two) years, CBA 2025-2027.

Paragraph 1 - The Company will pay this bonus, in two installments (March and September 2026), to all actively employed employees on 09/01/2025.

I. Exceptionally, employees hired by the Company as of 09/01/2025 and who are actively employed on 12/31/2025 will be included in payment of the bonus described in this paragraph.

II. For purposes of calculating the bonus to be granted, the employee's compensation multiplied by 1.6 (one point six) will be considered.

a. After application of the multiplier, the floor to be considered is BRL 15,000.00 (fifteen thousand reais) and the ceiling is BRL 42,000.00 (forty-two thousand reais).

b. For the purposes set forth in item II, compensation is understood as the sum of Minimum Compensation by Level and Regime (RMNR) and the Length-of-Service Bonus (ATS) or as the Compensation of the Gratified Function.

As of the date, 09/01/2025, periods of leave due to non-occupational illness exceeding 3 (three) years, due to workplace accident or occupational disease exceeding 4 (four) years, and those relating to unpaid leave will not be considered active service, except in the cases provided in paragraph 2 of article 543 of the CLT and within the limits of the Law.

Paragraph 2 - Amounts paid as a bonus do not form part of the employee's compensation, are not incorporated into the employment contract, and do not constitute a basis for the incidence of any labor or social security charge under the terms of paragraph 2 of art. 457 of the CLT.

Clause 129. Maintenance of the base date

The conditions to be agreed in the 2025-2027 Collective Bargaining Agreement will be in effect as of 09/01/2025, except for clauses containing an express provision to the contrary.

Clause 130. Review, Termination, Revocation

The procedure for extension, review, denunciation, or total or partial revocation of this instrument will be subject to the rules established by article 615 of the Consolidation of Labor Laws - CLT, unless otherwise agreed between the parties.

Sole Paragraph - The Company will file this agreement with the Ministry of Labor, in accordance with the deadlines established in article 614 of the Consolidation of Labor Laws - CLT and MTP Ordinance No. 671, of 11/08/2021, and the Unions undertake to deliver to the Company the documents necessary for that filing.

Clause 131. Term

The clauses agreed in the 2025-2027 Collective Bargaining Agreement will remain in effect until August 31, 2027, except for clauses containing an express provision to the contrary.

Paragraph 1 - 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 of its effective date, any and all previously existing provisions, except if expressly included in this Instrument.

Clause 132. Preservation of regional collective bargaining agreements

The parties agree that the regional collective bargaining agreements and the specific Collective Bargaining Agreement for Telework at Petrobras in effect at the time of signing of this Agreement will be preserved, unless expressly provided otherwise.

Sole Paragraph - This Instrument does not change the effective dates set forth in the regional collective bargaining agreements and the specific Collective Bargaining Agreement for Telework at Petrobras, unless expressly provided otherwise.