



HUMAN RIGHTS AND CORPORATE CITIZENSHIP SUPPLEMENT

2023



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MESSAGE FROM THE CEO



JEAN PAUL PRATES
Petrobras CEO

In an ever-changing world, we are committed to promoting an organizational culture based on ethical values, respect for human rights, and social responsibility. Our vision includes the perspective of a more sustainable world, in which we create value by balancing a focus on oil and gas with diversification into low-carbon businesses while operating with safety, respect for the environment, and full attention to people.

By publishing the Human Rights and Corporate Citizenship Supplement, we reiterate our commitment to establishing practices based on principles and values that prioritize social justice, transparency, and socio-environmental responsibility.

Through this document, we aim to demonstrate that our operations are conducted with integrity, respecting the rights of communities and workers in our value chain, diversity, equal opportunities, and non-discrimination.

In our 2024–2028+ Strategic Plan, we have committed to specific goals in human rights, diversity, and

inclusion. Among the commitments made, we aim to be among the top three oil and gas companies in the human rights ranking by 2030 and to increase the percentage of women and Black people in leadership positions to 25% by 2030. To help achieve these percentages, for example, Petrobras has launched the Racial Equity Program, establishing initiatives to strengthen the culture, health, and well-being of Black workers in the company.

Our internal structure dedicated to human rights has been strengthened during 2023, with the creation of four new specific sector management areas, which aim to play a fundamental role in promoting and guaranteeing human rights in our company. Moreover, our Human Rights Commission, responsible for implementing the human rights agenda established in our Human Rights Guidelines, currently consists of 31 executive departments and two subsidiaries (Transpetro and Petrobras Biocombustível), totaling 77 members focused on human rights. In addition to our internal structures, in November 2023, we signed a Technical Cooperation Agreement with the Ministry of Human Rights and Citizenship, aiming to promote the improvement of public policies and corporate governance practices regarding human rights at Petrobras.

In 2023, we approved the new Social Responsibility Policy, which establishes principles and guidelines for our actions aimed at a fair energy transition, in accordance with international commitments and standards, considering respect and promotion of human rights, full attention to people, and effective management of social and environmental risks and impacts as fundamental elements throughout the business and product life cycle. Additionally, we have approved the Diversity, Equity, and Inclusion Policy, which aims to reaffirm our principles and guidelines of respect and appreciation in all our activities and environments.

We understand that a fair energy transition goes hand in hand with our human rights agenda, both being intrinsically related to the Sustainable Development Goals (SDGs) set in the UN 2030 Agenda. Thus, we are committed to adopting business practices that promote the success of the SDGs, particularly those related to reducing carbon footprint, protecting the environment, caring for people - especially gender equality and the empowerment of girls and women, and decent work - and acting with integrity, focusing on the regions where we operate and where our business and activities have influence.

We are committed to placing the mental health of our workers at the center of the company's decisions, and in 2023, we joined the Mind in Focus Movement, an initiative of the UN Global Compact in Brazil, combating the stigma and social prejudice associated with this relevant issue. **As part of this commitment, we have set the goal of training 100% of our leadership in mental health.** Also with the Global Compact, we have partnered with 135 suppliers to promote Human Rights and Business themes, based on a self-assessment questionnaire.

Intending to provide a diverse, respectful, and free froms sexual violence work environment, we launched the Petrobras Program Against Sexual Violence (PPCVS) in May 2023. The program ended 2023 with 19 of its 26 actions completed and 7 in progress, including the creation of a Support Channel, available to the entire workforce 24 hours a day, seven days a week, for listening and guidance in situations of embarrassment, harassment, or sexual assault.

We continuously invest in the improvement of our operations, management, and safety culture, and we have observed a reduction in accidents as a result of these investments and the technical competence of our teams. Unfortunately, in 2023, we recorded

two fatalities. We deeply regret these events and continue to work diligently to achieve our ambition of zero fatalities. Each life lost is irreparable and affects us all. These occurrences remind us that even with a recognized safety culture, we are constantly challenged, and our battle for safety is daily and constant.

Through the Petrobras Social and Environmental Program and the Living Forest Initiative, we have invested approximately BRL 159 million in social and environmental projects.

In 2023, we also launched the largest public selection in the history of our socioenvironmental investments, with over 60 investment opportunities totaling BRL 432 million for the next 3 years.

In this journey towards a more sustainable world and a fairer society, we rely on the engagement and commitment of all our workers. Each one of us has a fundamental role in building an organizational culture based on respect for human rights and corporate citizenship. Together, we can overcome challenges and achieve increasingly positive results.

1 - HUMAN RIGHTS COMMITMENTS

It is our basic principle to respect, raise awareness, prevent violations and promote human rights (HR) in our activities and act in accordance with the Brazilian Constitution and with the international treaties and conventions ratified by the Brazilian State, such as the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the institutional commitments made by the company. Our human rights protection guidelines and policies express our commitments and can be checked below:

[- Human Rights Guidelines](#)

[- Social Responsibility Policy](#)

[- Diversity, Equity, and Inclusion Policy](#)

[- Safety, Environment and Health Policy](#)

[- Human Resources Policy](#)

[- General Ombudsman Policy](#)

[- Compliance Policy](#)

[- Protective Intelligence and Corporate Security Policy](#)

[- Petrobras Code of Ethical Conduct](#)

[- Petrobras' Guide to Ethical Conduct for Suppliers](#)

[- Resettlement Guidelines](#)

[- Petrobras Position on Diversity and Fighting Harassment and Discrimination](#)

[- Whistleblower Protection Guideline](#)





An important milestone in 2023 was the publication of the Diversity, Equity, and Inclusion Policy, approved by the Board of Directors (BoD) on 09/22/2023.

The policy aims to reaffirm our principles and guidelines in relation to the topic of diversity, equity, and inclusion. Among the main advances planned are the implementation of affirmative actions aimed at underrepresented groups and the establishment of goals and indicators for diversity, equity, and inclusion.

There is also a plan to approach the diversity agenda alongside suppliers and other organizations that have a relationship with Petrobras. This new policy is the critical and necessary solid foundation for us to continue in the restless search for a diverse, inclusive, and safe environment for everyone. The new policy is being implemented with in our wholly-owned subsidiaries, , thus maintaining the strategic alignment of the Petrobras System.

In December 2023, the Petrobras' Board of Directors approved the updated Social Responsibility Policy. The policy was

developed through a process of broad consultation with Petrobras' workforce and external stakeholders, including representatives from universities, governments, and civil society organizations (CSOs).

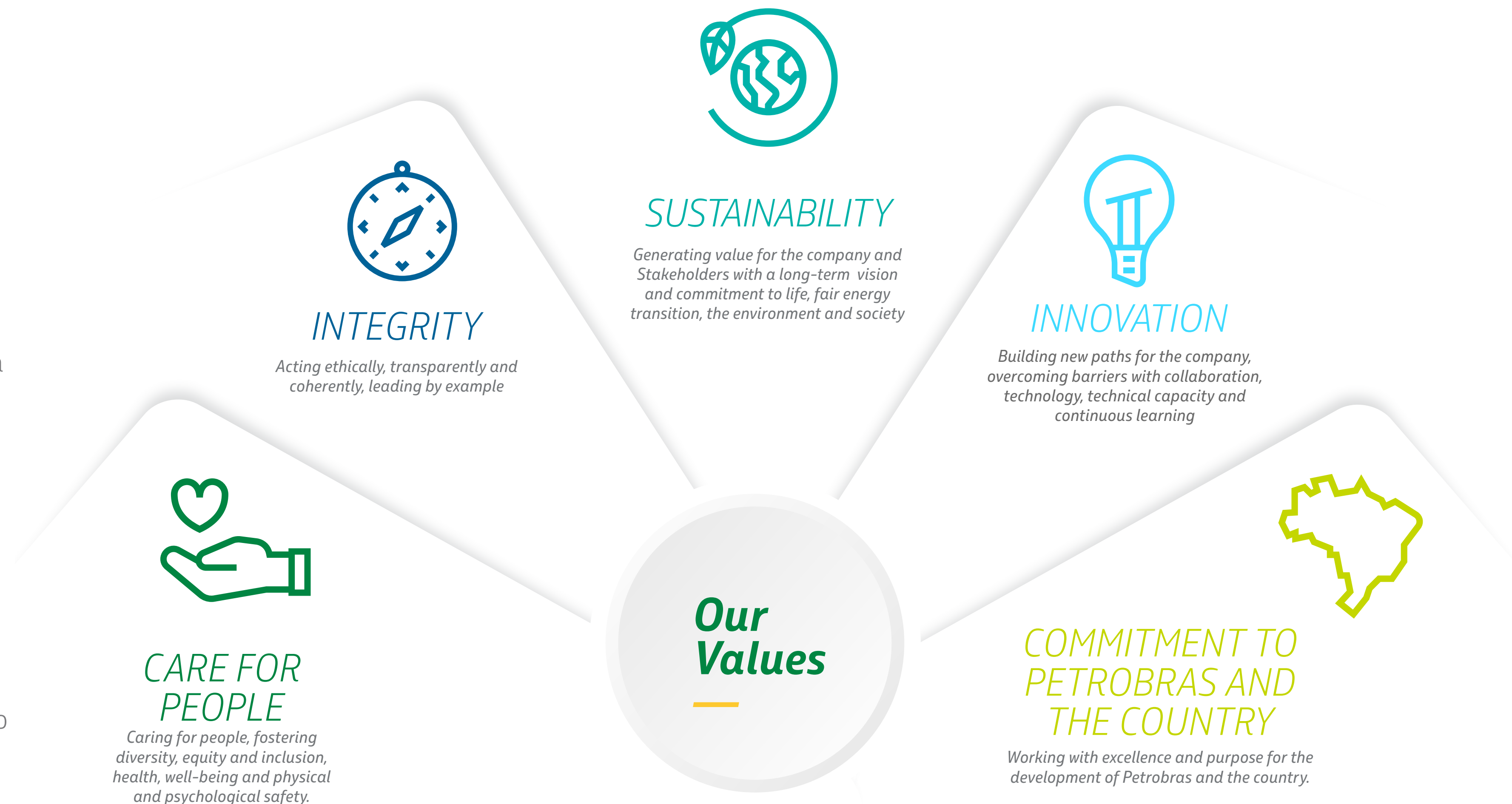
The document establishes guidelines for our actions on Environmental, Social and Governance (ESG), under the positions and goals defined in the Strategic Plan for social responsibility issues, such as respect, promotion and due diligence in human rights, combating discrimination, harassment and sexual violence at work, contributing to a fair energy transition, considering the reduction of energy poverty and sustainable development, as well as the conservation of forests and oceans, as a way to avoid the loss of biodiversity and mitigate climate change.

The Social Responsibility Policy also contains guidelines for handling complaints and demands with transparency and impartiality. Following the principle of focus on people, it establishes guidelines for continuous and inclusive communication, seeking to have responsible relationships with communities, and for the prevention and preparation of communities and other stakeholders for emergency situations.

2 - SUSTAINABILITY AND HUMAN RIGHTS STRATEGY

Our Strategic Plan aims to strengthen and prepare us for the future by initiating a process of integrating energy sources that are essential toward a fair and sustainable energy transition to a low-carbon business. Therefore, we work toward a number of goals such as attention to people, safety and respect for the environment, perpetuating value for future generations, with a focus on capital discipline and a commitment to keeping our indebtedness under control.

With the vision “to be the best diversified and integrated energy company in generating value, building a more sustainable world, reconciling the focus on oil and gas with diversification in low carbon businesses (including petrochemical products and fertilizers), sustainability, safety, respect for the environment, and full attention to people” we defined our values in the 2024-28+ Strategic Plan:



We also reviewed our ESG diagram, in which four key ideas are highlighted, comprising the main ESG drivers, which support and guide our actions, projects and programs related to each theme in the diagram:



We are committed to adopting business practices that promote the success of the Sustainable Development Goals (SDGs), particularly those related to reducing the carbon footprint, protecting the environment, and caring for people. We are particularly focused on the goals related to gender equality and the empowerment of girls and women, and decent work. We also commit to acting with integrity, with a focus on the regions where we operate and have activities over which and have influence.

Fair Transition is part of this context, as an attribute of our decarbonization path, representing, in general terms, a global effort to progressively reduce greenhouse gas emissions to limit global warming, while at the same time reducing or avoiding exacerbating local, regional, and international social inequalities, in line with the United Nations Sustainable Development Goals (SDGs).

More details about our fair transition initiatives can be found in our Climate Supplement.

In line Aligned to the strategies, we have top metrics¹ that guide the organization towards the main goals of our strategic plan. These are:

- Indicator of compliance with targets for greenhouse gas emissions (IAGEE) for Exploration and Production and Refining;

- Environmental Commitment Indicator (ICMA), which is measured by the leaked volume of oil and oil products considering occurrences above one barrel (0.159 m³);

- Delta Value; measure of economic value generation;

- Commitment to People Safety Indicator (ICSP), which is measured by the Serious Injury Rate (TAG) and the Recordable Injury Frequency Rate (TAR).

In this plan, three of the four previously adopted indicators were maintained, with specific adjustments in the way of communicating the metric for value and the sustainability metric, associated with leaks.

The IAGEE and ICMA metrics are aligned with low carbon commitments and environmental sustainability, while the Delta Valor indicator represents a measure of economic value generation. These three metrics directly impact the variable compensation of executives and all company employees.



¹ In the 2024-28+ Strategic Plan, seeking major alignment, we made specific adjustments in the way we communicate the metric for value, which had its name changed from DELTA EVA® to DELTA VALOR, and the sustainability metric associated with leaks - VAZO (oil and oil products volume leaked), which had its name changed to ICMA - Environmental Commitment Indicator. We also included the Serious Injury Rate (TAG) metric, which joins the Recordable Injury Frequency Rate (TAR) metric in the Indicator for Commitment to People's Safety Indicator. Therefore, Petrobras maintains four top metrics.

In relation to specific human rights, diversity, and inclusion goals, we established the following commitments in the Strategic Plan 2024-2028+:



Being ranked among the top three O&G companies in the Human Rights Index by 2030

Having human rights due diligence in place for 100% of our operations and 100% of our employees and third parties trained in human rights.



Reaching more than 50% of physically active employees, contributing to a healthier and more productive life by 2028

Raising people's health levels through a culture of well-being.



Promoting Diversity, increasing the percentage to 25% of women and 25% of black people in leadership positions by 2030

Current level at 30% with actions to increase gender and color/race representation in leadership positions each year.



Implementing 100% of the Mind in Focus Movement commitments of the UN Global Compact by 2030

Ensuring healthy and safe environments through the management of psychosocial factors at work.

In order to ensure the alignment of incentives with our strategies, the top metrics are broken down into senior management scorecards and then in Performance Management (PM), a process that assesses skills and goals of all employees (either with or without a managerial or consulting position).

The process of the General Structure Scorecard is an approval process between the managed person (member of the General Structure) and the manager (Officer/President). The executive managers departments scorecards must be an expansion of the immediate Executive Officer scorecard, which are made up of the top metrics and specific goals for each area. In executive manager departments involved with human rights issues, there are specific metrics aligned with strategic human rights goals.

3 - CORPORATE RISK MANAGEMENT

Due to the nature and scale of our business, we are exposed to risks of violating human rights, as our projects and operations for oil and oil products exploration, production, refining and transportation involve an extensive supply chain, a significant workforce and an array of communities located around



our units, requiring permanent interactions with society.

We believe that integrated and proactive risk management is essential for delivering safe and sustainable results.

Qualitative risk analysis allows the prioritization and guidance of efforts related to action plans to be carried out, in order to prevent and minimize events that may adversely affect us and maximize those that may bring benefits. Our corporate risk management area coordinates the preparation of the Petrobras Business Risk Matrix and involves all areas of our structure. In this process, employees from different backgrounds participate, so that they can identify and report potential risks for the entire organization, covering risks of any nature, including social, environmental, and economic risks.

This process provides the identification, the associated controls, the probability of occurrence and the impact assessment of threats and opportunities, in addition to proposals for their treatment. The impact assessment takes into account four dimensions — financial, image/reputation, legal/

compliance, and environmental/life. Further to these dimensions, we have developed continuous improvement studies to increase the scope of business risks with a focus on human and social rights.

In our Business Risk Matrix, we have specific risks related to human rights, with the risk of human rights violations in our operations and supply chain and the risk of harassment and discrimination having been mapped. These risks and their respective treatments are periodically monitored by the company's senior management, including our Board of Directors.

Additionally, we have an internal audit area, which is responsible for systematically assessing the risk management process and recommending improvements, providing senior management and governance bodies with assessments with a higher level of transparency and independence.

4 - SUSTAINABILITY AND HUMAN RIGHTS GOVERNANCE

Our governance structure is comprised of: General Shareholders' Meeting, Audit Committee, Board of Directors (BoD) and its committees (BoD Committees), Audits, General Ombudsman, Executive Board (DE) and its committees (Statutory Technical Committees and Executive Committees).

We are managed by a Board of Directors and an Executive Board, whose responsibilities are set forth in the company's Bylaws and its respective Internal Regulations. The Basic Organization Plan, in turn, defines the guidelines and models of organization and corporate governance of Petrobras, detailing the general structure of the company and the attributions of its units, whose holders are responsible for submitting proposals to the deliberative bodies provided for in the Bylaws. Our Bylaws and Basic Organization Plan can be found at:

[Governance - Petrobras](#)

The decision-making process on sustainability issues, including issues related to human rights, involves several structures of our corporate governance, including the Board of Directors and Executive Board and their respective Advisory Committees.



The main responsibilities of these advisory committees are shown below:

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS ON SUSTAINABILITY ISSUES	
BOARD OF DIRECTORS (BoD)	
<p>BoD Composition:</p> <ul style="list-style-type: none"> • 11 members • Accumulation of the positions of Chairman of the Board and CEO is prohibited • 1 employee representative • 55% of independent members - above the minimum required in the Bylaws, which is 40%. • 2-year term, with up to 3 reappointments 	<ul style="list-style-type: none"> • It sets the general direction of our business, setting out our mission and strategic objectives, including those related to sustainability. • Approves Petrobras' strategic plan and its ESG strategy. • Defines our corporate governance structure. • Approves global corporate policies, including those on the environment and social responsibility. • Approves the senior management compensation program. • Monitors the most severe business risks, including socio-environmental risks. • Monitors the company's performance through financial and non-financial reports. • Sets the general direction of our business, defining our mission, our strategic goals, and our guidelines. • Establishes our global policies, including strategic commercial, financial, risk, investment, environmental, information disclosure, dividend distribution, transactions with , spokespersons, human resources, and minority interests, in compliance with Decree n. 8,945/16.

ROLES AND RESPONSIBILITIES OF THE BOARD OF DIRECTORS ON SUSTAINABILITY ISSUES

BOARD OF DIRECTORS' COMMITTEES

HEALTH, SAFETY AND ENVIRONMENT (CSMS)	INVESTMENT COMMITTEE (COINV)	STATUTORY AUDIT COMMITTEE (CAE)
<p>Advises the Board of Directors on establishing policies and guidelines related to strategic sustainability management, as well as monitoring risks and sustainability indicators.</p>	<p>Advises the Board of Directors on the definition of the strategic plan, including its financeability, and on the evaluation of investment projects, divestments, and new business opportunities.</p>	<p>Advises the Board of Directors on matters involving accounting, effectiveness of internal controls, risk management, financial reporting, and compliance.</p>

PETROBRAS CONGLOMERATE STATUTORY AUDIT COMMITTEE (CAECO)	PERSONNEL COMMITTEE (COPE)	MINORITY COMMITTEE (COMIN)
<ul style="list-style-type: none"> • Acts as an audit committee for companies in the Petrobras conglomerate that do not have their own audit committee. • Advises Petrobras' Board of Directors in issuing guidance to the conglomerate's companies. 	<ul style="list-style-type: none"> • Advises the Board of Directors on establishing appointment, compensation, and succession policies, as well as the selection process and eligibility assessment, in accordance with the Law n. 13,303/16 (State-Owned Companies Law). • Advises the Board of Directors on issues related to the organizational structure and application of the company's consequences system. 	<ul style="list-style-type: none"> • Advises the Board of Directors in transactions with involving the Federal Government, its agencies and foundations and federal state-owned companies, in case of transactions outside the company's normal course of business, including the review of the Onerous Assignment Agreement • Issues an opinion to shareholders on certain matters within the competence of the General Meeting, in accordance with our Articles of Incorporation.

EXECUTIVE BOARD (DE)

Composition of the Executive Board:

- 1 CEO and 8 Executive Officers.
- The CEO, the Chief Energy Transition and Sustainability Officer, the Chief Governance and Compliance Officer and the Chief Corporate Affairs Officer are directly responsible for ESG topics, with the other Officers being able to approach the topic within the scope of their responsibilities.
- Elected by the Board of Directors, with a term of office of up to two years, with a maximum of 3 consecutive re-elections permitted.

- Manages our businesses, in accordance with the mission, objectives, strategies and guidelines established by the Board of Directors.
- Assesses, approves, and submits the strategic plan, as well as annual expenditure and investment plans and programs for approval by the Board of Directors.
- Approves the manuals and corporate rules for governance, accounting, finance, personnel management, contracting and execution of works and services, supply and disposal of materials and equipment, operation, and other corporate rules necessary to guide the company's operations;
- Approves the Sustainability Report.

COMMITTEES OF THE EXECUTIVE BOARD AND ITS MEMBERS

The Executive Board has advisory committees, linked to the body or one of its members, made up of managers from different areas, in order to guarantee a multidisciplinary vision in the analysis and discussions of matters and in the decision-making process.

STATUTORY TECHNICAL COMMITTEE FOR INVESTMENT AND DIVESTMENT (CTE-ID)	STATUTORY TECHNICAL COMMITTEE FOR INVESTMENT AND DIVESTMENT (CTE-GC)
<ul style="list-style-type: none"> · Advises the Executive Board on monitoring and executing investment and divestment projects. · Analyzes and issues a statement to the Executive Board on Petrobras' Strategic Plan and Annual Business Plan; · Analyzes and issues statements to the Executive Board on scenarios and assumptions for the preparation of Annual and Multi-Annual Plans and for investment projects, acquisitions, and divestments. 	<ul style="list-style-type: none"> · Provides an assessment on the fulfillment of the requirements and the absence of restrictions on those appointed to act as members of the Board of Directors, the Executive Board, and the Audit Committee of the companies in the Petrobras Conglomerate that do not have their own People, Eligibility, Succession and Compensation Committee, under the terms of current legislation and applicable internal regulations; · Advises the process of appointing members of the Statutory Audit Committees and the People, Eligibility, Succession and Compensation Committees of the Companies in the Petrobras Conglomerate, on the fulfillment of the requirements and the absence of prohibitions for the respective elections, under current legislation and applicable internal regulations.

EXECUTIVE COMMITTEE FOR HEALTH, SAFETY AND ENVIRONMENT (CE-SMS)	TRANSPARENCY AND PRIVACY EXECUTIVE COMMITTEE (CE TP)	RISK EXECUTIVE COMMITTEE (CE-RISKS)
<p>Advises the Executive Board on the analysis of matters related to the management of HSE at Petrobras.</p>	<p>Advises the Executive Board in the analysis of matters related to Transparency and Privacy management at Petrobras.</p>	<p>Advises the Executive Committee on the analysis of matters related to the risk management process at Petrobras.</p>

4.1 – Human Rights Governance at Petrobras

Human rights management involves several executive departments within the company, such as Social Responsibility, Human Resources, HSE, General Ombudsman, among others, considering the necessary cross-functionality of the topic. With the aim of strengthening our internal human rights structure, four specific sectors related to the topic were created in 2023, namely:

Human Rights Sector – created in the executive management of Social Responsibility, is responsible for managing the human rights process in the company, ensuring the incorporation of respect for human rights in all areas and in relations with our stakeholders, as well as its broad and cross-functional integration into the company's business.

Diversity, Equity, and Inclusion Sector – created in the executive management of Human Resources, is responsible for managing processes aimed at diversity, equity, and inclusion in Petrobras' internal environment, coordinating actions that reinforce the values and behaviors encouraged by the company, as well as improving working conditions and relationships, in accordance with the Human Resource Policy and based on survey results and data on the main HR topics.

Legal ESG Sector – responsible for advising and supporting, from a legal perspective, corporate initiatives related to the promotion of human rights, actions for diversity, equity, and inclusion, as well as business sustainability. The sector aims at ensuring legal compliance and integrity with stakeholders in order to drive positive changes and prevent risks of human rights violations and mitigate negative social impacts, as well as enabling opportunities for ESG-themed actions.

Supply Chain ESG Sector – created in the executive management of Supplies, is responsible for implementing strategies for the engagement and development of suppliers of goods and services as a way to promote sustainable practices, including improving processes for sustainable procurement and evaluating the performance of suppliers under the company's ESG strategy in conjunction with the business areas, corporate areas, and other stakeholders.

In addition to our internal structures, in November 2023, we signed a Technical Cooperation Agreement with the Ministry of Human Rights and Citizenship, with the aim of promoting the improvement of public

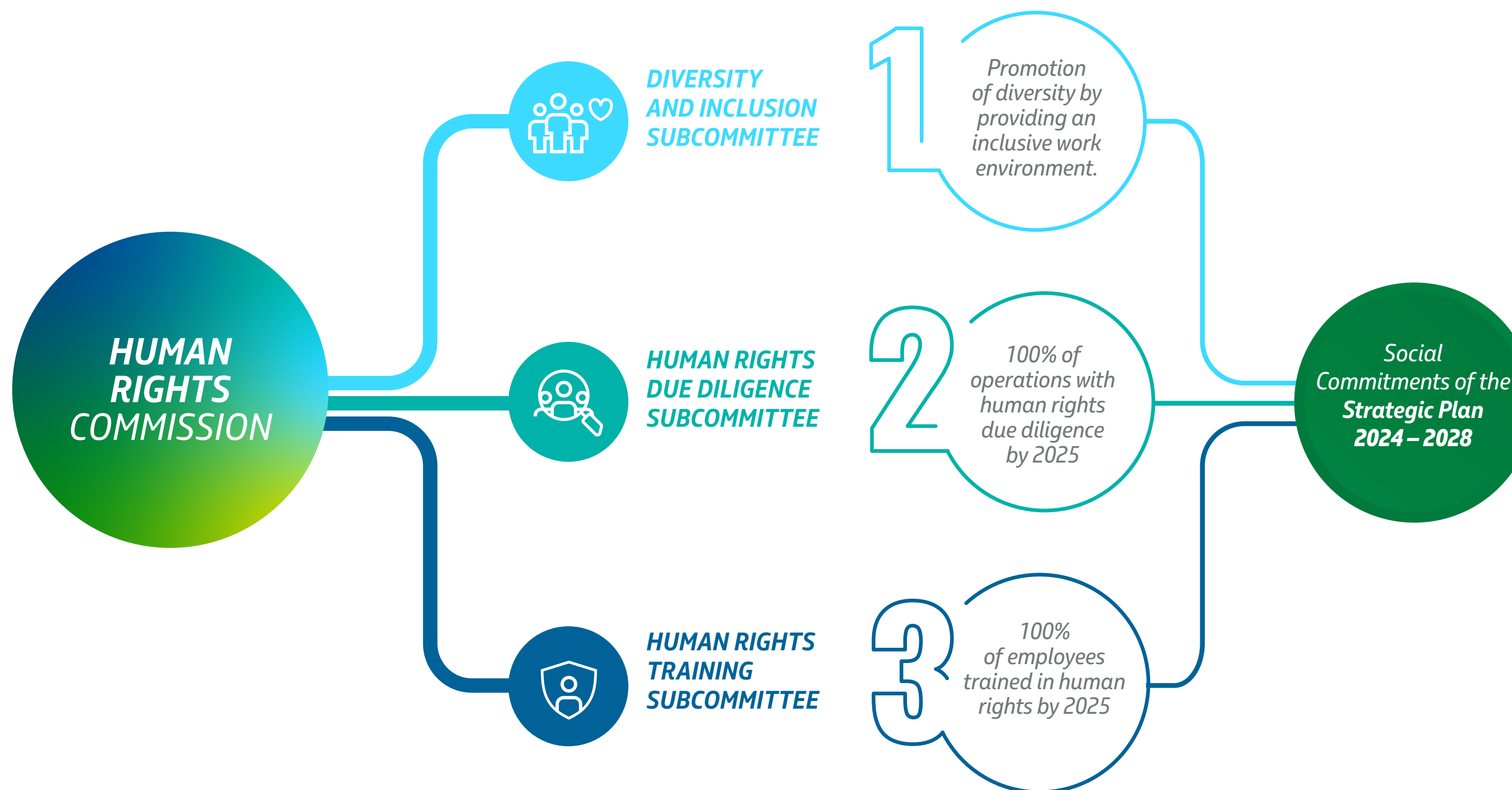
policies and corporate governance practices in relation to human rights at Petrobras. The agreement has a two-year term and will be implemented through a work plan with the participation of several areas of the company involved in this topic.

In 2023, we also participated in the Human Rights Working Group for the Power and Energy Sector, coordinated by the UN Global Compact and companies engaged in its Human Rights Action Platform, with the participation of approximately 30 companies. The group's purpose was to support companies in these industries in their sustainability journeys, more specifically in their strategic actions based on the human rights agenda, understanding their opportunities and challenges based on the industry's context and current applicable legislation, in addition to fostering knowledge and promoting networking among the participating leaders. Among the group's work deliverables, the Human Rights Due Diligence Guide was developed, which considers specificities of the sector, such as regulations and particular responsibilities.

HUMAN RIGHTS COMMISSION

In addition to the specific sectors, we have a Human Rights Commission (HRC), coordinated by the Executive Social Responsibility Department, which is responsible for managing the integrated, broad and cross-functional implementation of the human rights agenda in the company's business. The commission is composed by 31 executive departments from the company and 2 subsidiaries (Transpetro and PBIO) and 77 members, and is divided into three subcommittees, which are linked to three ESG commitments focusing on human rights as set forth in our strategic plan.

The Human Rights Commission and its subcommittees have the role of developing, implementing, and monitoring our Human Rights Action Plan (HRAP), and implementing the commitments related to human rights set forth in the strategic plan in the areas. The actions have been incorporated into the plan over the years, so that, in 2023, 46 actions were carried out, divided among the commission and its three subcommittees.



5 - HUMAN RIGHTS TRAINING AND AWARENESS

In 2023, human rights training and actions for raising awareness, aiming at promoting the workforce's knowledge on the subject and strengthening the culture of respect for human rights within the company were carried out. Among the actions carried out, the following were highlights:

DISTANCE LEARNING ON HUMAN RIGHTS AND COMPANIES: A LOOK AT PETROBRAS

From 2023 onwards, according to the Strategic Plan, we are committed to training 100% of our employees and outsourced workers on human rights by 2025.

In order to reach the goal of 100% of employees trained in human rights, in 2023, the course became mandatory and reached 97% of employees trained on the subject. In 2024, we expanded the course to the entire workforce, employees, and contractors, and to companies in the Petrobras system.

DISTANCE LEARNING ON THE PREVENTION AND FIGHT AGAINST DISCRIMINATION,

MORAL HARASSMENT AND SEXUAL VIOLENCE

Reinforcing our focus on preventing and fighting discrimination, moral harassment and sexual violence in the workplace, we made the training program on "Prevention and Fight Against Discrimination, Moral Harassment and Sexual Violence" available to the entire workforce, in a Distance Learning (EAD) platform, which brought concepts and information about the structure available to deal with cases of discrimination, harassment or sexual violence, as well as prevention mechanisms and guidance on what to do if someone is a victim or is aware of an incident. This training is mandatory for all Petrobras employees and failure to complete it may result in negative impacts on the annual professional progression program.

We also hold lectures for the workforce, with the aim of informing about these forms of violence and how they are harmful to the work environment and the victims.

BASTA

CONTRA O ASSÉDIO SEXUAL, A REGRA DE OURO É O RESPEITO.
Somente assim, teremos um ambiente de trabalho realmente seguro.



ENOUGH AGAINST SEXUAL HARASSMENT, THE GOLDEN RULE IS RESPECT. Only then will we have a truly safe workplace.

Also raising awareness about each person's duty to be aware of their day-to-day behaviors and attitudes and to contribute to a healthy work environment free from harassment and discrimination. In 2023, 88 lectures were held, reaching an audience of more than 13,000 people, including workers in office and operational areas, such as refineries and platforms.

Complementarily, throughout 2023, our General Ombudsman's Office held lectures on its functions, contact channels and its role in defending human rights.

In total, 16 live broadcasts were carried out about the Reporting Channel for the workforce from different areas of the company.

In a pilot project by the General Ombudsman's Office, six meetings were also held with conservation and cleaning workers at the Petrobras Headquarters Building, with an audience of approximately 200 people. Using clear and objective non-discriminatory language, the company's Whistleblower Channel and contact channels and guidelines for correctly formulating complaints were presented.



1ST PETROBRAS HUMAN RIGHTS SEMINAR

Still in 2023, Petrobras held the 1st Petrobras Human Rights Seminar. The Seminar featured four panels and experts from outside the organization, who spoke on the topic of human rights and companies in the following panels:

PAINEL 1
Human Rights and Companies

PAINEL 2
Human Rights Due Diligence

PAINEL 3
Human Rights, Labor, and Supply Chain

PAINEL 4
Relationship with Indigenous and traditional Peoples



Among the external experts, the event had the participation of representatives from the Ministry of Human Rights and Citizenship, the Labor Prosecution Office, the Public Defender's Office, the UN Global Compact, the International Labor Organization (ILO), academia, a business consulting firm and and Indigenous leader.



We also carried out awareness-raising activities with employees in hybrid meetings (part of the audience in person and part online) and virtual meetings on topics related to human rights, seeking to increase respect, trust, and engagement of everyone on the subject, making the corporate environment more inclusive and welcoming. Among the events held, the following were highlights:

Confronting Gender-based and Racial Violence

Sexual Diversity - A look at gender identity

Petrobras LGBTQIA+ Proud to Be Who We Are

Racial and Gender Literacy

Building Relationships and Bonds at Work or Powerful Professional Relationships

The power of listening, Plurality, and connection

1st. Legal Seminar on Human Rights and Companies - The duty of due diligence in Human Rights

2nd. Legal Seminar on Human Rights and Companies – Just Energy Transition

Diversity Cultural Festival: Violence in the Workplace

Diversity Cultural Festival: Reflections on Diversity and Ageism in Present Society

Diversity Cultural Festival: Racial Issues and Affirmative Action

Legal Roundtable: Discussion on Harassment and Gender-Based Violence

In addition to live broadcasts, Petrobras University (UP) provides all employees, at their respective levels of activity, with educational solutions that incorporate the Human Rights theme. Among these programs the following are highlights:

- **Human Rights Moment (for new employees joining through public selection processes);**
- **SoftSkills Communication, Diversity, Emotional Intelligence, Stress Management and Teamwork, which include concepts and practices focused on establishing healthy, inclusive, and respectful relationships between people (for all employees and interns);**
- **Onboarding for New Leaders, which contains a specific module on diversity and respect for differences, Petrobras culture and values (newly appointed leaders);**
- **Consultants' Day with a module on sexual violence (for all consultants);**
- **Female Development empowering the positioning**

of female leadership in management and consulting roles;

- **General Leadership Development, in which modules, lectures and discussions regarding DEI (Diversity, Equity and Inclusion), ESG, Humanized Leadership and Mindfulness are made available;**
- **Development of Senior Leadership with modules focused on Responsible Management, including ESG, DEI and Inclusive Management Practices.**

To raise awareness among the leaders of our Operational Units on the topic of diversity and fighting prejudice, we carried out training in the format of a participatory workshop for more than 500 managers, coordinators and supervisors of refineries and E&P units. The aim of this training was to challenge and dismantle discriminatory mindsets and behaviors towards minority groups (including women, people from the Northeast, Black people, and people with disabilities).



AWARENESS CAMPAIGNS

We also developed, throughout 2023, several awareness campaigns to address specific human rights issues:

▶ Campaign for Women's Month: in March, which we celebrate Women's International Day, we launched the Gender Equity Booklet. The booklet aims to disseminate simple and didactic information on the topic to raise awareness among our internal audience. Throughout the month we also released three videos of offshore female employees about their work routine and a live broadcast on the topic of gender-based violence, well-being, and productivity, with an expert speaker. The online participation brought together more than 3,500 people. There were also live broadcasts of Café com Carreira with the themes: Woman and career, Motherhood and career and Fatherhood and career..

▶ Sexual diversity campaign: in June, which is LGBTQIA+ Pride Month, we carried out several actions with the aim of raising awareness among our internal audience and society in general about the theme. The Legal Supplement on sexual diversity was launched, aiming to contribute to literacy and shedding light on rights and legal achievements. We also carried out an internal campaign with the dissemination of an educational video on the meaning of the letters LGBTQIA+, a video with the image of LGBTQIA+ employees, the lighting of administrative buildings, refineries, operational units, and platforms with the colors of the rainbow. We held the hybrid event "proud to be who we are" with the participation of corporate and market reference speakers, with an audience of more than 1,700 people. On the occasion, we distributed themed lanyards that reference the colors of the pride flag and Petrobras' 70th anniversary.

▶ Lilac August Campaign: in the month of August, Petrobras joined Lilac August, a campaign established by Law 14,448/2022 to raise awareness in Brazilian society about the need to fight different forms of violence against women and the urgency of putting an end to these abuses and crimes. Signaling that we support the cause, support the campaign, and do not tolerate any type of violence against women, we illuminated our Research Center, several office buildings, refineries, gas treatment units and other assets with lilac light. We also launched the booklet "Preventing and Fighting Discrimination, Moral Harassment, and Sexual Violence," an educational document that provides concepts and practical examples on how to promote a violence-free work environment, and provide face-to-face and virtual opportunities to discuss the topic and reinforce corporate and external channels for receiving and recording of complaints.

▶ Campaign for the Month of People with Disabilities: in September, the month for mobilization towards social inclusion of people with disabilities, awareness of anti-ableist fight, and celebration of these movements, several cross-functional and synergistic initiatives were carried out across different areas of the company, among which the following stand out: the campaign on Workplace titled "Who said it's impossible," featuring testimonials from employees with disabilities about their careers; green illumination of office buildings on National Disability Day; launch of the Legal Supplement "Rights of People with Disabilities"; an episode of Café com Carreira on the career development of PWDs, Roundtable discussion on unconscious biases associated with PWD careers, live broadcast on the power of listening as an inclusion tool; film debate for leaders in Refining and Business Units BC and ES on the documentary "So We Win," addressing the inclusion of PWDs in offshore environments;

workshop for senior leadership and pocket exhibition for the EDISEN and EDISA workforce using the "Dialogue in the Dark" methodology; inclusive education week at Petrobras University. The events were attended by more than 4,000 people.

▶ Campaign for Black Awareness Month: in November, hybrid events were held with lectures and roundtables on the following topics: Decolonizing Knowledge – Black Women in Science; Fighting racism and intersectionality; Racial issues and career, Anti-racism in practice, Mental health and institutional racism, WebcastRH - Favela Innovation: the power of the favela to innovate, episode of Café com Carreira: Career and Race, Class on Corporate Education for Racial Equity, Health of the black population, Racial issues and affirmative actions. We launched the Racial Equity Program and the Legal Supplement on Racial Equity. A campaign to encourage self-declaration of color and race in the

company's information and registration system was also carried out. And finally, we illuminated our office buildings (EDIHB, EDISE, EDIVIT and Imbetiba) in orange, in reference to National Zumbi and Black Awareness Day. The events were attended by more than 7,000 people both remotely and in person.

As a way of promoting greater reflection on racial equity among the workforce, we also carried out guided visits to African heritage circuits in the cities of Rio de Janeiro and Salvador. The visits took place in March, in reference to the International Day for the Elimination of Racial Discrimination and in November, which celebrates Black Awareness Day. There were more than 240 participants from Petrobras' workforce accompanying the visits in both cities and who were able to experience and learn a little about African history and culture in Brazil.



HUMAN RIGHTS AWARENESS AND TRAINING SESSIONS AT TRANSPETRO

Human Rights activities at Transpetro include three pillars: Awareness, Training and Due Diligence. Based on these three points, we developed a strategy that enabled Transpetro to quickly disseminate the content of the corporate Human Rights guideline, mobilize employees and raise awareness regarding their participation in complying with the Guideline.

In the training pillar, a training itinerary was created to help improve our teams, taking into account the main risks of violation of rights related to professionals' daily activities.

The first course is Basic Training in Human Rights, which introduces employees to the Declaration of Human Rights, the inclusion of the bases of the declaration in the 1988 Citizen Constitution, what rights violations are, etc. Courses aimed at maritime

transport and the company's land operations are also planned.

Transpetro included in the Strategic Plan 22-26 the goal of training 100% of employees in Human Rights.

The Basic Human Rights Training Course was made available as a mandatory for company employees in the Distance Learning format in December 2022. By the end of 2023, 98% of employees had completed the course, so around six thousand employees, including employees and contractors, were trained. In order to reach all employees, Transpetro will make the course available to all outsourced employees starting from 2024.

A digital repository of short presentations on Human Rights and related topics to be used at the opening of corporate meetings, in order to disseminate this knowledge among employees was also created. In all, 25 presentations on the theme of human rights and diversity are included.

Transpetro's Diversity and Inclusion Committee also held three events to disseminate information about diversity. This year's highlight was the event on neurodiversity, which mobilized around 300 employees. Two other events held in 2023 were Girls and Women in Science and Parenting.

Complementarily, the Committee launched in 2023 the Generational Diversity Guide, which together with the guides on Racial Equity, Sexual and Gender Diversity, Gender Equity, and Inclusion of People with Disabilities, aims to stimulate reflection among employees in building a more diverse and inclusive company.

Finally, two events were held with the participation of Petrobras' compliance department to promote the improvement of actions to combat moral and sexual harassment and to announce the creation of the support channel for victims. This event was attended by all employees from the company's headquarters and operational units.

RAISING COMMUNITIES' AWARENESS ON HUMAN RIGHTS

With the aim of raising awareness among communities on human rights issues, throughout 2023, we carried out specific presentations during community committee meetings. The most recurrent themes discussed were the right to equality and combating discrimination and prejudice of any kind and special rights linked to motherhood and childhood.



Photo: Felipe Gaspar



WOMEN AND GIRLS IN SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS EVENT

With the challenge of creating and expanding spaces for girls and women to occupy strategic positions historically dominated by men, as is the case in the field of science and technology, in March 2023 we carried out, in partnership with the UN Global Compact in Brazil and UNESCO, the Women and Girls in Science, Technology, Engineering and Mathematics event.

This theme is so important that the United Nations Assembly established, in 2015, that on February 11th, the International Day of Women and Girls in Science is celebrated, with the aim of promoting access for girls and women in the areas of scientific and technological research, as well as mobilizing society to carry out activities that highlight the role and contributions of women in these areas.

During the event, organizations, professionals and researchers in the area shared the most recent challenges and achievements around this topic, with the aim of mobilizing young people from communities in the area covered by our Research Center; in addition to mobilizing companies and business leaders to invest in this topic,

more specifically in programs that facilitate the access and development of girls and women in STEM (Science, Technology, Engineering, and Mathematics) careers.

Within the scope of the project, we received a total of eleven groups of approximately 35 people each, at the Research Center Units, Duque de Caxias Refinery (Reduc), Alberto Pasqualini Refinery (Refap), Gabriel Passos Refinery (Regap), Presidente Getulio Vargas Refinery (Repar), Henrique Lage Refinery (Revap), Abreu e Lima Refinery (RNEST), Capuava Refinery (Recap) and the Northeast Lubricants and Derivatives refinery (Lubnor) with the participation of ten schools and more than 440 girls.

At Petrobras' Research Center, girls between 12 and 15 years old, primary school students from public schools in Complexo da Maré, experienced a day of research work in geoscience field. We also took the program to 170 teenagers from communities neighboring Reduc, aiming to increase girls' interest in Science and Technology careers through visits to the facilities and testimonials from our female employees.

6 - HUMAN RIGHTS DUE DILIGENCE

Considering our public commitments to respect human rights, we are responsible for implementing a due diligence process that is suitable to our size and complexity, taking into account the risks inherent to our activities and our operational context.



The human rights due diligence model that we adopt is based on the guidelines of the International Petroleum Industry Environmental Conservation Association (IPIECA). We have an institutional framework of commitment to respect for human rights incorporated into our policies and management systems, as well as several processes for identifying, evaluating, monitoring and mitigating risks and impacts on human rights. These processes seek to prevent human rights violations, and are organized into three areas of action:

- **Workforce**
- **Communities**
- **Supply chain and Partners**



STRUCTURING THE INTEGRATED HUMAN RIGHTS DUE DILIGENCE PROCESS IN OUR OPERATIONS

Throughout 2023, we revisited our Strategic Plan, and the goal of implementing a due diligence process integrated into 100% of our E&P and Refining operations until 2025 was adjusted to 2026. This adjustment was necessary due to the new corporate strategies in relation to our refining assets, the decarbonization of our operations and the investment in new exploration and production frontiers which are reflected in our Strategic Plan 24 -28+.

Furthermore, although we have several processes for managing human rights risks, we recognize that simultaneously implementing an integrated human rights due diligence process for all our operations is an important challenge, given that E&P and refining activities are

carried out in different operational units and spread throughout different regions of the country.

In this context, in 2023, we hired a specialized consulting firm to guide the implementation of our human rights due diligence process, in five activities of our E&P and refining operations. The integrated human rights due diligence will be implemented by means of a process that allows us to progressively deepen the scope of due diligence actions and continually improve our internal processes. After implementing the pilot project, the other units will also be part of the scope and extension of the project, according to the goal and schedule established in our strategic planning.

REPORTING AND COMPLAINT MECHANISMS

We provide direct contact channels to reporting complaints, reports, and other manifestations, such as the General Ombudsman Office, the whistleblower Channel, and the Customer Service Center (CSC).

The General Ombudsman Office receives and handles all manifestations from stakeholders, either coming from the internal public or those from the external public. The operation of a corporate structure with autonomy and independence, linked to the BoD, allows the community or any person affected by Petrobras' business to exercise their right to make demands to the company.

The General Ombudsman Office's channels are intended as a second service to stakeholders, with a more individualized, empathetic, and welcoming approach. The General Ombudsman's Office is also responsible for managing the whistleblower's channel, through which we independently, impartially and confidentially receive, process and report, with, complaints made by all of company's stakeholders. Available in Portuguese, English and Spanish, 24-7, it can be accessed via the website or by telephone.

In addition to being a service channel for stakeholders, the General Ombudsman's Office also works to ensure the effectiveness of the Access to Information Law and the integrity of process for treating complaints in the company.

After handling complaints, requests, suggestions, or compliments, we carry out surveys to assess the user's level of satisfaction with the service provided, including in relation to the quality of the information provided.

Information on complaints received by the Ombudsman's Office is published annually in the Ombudsman's General Integrated Report , available through the [link](#) and on the [Transparency Portal](#).

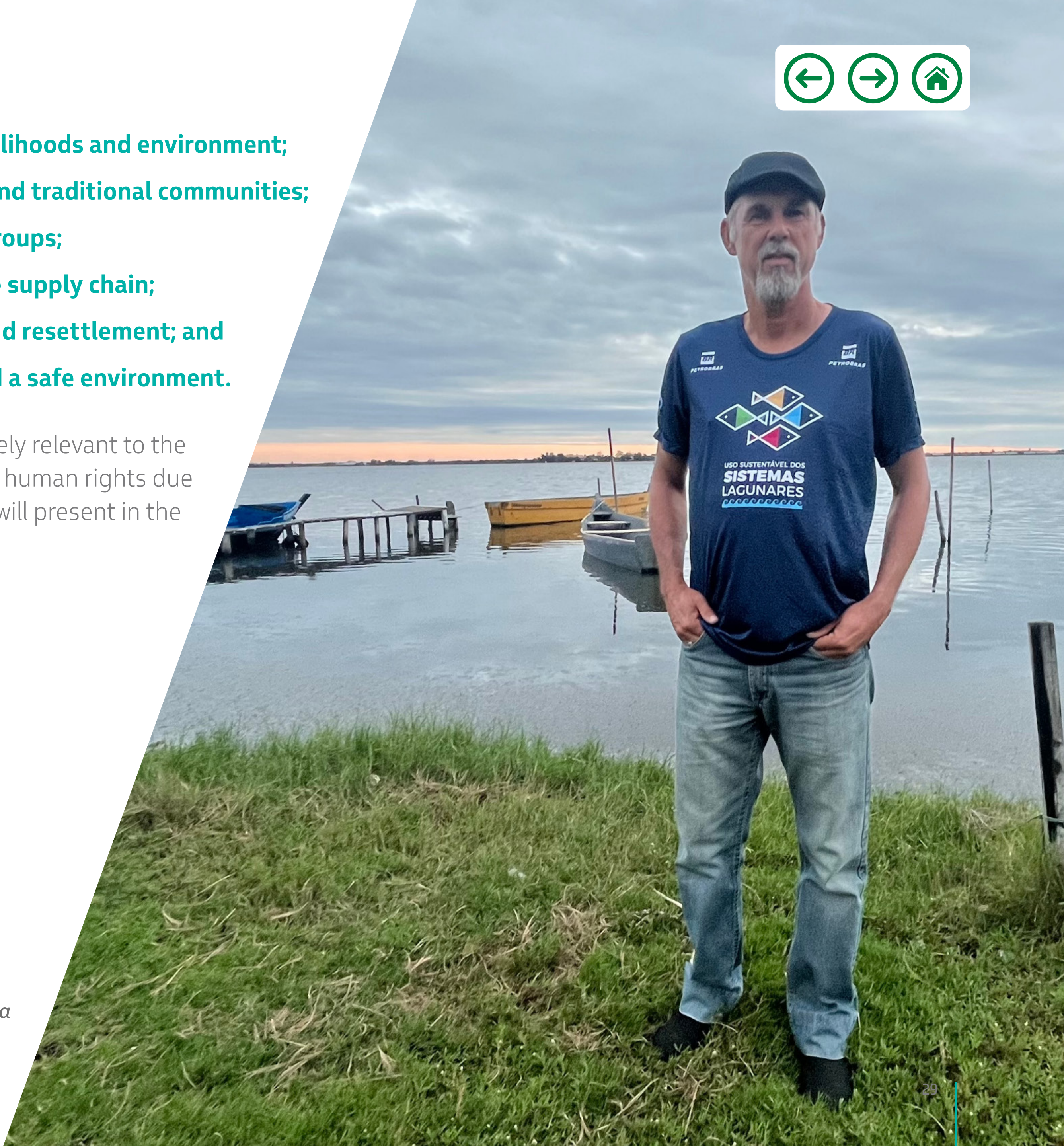
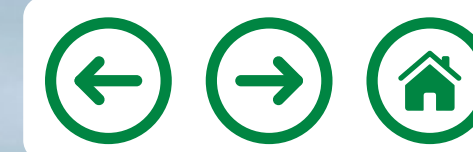
PRIORITY HUMAN RIGHTS THEMES AT PETROBRAS

Priority human rights themes are those that are most at risk of suffering serious negative impacts due to the company's activities or its commercial relationships. Thus, the priority human rights themes mapped by us were:

- **Access to healthy livelihoods and environment;**
- **Indigenous peoples and traditional communities;**
- **Socially vulnerable groups;**
- **Labor practices in the supply chain;**
- **Land management and resettlement; and**
- **Right to integrity and a safe environment.**

These topics are extremely relevant to the company, and guide our human rights due diligence actions, as we will present in the following topics.

Photo: David Monteiro Pereira



7 - WORKFORCE

7.1 - Engagement with the workforce

In 2023, we carried out awareness campaigns in relation to human rights, diversity, equity, and inclusion more intensely than in previous years, reflecting the management actions carried out by the company in this regard. Among them, the following were highlights: campaign to combat harassment and sexual violence at work; diversity and inclusion agenda, which covered topics such as sexual and gender diversity; rights of people with disabilities and racial diversity and combating racism. For these topics, didactic booklets, information on distance training, events, educational videos, among other pieces and actions, were published. Communication actions aimed at promoting the well-being and physical and mental health of workers were also carried out.

Engagement with our internal audience takes place through digital interaction in our internal communication channels, such as intranet, social network, online communities, dissemination of messages and news, and face-to-face and virtual events. These channels cover a wide range of topics of

interest to employees, such as the company's strategies, policies, initiatives and guidelines, operational results and highlights, and people management practices.

We monitor the main internal communication channels, observing access/audience data and manifestations of our employees.

On the Petrobras Portal (intranet channel), in 2023 we had more than 55 million visits, with 1.8 million visits to the news section. Another highlight is Workplace Petrobras, our internal social network focused on communication and relationships. In it, communication is made possible through personal profiles, an institutional profile, and thematic groups. In 2023, we reached more than 71,000 active users, who created 85,000 posts and interacted almost 2 million times, considering comments and reactions (likes).

In 2023, we carried out an extensive employee engagement survey. The survey was conducted in partnership with Great Place to Work (GPTW), a well-respected, independent organization, with complete

anonymity assurance to and focused on the work environment and employee relationships with leadership, teams, and the company.

With more than 17,000 respondents, people's general view of the company was expressed in the item "Taking everything into account, I would say this is an excellent place to work", which registered 79% positive answers.

Pride, one of the dimensions of the research, was the best evaluated. The item "I'm proud to tell other people that I work here" reached 84% positive answers. Along with the Pride dimension, in the GPTW methodology, four other dimensions make up the Trust Index: Credibility, Respect, Impartiality and Camaraderie.

Petrobras' overall average - or Confidence Index, bringing together all items from the five dimensions, plus the item "Taking everything into account, I would say this is an excellent place to work" - was 66%.

The survey also included several profiles of the respondents, such as: gender, color/race, sexual orientation, age, among others. The results will help us improve the work environment and relationships, providing input for local initiatives and improvements in corporate processes, reinforcing our commitment to full attention to people.

7.2 - Promotion of diversity, equity, and inclusion

People management in the company is fundamental for the execution of our strategies and the achievement of the expected results. Our Human Resources (HR) area focuses on valuing people and creating the necessary conditions so that each professional can fulfill their potential, aiming to be a benchmark in HR practices and strengthen the company's employer brand. It is worth noting that the Human Resources main focus under the 2024-28+ Strategic Plan is to give full attention to people, prioritizing the development, retention, and reskilling of talent in order to provide the company with an increasingly inclusive, diverse, and skilled workforce capable of meeting the dynamic demands of the market, especially in the area of energy transition.

In terms of diversity, we encompass inclusion and equity, in favor of an environment favorable to the expression and recognition of the identities of all persons and the consolidation of relationships based on respect and trust. Management is carried out through the principles of respect for differences, equal opportunities, and non-discrimination. We aim to advance diversity and inclusion actions, especially with regard to people with disabilities,

racial issues, gender issues and LGBTQIA+ people. Diverse teams tend to make more qualified decisions, provide a more innovative environment, and are associated with better business results. With the aim of bringing more robustness to this theme in the company, in May 2023 we created a specific organizational structure for Diversity, Equity and Inclusion. To fill this managerial role, an internal, affirmative selection process was carried out for the first time, aimed exclusively at employees who are from underrepresented groups (women, Black or brown people, people with disabilities (PWD) or LGBTQIA+).

The commitments made by the company on topics related to diversity, equity and inclusion unfold into practical actions, which are monitored by the Diversity, Equity, and Inclusion Subcommittee. In addition to the Subcommittee, we encourage the creation of local diversity groups in several of our facilities, which aim to contribute to the corporate management of diversity, equity, and inclusion in order to promote a safe and healthy environment. Today there are already 40 groups that discuss the topics of diversity, inclusion, equity, and human rights, in a comprehensive and decentralized way. These groups have proven to be very important, being a great help in disseminating topics, raising awareness, promoting training, and bringing proposals to the



company's management to improve the reception of diverse people and humanized solutions to deal with situations involving human rights.

To advance in actions that seek to increase the inclusion of underrepresented groups, we are working to promote greater admission of people with diverse profiles into our company via the public selection process (PSP).

This journey begins with attracting people to the selection processes, which are public and via public exams. With the aim of positioning the company among the most desired companies to work for, we began to structure the management of our Employer Brand. Focusing on underrepresented groups, we have emphasized valuing diverse people in communication pieces and content in outreach actions with students. Diversity, Equity, and Inclusion are always directly and indirectly brought up in the dozens of speeches held for this purpose. One of the focuses is representation, through the choice of people from underrepresented groups, to speak, be featured in pieces and bring their stories to the external audience. These actions have had strong results in the admission of more diverse people, with an increase in applications from women, Black and brown people, and people with disabilities, for example.

The results are also achieved through affirmative actions in favor of Diversity. Between 2021 and 2023, we increased the number of positions reserved in public selection processes for people with disabilities (PWD) to 8%, above what is mandated by law (5%), with the aim of attracting this public to our workforce. In December 2023, we are betting on an even more affirmative notice, with the allocation of 20% of total positions, and more inclusive language permeating the entire call for applications text.

Between 2022 and 2023, more than 2,800 people were admitted in just 17 months (from August/22 to December/23) of which more than 150 were persons with disabilities. We set up a task force so that there was real inclusion from the beginning of the journey. Even before these people signed a contract, the accessibility needs of future employees were identified and human, technological, and structural resources were mobilized so that these people experience and journey were the best possible from the beginning. We provided wheelchairs for those with low mobility, a sign language interpreter, a

companion to assist those with motor difficulties, audio descriptions at all events and lectures and a sensory model for blind employees to have an experience closer to that of people without disabilities.

Also, before signing the employment contract, we promoted live broadcasts with new employees and the first speech deals with accessibility and the technological resources available. All spokespersons had audio description. These broadcasts also highlight the unique benefits for people with disabilities – such as the possibility of full teleworking for five days – and for women.



ONBOARDING OF NEW EMPLOYEES

After signing the contract, the institutional onboarding starts — a reception event for new employees in which we highlight the importance of Human Rights, passing over to them the message that Petrobras values diversity and inclusion. To reinforce these values, we pay special attention to representation, always seeking to bring women, Black people, and people with disabilities to the forefront of the company as spokespersons.

This event features an entire week of lectures with company spokespersons, who give an overview of Petrobras' main themes (Exploration and Production, Artificial Intelligence, Refining, Commercialization, Energy Transition, Future, Strategy, Human Resources, among others). All speakers are previously instructed on good accessibility practices. Also, visits to research laboratories are made, welcome kits, which include a



computer and other work items for new employees - in the case of PWD, the devices are made available with the necessary adaptations and technicians are assigned for any required adjustments, are given.

Taking into account all these diversity, inclusion and accessibility actions, Petrobras' onboarding process achieved a 96% favorability rate in the evaluations made by the participants and became a reference in the country. This translates into the many awards received in 2023. We won the Think Work Flash Innovations 2023 award as the most innovative human resources initiative in Brazil, in the Employee Experience category, we were recognized by the Best HR platform in the Companies that Best Communicate with Employees Award. The project also received the award for most innovative event in the "Great Ideas" Pillar, in the "Feel (A)live" category, which awards unique innovation actions and event experiences. On the same occasion, Petrobras took the main prize, in the Outstanding Brand of the Year category, in addition to the Employee Experience category.

In addition to seeking to attract more diversity to our teams, we are investing in actions that promote an environment in which everyone can genuinely experience their identity. And thus, express themselves and work without running into prejudices or any type of limiting biases or beliefs, thus enhancing one's performance. Among the actions developed we highlight:

- ▶ Increase of the allowance from one to four days for administrative employees to accompany their child to a doctor's appointment, with an increase in the age limit from six to sixteen;
- ▶ Maternity leave, as well as an extension for non-pregnant mothers;
- ▶ Increase of paternity leave to 30 days;
- ▶ Extension of the educational benefit/companion allowance for all male employees;
- ▶ New benefits in ACT 2023: caregiver assistance for employees with disabilities;
- ▶ Implementation of the full teleworking pilot project for specific audiences: employees with

disabilities, employees with dependents with disabilities registered in the Saúde Petrobras PAE, and employees with health restrictions on in-person work. Employees engaged in the administrative regime may request their inclusion, as long as the requirements are met, subject to management approval, as applicable.

- ▶ Initiatives aimed at respecting one's social name – several fronts in the area of Information and Communication Technology (ICT) were mobilized to expand the social name at Petrobras parent company and for contractors, also including their respective employees; and
- ▶ Collection of gender identity information – we introduced the Gender Identity fields into the Human Resources Information System (at the end of 2022) and, recently, the Sexual Orientation fields (with the aim of increasing data related to the diversity profile of our staff).

In 2023, we also launched the "Dream Platform for All" project, which foresees that two platforms of Petrobras in the Santos Basin that are in the design phase solve gaps identified today especially by women on board, making the offshore environment a more

inclusive and diverse place. The initiative includes, for example, (i) improvements in infrastructure, such as increasing the number of women's cabins, (ii) selection of leaders through gender-affirmative positions (iii) an offshore career plan that is inclusive of mothers and (iv) implementation of roundtables about the offshore environment with women who work onboard or wish to work onboard to exchange experiences and opportunities.

FEMALE MENTORING PROGRAM

Started in 2021, the Corporate Female Mentoring Program aims to expand the qualification and appointment of women in company's leadership.

The 3rd Cycle of the Corporate Female Mentoring Program, launched in August 2023, had its final results announced on October 31st with selected 60 women.

There were 686 applicants who went through the curriculum analysis phase and, subsequently, 101 were selected to send a video on issues related to their career and expectations for the Mentoring Program. It is important to highlight that we continue to reserve vacancies for Black and brown women and for PWD women in the same percentages as in 2022, 20% of vacancies for Black and brown women and 10% for women with disabilities.

The Program has in its scope development actions aimed not only at mentees, but also at mentors, and are presented in the format of lectures, workshops, roundtables, always with themes that expand knowledge about diversity and, mainly, female leadership. In addition to that, we provided a "Mentor Training" that addresses concepts and practices for conducting mentoring conversations, where the target audience is the mentors of the Corporate Program, together with mentors from other Female Mentoring Programs from other areas of the company. In December, we had three classes and graduated 70 mentors.

In order to monitor the results of the program, we have been monitoring the mentees who have gone through the Corporate Programs. In relation to the 2021 cycle, 46.7% moved up to new roles and, in the 2022-2023 cycle, this percentage was 23.3%.

We also carried out a study, by area, analyzing gender and workforce data, leadership pipeline, local diversity groups and management succession map, generating a well-founded recommendation to increase the number of women in the company's succession map; in addition to creating a technical guide with guiding questions for local HR to advise internal client areas regarding the discussion of diversity in the succession process.

In line with Petrobras' diversity actions, our subsidiary Transpetro also develops a Female Mentoring Program that is the result of a partnership with the University of the Brazilian Institute of Petroleum, Gas and Biofuels (UNIBP). Throughout 2023, three mentors and three mentees were selected. To promote a greater exchange of knowledge and experiences, the formation of pairs is carried out through a matching process, analyzing profile combinations according to the personal characteristics of each one and the needs of the mentees. Thus, mentors and mentees can be from the same company or from different companies.

BIDIRECTIONAL MENTORING PROGRAM

In 2023 we started Bidirectional Mentoring, which brings together top leaders and new employees in pairs to exchange knowledge and world views, in order to increase resilience in the face of the transition for some and accelerate learning and the company's systemic vision for others, promoting intergenerational exchange, openness to diversity and mutual respect for all audiences and levels of activity in the organization.

PETROBRAS RACIAL EQUITY PROGRAM

In November 2023, the Petrobras Racial Equity Program was launched. The program was developed based on training of a working group with representatives from different areas of the company. This group analyzed the context of ethnic-racial relations in society and the racial profile of Petrobras, and analyzed the relevant legislation, commitments, and market demands. Based on these analyses, the following drivers for developing the Program were established:

- To be a benchmark in promoting racial equity in the Brazilian corporate environment
- Contribute to achieving the company's strategic results
- Contribute to the prevention of risks associated with racial discrimination in our projects and operations
- Boost organizational culture linked to values of diversity and racial equity
- Strengthen a work environment that respects, welcomes, and promotes racial diversity

- Stimulate the Brazilian business environment regarding racial equity values and practices

- Adhere to legislation, public policies, national and international commitments, and market demands regarding racial equity

For approval, the Program was submitted to an internal approval process and subsequently presented to trade unions, areas of the company, the HR Management Committee and for consideration by the Ministry of Racial Equality. Furthermore, it was assessed by an external consulting firm, specialized in promoting corporate racial diversity.

The Program establishes initiatives that aim at to strengthening an organizational culture associated with the values of racial equity, raise awareness in the supply chain for the topic and strengthen the health and well-being of Petrobras' Black employees, incorporating racial equity commitments into the company's Strategic Plan. It is divided into nine priority axes, based on strategies, recommendations, and goals:

1. *Corporate positioning in favor of racial equity*
2. *Expanding the participation of Black people in managerial and specialist roles*

3. *Leadership engagement*
4. *Strengthening organizational culture, communication, education, and development linked to racial equity*
5. *Health and well-being in work relationships*
6. *Relationship with public authorities*
7. *Involvement with the supply chain*
8. *Relationship with communities, unions, and society*
9. *Networks and business partners*

The main goal of the Program is to reach 25% of Black people in leadership positions by 2030.

Our subsidiary Petrobras Biocombustível also develops programs to promote diversity, equity, and inclusion, with an important milestone, in 2023, being the implementation of the Affirmative Internship Program, for 20 secondary and higher education students where quotas were considered for Black people, PWDs and women as part of actions to promote diversity, equity and inclusion.

7.3 – Well-being and health of the workforce

We have employees working under administrative regime and special regimes (shifts, on notice, among others). The expected weekly workload varies according to the regime in which the employee is engaged. Employees in administrative regimes have a weekly workload of up to 40 hours and employees in special regimes have an average weekly workload of 33 hours and 36 minutes. Hours resulting from overtime work can be accumulated in attendance balances, such as an overtime hour bank, or paid as overtime and depend on management approval.

Our employees are hired through a public selection process, with a minimum age requirement of 18 years to participate. However, it is important to highlight that there are minors who work at the company under the Petrobras Young Apprentice Program (PPJA), which is a federal government program that aims to introduce young people from low-income families into the job market. Program participants work within the parameters established in the legal system, within school units or in administrative areas, without exposure to products that may cause any harm or hazard.

Our Health, Safety and Environment (HSE) management system includes measures aimed at promoting, preventing, and preserving comprehensive health, aiming at the well-being of our employees and corporate sustainability. Among the assumptions for its execution are current legislation and resolutions from regulatory bodies, such as the Regulatory Norms (NRs) of the Ministry of Labor and Employment, the legislation of the Ministry of Health, resolutions of health professional councils, the General Data Protection Law, Social Security Legislation, and resolutions of the National Petroleum Agency (ANP), among others. Our Collective Bargaining Agreement contains more than 20 clauses related to health and safety, expanding the company's activities beyond what is required by law.

Presently, all of our employees are covered by the HSE management system. Our service providers also make full use of this system when they are on the company's premises and are also audited by the Internal Audit Process of Health, Safety and Environment Management (PAG-SMS).

Aiming at the continuous improvement of our HSE management system, programs and initiatives, such as the Commitment to Life Program, the Golden Rules, and the Fundamentals of Process Safety are developed. Launched in 2016, the Commitment to Life

Program is made up of structuring projects defined based on a critical analysis of HSE management.

Since the launch of the Commitment to Life Program, we have had a significant reduction in the Recordable Injury Frequency Rate (TAR), from 2.15 to 0.80. We are working to have a high-performance culture, which demands health, respect for the environment and safety.

Referenced by best market practices, the Commitment to Life Program seeks to achieve the ambitions of zero fatalities and zero leaks and strengthen the vision of being a benchmark in health, safety and environment in the industry. The progress of the program is periodically monitored at different organizational levels, culminating in evaluation by the Executive Board and the Board of Directors' HSE Committee.

Despite our efforts to seek continuous improvement in safety management and culture, we have recorded and regret the occurrence of two fatalities in 2023. In all fatal accidents, our first action was the leadership personal



support to the families of the victims. The occurrences were immediately reported to the Executive Officers, the CEO of Petrobras, and the Chairperson of the Board of Directors, in addition to the Executive Manager of the area where the event occurred, starting the analysis of the scope of the accident and the implementation of emergency actions to block possible occurrences of the same nature. We have conducted the investigation and analysis process, under the coordination of executive managers and a multidisciplinary team, to identify the causes of accidents. We have consolidated and publicized actions to prevent the recurrence of these accidents. Lessons learned are discussed in forums with managers and disseminated to employees.

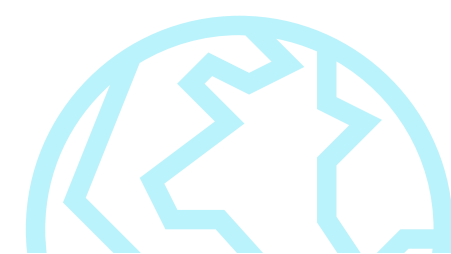
We take care of workers' health from the first step of their health journey in the company, through the promotion, prevention, and preservation of physical, mental, and social well-being, going far beyond meeting legal occupational health requirements.

In 2023, we expanded health assessments, strengthening the concept of comprehensive worker health care promoted by the company.

We use a more comprehensive approach than the requirements of regulatory standards, including the management of health risks not related to work, such as men's and women's health care and the screening of highly prevalent chronic diseases. Dental and nutritional health assessments are part of the periodic examination, in order to promote comprehensive health, with a focus on changing habits and lifestyle.

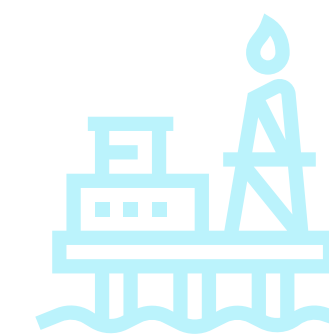
Our office and operational facilities have resources and a multidisciplinary health team focused on both occupational health and health urgency and emergencies, as well as health surveillance and promotion. We have breastfeeding support rooms and support and active listening spaces to care for the workforce. We have emergency response plans in all facilities, with technological, material, and professional resources appropriate to the mapped scenarios. 24-7 urgent and emergency health care is guaranteed to the entire workforce in all of our units. In 2023, we completed the implementation of telemedicine/telehealth equipment in all of Petrobras' own offshore units, as an increase in health assistance and diagnostic safety.

EMERGENCY MAP AND HEALTH SERVICES



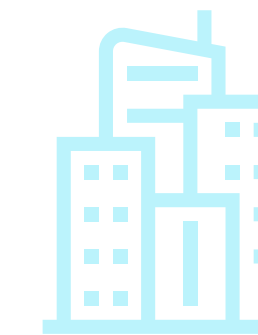
Coverage Nacional and International

WE PROVIDE HEALTHCARE SERVICES IN 18 STATES- 5 REGIONS IN BRAZIL AND ABROAD



E&P and DPI Operation Units

OFFSHORE PLATAFORMS, TERMINALS, THERMAL PLANTS, ONSHORE FIELDS



Administrative Units

ADMINISTRATIVE BUILDINGS

2023


+40,000
Employees cared for by Worker Health


+190,000
Employees assisted by the Health Urgency and Emergency Service


+156,000
Cared for by a multidisciplinary health team

Our subsidiary Transpetro also has sixteen occupational health centers spread across Brazil to care for onshore and offshore employees, during office hours, meeting occupational requirements, working to promote health and in emergencies. Furthermore, the Integrated Health Center (NIS), which is located at Transpetro Headquarters, in Rio de Janeiro, provides remote emergency care for Ships and Terminals, participating in the regulation of these emergencies on national and international territory. Last year, the company began a pilot project for telemedicine appointments and an onboard oral health program, bringing the company's health area even closer to offshore employees.

Through Health Surveillance, we work to identify, monitor, and evaluate health risk scenarios. Epidemiological analyses of the employee population are carried out and the external epidemiological scenario is monitored. These inputs encourage strategic drivers for prioritizing health actions. In 2023, two major strategies related to Sustainable Development Goal 3 were defined: Promotion of Mental Health and Reduction of Sedentary Behavior, commitments made in the 2023-27 Strategic Plan and maintained in 2024-28+ Strategic Plan.

MENTAL HEALTH

Observing global and Brazilian public health data, the number of mental disorders, which was already alarming, increased significantly post-pandemic. Petrobras data reflects this trend. Therefore, in order to contribute to putting a halt to this scenario and accelerating positive changes for mental health in the workplace, in 2023 we joined the Mente em Foco Movement, an initiative of the UN Global Compact in Brazil that brings to the center of decisions of companies to address mental health, combating stigma and social prejudice surrounding the topic.

With the goal of training 100% of leadership in mental health, we trained more than 6,500 managers and established actions to manage mental health crises.

Our Mental Health Program includes actions at five levels of care (culture and promotion, protection, surveillance, monitoring, and preparedness). Monitoring is voluntary and available to all employees, who also have access to the Psychological Support Service, available 24-7. Additionally, at the end of 2023,

Petrobras' supplementary health assistance (AMS/ Saúde Petrobras plan) implemented the Cuidar Program - Mental Health, through which beneficiaries over 18 years of age can receive remote Mental Health care with an interdisciplinary team, comprised of psychiatrists, psychologists and nurses, on an emergency basis or within an individual care plan defined according to the diagnosis. In the case of a highly complex diagnosis and/or in need of in-person follow-up, the beneficiary is advised to seek out the accredited network in their region for specific and continued treatment.

In 2023, we carried out a care approach focused on evaluating employees with critical mental health demands, through active search, called Projeto Escuta Sentinela. In addition, we created the Organizational Well-being sector, which focuses on intersectoral action in mental health, combating violence at work and promoting healthy and psychologically safe environments.

Our subsidiary Transpetro also carries out actions aimed at mental health. Throughout 2023, awareness, education and destigmatization campaigns were carried out on the topic of mental health within the company. Furthermore, the mental health cell, which has a multidisciplinary team, responded to several

critical mental health demands throughout the year. The company also made psychology teleservices available to its entire workforce (employees and contractors). In December 2023, Transpetro health held the 1st Mental Health Day focusing on leaders and health workers. For health issues related to combating violence, support is provided by the social service, which can be called 24 hours a day by calling (21) 3211-9400.

PROMOTION OF PHYSICAL ACTIVITY

Considering how much physical activity contributes to a healthier life and to reducing mortality from chronic non-communicable diseases, we have established a corporate goal of encouraging an active lifestyle and reducing sedentary behavior, seeking to reach more than 50% of physically active employees by 2028. To this end, we develop projects to promote healthy habits and health-promoting environments, such as:

- Running and walking circuit: discounts to encourage participation in events on the national calendar and holding an exclusive event for employees, service providers and family members

- Gamification in healthcare
- Preparation of a corporate guide to reduce sedentary behavior

In addition to the initiatives prioritized in the Strategic Plan, we offer continuous health actions that contribute to the adoption of healthy attitudes and behaviors, bringing the employee to the center of care. Our health promotion programs include individual, collective and environmental actions, as described below:

Healthy Eating Program

- Periodic nutritional assessment for all employees
- Providing healthy food
- Agroecological product fairs in selected sites
- Sporadic collective actions, such as live broadcasts, workshops etc.

Pregnancy Care and Lactation Program

- Pregnancy and Parenting Course
- Roundtables and guides for working mothers
- Breastfeeding support room
- Sporadic collective actions

Prevention and Control of Chronic Noncommunicable Diseases (NCD) Program

In 2023, we reviewed the strategy for approaching people with NCDs, carried out a pilot project to approach and monitor employees with NCDs and comorbidities and a pilot project for overweight and obese employees, testing new technologies. We also provide training in Strategies for Addressing Obesity aimed at healthcare professionals.



Blood Donation Campaign

It was carried out in facilities in Rio de Janeiro, with the donation of 317 blood bags in three campaign days. We also encourage employees to donate at blood banks.



CUIDAR E SER CUIDADO PROGRAM

The company's health area underwent organizational changes, which reflected in staffing and increased health demands, especially impacted by the emergency state of the Covid 19 pandemic. Taking care of the health professionals who provided frontline care for the company's other workers was a priority.

The challenge was to structure an organizational care and listening action, which covered the entire scope of general health management professionals, distributed across five regions of the country, to listen to the needs and demands of this team, in order to contribute to improving conditions biopsychosocial issues at work.

74% of invited health professionals participated of the program and the feedback aimed at collective construction and the assumption of management commitments, aimed at implementing action



plans that include improvements in structure and equipment; interventions in processes and workflows, as well as relational and psychosocial issues identified in the interviews.

The Cuidar e Ser Cuidado Program aims to be an action of continued care, to listen, recognize and transform, with a focus on the worker's comprehensive health; collectively building best practices for maintaining organizational well-being and a healthy and sustainable work environment.

COMPLEMENTARY HEALTH BENEFITS

Understanding that individual and family health care is a fundamental aspect for maintaining the employee's comprehensive health and work peace of mind, we offer health care plan with differences that reflect the special value that the company attributes to the segment. This benefit works as a strategic tool to support individual engagement actions in self-care and attention to the priority needs diagnosed in occupational exams.

The Multidisciplinary Health Care Plan (AMS) is a health care benefit offered by the company, which operates in the dimensions of health promotion, prevention, and recovery.

The benefit is available to active employees, retirees, pensioners, and their respective family groups. The plan's care segmentation covers outpatient, inpatient, obstetric and dental health care services, with an area of national coverage and individual type of inpatient accommodation standard.

The telemedicine service, which, with improved communication, has established itself as an

alternative for searching for a diagnosis also used by beneficiaries of the AMS Plan.

The AMS Plan also offers coverage of complementary programs, such as the Cuidar program and the Benefício Farmácia program. The Benefício Farmácia program offers coverage for drugs for the treatment of chronic or psychiatric diseases, in addition to others considered high cost.

Concern about the working conditions of employees of service providers is a topic that is of significant importance to Petrobras' human rights agenda. In 2023, the executive officer of Corporate Affairs created a working group, with the participation of strategic areas of the company, to analyze and propose improvements in the working conditions of workers who work under Petrobras service provision contracts.

Based on a study of Petrobras' contractual conditions, our internal inspection strategies, and the work context within the contracts, we developed an action plan with a horizon of up to 2030. The aim is to promote improvements in the management of the supply chain; in 2023, we started the implementation of this plan with the Executive Board approval of the requirement for the granting of health and dental plan benefits to

workers and their families for new contracts signed with outsourced companies, a company decision that prioritizes people and well-being.

Furthermore, we encourage our suppliers to adopt the best health and well-being practices, through recognition by the Best Suppliers Award, which encourages the search for excellence and strengthening the spirit of collaboration and partnership, aligned with the standards and expectations of the Petrobras in relation to HSE performance, among other aspects. In the 6th edition of the award, held in October 2023, eight special categories were included, among them "SMS Saúde", which sought to assess projects related to health promotion in the Quality of Life and Well-Being theme, as set out in the award regulations.

For more information about the award, see the [Supply Chain and Partner section](#).

7.4 – Fair Compensation

At Petrobras parent company compensation is defined based on the compensation policy approved by the Board of Directors and represents an instrument for attracting, engaging, and retaining talent, being

competitive with the market in which we operate and aligned with our high-performance culture. As a result, we remunerate our employees fairly, with a package that involves fixed and variable compensation and benefits that has been shown to be competitive in relation to companies of similar size and operating in the same market.

Salary practices are discussed annually during collective bargaining processes with the unions, or whenever a specific need for review is identified. Salary amounts are paid monthly and without any distinction, be it gender, race, ethnicity or any other.

We have a conceptual model of variable compensation, consisting of the Performance Bonus (PRD) and Profit Sharing (PLR) programs, both for employees occupying or not occupying managerial or specialist positions. The PRD was implemented in 2023 to replace the former Performance Bonus Program (PPP), which is now only in force for members of the Executive Board. These programs were formatted in light of the company's new strategic guidelines, as well as with a close eye on people and our remuneration policy. Unlike what has been practiced in recent years, this program is intended to complement the PLR, which becomes our main variable compensation practice. With the PRD,

the company intends to reinforce the recognition of the effort and individual performance of each employee to achieve Petrobras' results.

The PLR is regulated through a Collective Bargaining Agreement (ACT), which is the result of negotiation between the company and the unions representing employees, with the ACT proposal being assessed by the employees in a deliberative assembly. In order for the PLR payment to occur, the following conditions must be met:

- ▶ **approval of dividend distribution by the Annual General Shareholder Meeting;**
- ▶ **calculation of net result for the reference year; and**
- ▶ **achievement of an (weighted) average percentage of at least 80% for target indicators established by the Board of Directors in the PLR agreement.**

Additionally, as a way of recognizing the contribution of our employees, reflected in the performance management process, we apply the annual professional career progression program, called Increase by Merit, which aims at promoting a culture of meritocracy through recognizing and rewarding employees with

improved performance, considering deliveries and behaviors at the different levels of complexity required and levels of compensation. Our compensation values and practices are frequently compared to those of other competing companies through market research, conducted by specialized consulting firms, independent from the company's management. The research results demonstrate that our compensation is aligned with the remuneration policy approved by the Board of Directors and is competitive when compared to the best practices in the oil and gas market in Brazil.

In addition to direct remuneration, we offer several benefits to employees, such as, for example, meal/food vouchers, education assistance, health plan and supplementary pension. Thus, the total remuneration offered by the company has been quite competitive over the years, which has contributed to the low turnover (3.86 in 2023, considering new hires plus dismissals, and 1.85 considering only dismissals) and the large number of candidates registered in the public selection process (more than 115,000 registered in the 2023 process).

7.5 - Right to free association

The Petrobras parent company follows the conventions of the International Labor Organization (ILO) ratified by Brazil, in addition to being, since 2003, a signatory of the United Nations Global Compact, whose principle 3 provides for the effective recognition of the right to collective bargaining. This commitment is reinforced by the Human Resources Policy, approved by the Board of Directors, which determines the implementation of sustainable agreements built through dialogue, ethics, and transparency, as a way to overcome differences in negotiations with employees and their representatives. In turn, the Code of Ethical Conduct guarantees the right to free union association, in line with Brazilian legislation and international regulations.

In recognition of the legitimacy of unions as representatives of employees and interlocutors in collective bargaining, Petrobras invests in social dialogue, aiming to search for negotiated solutions, through periodic meetings to address topics such as work regime, benefits, and monitoring of the Collective Bargaining Agreement (ACT). When necessary, we also provide instructional presentations to unions on relevant topics such as strategic planning, maintaining

a safe and healthy work environment, diversity, equity, and inclusion etc.

All Petrobras parent company employees are represented by independent unions, and 40% are affiliated to these unions. We have ACTs in force with all unions representing employees, with 100% of our own workforce covered by a Collective Bargaining Agreement.

As provided for by art. 457 of the Brazilian Consolidation of Labor Laws (CLT), these agreements include social clauses relating to working conditions, industrial safety, benefits, occupational health, diversity, maintenance of a safe and healthy working environment.

Transpetro, Petrobras Biocombustível, Termobahia, Termomacaé and TBG, companies in the Petrobras System that have their own employees, also respect the effective right to collective bargaining and the right to freedom of association. All employees in these companies are represented by independent unions, with which periodic meetings are held to address issues such as work regime, benefits, compensation, and other

issues covered by the Collective Bargaining Agreement (ACT). In general, the companies in the Petrobras System work together with the controlling company in the negotiations of the Collective Bargaining Agreement around a single agenda of union entities, even though the terms agreed are different, based on the realities and limitations of each company. With regard to coverage, 100% of employees at Transpetro, Petrobras Biocombustível, Termobahia, Termomacaé and TBG are covered by ACTs.



7.6 - Reports and complaints from the Workforce

Our Whistleblower Channel is prepared to receive reports from the workforce related to violence at work, sexual violence, discrimination, among other labor and human rights issues.

The information about the reports received by the Ombudsman's Office is published annually in the General Ombudsman's Integrated Report, available at **Ouvidoria** and on the Transparency Portal. The complaints received are classified in groups and themes, in accordance with best market practices and taking into account Petrobras' specificities and sent to the investigation areas. Every six months, on the company's internal portal, the integrated report of complaints received in the period is published, with the consequences regime applied, as well as confirmed and partially confirmed complaints.

Since 2022, the Reporting Person's Protection Guideline has established rules to protect against disproportionate, harmful, or potentially harmful,

abusive, or unfair treatment of people who report in good faith non-compliances related to the company's activities, or have unequivocally disclosed the intention to do so. The protection also extends to any person who provides information or manages a complaint. The full guideline can be found at through the [link](#).

It is important to highlight that, in November 2023, the Executive Board approved the restructuring of Petrobras' Governance and Compliance Department (DGC), which was strengthened, now having four executive management departments and two general management departments. The new structural design creates the executive department of Disciplinary Accountability and the general department of Strategic Information and Integrity Monitoring. The Disciplinary Accountability unit will act as an internal affairs department, having, among its responsibilities, responsibility for deviations and non-conformities, including those of third parties, such as suppliers and other legal entities that have

relationships with Petrobras. The new department make the company's process of applying the Anti-Corruption Law (Law No. 12,846/2013) even more robust. In the same restructuring, an area was created to specifically deal with complaints related to episodes of violence at work. The area, which will be led by a female professional, will act, for example, in reporting cases of moral and sexual harassment and cases of discrimination.



PETROBRAS PROGRAM AGAINST SEXUAL VIOLENCE

At the beginning of April 2023, Petrobras created a working group (WG) to review the internal procedures for handling reports of sexual harassment and harassment against women, in response to complaints received by the company and demonstrations published in the media, and also to act towards prevention and awareness on this topic.

An important stage of this work was listening to representatives of trade unions, members of Cipas (Internal Accident Prevention Commission), representatives of Grupo Petroleiras contra o Assédio, women who work in operational areas, as well as collecting suggestions from

the entire workforce. Added to the other analyses carried out by the multidisciplinary team that made up the WG, this stage provided relevant inputs for the construction of the propositions presented at the end of the work. Among them was the creation of the Petrobras Program against Sexual Violence (PPCVS).

Launched in May, this program centralizes and monitors the execution of actions to combat harassment in general, sexual harassment and sexual violence in progress or to be implemented by the company, being coordinated by the executive management of Social Responsibility, and having as sponsors the Corporate Affairs and Governance and Compliance offices.



Aiming to provide a diverse, respectful, safe, and sexual violence-free work environment, the PPCVS was structured into four areas of action:

► STRATEGY

Led by the Human Resources executive department, it encompasses actions related to Petrobras' strategic vision and its corporate positioning.

Highlights:

- Publication of Petrobras' Diversity, Equity and Inclusion Policy, a document that brings a set of principles and guidelines, including the vehement and effective fight against discrimination and harassment, as well as the adoption of affirmative actions to eliminate and remedy the effects of discrimination against underrepresented groups.
- Conducting an engagement survey, which allowed extensive listening to employees, with voluntary and anonymous participation. Among the questions, a specific one was included about the perception of the workplace as a sexual harassment-free environment. There were more than 17,000 respondents, representing at the time 44% of the total number of Petrobras employees.

- Definition of diversity goals, establishing a commitment in 2024-28+ Strategic Plan to reach 25% women and 25% Black people in leadership positions by 2030, as well as promoting diversity in Petrobras' nominations for its participations, reaching 30% women in Board of Directors, Executive Board and Audit Committee by 2026, and increasing by 10% the appointment of Black people to the Board of Directors, Executive Board and Audit Committee by 2030.

► PREVENTION

Led by the Compliance executive department, it encompasses actions aimed at ensuring effective mechanisms, able to prevent the occurrence of sexual violence and which strengthen respect and appreciation of people in the organizational culture.

Highlights:

- Publication of the Guidelines for Preventing and Fighting Discrimination, Moral Harassment and Sexual Violence, a document that guides the company's actions on preventing and fighting discrimination, moral harassment, and sexual violence in all regions where it is present and throughout the life cycle of its projects, operations and working relationships. The

Guideline is attached to a booklet that guides, in an educational manner and using concepts and practical examples, how to promote a violence-free workplace.

- Provision of online learning course on how to Prevent and Fight Discrimination, Moral Harassment and Sexual Violence for the entire workforce, with completion being mandatory for employees. In 2023, 98% of our workforce completed the training.

► SUPPORT

Led by the executive department of Health, Safety and Environment, it encompasses actions that aim to carry out active listening and promote the protagonism of the person seeking support, strengthening their decision-making and promoting comprehensive health care.

Highlights:

- Implementation of Systematic Comprehensive Health Care for Victims of Sexual Violence at Work, at the individual level, which became a reality with the creation of the Support Channel, available to the entire Petrobras workforce, 24-7, for listening and providing guidance in situations of embarrassment, general harassment, or sexual harassment. The support is provided by a multidisciplinary team made up of Psychology and



Social Service professionals. These professionals are responsible for specialized active listening, guidance and psychosocial support in demands related to sexual violence. The assumptions of this work are professional secrecy, encouraging protagonism and strengthening the protection network of the person who sought care. The health professional also advises leaders on alternative actions in situations involving sexual violence, in addition to providing advice to other stakeholders, always aiming

to contribute to maintaining the overall health of the workforce involved.

- Creation of an management structure for organizational well-being, whose mission is to plan, advise, and structure actions of environmental health care for people affected by workplace violence in the company's facilities, including those of a sexual nature, through individualized humanized care and collective interventions related to bio-psychosocial health in impacted environments.

► COMPLAINTS MANAGEMENT

Led by the Petrobras General Ombudsman's Office, it encompasses actions that aim to provide access to Petrobras' stakeholders to a humanized treatment process, based on the premise of safety, agility, transparency, and resolution of reports of sexual violence.

Highlights:

- Reduction in the period for investigating reports of sexual violence, which is now 60 days. Additionally, upon receipt of the complaint, an analysis is made of the need to immediately implement measures to avoid any contact between the person reported and the reporting person.

- Centralization of the investigation of reports of sexual violence in a single area of the company — Corporate Integrity — which currently has a structure dedicated to investigating reports of work relationships, with an emphasis on violence at work and sexual violence, consisting of a multidisciplinary, diverse, and qualified team.
- Provision of an individual to accompany the reporting person, that is, a person formally appointed by the victim/reporting person, on an optional basis and when there is no voluntary appointment of a legal representative, to assist them in following up on their complaint with the Ombudsman's Office, in the investigation interview or when they receive a request from the investigation team to appear or provide information or documentation, guaranteeing the autonomy of their will.
- Structuring post-complaint actions, aimed at identifying environments with signs of naturalization of conflicts/violence and promoting roundtables guided by the principles of Restorative Justice, seeking to establish new coexistence agreements in the work environment.

It is worth mentioning that, in addition to the members of its steering, executive, tactical and operational committees, the program has a network of multipliers of more than 1,400 professionals spread across the company, including members of the Human Rights Commission, Integrity Agents, members of the Women's and Diversity Groups and members of the Internal Accident Prevention and Harassment Committees. This network supports the dissemination of content on the topic, guidance for the workforce on reception and reporting channels, as well as encouraging participation in ongoing training and awareness-raising actions.

Counting on the commitment and sponsorship of senior management to enable the effective and broad implementation of the corporate human rights agenda, as well as the engagement of management areas in improving processes, the program ended 2023 with 19 of its 26 actions completed and 7 in progress.

Reinforcing Petrobras' position on diversity and combating harassment and discrimination, in addition to the actions foreseen in the PPCVS plan, new clauses were included in the 2023-2025 Employment Agreement. Clause 96 covers the maintenance of a

whistleblower channel, participation in a corporate forum to discuss prevention, reception and treatment of complaints and support in assisting victims. Clause 109 is dedicated to valuing human and cultural diversity in relationships with employees and ensuring respect for differences and non-discrimination. Clause 110 shows positions and practices aimed at preventing, supporting, and treating cases of discrimination and moral and sexual harassment in the workplace.

AGREEMENTS UNDER LABOR LAW

With the aim of resolving labor disputes more quickly, signing agreements is a strategic initiative for resolving disputes and reducing litigation. With a focus on increasing the number of agreements in less complex processes, work began in 2022 to bring together the Judicial Centers for Consensual Methods of Dispute Resolution (CEJUSCs) of the Regional Labor Courts and the Superior Labor Court itself.

This approach resulted in the signing of Technical Cooperation Agreements with Regional Labor Courts of the 1st Region (Rio de Janeiro), 5th Region (Bahia), 9th Region (Paraná), 17th Region (Espírito Santo), 19th Region (Alagoas), 20th Region (Sergipe) and with the Superior Labor Court itself.

The purpose of these Cooperation Agreements is to establish routines and procedures, in conjunction with the Courts, for the designation of conciliation hearings in outsourcing processes in the execution phase.

With this initiative, in addition to the increase in the number of agreements, a reduction in the number of appeals, guarantees and seizures is expected, as we will move towards a resolute consensual solution with great social impact, as it anticipates the receipt of amounts owed to employees of service providers and provides a quick closure to legal proceedings.

It is important to say that a Cooperation Agreement itself does not involve any commitment to financial payment. Nevertheless, it has an important sense of relationship with Labor Courts.

8 - COMMUNITIES

8.1 - Engagement with communities

Engagement with communities unfolds through public hearings and social communication programs, established throughout the environmental licensing processes and through the community relationship process.

As part of the environmental licensing process for new ventures, the environmental agency requests consultive social participation, aiming at analysis for issuing the license. Social participation takes place through public hearings that we hold with the participation of different bodies and communities inserted in the areas of influence of the venture or activity.

In these meetings, based on the disclosure of the environmental study, all sectors of society can express their doubts and, mainly, make proposals to be incorporated into the environmental licensing process, in order to mitigate and compensate for negative impacts and maximize positive ones.

In 2023 we had six public hearings held, as shown below:

AGENDA

Environmental Impact Study - EIA and respective Environmental Impact Report - RIMA, of the Oil and Natural Gas Production and Flow Activity in the Pre-salt Pole of the Santos Basin

 **04/26/2023**
ANGRA DOS REIS - RJ

 **05/09/2023**
NITERÓI - RJ

 **05/11/2023**
MARICÁ - RJ

 **05/17/2023**
SANTOS

 **05/30/2023**
CARAGUATATUBA

 **06/01/2023**
ILHABELA



RJ



SP

Throughout the life cycle of the licensed enterprise, society's participation continues through the conditions of environmental licenses.

Among the conditions, the Environmental Education Programs (PEA) stand out, which are aimed at communities in the area of influence and are based on critical, dialogical, and emancipatory training, as well as the Social Communication Programs (PCS), which maintain communication channels (Call Center, free-toll channel and online information portals) that provide information on operational activities, developed social and environmental projects.

Community relationships are developed continuously in communities located within the coverage area of our operational units and are guided by a corporate standard that establishes methodology and recommends specific community relationship actions, which are included in periodically reviewed local social responsibility plans and monitored.

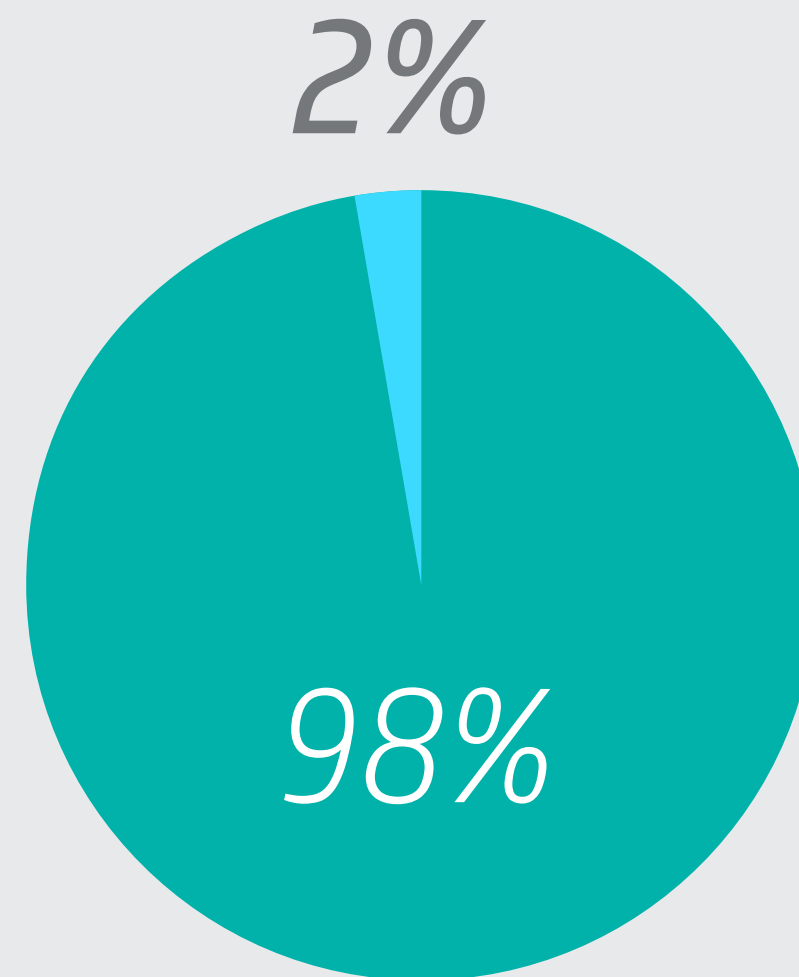
One of the main actions established in the community relationship plans are the community committees, present in 14 business units.

Community committees allow active listening to the demands of local communities. An example of this listening process took place in the municipality of Maricá-RJ, where we identified, together with the Indigenous community of the Guarani Mbya ethnic group, in the Mata Verde Bonita and Céu Azul villages, the need for legal guidance to regularize documents and demands with the civil and family courts. In this context, in partnership with the Public Defender's Office, we organized a joint effort with our Pro-Bono Legal project which, in September 2023, carried out 52 services aimed at guaranteeing the rights of this population.

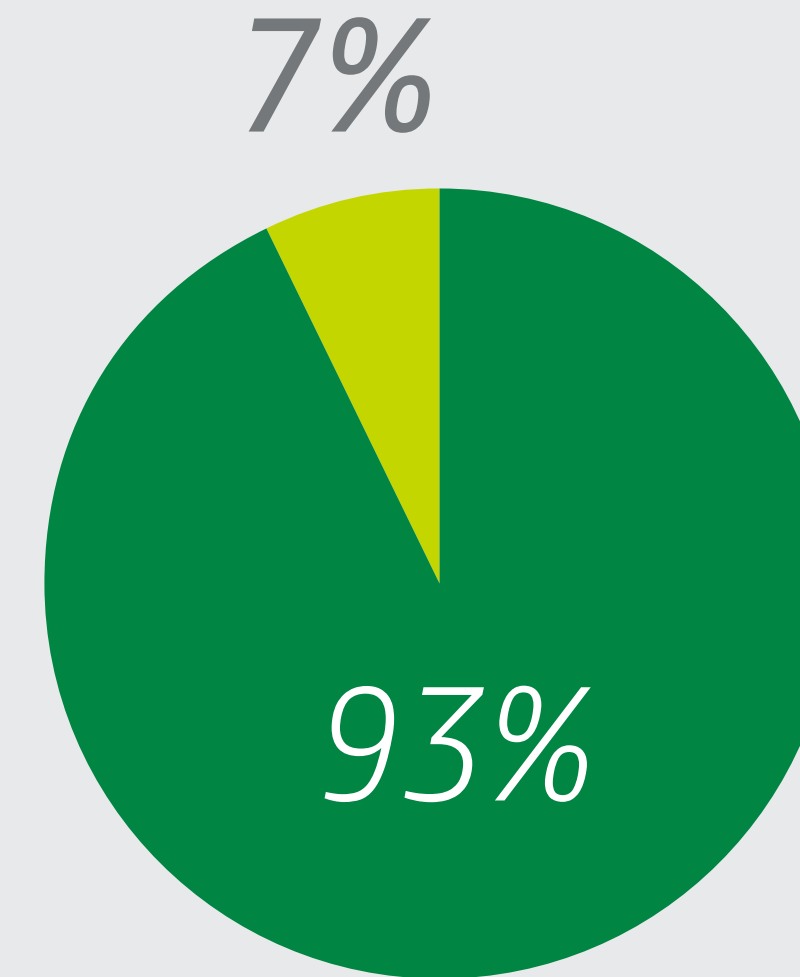
Another example was the coordinated response to requests related to employment opportunities. In this theme, we highlight the consistent work of listening to the communities surrounding the units in Bahia and Espírito Santo, where there were roadblocks and stoppages organized by the community requesting job opportunities for the local workforce. As we can only hire direct employees through public selection processes, we take these demands to our suppliers, through the dissemination of the Social Responsibility Policy and Human Rights Guidelines, which encourage the hiring of qualified workers from our area of coverage. Mediation resulted in improved relationships with our suppliers and a better relationship with surrounding communities.



Assets with Communities consultation



We currently have **157 assets** in construction or operation. Of this total, **98% (154 active)** had some type of consultation with communities.



Among the projects under development, **we have 30 projects being implemented**, of which **93% (28 projects)** had their Environmental Impact Reports, for purposes of public hearings, made available by IBAMA, at state environmental agencies and/or Petrobras website, in addition to have been distributed in the places indicated by environmental agencies, such as city halls, Public Prosecution Office, Conservation Units, depending on the phase of the licensing process.

8.2 - Well-being of communities

An ecologically balanced environment is a right recognized by the 1988 Federal Constitution, whose effectiveness depends on the preservation of natural resources. Our social and environmental management processes seek to prevent and mitigate impacts on the environment, in order to guarantee communities in the areas where we operate the right to a healthy environment, respecting their health and their livelihoods.

Our E&P and refining operations may pose risks (potential impacts), mainly to artisanal fishing and tourism in the event of a leak accident related to offshore oil and gas exploration activities; injuries in the event of accidents during operational activities; disruptions due to the migration of labor in large investment projects or major turnarounds.

In terms of real impacts, the following stand out: the fishing exclusion area defined by the Navy around platforms in offshore oil and gas exploration activities; disturbances resulting from noise, vibration, high flare, or particulate emissions in refining activities; the pressure on traffic in general when moving people and cargo; and the unmet expectation of job and income generation.

To prevent and mitigate the risks and negative impacts of our activities and to enhance the positive impacts on local communities, we develop environmental licensing processes, community relationship actions and social and environmental risk management throughout the business life cycle.

ENVIRONMENTAL LICENSING

Environmental licensing is a legal obligation, in which we strictly follow all the guidelines and rules for its execution, such as Federal Law 6,938/81, Complementary Law No. 140/2011 and CONAMA Resolutions No. 001/86 and No. 237/97.

The environmental licensing process includes an analysis of socioeconomic impacts in the region, considering the survey of all aspects of the activities and their respective impacts, according to the environmental impact studies and current regulations. For those impacts identified as negative, mitigation or compensation measures are developed and implemented, while for positive impacts, actions are defined to enhance them.

The impact assessment is carried out on a per project basis, or set of projects, and the starting

point is the identification of the activities inherent to each phase (project, construction, operation, and decommissioning), characterizing the socioeconomic environment, qualifying the environmental risk, and proposing respective monitoring, mitigation, or compensation measures.

In 2023, the total amount invested in projects to mitigate/compensate for socioeconomic impacts was BRL 135 million and the amount invested in environmental monitoring in licensing processes was BRL 431 million.

SOCIAL AND ENVIRONMENTAL RISK MANAGEMENT

In addition to the legal obligations of the environmental licensing process, we develop social and environmental risk management processes throughout the life cycle of our businesses. The main purpose of managing social and environmental risks is to prevent negative impacts resulting from the interaction between our activities, society, and the environment. Risk analyses are carried out at all stages of the business life cycle.



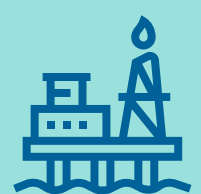
Photo: Adriano Gambarini

Establishing the context is the initial step that supports the entire risk management process. This step is carried out through the socioeconomic diagnosis, which consists of a translation of the reality experienced by a population in a given geographic space. In 2023, we signed a contract to review the socioeconomic diagnosis, to collect and analyze primary and secondary data from more than 730 communities and 136 municipalities surrounding all of our operational units, including interviews with social actors and participatory discussions with several communities, with the purpose of identifying local vulnerabilities and potentials, systematizing information for analysis and treatment of social risks and impacts on Human Rights. This socioeconomic diagnosis will begin in the areas surrounding the Abreu e Lima Refinery (RNEST), Equatorial Margin, Espirito Santo Business Unit (UN-ES), Cacimbas Gas Treatment Unit (UTGC), Sul Capixaba Gas Treatment Unit (UTG Sul) and the Gaslub Hub (Rio de Janeiro).

An example of social risk management in operations occurred during the turnaround at the Gabriel Passos Refinery – REGAP, in the second half of 2023, with the participation of more than 3,000 people at the peak of the work. To prevent situations of disrespect for human rights, a survey of social risks within the scope of the

turnaround activities, under the coordination of Social Responsibility and the involvement of other strategic areas at REGAP was carried out. Based on the risks raised, we prepared an action plan aiming to carry out prevention activities covering our own and outsourced employees, addressing topics related to discrimination and harassment, sexual exploitation of children and adolescents and degrading working environment conditions.

We also carry out assessments and due diligence in investment projects, divestments, acquisition, and decommissioning, taking into account Social Responsibility and HSE aspects, among others. In 2023, 17 investment projects were submitted to Social Responsibility and HSE assessment for the phase change, contemplating 100% of non-operated Joint Ventures (JVs), in the design phase, with Petrobras working interest (WI) participation above US\$ 300 million for projects in the E&P segment and over US\$ 25 million for projects in the refining segment. In the case of JVs not operated by Petrobras in the operating phase, 100% of the HSE and Social Responsibility assessments are carried out, as provided for in their respective Joint Operation Agreements.



SUSTAINABLE DESTINATION FOR DECOMMISSIONED PLATFORMS

In the final phase of the useful life of operational assets, if the need to decommission a production system is confirmed, we plan and execute the activities in this phase of a field's life cycle in compliance with current regulations, following strict safety standards and carrying out analysis of design alternatives based on multidisciplinary (environmental, technical, safety, social and economic) criteria, which allows us to compare solutions and identify, objectively and with the minimization of biases, the most efficient decommissioning alternative, that is, the one that best reconciles the different criteria considered for that particular system.



In 2023, we defined a model for the sustainable destination of floating platforms to be decommissioned with a view to protecting the environment and people, meeting the commitments made by Petrobras, including the control of carbon emissions, measures to combat corruption and respect for internationally recognized human rights.

The guideline covers items to be observed by shipyards responsible for recycling vessels and other recycling activities, with emphasis on:

- **Compliance with the requirements of European Union Ship Recycling Regulation n. 1257/2013 in the case of international shipyards and/or, in the case of Brazilian ones, operating licenses and compliance with applicable legislation, rules and regulations regarding the environment, safety and health of workers, including the management of subcontractors;**

- **Carrying out recycling in shipyards equipped with technological solutions, such as dry docks or waterproofed land with an effective drainage system, which guarantee the containment of contaminants arising from dismantling activities, preventing their release into the environment;**

- **Implementation of actions to minimize waste generation, prevent impacts on biodiversity, in addition to reusing equipment and materials and promoting the circular economy;**

- **Identify in advance the materials existing on the vessel in order to ensure the appropriate preparation of a recycling plan by the shipyard.**

The new model considerably increases the level of monitoring of the recycling activities of vessels at the end of their useful life (including platforms), reinforcing the guarantees that they occur in line with the best ESG (Environmental, Social and Governance) practices of the global industry.



In 2023, we concluded the first two auctions for the sale of platforms following Petrobras' new sustainable vessel destination model, P-32 in July, and P-33 in November, both units in the Campos Basin. The two auctions were aimed exclusively at the national market and the winning company was Gerdau S.A., in partnership with the Ecovix shipyard.

The P-32 was undocked in November 2023, when it went to the shipyard to begin the recycling process. The platform's recycling plan, prepared by Gerdau-Ecovix, was approved by the company, and covers everything from the first procedures for receiving the unit, through dismantling work, which will take place in a dry dock, to the final disposal of waste resulting from dismantling. We will monitor the execution of the plan to ensure compliance with safety, environmental, occupational health, and social responsibility practices in a sustainable

manner, throughout the entire recycling process. Our own units scheduled to be decommissioned in the coming years will follow this new model.

The new model of sustainable destination of floating platforms generates countless opportunities for new investments and the development of the circular economy with a multiplier effect for the economy and the country, as it allows the redefinition of the structures involved, significantly expanding the socioeconomic benefits associated with this final phase of the production cycle of the oil and gas segment.

With this model, the company was internationally recognized for its advancement in sustainable recycling policies for its end-of-life vessels. Currently, we are considered as a benchmark for best practices for the disposal of decommissioned platforms.

The new guidelines are in addition to other initiatives adopted by the company aimed at minimizing risks and adverse impacts and

maximizing the positive impacts arising from decommissioning activities, reinforcing the company's commitments to sustainability, promoting social development and fair energy transition.

With the aim of giving greater visibility and transparency to decommissioning projects and strengthening engagement with several audiences, we began to include specific information about our decommissioning portfolio over a 10-year horizon in our strategic plan. The disclosure of this information allows greater predictability for the supply chain, in addition to reinforcing our credibility and improving relationships with other stakeholders, such as employees, communities, shareholders, Government, investors, customers and regulatory bodies, among others.

LOCAL SOCIAL RESPONSIBILITY AND COMMUNITY RELATIONS PLANS

Local Social Responsibility and Community Relations plans aim to offer answers to the Business Units' community issues, such as: inappropriate use of land pipelines by community members, inconvenience caused by possible emissions and turnaround activities involving a significant number of workers. The plans are carried out annually and the process also provides for periodic reviews and updates. The actions foreseen in the plans seek to respond to the social risks identified in the socioeconomic diagnosis and increase the level of engagement of communities with us, aiming at maintaining a permanent dialogue and expanding community participation in the planning of actions.

In 2023, 25 local plans were executed covering 100% of the refining and E&P units, with the plan for the Búzios and Mero units being separated into two and we added the realization of the local plan for the Equatorial Margin.

All planned actions are monitored by a management system that monitors the percentages planned and executed, in addition to allowing the insertion of evidence. Periodically, management meetings with the head of the unit to report on the progress of activities and outline strategies for correcting deviations, if necessary, are also held.

Our plans also provide for actions aimed at reinforcing the culture of risk prevention within our communities and guiding them on safety procedures in the event of an emergency, whether through awareness-raising actions such as lectures and visits to our facilities, or through emergency drills involving this public.

In November 2023, we held an emergency awareness workshop with the presence of representatives from 14 schools around the Abreu e Lima Refinery (RNEST) visiting the refinery. Another important action was the drill at the Ibirité Dam and the Gabriel Passos Refinery (REGAP) in August 2023. The fictitious scenario of raising the dam's emergency level to 2 generated the need to evacuate residents close to the dam and all people inside the refinery. The sirens covering the Self-Rescue Zone (ZAS) were activated and, in partnership with the municipal Civil Defenses and the municipalities

of Ibirité, Betim and Sarzedo, the surrounding population was advised to move to the nearest meeting point, along escape routes, as mapped out in the Emergency Plan. The exercise was widely publicized to the community through banners, visits, folders, a sound car, and an orientation seminar before the event.



COMMUNITY RELATIONS AT TRANSPETRO

At Transpetro we also develop actions aimed at the communities with which we share territories. We carry out a set of awareness-raising activities aimed, above all, at safeguarding the safety and health of communities neighboring our facilities and protecting the environment.

In terms of relationships with stakeholders, many advancements were achieved. The communication and awareness efforts carried out in communities neighboring the pipelines, combined with investments in technology, safety, monitoring, and actions with public entities, reduced the incidence of clandestine tapping that put communities at risk.

At Transpetro, all sectors that deal with communities and other stakeholders work together to collaboratively integrate their initiatives through the Permanent Forum for

Community Relations, developing corporate guidelines and solutions, as well as continuous debate on the most critical topics. As a result of the activities of this Forum, committees to specifically address technical demands were created.

This year we published the Transpetro Community Relations Management Standard, which presents eight guidelines for building a company engaged with the population impacted by our operations.

In search of best market practices and internal success stories - for a better understanding of the company's operations - an itinerary for training in Community Relations for the company's employees was created. This initiative proposes solid and multifaceted training for professionals with the mission of dealing directly with this important Transpetro stakeholder.



With the end of the pandemic and the consequent possibility of once again being closer to our stakeholders, we intensified activities aimed at communities. Different topics - such as pipeline integrity and preservation of the pipelines - were discussed in meetings, lectures, drills, and visits. We promoted greater dissemination and improvement of channel 168, a communication channel with the company for communities and other audiences with improved service and auditing of calls.



Foto: Kevin Gonzales

8.3 – Actions for sustainable development of communities

We develop several corporate citizenship practices, with the aim of responding to the demands of communities in the territories where we operate, achieving positive socio-environmental transformations, contributing to a fair energy transition, protecting the environment by promoting conservation, restoration and biodiversity gains actions and consolidate relationships with our stakeholders and strengthen our reputation. These actions can occur through socio-environmental investments and sponsorships, donations, and volunteering actions.

TOTAL OF SOCIO-ENVIRONMENTAL INVESTMENTS, SPONSORSHIPS, AND OTHER VOLUNTARY SOCIAL PROJECTS			
Area	Investments	Incentive	Incentive
Education	BRL 66.2 million	41%	59%
Sustainable Economic Development	BRL 18.5 million	0%	100%
Ocean	BRL 32.8 million	0%	100%
Forests	BRL 41 million	0%	100%
Cultural Projects	BRL 61 million	93%	7%
Sport Projects	BRL 3.6 million	99%	1%
Business, science, and technology projects	BRL 24.3 million	30%	70%

VOLUNTARY SOCIO-ENVIRONMENTAL INVESTMENTS

Our voluntary socio-environmental investment, structured within the scope of the Petrobras Socio-environmental Program, is aligned with the Strategic Plan, and contributes to the sustainability of our business. Through the program, we develop socio-environmental solutions on topics which are relevant to the oil and gas industry in the territories where we operate.

The planning of the socio-environmental investment is structured based on the analysis of the results of socioeconomic diagnoses of the territories, mapped social risks, social and environmental themes relevant to the business, community demands, in addition to evaluating the portfolio of current and completed projects in the period. Based on this information, we identify gaps and opportunities for the project portfolio that is established through periodic public selections or by analyzing projects from our proposal bank.

The lines of action of the Petrobras Socio-environmental Program are: Education, Sustainable Economic Development, Ocean, and Forests. Through these lines, we prioritize the contribution to four Sustainable Development Goals (SDGs): (4) Quality Education, (8) Decent Work and Economic Growth; (14) Water Life and (15) Land Life. Early childhood, innovation and human rights are the cross-sectional themes that can be highlighted in the actions carried out by the projects that make up the portfolio.

ADVANCES IN THE 2024-28+ STRATEGIC PLAN AND SOCIAL RESPONSIBILITY POLICY

In 2023, we launched the company's new Strategic Plan (2024-28+), which now includes a commitment to increase by 30% biodiversity conservation efforts by 2030, with the goal of achieving biodiversity gains, with a focus on forests and oceans. This target refers to the number of endangered, protected, or monitored fauna species, areas to be recovered and conserved and protected areas to be strengthened through projects supported by the Petrobras Socio-Environmental Program.

In the plan, we also reinforce, as one of the water security fronts, the contribution of environmental projects through actions to preserve and recover springs and riparian forests, helping to improve the availability and quality of local water.

Another commitment made within the scope of socio-environmental investments was to provide a return to society of at least 150% of the amount invested in voluntary socio-environmental projects

by 2030, measured by cost-efficiency analyses, including the social return on investment (SROI).

Finally, with the aim of caring for people, we commit to being a vector of socio-environmental development and being a benchmark in human rights and the promotion of diversity, equity, and inclusion.

2023 SOCIAL-ENVIRONMENTAL PROJECT PORTFOLIO

In 2023, the current project portfolio included 107 projects, totaling BRL 150.8² MM invested throughout the year.



SOCIAL
46 EDUCATION
17 SUSTAINABLE ECONOMIC DEVELOPMENT
63 TOTAL



ENVIRONMENTAL
20 OCEAN
24 FOREST AND CLIMATE
44 TOTAL

*This amount only includes investments from the Petrobras Socio-Environmental Program of the Petrobras Parent Company

Among the projects developed, we highlight initiatives that have had relevant results for society and the environment or that have structured actions to promote human rights:

► VIDANÇAR

It is an initiative in the Education line that offers ballet, break dance and jazz classes, as well as school tutoring, English, audiovisual, storytelling and support workshops with a psychologist and social worker for 460 children, young people and their families, residents of the Complexo do Alemão community, in Rio de Janeiro, and the community of Saracuruna, in Duque de Caxias. Through Anti-Racist Education, the project has ethnic-racial diversity, one of the principles of the National Education Guidelines and Bases Law (LDB), as a cross-sectional theme in all its workshops and activities. An example of how this happens in practice are the tutoring workshops in Portuguese, where constant work is carried out to appreciate Black personalities, seeking for these references to serve as an example and inspiration to (mostly Black) students, contributing to the deconstruction of structural racism and to strengthening the self-esteem of these students. It is education as a tool for transforming society and the

lives of these children and young people. The project is carried out by the Association for Support and Promotion of the Creative Economy in partnership with Petrobras, through the Petrobras Socio-Environmental Program, and with the Government of the State of Rio de Janeiro, through the Rio de Janeiro State Culture Incentive Law.

► MÃO NA MASSA PROJECT

The initiative of the Instituto Protetor dos Pobres e Crianças Abrigo Maria Imaculada aims to promote the professional training of women in the construction industry, expanding opportunities for economic autonomy and reclaiming their citizenship. It is a project in partnership with Petrobras in the line of Sustainable Economic Development, which currently contributes to the development of work skills and expansion of professional insertion opportunities for 300 women from the municipalities of Maricá, Itaboraí and São Gonçalo (RJ), in addition to strengthening five local institutions that will have their spaces renovated by the trained women. The reinsertion of these women into the job market, either through formal contracts or by self-employment, allows them to stop living under domestic violence, promoting, in addition to combating unemployment, a strategy to combat poverty, gender

violence and gender-based homicide, assuming different configurations in the field of social inclusion policies. Carried out since 2007, the project has already



Photo: Thalita Albuquerque Brito

qualified more than 1,400 women who now work in companies in the industry, are part of cooperatives or are micro-entrepreneurs. The current edition, which began in 2023, has so far trained 55 women as painters and bricklayers and another 60 are beginning the training cycle, which lasts six months.

► MOBILIZAR E AGIR PROJECT

Developed by the Santo Antônio Child and Adolescent Assistance Institute – IACAS. Working with communities in Manaus and Coari (Amazonas), the initiative seeks to strengthen the protection network for children and adolescents and the role of children and young people in combating rights violations, especially sexual exploitation. It operates through workshops, seminars, and events, in which it addresses topics related to the human rights of children and adolescents, so that they can act as multipliers in their communities and contribute to their development. It plays a fundamental role in articulating institutional policies between the bodies of the Rights Guarantee System, through seminars for agents of the Manaus and Coari Protection network.

► ECOCLIMA

In the context of guaranteeing human rights, which include the right to a healthy environment, Ecoclima proposes to face the socio-environmental challenges posed by climate change in favelas. The project is structuring a reference space on Circular Economy and Climate in the Maré community – the Ecoclima Center, which aims to catalyze socio-environmental transformations that contribute to reducing the impacts of climate change in a pilot involving four favelas in Maré: Nova Holanda, Parque Maré, Rubens Vaz and Parque União.

Thereto, the executing institution, Redes da Maré, works in partnership with Environmental Engineering at UFRJ to carry out diagnoses, training processes and applications of technologies for waste recycling, water reuse, heat mitigation with a green roof and recovery of mangrove areas. A group of 19 young people is already being formed to act as climate agents, selected through an open call, prioritizing high school and university students from Maré, who will undertake a 16-month course. At the end, the project will develop a local climate action

plan for each prototype (Composting, Green Roof, Biodigestor with Wetlands and Mangrove Recovery) and will implement, with the support of climate agents, a pilot for each prototype. The initiative intends to leave the establishment of basic guidelines for the next steps towards a more sustainable Maré that is less vulnerable to climate change as a legacy.

► OLHA O CLIMA, LITORAL!

The project, among its actions, strengthens the community and manages the sustainable use of mangroves in Antonina (Paraná), in partnership with fishing communities. The work with communities aims to minimize the effects of climate change in the area on the livelihoods of these people, including the possibility of a reduction in fishing. The project aims to mobilize six fishing communities in Antonina Bay in participatory workshops to survey and validate different perspectives and demands for potential actions with them.

The initiative is compiling secondary data on artisanal fishing in Antonina and involving several players in the land, such as the Federal Institute of Paraná – IFPR, Administration of the Ports of Paranaguá



Photo: Adriano Gambarini

and Antonina, the Municipal Secretariat for the Environment, the Municipal Secretariat of Fisheries, and the Z-8 Fisherman's Community. As a result, an action plan will be drawn up with the purpose of planning actions aimed at improving the quality of life of fishing communities and the environment, reflecting on community strengthening and conservation of nature and the ecosystem services offered by it, which are the basis for generating income for these participants.

► RAÍZES DO PURUS

With the aim of contributing to the quality of life of Indigenous peoples, conserving the biodiversity of the land and helping to mitigate climate change, the Raízes do Purus project strengthens community organization, supports territorial monitoring systems, protects the forest, and supports communities. The sustainable management of fishing resources, especially pirarucu and non-timber forest products, such as Amazon nuts, açai and copaíba oil, are present alternatives that guarantee income generation and social cohesion to communities and maintain the forest standing. Through systemic actions, the project strengthens social organizations and strategies for the

use and occupation of six Indigenous Lands, in an area of approximately 2.3 million hectares, guaranteeing ownership of the territories and the ways of life of the Indigenous peoples involved in this initiative.

The recovery of pirarucu, the largest freshwater fish in the world, which can reach 3 meters and 200 kilos, went from scarcity to abundance thanks to sustainable management carried out in three Paumari Indigenous lands and also in the land of the Deni people of the Xeruã River. In 2023, the project supported the sustainable management of pirarucu, which produced 39,669.5 kg of fish and generated revenue of around BRL 317,000.00. It also supported the extraction of copaíba (oil) with the Jamamadi people, Brazil nuts with the Apurinã and Banawa peoples, and Açai with the Apurinã people. In 2023, the production of these products totaled 21,496 kg, generating revenue of approximately BRL 93,000.00.

Regarding management and governance, the project held 10 training workshops, covering topics such as good practices for nut extraction, basic IT courses for production records, association management, land surveillance, and environmental protection, benefiting 403 people in the villages. The project also facilitated the participation of technicians and local leaders in

18 important events for the articulation and social control of public policies, such as the meetings of the Forum Território Médio Juruá; meetings of the Pirarucu Collective and the National Seminar on the National Policy for Indigenous Environmental and Territorial Management (PNGATI), the meeting of the Brazil Nut Observatory (OCA), the Terra Livre Camp, the March of Indigenous Women and the Sociobiodiversity Week, held in Brasília (DF). These spaces provided valuable opportunities for exchanging knowledge and strengthening local Indigenous organizations.

► REBIMAR

The Marine Biodiversity Recovery Program – Rebimar – has been sponsored by Petrobras since 2010 and has been working on marine and coastal conservation, including actions aimed at endangered species, such as goliath groupers (meros), sharks and rays. In parallel, environmental education actions with the coastal community, especially in public schools, with teacher training and student awareness actions, from elementary to high school are developed. In the fourth edition of the project, completed in 2023, research on the health of mangroves and the impact of microplastics in the region where the project operates, known as the Grande Reserva Mata Atlântica (GRMA),

which runs from the south coast of São Paulo up to the north coast of Santa Catarina, the largest continuous remnant of the Atlantic Forest coastal biome, was carried out.

The initiative developed an innovative methodology for evaluating GRMA's One Health, based on the One Health approach proposed by the United Nations. In relation to the main results of this phase, the monitoring of goliath groupers (meros) (more than 100 individuals observed in natural and artificial reef environments) and green turtles stands out, with the marking of 75 young individuals and the application of 10 low-cost turtle trackers. Regarding rays, in partnership with artisanal fishermen, we released 2,487 Brazilian guitarfish (raia-viola) that were accidentally caught during fishing. As for microplastic, 667 plastic items were detected in the water and 270 items in the sediment of estuarine environments, from more preserved regions, in conservation units, to regions closer to urban centers. In the research with mangroves, through the evaluation of satellite images, 490 km² of mangrove forests were detected throughout the GRMA. The blue carbon rate varied from 18.42 tC/ha to 173.64 tC/ha, with the highest values found in regions located within and close to conservation units. And finally, based on GRMA's

health indicators, it was observed that the region is in a good state of conservation.

However, some results demonstrate a warning sign, such as the detection of stress levels in green turtles, through the assessment of the presence of fibropapillomatosis in 45.4% of monitored individuals and the presence of microplastic in all monitored areas.



Photo: Robin Loose

AUTONOMY AND INCOME INITIATIVE

The Autonomy and Income Program is made up of a series of initiatives focused on professional training aimed at the energy industry. One of the areas of action is aimed at professionally training for socioeconomic vulnerable or unemployed people, living in the area covered by Petrobras' operations, with a focus on expanding opportunities for professional insertion for this group in the Oil and Gas segment. Training will prioritize minority groups, such as women, Black and brown people, people with disabilities and refugees.

In addition to training in technical careers and initial and continuing education (FIC), participants will have access to actions to develop socio-emotional and personal skills (soft skills), in addition to receiving a grant during the period in which they are taking the professional training courses. Participating women who have children up to 11 years old will receive a grant with an added amount.

The Program is aligned with the 2024-28+ Strategic Plan, which has as an ESG Guidelines that the company aims to "Be a vector of socio-environmental development". Professional training will be carried out in partnership with the so-called S-System and Federal Institutes of Education, Science and Technology. Over four years, Petrobras intends to invest around BRL 350 million.

TRANSPETRO

Our subsidiary Transpetro restructured the portfolio of socio-environmental projects with the development of local tactical plans related to the business, in partnership with regional teams, respecting the reality of each area of activity. Three projects were included: Cine Transpetro, Faixa Limpa II and Do Mangue ao Mar.

Throughout 2023, we expanded our work with communities, seeking to collaboratively and participatorily resolve conflicts. As an example, we can mention the work carried out in the Indigenous villages of Cajuhiri Atravessado, in Coari (AM), which resulted in the implementation of compensation programs for the Basic Environmental Plan of the Cajuhiri Atravessado Indigenous Territory as a complement to the Indigenous Component Study. The inauguration of the Caípe de Baixo sports center and soccer court, in São Francisco



do Conde (BA) (a partnership established between the company, community and public authorities) was another important milestone in Transpetro's Community Relations.

We develop initiatives to promote environmental compensation programs with traditional communities on the shore of São Paulo and in the RJMG Pipeline Strip, in addition to collaborative research and studies to develop integrated solutions for communities neighboring the company's facilities and operations. The other projects that make up our portfolio can be found on our [website](#).

PUBLIC SELECTION

As a way of democratizing access to resources and ensuring transparency, we periodically hold national and regional public selections. These selection processes are ruled by specific regulations for each edition and can have a broad or narrow focus in relation to territories and themes.

In 2023, we launched the largest public selection of the Petrobras Socio-environmental Program, in which more than BRL 430 million will be invested, over 3 years, in socio-environmental projects in all Brazilian regions.

In this selection process, opportunities to support projects with the aim of contributing to the guarantee of human rights, with the indication of Indigenous peoples and traditional communities as priority publics, in addition to opportunities whose expected results are related to human rights education, gender equality and the appreciation of cultural diversity, as well as promoting awareness with a focus on environmental justice, fighting racism, promoting racial equity and combating prejudice were defined.

The Public Selection for the Petrobras Socio-Environmental Program was divided into two stages and, in 2023, the results of the first stage were announced. The number of registrations exceeded expectations, totaling 414 projects without incentives and 37 projects with incentives, leading the company to increase the resources allocated to this stage of the notice, from BRL 162 million to BRL 212 million, and the number of projects went from the initially planned 23 to 31.

The selected initiatives will operate in the states of Amapá, Amazonas, Bahia, Ceará, Goiás, Maranhão, Pará, Paraná, Pernambuco, Rio Grande do Norte, Rio Grande do Sul and Sergipe, in all lines of action of the Program, including four socio-environmental projects of educational sports, supported by the Federal Sports Law, worth BRL 32 million, as well as a Forest project for the Cerrado biome.

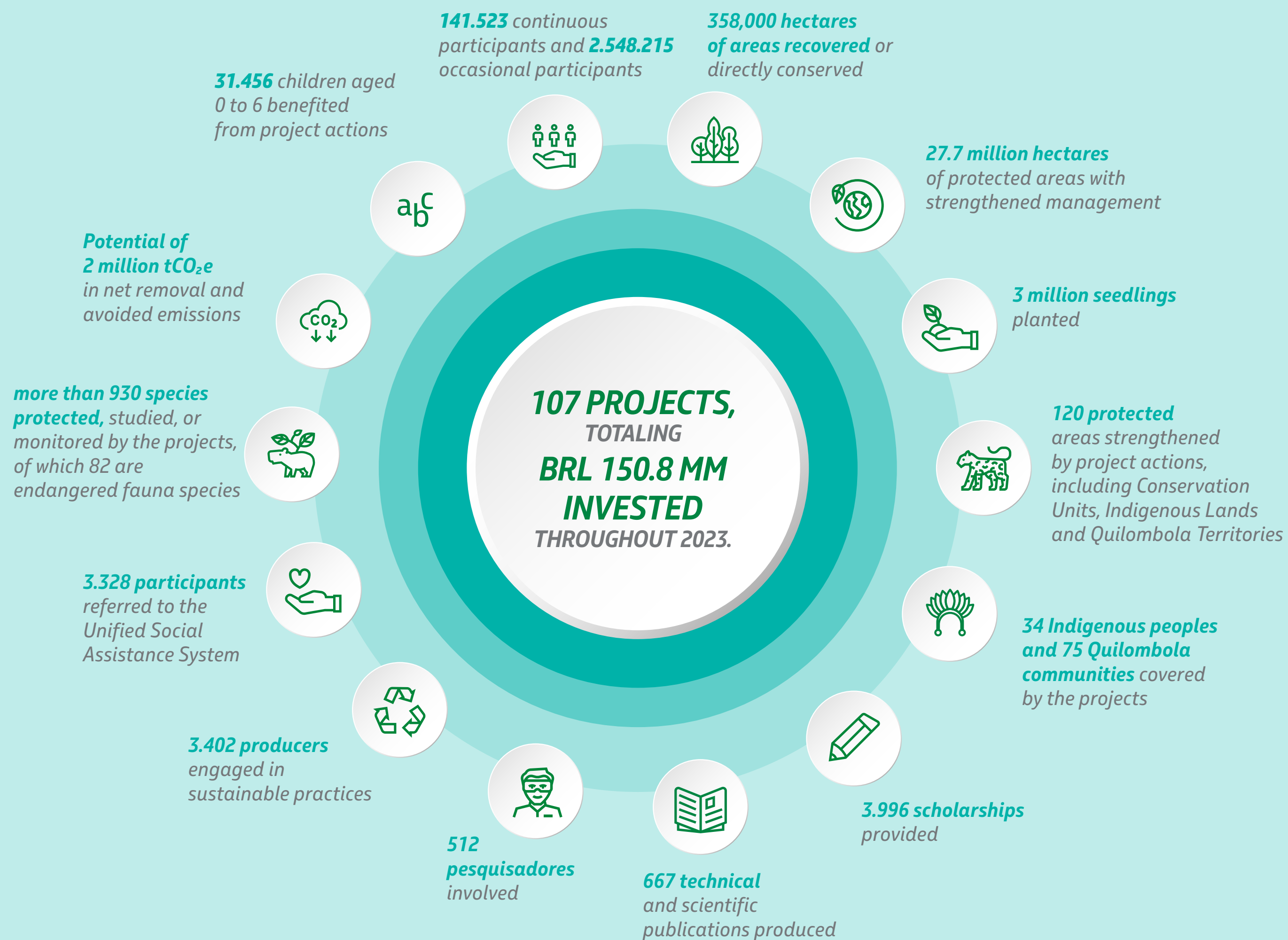
The second stage, launched in 2023, had registrations close on March 1, 2024 and received more than 350 proposals, currently in the screening and analysis phase. In total, there will be 28 opportunities, in which BRL 220 million will be invested over a period of three years, in all lines of action of the Program, including five opportunities for incentivized projects, with a total value of BRL 53 million.

The initiatives will cover the states of Rio de Janeiro, São Paulo, Minas Gerais, and Espírito Santo, in addition to Mato Grosso and Mato Grosso do Sul, with an opportunity aimed at the recovery and conservation of the Pantanal and its biodiversity. The results of the second stage will be released in the first half of 2024.

With the aim of providing wide publicity and expanding access to the voluntary socio-environmental investment resources of this selection, a “Socio-Environmental Trail” was created, which consisted of a series of guiding videos made available on Petrobras' YouTube channel and five live broadcasts carried out to the audience interested in the subjects that generate the most doubts when preparing a project. The material should serve as a basis for civil society organizations in the construction of their proposals, containing good practices for preparing socio-environmental projects and clarifying the main aspects of the regulations, as well as the criteria for participation in the selection. In around two weeks of being shown on the company's YouTube channel, the explanatory videos reached more than 34,000 views.

We establish goals and indicators when socio-environmental projects are contracted, which allow us to periodically assess their performance. The periodicity of this assessment is defined at the beginning of each project, as well as the means of verification. The collection of information can vary, generally covering the served public, engagement in planned activities and the results obtained in socio-environmental actions. The results achieved by the projects assessed in 2023 are presented in the following figure:

Results achieved by the projects in 2023:



SOCIAL RETURN ON INVESTMENT

In addition to monitoring indicators, we also carry out analyses of the socio-environmental return on investment (SROI - and its variant of Cost-Benefit Analysis - CBA) whose methodology converts the environmental, social, and economic transformations that have occurred as a result of the project implementation into monetary value. As an output of these projects, we can mention a result of BRL 512 million Present Value (PV) related to 30 socio-environmental projects evaluated since 2019.

On average, the projects evaluated return BRL 4.84 in social and environmental benefits for each real invested by Petrobras.

CULTURAL, SPORTING AND BUSINESS, SCIENCE, AND TECHNOLOGY SPONSORSHIPS

In 2023, in addition to the current portfolio, we selected new sponsorships in the cultural, sports and business, science and technology segments. Sponsorship selection is carried out through the “direct choice” or “public selection” modalities. The public selection of projects corresponds to a broad and transparent process, with its own regulations, predefined criteria, national disclosure, and collegiate selection committees for choosing projects to be developed.

In direct selection, projects are forwarded directly to us using a dedicated system for managing sponsorships, and must meet analysis and suitability criteria for contracting, as well as relevance for achieving the company's goals. Sponsored projects follow lines of action focused on music, performing arts, audiovisual and multiple expressions, improving the company's reputation and aligned with our brand strategy.

Among the different projects carried out during the year, we highlight the sponsorships of the Petrobras Orchestra, Petrobras Team, São Paulo Film Festival (SP and MA), the Galpão Group (from MG, tour), Pernambuco

Book Biennial, Psica Festival in Belém, Porto Alegre Book Fair, Focus Cia de Dança (RJ, tour), Vitória Film Festival, Rio de Janeiro Municipal Theater, Petrobras Team at the Olympics, Offshore Technology Conference, CERAWEEK, World Petroleum Congress and Web Summit Rio.

Several methodologies are used to select, manage, and evaluate sponsoring projects, individually and jointly, including technical assessments, potential assessment, scope achievement assessment, measurement of brand exposure in the media, in order to assess the value achieved in financial return equivalent to sponsoring cultural, sports and business, science and technology events.

It should be noted that all selected sponsorships, as well as the others that already make up the Communication portfolio, will be evaluated using the Sponsorship Performance Index (SPI). The process considers the SPI of contracted sponsorships, aligned with the strategic drivers and opportunities for the company. The SPI is a process indicator that evaluates the performance of sponsorships contracted by Petrobras in the Culture, Sports and Business, Science and Technology lines of action. It is important to note that each sponsorship project is unique, and, even between editions, there may be variations in the scope and proposed items.

DONATIONS

In addition to in socio-environmental projects and sponsorships, we also make donations with the aim of contributing to society with actions that help solve social and/or environmental problems and that involve opportunities to work with our stakeholders. Throughout 2023, we made BRL 1.6 million worth of donations, with the main one being for emergency actions for families affected by heavy rains in São Paulo. The families covered were selected through a diagnosis conducted by a non-profit organization.

VOLUNTEERING

We also developed 82 volunteering actions throughout 2023. Among them, we highlight the actions for the homeless population in downtown Rio de Janeiro. The work that has been carried out since 2021 aims to positively contribute to improving living conditions around our office buildings, through the engagement of our workforce.

It is also worth mentioning the strengthening of the Legal Pro Bono Project, which has been providing free legal advice to meet the demands of communities close to our units, contributing to this public's access to basic rights as citizens. The project already has the participation of more than 70 lawyers. Among the main initiatives of this project, we mention the Adhesion to the Amicus Project of the Pro Bono Institute, the holding of a legal assistance effort in Aldeia Mata Verde Bonita (Indigenous people of the Guarani Mbya ethnic group, in Maricá-RJ), the support for the constitution of the Association of Quilombo do Patuazinho in Oiapoque-AP and the formalization of the partnership with the Business Initiative for Equality, to promote a training course for corporate law, exclusively for Black people, aiming to encourage, train and increase the representation of Black people in the corporate legal career – Advocacia Empresarial para Todas e Todos.

1.327 Participating Volunteers

5.232 Total Volunteers registered on the Platform

1.190 Hours spent volunteering during office hours

3.481 Volunteer hours outside of office hours

BRL 229.581,00

Total amount of financial donations:

8.4 – Right to natural resources and land

We manage aspects and impacts related to the environment and natural resources, not only because of the importance of these issues for our business and our several stakeholders, but also because we recognize that a healthy environment is a human right. We express in our Code of Ethical Conduct, item 2.1.b, that natural resources must be used rationally and, therefore, the preservation of the environment and sustainable development are principles that must be observed in all the company's actions, for the benefit of present and future generations. Also in our Health, Safety and Environment and Policy, comprising the principle “Sustainability in Business,” we establish that we must conduct our business and activities with environmental responsibility, contributing to sustainable development and the prevention and mitigation of the environmental impacts of our activities and products, with the improvement of environmental quality where we operate.

We understand that society's access to water in adequate quantity and quality and to sanitation are

essential issues and are part of human rights. Therefore, our water resources management has as its basic principle the constant search for the rationalization of water use, its conservation and availability in the areas of influence of our facilities.

The pursuit of excellence in the management of solid waste and refuse is also essential to ensure the preservation of natural resources. We promote environmentally appropriate disposal and adopt circular economy practices, including partnerships with organizations that collect reusable and recyclable materials made up of low-income individuals.

Managing risks and impacts on biodiversity is also part of our environmental agenda. We identify and assess impacts, in order to support the definition of preventive, mitigating and compensatory measures in the construction, operation and decommissioning phases of our projects. We also contribute with studies and programs for the knowledge and protection of biodiversity in all the biomes in which we operate.

Furthermore, we have established and standardized processes aimed at recovering areas degraded by erosive and depositional processes, soil degradation and impacts on vegetation cover, and the remediation/

rehabilitation of areas impacted by chemical contaminants.

We also carry out HSE due diligence in mergers, acquisitions, and divestment processes with the aim of bringing greater security in decision-making for the parties involved (buyers, sellers, environmental inspection, and control bodies) regarding current and future exposure to the risk of managing environmental liabilities.

We also develop socio-environmental projects that aim to preserve biomes and their ecosystems. Among the projects developed, we highlight:

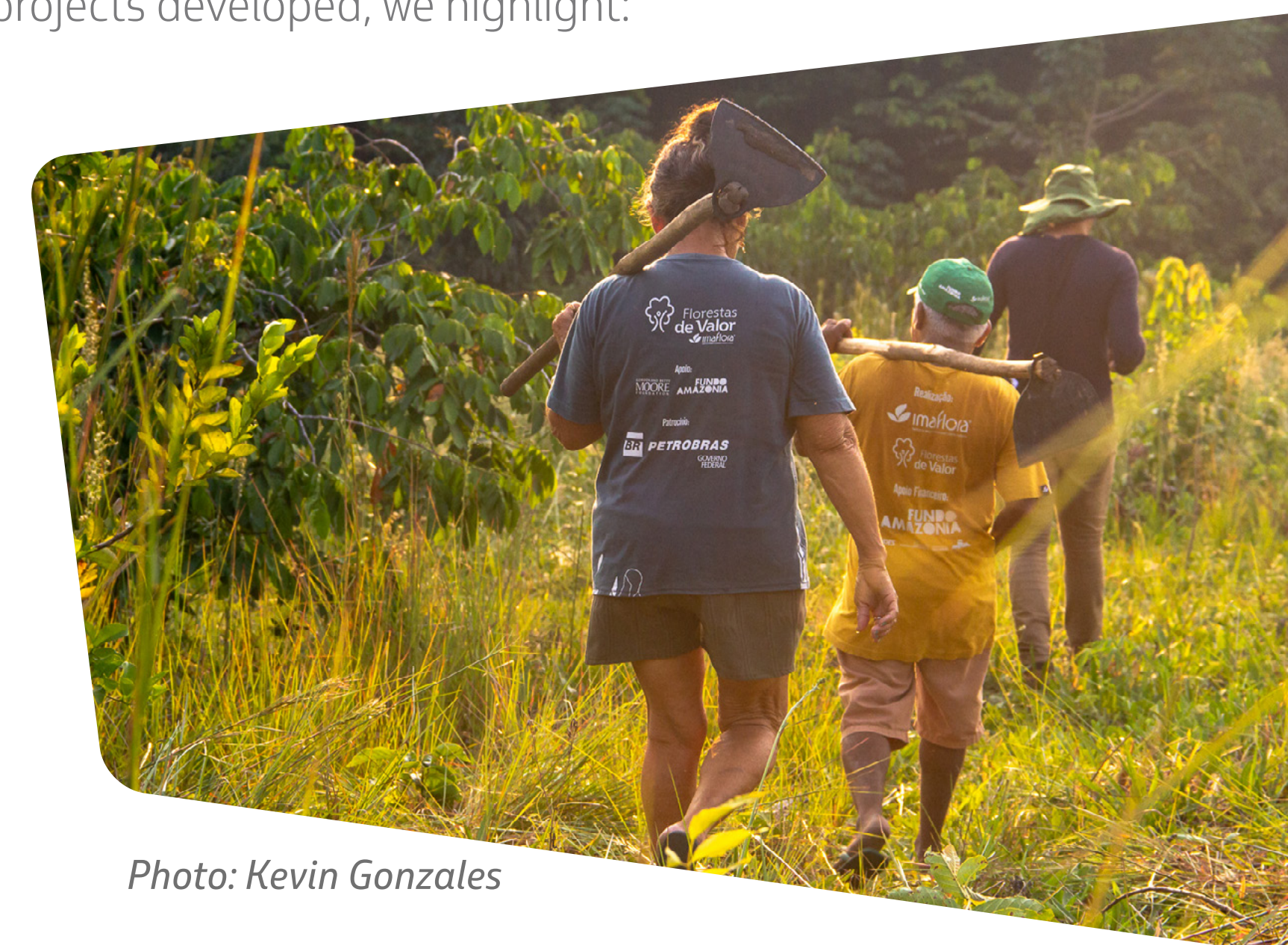


Photo: Kevin Gonzales

UÇÁ

The Uçá Project is carried out by Associação Guardiões do Mar and supported by Petrobras since 2012. It develops integrated forest restoration, environmental education and research actions in the Guanabara Bay region and has traditional communities as one of its priority publics. Operação Limpa Oca provides opportunities and income for crab collectors and artisanal fishermen. Through the aid granting, more than 228 people were mobilized to clean the mangroves during the Uçá crab closed season. In addition to the 55 tons of garbage that were removed from 47 hectares of this ecosystem, the impacts are felt in the social and economic spheres, promoting positive changes in the short and long term. Due to its relevance, this action became part of the calendar of the Guapimirim Environmental Protection Area Integrated Management Center (APA/ESEC) of the Chico Mendes Institute for Biodiversity Conservation (ICMbio). The UÇÁ Project achieved the restoration of more than 18 ha of mangroves, planting 64,500 seedlings in the Guapimirim APA, which form a mangrove forest now visible on Google Earth. With a record of 54 academic productions, the project has impacted more than 250,000 young people and benefited 8,000 teachers through

environmental education actions since its creation. The impact goes further, with 175 leaders from traditional communities being trained and applying this knowledge to promote Community-Based Tourism in the region. The initiative was a pioneer in the territory in terms of inclusive environmental education actions with accessibility for people with disabilities.

Presently, it can be said that the project has gone beyond the geographical limits of its activities, becoming a national good practices benchmark. The measurement of the project's socio-environmental impact showed that for every BRL 1 invested by Petrobras, more than BRL 4 return to the environment and society, including in this calculation, for example, the maintenance of ecosystem services and the improvement of the local community's income.

FLORESTA VIVA

With the aim of expanding our investments in a more diversified portfolio of projects in nature-based solutions, aligned with our strategic objectives and commitments, we established a partnership with the National Bank for Economic and Social Development (BNDES) through the Floresta Viva matchfunding.

Aiming at joint financial support for reforestation projects of native species in Brazilian biomes, we intend to follow the path of generating high-integrity carbon credits, which generate social and environmental benefits.

In November 2023, we launched and announced the results of the first public selection process: "Manguezais do Brasil". We selected eight projects that will have BRL 47.3 million for actions to recover native vegetation in mangrove and restinga areas in Brazil and which should reach more than 1,750 hectares. We believe in the importance of this investment as an advancement in this frontier of knowledge, especially in Brazil, which has one of the largest mangrove areas in the world. This initiative will reinforce our socio-environmental investments in blue carbon.

In December 2023, we launched at COP 28 Climate Conference, the second public selection of Floresta Viva, which will support ecological restoration and strengthening the restoration production chain in biodiversity corridors for the conservation of the Cerrado and Pantanal biomes. BRL 42 million will be invested in these initiatives, which will take place over the next four years.

LAND USE RIGHTS

Regarding land use rights, we have a corporate standard that guides and regulates our actions to displace and resettle individuals or communities affected by our projects and/or activities.

Displacement and resettlement of communities include cases of physical displacement (eviction and loss of housing) and economic displacement (loss of assets or access to assets leading to situations of loss of income or livelihoods) caused by land acquisitions or restrictions on access and use. The complete guideline can be found at: [**Resettlement Guidelines**](#).

In 2023, there were no resettlements caused by our activities in any community.

8.5 - Security forces and human rights

As described in the Protective Intelligence and Corporate Security Policy, "Protective intelligence and corporate security actions are carried out in compliance with current legislation and respect for Human Rights, in accordance with internal and external legal requirements, recommendations and relevant technical standards."

Therefore, the Intelligence and Corporate Security Risk Management methodology includes the analysis of the interaction of the internal and external environments of our units in order to identify threats that could compromise the security of people, facilities, and the company's business. Corporate Intelligence and Security, in managing its processes, preparing its studies and other products, always observes legislation and regulations related to human rights, as well as good market practices.

For the external scenario, we use intelligence analysis that covers, among other issues, the mapping and monitoring of external threats, through sources specialized in security risk management in Brazil and abroad, monitoring of crime rates and other information relevant to foresee and prevent potential conflict situations. Based on this analysis, we carry out a risk assessment and develop corporate security actions and procedures with a focus on preventing and responding to the risks of intentional acts, as well as anticipating to managers critical security issues with the potential to impact the company's business.

In the internal context, we carry out processes and use technological resources that contribute to planning responses in cases of conflict. As an example of the used technology, we have drones used in large areas, such as

refineries and onshore production fields, and the Mobile Property Security Units (UMSP), used in production shutdowns or occasional monitoring of remote locations.

The Local Property Security Plan (LPSP) is the plan that establishes standardized procedures and actions related to preventive and/or reactive security practices. The entire security team at our units is trained in their respective LPSP, which is aligned with corporate guidelines, among which the following stand out:

- Conduct guide - guidelines to all members who make up the unit's corporate security body (employees and private security service providers), so that they can perform their duties in an ethical and safe manner, as provided for by the company's internal rules;
- Guidance on preventive action and proportional use of force, that is, what is necessary to contain the threatening agent, when applicable.

In 2023, with the aim of raising awareness among the workforce of the Executive Intelligence and Corporate Security Department regarding Human Rights issues, live broadcasts on the topic were carried out, reaching 538 participants. In addition, Human Rights Discussions, covering 2 themes, in person and remotely, for security

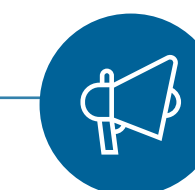
teams (guards, receptionists and door personnel), training a total of 3,231 professionals, in several facilities were held, with the aim of disseminating the importance of respect for Human Rights in activities such as property security and reception of visitors and employees. In addition to the awareness raising actions, the security teams also participated in weekly Health, Security and Environment Dialogues, in which topics relating to human rights, diversity and fighting harassment and discrimination were addressed.

All employees and service providers who perform property security activities are trained and undergo updated training every two years, in compliance with the relevant legislation and in accordance with the Federal Police (PF/MJ).

Property security activity necessarily meets legal requirements, applicable both to organic security (consisting of own employees) and to contracted surveillance service companies. All security activities are subject to supervision by the Federal Police (PF/MJSP), the regulatory and supervisory body for private security activity in Brazil.

The training and updating courses for security guards content include aspects of Constitutional and Criminal Law, private security legislation and interpersonal relations, based on respect for the human person with the aim of curbing the practice of discriminatory activities or disrespect for human rights, especially from the perspective of combat violence based on gender, sexual orientation, against children, adolescents, the elderly and persons with disabilities, as well as the correct and proportional application of force.

Additionally, within the company, the management and supervision of contracts provides for the legal obligation to maintain the operating authorizations of contractors and the training of professionals who work in our units. Contracted companies are evaluated in terms of the quality of services provided, compliance with legal requirements and other items. The grades achieved by surveillance service providers and other assessment data are recorded in corporate systems and considered in critical analysis meetings, being available for internal and external audits.



Complaints and claims relating to the corporate security activity can be communicated to the Petrobras General Ombudsman's Office, with the anonymity of the communicator being assured, and will be forwarded to the Intelligence area for treatment in accordance to corporate procedures, with periodic reports to Senior Management. If they refer to outsourced security services, the sanctions provided for in the contract are adopted.

8.6 - Traditional communities

In local Social Responsibility and community relations plans, we prioritize traditional peoples and communities of fishermen, Caiçaras, Quilombolas, Indigenous people, riverine and Terreiro communities. The identification of communities and traditional peoples addressed in this section considers the legally established concepts. This scope was anchored in the identification established in Decree n. 6040/2007, which establishes the National Policy for the Sustainable Development of Traditional Peoples and Communities. The prioritized communities in Brazil are presented in the following figure:

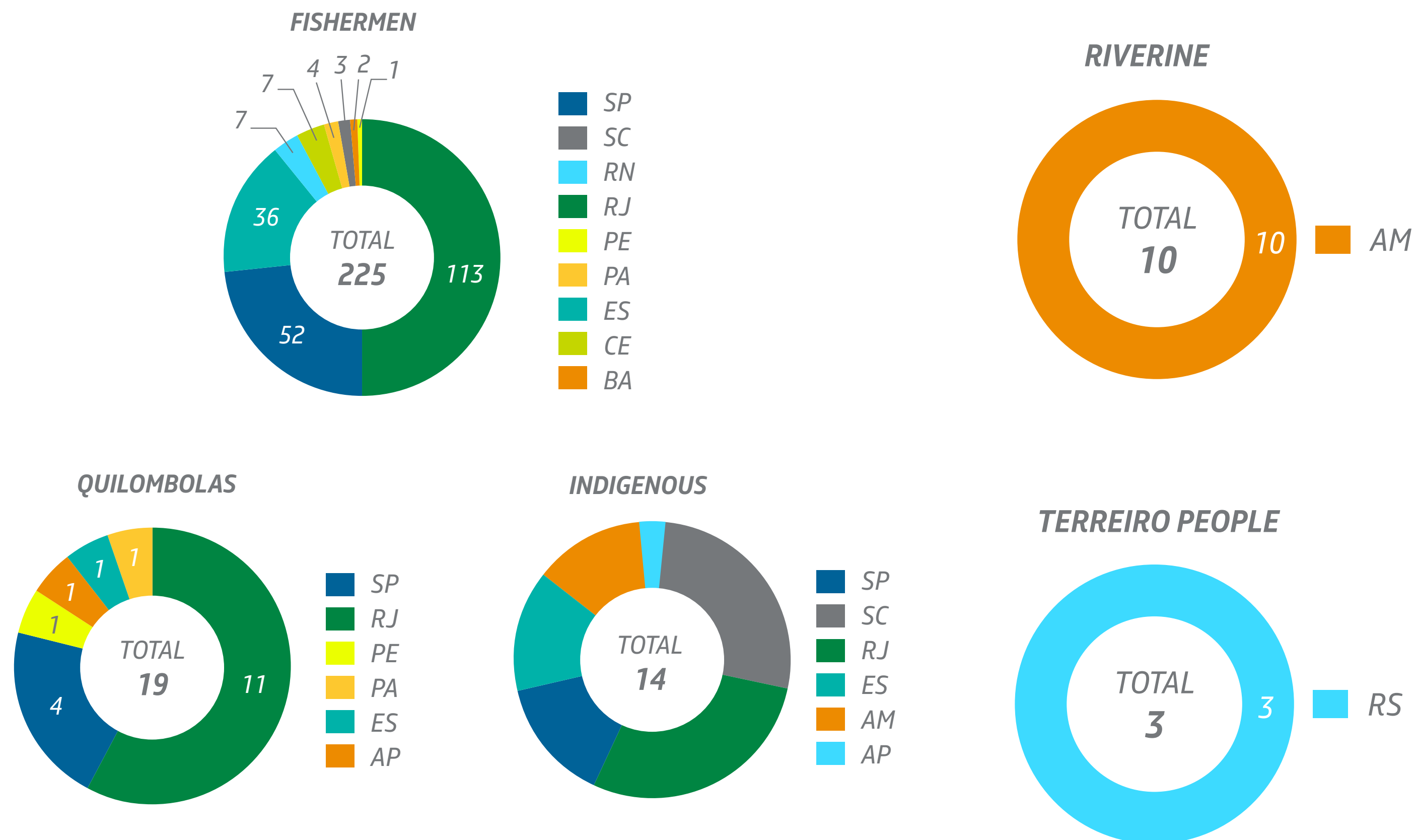




Photo: João Paulo Biaggi

We have reported reserves in Brazil, United States and Argentina. In these areas, we do not have reserves in areas close to Indigenous lands, according to the definition of Sustainability Accounting Standards Board (SASB), that is, at a distance of five kilometers or less.

According to Bolivian legislation, we do not have reserves in that country, as they belong to the Bolivian State. The operations of Petrobras Bolivia close to Indigenous communities are located in the Sábalo field, in the San Antonio Block. In this field, there are around 70 families in the Guaraní Tierra Comunitária de Oríem (TCO), called Tucinty. TCO has an area of 20,000 hectares. In this area, there is a road approximately 36 km long, and community houses are distributed along this road. It is characterized by having dispersed housing (at a distance that varies between two and five kilometers between housing). Our exploratory areas, in Brazil and abroad, are also not close to Indigenous lands.

The relationship with Indigenous peoples and traditional communities occurs both through mandatory actions arising from environmental licensing conditions (such as the Environmental Education Project, Project for the Characterization

of Traditional Territories, and compensation projects for fishing activities), as well as through voluntary activities such as corporate social responsibility projects and socio-environmental investments.

PEOPLES PROJECT - TERRITORY, IDENTITY AND TRADITION

An example of these actions is the Peoples Project - Territory, Identity and Tradition, the result of a historical claim by traditional communities in the face of environmental agencies and the Public Prosecutor's Office. The Peoples Project (Traditional Territories Characterization Project - PCTT) is a condition of Environmental Licensing required of Petrobras by Ibama, related to the Stage 1, 2 and 3 Pre-Salt projects. It is a project carried out in the Santos Basin, which aims to characterize traditional communities located in the municipalities of Angra dos Reis (RJ), Paraty (RJ) and Ubatuba (SP), systematizing the information obtained on a webmaps digital platform and graphic material in accessible language for use by communities.

The characterization of the territories of Caiçara, Quilombola and Indigenous communities was

carried out through a primary survey carried out by the Traditional Peoples and Communities (PCTs) themselves, with the help of technicians, through workshops and field interviews, but also through secondary data. The information collected included all land and marine territory occupied by the communities.

The process was planned, discussed and structured with the communities, who validated information collected by the research team and decided which themes would be characterized and mapped throughout the project (according to the current situation of conflicts and vulnerabilities), in line with the National Policy for the Sustainable Development of Traditional Peoples and Communities (Decree No. 6040/2007) and Convention No. 169 of the International Labor Organization (ILO) on Indigenous and Tribal Peoples.

The Forum of Traditional Communities of Angra dos Reis, Paraty and Ubatuba (FCT), the National Coordination of Traditional Caiçaras Communities (CNCTC), the National Coordination of Articulation of Black Rural Quilombola Communities (CONAQ), the Guarani Yvyrupa Commission (CGY) and the

Community Associations monitored the execution of the activities and acted as interlocutors between the communities and the technical team dedicated to the project, which was also made up of community members.

At the end of the first five years of execution, a set of 99 characterized communities was gathered, distributed in 10 micro-territories among the municipalities of Angra dos Reis, Paraty and Ubatuba. The systematization of this information resulted in a set of important documents for promoting socio-environmental justice in these communities.

From 2024 onwards, the project's coverage area will be expanded to the municipalities of Mangaratiba (RJ), Caraguatatuba (SP), São Sebastião (SP) and Ilhabela and, from 2025, to the municipalities of Iguape, Ilha Comprida, Cananéia and Peruíbe, in the south of São Paulo. More information about the project can be found at the [Comunica Bacia de Santos](#) website.

Our voluntary socio-environmental investments develop specific actions focused on recording



Photo: Adriano Gambarini



Photo: Guilherme Frem

and valuing Indigenous culture and traditional communities, based on strengthening the protagonism of these populations.

Through the Petrobras Socio-Environmental Program, we support 47 socio-environmental projects that aim to contribute to the institutional strengthening and autonomy of Indigenous peoples and traditional communities, which represents 43.9% of the number of projects currently supported by the Program. In all, there are 34 Indigenous peoples, 75 Quilombola communities and 183 other traditional communities supported through conservation actions with sustainable use of natural resources, which consider ways of life, production systems and knowledge associated with socio-biodiversity.

To expand efforts to strengthen Indigenous peoples in several Brazilian biomes, in 2023, three projects from the Forests line of action were integrated into the portfolio, operating in the Pampa, Amazon and Cerrado. They are: Biodiverso, Berço das Águas and Ar, Água e Terra.

The Biodiverso and Berço das Águas projects have already been supported in previous cycles and, in the current proposal, will consolidate the management of the Erikpatsa, Escondido, Japuira, Apiaká do Pontal and Isolados, Aripuanã, Arara do Rio Branco Indigenous Lands, in addition to the Guariba-Roosevelt State Extractive Reserve, in the state of Mato Grosso. Together, the projects will operate in an area of around 2.4 million hectares, promoting the sustainable use of socio-biodiversity among Indigenous peoples and traditional communities. The initiatives aim to mitigate climate change through the conservation of standing forests. Actions will be carried out with the aim of increasing the level of knowledge and income generation of Indigenous and riverine women, through training to improve production practices, strengthening the production and reception of handicrafts and implementing technological production reference units of honey and derivatives. We also highlight that the Biodiverso project will support the consolidation of the Free, Prior and Informed Consultation and Consent Protocol of the Rikbaktsa People, in addition to articulating partnerships and participation in forums, stimulating management, governance and dissemination of the knowledge generated.

The Air, Water and Land Project will promote the sustainable management of Guarani Indigenous territories in Rio Grande do Sul, with actions for the productive conversion of areas, recovery, and conservation of biodiversity, in addition to environmental education. With the implementation of traditional food plots and agroforestry systems, the aim is to contribute to food security, combined with the maintenance and expansion of vegetation cover. In education actions, the project will address the topics of human rights, gender equity, waste collection, recycling and composting, sustainable land management, eco-efficient measures, and income generation. The project will conserve a region of significant importance due to the occurrence of vulnerable or critically endangered species, of which more than 200 will be the target of project actions, in addition to the sociocultural diversity provided by the Guaranis' permanence in the land.

We also highlight some projects with Indigenous peoples and traditional communities that make up our portfolio and encourage income generation through sustainable production and/or community-based tourism:

TRADITION AND FUTURE OF THE AMAZON

Carried out by Funbio (Brazilian Biodiversity Fund), its purpose is to protect the forest and the ways of life of the people who live in it. The Forests line initiative of the Petrobras Socio-Environmental Program launched, in 2023, at the Museum of Contemporary Art in Niterói (RJ), an exhibition curated by Coletivo Bature, formed by young Mëbengôkre-Kayapó Indigenous photographers and filmmakers. The exhibition entitled “Mekukradjà Obikàrà”, which means “mixed culture”, with the subtitle “our feet in two worlds”, represented a celebration of the indigenous cultural richness and diversity in the Amazon and the insertion of current technologies in this culture, and at its launch, it was attended by Kayapó leaders, such as Cacique Raoni Metuktire, 91 years old, and Clarice Coppetti, Corporate Affairs Officer at Petrobras, as well as leaders from civil society organizations and public authorities.

The project ended in December 2023 and, operating in five Indigenous Lands – Baú, Capoto/Jarina, Las Casas, Kayapó and Menkragnoti – involved 811 Indigenous people in 10 training workshops, including specific discussions for women and young people, with the purpose of strengthen these groups through a better understanding of several themes and processes that permeate life in their communities.

Through the initiative, the TI Menkragnoti Territorial and Environmental Management Plan was completed, a relevant management and planning tool for Indigenous peoples. During the project, a study was carried out on carbon stocks in Kayapó Indigenous lands, concluding that there are approximately 879 million tons of carbon stored in the five supported Indigenous lands. Thus, it can be concluded that the Mëbengôkre-Kayapó people prevent, per year, the release of 3,500 tons of CO₂ into the atmosphere, equivalent to the emissions of 750 plane trips between Brasília and Tokyo.

SUSTAINABLE QUILOMBO

Developed by the Terroá Institute, the project operates through actions such as the implementation and expansion of agroforestry systems (AFS), implementation of a multitrophic aquaculture system (fish production) and development of a seedling nursery, implementation of a community kitchen and expansion of the community-based tourism (CBT). Through these actions, it intends to promote sustainable land development in the Quilombo do Sertão de Itamambuca, in Ubatuba, in the state of São Paulo (SP), in the Itamambuca River basin, benefiting 50 Quilombolas.

MAR É CULTURA

The project, developed by the Mariculture Association of the State of São Paulo, aims at the sustainable development of mariculture on the north coast of the state of São Paulo (SP), in the municipalities of São Sebastião, Ilhabela, Caraguatatuba and Ubatuba. It operates on four main fronts: the institutional strengthening of the association as a way to obtain reliable data on local production, in order to guide public policies, the regularization of producers operating in the focal municipalities, the professional training of mariculturists, Caiçaras and fishermen and the strengthening of community-based tourism, through the creation of tourism points and short courses offered in marine farms. These actions seek to contribute to the generation of income and economic development of 560 people.

SERGIPE WOMEN'S SOLIDARITY NETWORK

With a focus on expanding the generation and income of extractive and urban communities in the municipalities of Sergipe, the project, carried out by the Association of Informal Recyclers of Mangaba and Indiaroba – ASCAMAI, works through the qualification of processes and products developed by hand, the implementation and operationalization of production units, the implementation of nurseries and agroforestry backyards and training activities. In addition to contributing to the formation of skills and competencies to better engage in entrepreneurial activities, organized in networks with a view to new job opportunities, the initiative also contributes to gender issues, as its priority audience is 400 women from traditional communities of the Mangaba Informal Recyclers in Sergipe and the lace artisans of Divina Pastora.comunidades tradicionais das Catadoras de Mangaba de Sergipe e das Rendeiras de Divina Pastora.

Photo: Aíla Cardoso



EQUATORIAL MARGIN, LISTENING TO INDIGENOUS PEOPLES, COMMUNICATION, AND RELATIONSHIPS

As disclosed in 2024-28+ Strategic Plan, we plan to invest around BRL 3.1 billion in the Brazilian Equatorial Margin, which represents 41.5% of Exploratory Capex, over the next five years, with the expectation of drilling 16 exploratory wells in the region. Located in the north and northeast of the country, between the states of Amapá and Rio Grande do Norte, extending for more than 2,200 km, the Equatorial Margin is considered an important exploratory frontier in deep and ultra-deep waters.

Regarding the exploratory block FZA-M-59, located in ultra-deep waters in the state of Amapá, approximately 175 km offshore and 560 km from the mouth of the Amazon River, in a water depth of more than 2,800 meters, Petrobras has been seeking authorization to enable a Pre-Operational Assessment

(POA) and, subsequently, obtaining the Operating License for drilling one exploratory well, called Morpho, with the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama).

Petrobras is currently awaiting a response to the request for reconsideration made to the environmental agency, following the proposal to expand the entire emergency response structure and adjustments to logistical operations in the municipality of Oiapoque-AP.

In this area, there is no record of the existence of nearby conservation units or Indigenous lands, nor is it located near rivers, lakes, floodplains, or reef systems. Reinforcing our commitment to dialogue, ethics, and transparency in communication and relationship actions, as well as concern for the protection of people, the environment, and safety in operations, 67 sectoral meetings were held in 22 municipalities within the licensing process for the drilling activity, in addition to 3 public hearings, in 2017, in the municipalities of Oiapoque-AP, Macapá-AP and Belém-PA.

These meetings were widely attended by entities representing Indigenous and Quilombola populations, fishing associations and communities, representatives of extractive reserves and public bodies from the municipalities covered, as well as research institutions and universities, among other stakeholders.

In 2022, Petrobras held 20 meetings concerning the drilling activity and its impacts, in addition to providing stakeholders with information about the environmental licensing process. The meetings took place in the months of November and December 2022 in the 18 municipalities that make up the area of influence of the activity (Soure, Salvaterra, Cachoeira do Arari, Abaetetuba, Barcarena, Ananindeua, Belém, Santo Antônio do Tauá, Colares, Vigia, São Caetano of Odivelas, Curuçá, Marapanim, Maracanã, Magalhães Barata, Salinópolis, São João de Pirabas, in Pará, and Oiapoque, in Amapá).



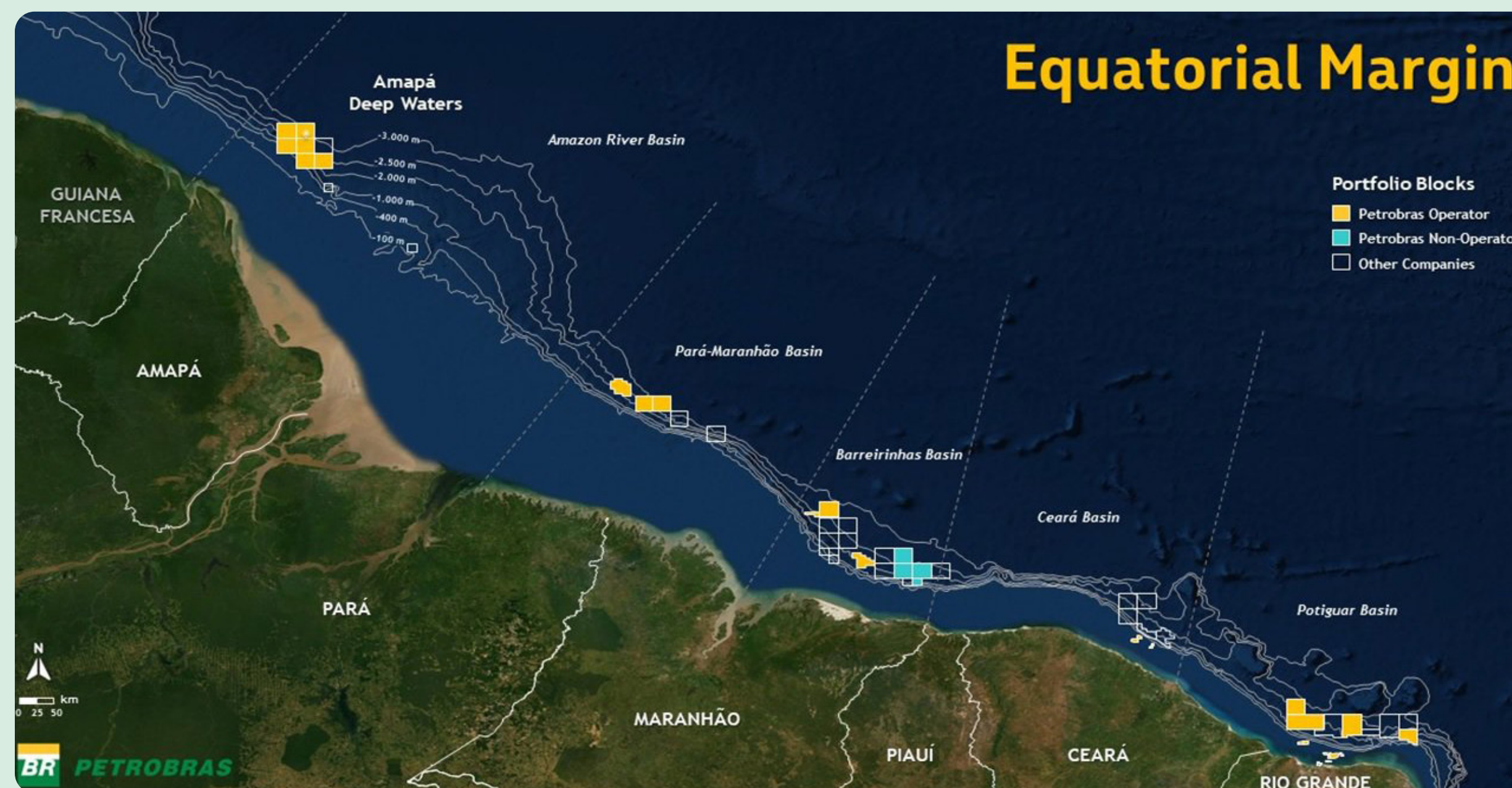
In Belém and Oiapoque, the meetings were expanded, as these are municipalities where the project's maritime and air support bases are respectively located. The informative meetings were attended by representatives of city and state public authorities, universities, associations and communities of fishermen and traditional peoples, reaching a total of around 900 participants.

Specific discussions were also held with public authorities, scientific institutions, Quilombola communities, Indigenous peoples, and other traditional communities in the region.

In February 2023, we held a meeting with members of the Council of Chiefs of the Indigenous Peoples of Oiapoque (CCPIO) and other Indigenous leaders, in which the intended exploratory activities in the region were presented, as well as doubts resolved. Following the process of active listening to Indigenous peoples, new aircraft routes were established to travel between Oiapoque and the area, on high seas, where the drilling rig would remain, moving them away from Indigenous villages and minimizing noise.

We also readily accepted to participate in a working group to define projects and compensation for the benefit of these people, following their consultation protocol. In June 2023, during a meeting with Indigenous and Quilombola leaders mediated by the Federal Public Prosecutor's Office of Amapá (MPF-AP), the commitment to listening to traditional peoples was reinforced and, once again, we made ourselves available to be called by the working group created.

We have as a value the respect for life, people and the environment and we will continue to carry out all our operations strictly following operational safety standards and the best social relations practices and committing to act safely and with total respect and care for the environment and the region's population.



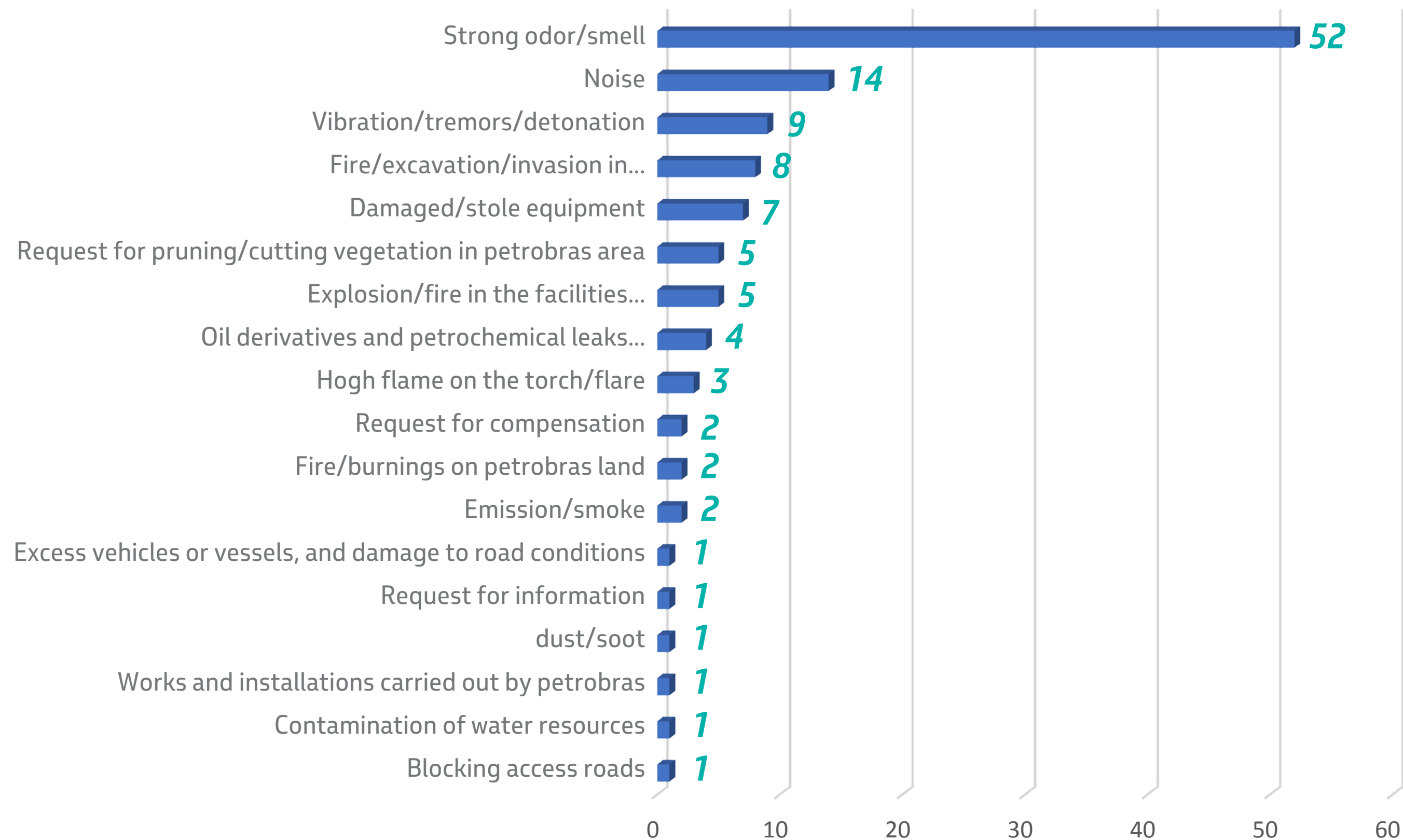
8.7 – Reports and complaints from local communities

We widely publicize our contact channels to the communities present in our areas of coverage. Reports and complaints can be made through the channels of our General Ombudsman's Office, community committees and customer service (Contact Us 0800), which provides assistance via 24-7 toll-free lines.

In 2023, 129 requests were received through the customer service on community issues, which were monitored by the Social Responsibility area. This information is categorized by unit and theme and is monitored by a specific panel. The community manifestations received by the customer service in 2023 (Petrobras parent company), classified by type of complaint, are shown below:



RECORDS PER TYPE



In 2023, our General Ombudsman’s Office received 268 manifestations from local communities of the Petrobras parente company. Of this total:

74 reports

16 confirmed
38 unconfirmed
10 archived
10 under treatment

102 complaints

34 answered
39 not answered
26 archived
3 in progress

74 requests

37 answered
20 not answered
14 archived
3 in treatment

18 suggestions, opinions and compliments

14 answered
3 archived
1 under treatment

Among these complaints, there are reports of invasion or irregular occupation of Petrobras areas, alleged environmental impacts and irregularities in the operation of projects maintained by the company.

Specifically in relation to Indigenous communities or traditional peoples (artisanal fishermen, Quilombolas, shellfish gatherers, among others), in 2023, we received 12 calls to our General Ombudsman’s Office. There were four complaints about alleged irregularities involving projects maintained by the company and one about oil contamination in a river located in a permanent preservation area, in the village of Biriba in Araçás-BA. Of these, two were unconfirmed and three are undergoing assessment. In addition to these complaints, there was also a request regarding the operation of a social project in a fishing region, which was met.

We seek to respond and deal with recurring requests from communities through actions planned in the social responsibility plans of the business units. In addition to that, we present and discuss these issues through community committees, which gather at our operating units. We also respond to the demands of the communities in the territories where we operate through mandatory actions arising from environmental licensing conditions (such as the Environmental Education Project and Compensation Projects for Fishing Activities), as well as through voluntary actions such as the corporate social responsibility and socio-environmental investments.



9 – SUPPLY CHAIN AND PARTNERS

9.1 – Engagement with the supply chain and partners

Engagement with the supplier market takes place through relationship actions aimed at the entire supplier base, the Supplier Channel being our main relationship means. In this channel, we make institutional information available to our goods and services suppliers, we publish our contracting rules, guidance on registration processes, qualification and pre-qualification of suppliers, technical specifications, draft contracts, as well as clarifying the functioning of tenders and contracts. Additionally, we communicate our strategy and our actions aimed at compliance and sustainability of our contracts, which can be accessed in the “ASG, Innovation and Compliance” section **“ASG, Inovação e Compliance”**.

Our subsidiary Transpetro also interacts with suppliers through their Supply Channel, available on the external portal.

In order to expand the reach of our communication actions, we hold monthly meetings through live broadcasts with several topics of interest to the supplier market, with these events being recorded and published on our Supplier Channel. To these meetings, we invite all suppliers from our base, with the main goal of establishing direct and frequent communication, as well as sharing relevant information about our procurement processes and other topics related to the supply chain, including those associated with human rights, such as preventing and fighting discrimination, harassment, and sexual violence. In 2023, these meetings had more than 3,600 participants.

In addition to these monthly events, in 2023, we held a series of in-person events across the country, seeking closer contact with regional supplier markets, in line with Petrobras' strategy of developing local production chains. At these events, we present Petrobras' opportunities and projects for the region, initiatives related to decarbonization, financing programs available to our suppliers, in addition to explaining how to do business with us.

Also noteworthy are the actions we carried out at the conference Offshore Technology Conference (OTC) Brazil, held between October 24th and 26th, in Rio de


Janeiro. During the OTC program, we presented several topics in the Supplier Area, such as: human factors in service providing; diversity and equity at Petrobras; technologies for decarbonization in FPSOs; ASG Journey for Suppliers initiative; among others. Also, we held the award ceremony for the Petrobras Best Suppliers Award – 6th. Edition.

Regarding the Award, we annually recognize suppliers that stand out in their market segments for their high performance in supplying goods and services to Petrobras. In its 6th Edition, held in October 2023, all national or foreign companies that supplied goods or



services to us in 2022 participated, with 23 companies receiving awards in several categories, including eight special categories: Environment; Security; Health; Innovation, Research and Development; Quality management; Human rights; Governance; and, for the first time, Decarbonization. Details of this award can be found at : [Supplier Channel](#). In the Human Rights dimension, there were awards after the evaluation of projects related to the following topics:

- **Promotion of diversity and inclusion**
- **Fighting prejudice, discrimination, and harassment**
- **Eradication of child labor**
- **Eradication of forced labor, or labor analogous to slavery**
- **fighting sexual exploitation of children and adolescents**
- **Human rights due diligence**



ESG SUPPLIER QUESTIONNAIRE

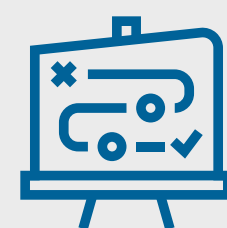
Throughout 2023 we applied the "ESG Supplier Questionnaire", which is based on an online self-assessment, answered by suppliers of the most diverse segments and sizes, and which allows us to monitor the level of engagement and development of our suppliers in the ESG theme, operating as a "thermometer" that will provide more assertive management of our actions with the supplier market.

The questionnaire, currently answered by more than 400 companies, is available to be

accessed and answered by suppliers on our Supplier Channel, in the "ASG, Innovation and Compliance" section (Supplier Channel).

In 2023, we also continued the ASG Journey for Suppliers initiative, which aims to promote the engagement of suppliers in the ESG theme, through online training associated with the topics of human rights, compliance, health, safety, and climate, among others, aiming to improve Petrobras' sustainable contracting and supplier management practices. These courses can be accessed through our [Supplier Channel](#).

Still in line with strengthening the relationship and reducing the risk of human rights violations in the supply chain, in November 2023 we held a workshop with the chartered companies that serve our platforms located in the Santos Basin. With the event, we promoted an exchange of good practices, made joint commitments, and also disseminated the Petrobras Program against Sexual Violence.



HUMAN RIGHTS AND COMPANIES TRACK

In November 2022, we entered into a partnership with the UN Global Compact to offer the Human Rights and Companies Track tool to a group of the company's suppliers.

The Human Rights Track is an initiative of the UN Global Compact that aims to provide member companies with a strategy for self-evaluating their performance in human rights, based on a tangible understanding of the situation of each company. The work is developed through the application of a tool, a thermometer, which allows companies to obtain an initial self-diagnosis on their governance on critical HR issues, such as decent work, equality, inclusion, occupational health, and safety, including mental health, impacts on the community, environment, and climate.

As part of the efforts to involve our supply chain to promote Human Rights and Companies themes, through the agreement it was possible to offer the application of the Human Rights Track to up to 130 suppliers, on a pilot basis. At the end of the initial cycle of this pilot, which took place in 2023, we exceeded the target of 130 companies, ending the sample at 135 suppliers who fully responded to the self-assessment questionnaire.

Also, as part of the Human Rights Track, in addition to the application of the questionnaire, human rights due diligence training was offered to participating suppliers, who also had the opportunity to receive individual feedback from the Global Compact on weaknesses in human rights management and opportunities for collective improvements and feedback with global results.



9.2 – Actions to promote diversity in the supply chain

We know that the involvement of service providers in the search for greater diversity, equity and inclusion is essential. Without these companies, we will not be able to effectively achieve our goals in terms of having a welcoming, receptive, and respectful environment in the coexistence and development of people in office and operational areas, also reflecting an increase in the representation of minority groups. In this context, in March 2023, we began work to evaluate opportunities to expand diversity initiatives with companies providing services to Campo de Búzios. The meetings were held monthly and generated a survey carried out with our suppliers, with 57 responding companies, covering three aspects: (i) verifying the existence of diversity programs and level of commitment; (ii) assessing the existence of affirmative actions (including the employee recruitment and development process); and (iii) assessing the level of maturity of the organizational culture in relation to diversity.

Additionally, a Diversity Panel, referring to service providers in Búzios, was developed thus allowing the structuring of drivers and metrics to work

together with service providing companies to address challenges, disseminate best practices and define a joint work agenda.

Still in 2023, one of the actions generated in this Diversity Journey was the holding of the 1st Búzios Diversity Workshop with service providing companies (event held on 12/11/2023 and which will be held every six months).

After identifying the lack of diversity in the teams of the terms of cooperation (TCs) signed by us with public and private universities, we also created a working group with the aim of promoting the adoption of affirmative actions to increase the participation of underrepresented groups in research projects in the areas of Science, Technology, Engineering and Mathematics (STEM).

The goal of the WG was to define criteria for the composition of teams executing the TCs signed with universities, with regard to diversity; and create a standard clause for inclusion in draft TCs that includes a minimum share for women, Black people, people with disabilities and other underrepresented groups in project execution teams.

As a result of the WG, in 2023 we signed two technological cooperation terms with diversity clauses, seeking to achieve at least 40% participation of women, Black people and PWDs in the teams executing research projects in STEM areas.

9.3 – Diligence of suppliers

As set out in our Guide to Ethical Conduct for Suppliers, we are committed to the highest standards of integrity, social and environmental responsibility, and ethical conduct. Thus, our suppliers must provide safe working conditions, treat their employees with dignity and respect, act with integrity and ethics, and be in full compliance with applicable laws and regulations. These obligations are set forth in both our draft contract and the Guide to Ethical Conduct for Suppliers.

Based on these documents and internal standards with guidelines for monitoring contracts for goods and services, we assess the compliance with the execution of contractual clauses regarding aspects related to health, safety and the environment as well as social responsibility, including labor obligations, in which we

require the submission of the necessary documentation on a monthly basis to prove compliance with labor, social security and payment obligations under the federal severance fund (FGTS), when applicable.

In order to mitigate compliance risks in the contracting process, we carry out the integrity due diligence (IDD) process in our supply chain. The result of this process is expressed through the Integrity Risk Degree (IRG), which can be low, medium, or high. Companies with a high IRG I are prevented from participating in contracting procedures with Petrobras, except in exceptional cases provided for in our internal rules. In 2023, we carried out the integrity due diligence process on 2,370 suppliers.

Since October 2023, in line with Petrobras' ESG commitments, we have expanded the scope of the IDD to cover verification of respect for human rights and the protection of personal data in our supply chain.

Furthermore, we evaluate the performance and quality of our suppliers and, when necessary, we apply the penalty system, as set forth in our Supplier Quality Guide, which can result in anything from the application of fines and other penalties provided for in contracts, to

the establishment of the Commission for Analysis and Application of Sanctions (CAASE), in compliance with articles 83 and 84 of law no. 13,303/16. It is possible to establish CAASE in cases of labor, social security or HSE non-compliance, breach of contract, unmotivated withdrawal of the bidding process, non-compliance with the Guide to Ethical Conduct for Suppliers, among other conduct considered serious.

With regard to processes of penalties (CAASE) relating to non-conformities in labor practices, 8 companies were penalized among the total 31 penalized companies in 2023.

It should be noted that, for contracts considered to pose a greater risk of human rights violations, such as in cases of intensive use of labor, there is a declaratory social responsibility clause that establishes social responsibility and human rights commitments for the contracted companies. In order to assess whether these requirements were met by contracted companies, in 2023, seven social responsibility assessments were carried out with service providers through a checklist, which assessed whether all contractual Social Responsibility requirements had been fulfilled. Among the contracts submitted to the checklist evaluation, no contractual breach was identified.

Our subsidiary PBIO has its own procedures to ensure respect for human rights and compliance with labor, social security, tax, land, environmental, safety and health obligations in its contracts with supplier companies. Among the actions adopted, we highlight: administrative inspection of all service contracts with verification of legal deposits referring to FGTS, INSS, GFIP, paychecks, certificates (CND, CNDT) and occurrences of sanctions on the Transparency Portal; requirements for the supply and proper use of personal protective equipment in contracts; retention of a percentage of the contract as a form of guarantee of payment of labor funds; establishment of clauses relating to human rights and training focused on HSE, among others.

9.4 – Fighting forced labor and child labor

In order to curb any degrading work practice in our supply chain, our standard contractual draft has a clause demanding a guarantee of compliance with the labor requirements provided for in current Brazilian legislation. Failure to comply with this clause entitles us to terminate the contract with the supplier. Furthermore, there is also a clause prohibiting the

use, in all activities related to the execution of the contract, of child or labour analogous to slavery, and this requirement is also included in the Guide to Ethical Conduct for Suppliers, which extends this commitment to sub-suppliers of our suppliers.

Also, since 2005, we are signatories of the National Pact for the Eradication of Slave Labor. In June 2015, we joined the National Pact for the Eradication of Slave Labor Institute - InPACTO. InPACTO is a non-profit organization that mobilizes different sectors, such as industry, civil society, and the public sector, to promote decent work. It constitutes a space for debate, exchange of information and establishment of plans and joint actions for large companies operating in Brazil. It is also a means of articulation with the Ministry of Labor and the International Labor Organization (ILO).

By joining InPACTO, the associated company assumes the responsibility of fulfilling ten commitments related to the prevention and eradication of slave labor. In order to meet these objectives, an action plan was drawn up by the Social Responsibility, Legal and Procurement areas, covering the issue throughout the supply chain. The plan includes actions such as raising opportunities for improvement in internal standards and regulations

related to contracting suppliers and developing an action plan to prevent and combat slave labor, together with partner areas, among other specific actions. In relation to reports of child and labor analogous to slavery in our operations and supply chain, we verified that in 2023, there were no reports of such conditions in the company. .

However, it is worth noting that in March 2023 we received complaints about precarious conditions in the accommodation of a subcontractor company during the turnaround of one of our refineries. On the same day, we visited the place and found problems with thermal discomfort, poor ventilation, and irregular food storage. There was promptness in applying corrective measures by the inspection team, with regularization of the accommodation within a feasible period for the subcontracted company, assessment for the application of a contractual fine and carrying out a sample inspection of accommodation belonging to other subcontractors in the same month.

9.5 – Reports and complaints from the Supply Chain and Partners

Our Whistleblower Channel is prepared to receive calls related to suppliers, such as those related to violations of the exercise of freedom of association and collective bargaining, among other issues involving labor practices and human rights. The report can be made through the [link](#) or by phone, calling toll free at 0800 601 6925. Demands are investigated and, according to the results of investigations, the Procurement area is alerted to mitigate risks in new contracts. If contractual clauses are not complied with, the contract manager adopts the appropriate measures.

In 2023, we analyzed complaints arising from contracts with suppliers to identify issues sensitive to the protection of human rights and improved the Labor Irregularities Matrix, which serves to monitor and propose corrective actions and improvements in the supply chain.

Said matrix allows not only for the identification of the types of irregularities that occur (for example: tax, social security, and labor), as well as the number of occurrences per company and their extent (if it affects one or more Petrobras units). This mapping allows, primarily, managers and inspectors to take actions in the areas responsible for the contracts, in order to correct the found deviations.

Complaints received by the General Ombudsman allow for diligent and preventive action in our supply chain. Thus, most reports are regarding labor irregularities in contracted companies, such as late payment of wages, severance pay and food vouchers.



10 – MONITORING AND LESSONS LEARNED

The Human Rights Commission (HRC) is the human rights governance forum at Petrobras, responsible for strategic decisions related to human rights and for managing the implementation of the guidelines and guiding principles established by the Petrobras Human Rights Guidelines, in an integrated, broad, and transversal manner to the business. The Human Rights Action Plan (HRAP) is a HRC management tool that brings together initiatives to achieve the human rights commitments established in the Strategic Planning, such as the promotion and prevention of human rights violations, including the treatment of risks of human rights violations. The HRC is responsible for developing, monitoring, reviewing, and validating the execution of the Human Rights Action Plan, approving strategies, and monitoring the completion of actions. The implementation of the Plan is the collective responsibility of all HRC members and is monitored by indicators on a periodic basis.

To monitor our Human Rights management, we analyze our performance in the main sustainability indexes and benchmarks developed by nationally and internationally recognized institutions. These indexes help us to identify areas for improvement related to our human rights processes. These include:

- **Racial Equality in Companies Index (Business Initiative for Racial Equality)**
- **Monitoring under InPACTO (National Pact Institute for the Eradication of Slave Labor)**
- **Human Rights Thermometer (UN Global Compact in Brazil)**
- **Dow Jones Sustainability Index**
- **Corporate Human Rights Benchmark**
- **EcoVadis**

We also monitor result indicators of our internal processes that allow us to assess our performance and establish continuous improvement mechanisms in accordance with the most critical aspects of human

rights, in addition to monitoring our performance in the main goals and objectives established in our strategic plan.

Some of these result indicators are:

- **Percentage of women in managerial and specialist roles**
- **Percentage of women in the workforce**
- **Percentage of black people in managerial and specialist roles**
- **Percentage of black people in the workforce**
- **Percentage of people with disabilities in the workforce**
- **Percentage of human rights due diligence operations**
- **Percentage of employees trained in human rights**
- **Percentage of employees trained in the topic of Preventing and Fighting Discrimination, Moral Harassment and Sexual Violence**
- **User satisfaction index with the Ombudsman channel**
- **Average period for investigations of sexual violence**

To strengthen the culture of preventing human rights violations in the company, it is essential to train and raise awareness of our workforce on topics related to human rights, seeking to increase respect, trust, and engagement among all, making the corporate environment more inclusive and welcoming. Therefore, during 2023, we invested heavily in training and awareness-raising actions with the provision of online courses, live broadcasts, and corporate campaigns.

We acknowledge the importance of involving all of our stakeholders to expand the reach of our initiatives. Therefore, we seek greater engagement with suppliers, communities and public authorities through relationship and training actions.

The implementation of the human rights agenda also requires governance structures to address the issue, which is why in 2023, we strengthened and expanded our Human Rights Commission and created new specific structures for human rights management in the company.

One of the main challenges in implementing our human rights agenda is the cross-functional nature of the topic in a company as large and with diverse

activities as Petrobras. As it is a cross-sectional theme, it encompasses several areas and processes of the company, and the integration of these processes and actions is a complex task.

With the aim of improving the integration of actions and prioritizing the most important human rights themes, throughout 2023, we established corporate programs aimed at our main challenges, such as the Petrobras Program against Sexual Violence, the Racial Equity Program, and the launch of the third edition of the Female Mentoring Program.

Although we have several processes for managing human rights risks, we recognize that implementing a due diligence process integrated for all our operations, simultaneously, is an important challenge, given that E&P and refining activities are carried out in several operational units and distributed in different regions of the country.

In this context, in 2023, we hired specialized consulting firm to guide the implementation of our human rights due diligence process, in five

activities of our E&P and refining operations. After implementing the pilot project, the other units will also be part of the scope and extension of the project, according to the goal and schedule established in our strategic planning.

Finally, we recognize the importance of including stakeholders in the company's decisions and processes. That is why we are working to integrate the perspectives and knowledge of rights holders, aiming to identify risks and impacts on human rights, in order to make our practices more solid and inclusive.



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