

COLLECTIVE BARGAINING AGREEMENT 2022-2023

CHAPTER I – SALARIES

Clause 1. Salary Table

The Salary Tables practiced by the company, annexes I and II, will be readjusted on September 1, 2022 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA, referring to the period from September 1, 2021 to August 31, 2022, and will be in force until August 31, 2023.

Paragraph 1º - The table used in the Company until 12/31/2006, annex II, will be maintained for the correction of the supplements of the retirees and pensioners who did not adhere to the renegotiation of the Petros Plan Regulation of the Petrobras System and were dismissed until 12/31/2006, observing, in any case, the prohibition contained in the Sole Paragraph of article 3 of Complementary Law 108/2001.

Paragraph 2º - The Company guarantees the application of the salary table in effect on the hiring date, for employees hired after the signing of the agreement.

CHAPTER II - ADVANTAGES

Clause 2. Seniority-Based Pay

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

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

Clause 3. PADL 1971/82

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

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

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

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

Clause 4. Working Regime premiums and Conditions

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

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

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

Agreement, defined in item II of this Paragraph, and the cumulative payment of the two aforementioned parties is prohibited.

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

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

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

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

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

- I. The Company will pay, according to internal rules, the Regional confined space premium to personnel assigned to work in offshore installations (on

board) or in the field (confined), from the first day of work under these conditions, regardless of the number of days on board or confined.

- II. The referred payment will not be due in cases of eventual visits or stays in those facilities and places with a duration of less than twenty-four (24) hours.

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

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

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

Clause 5. Partial On-Call

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

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

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

Clause 6. Vacation Pay

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

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

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

Clause 7. Regional Pay Compensation

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

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

Clause 8. Onshore oil production Pay

The Company will grant the Onshore oil production Pay for administrative employees who perform their activities in remote bases or areas of onshore production fields in the Exploration and Production (E&P) segment and regulated by internal normative standard, in the amount of one thousand four hundred and six reais and forty-four cents (R\$ 1,406.44).

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

Paragraph 2º - The Onshore oil production Pay will be readjusted on September 1, 2022, by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA referring to the period from September 1, 2021, to August 31, 2022, which will be in effect until August 31, 2023.

Clause 9. Permanence Premium in the State of Amazonas

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

- I. Only employees working in the state of Amazonas up to the date of signing of the Collective Bargaining Agreement 2019-2020 and who are effectively working in that state of the Federation will be entitled to this pay.
- II. The employee will no longer be entitled to the referred pay when he or she is no longer located and effectively working in the state of Amazonas.

Sole Paragraph - Permanence Premium in the State of Amazonas will be readjusted on September 1, 2022, by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA referring to the period from September 1, 2021, to August 31, 2022, which will remain in effect until August 31, 2023.

Clause 10. Overtime

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

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

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

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

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

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

Paragraph 6º - For employees of the administrative work regime covered by the flexible schedule system, the provision contained in Paragraphs 1 and 5 will apply according to the rules set forth in Clause 58 on "Flexible Schedule".

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

Clause 11. Overtime Bank

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

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

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

Paragraph 3º - The following limits will be adopted for the overtime bank:

- a) The limit of accumulated positive overtime will be one hundred and sixty-eight (168) hours.
- b) The limit of accumulated negative overtime will be eighty-four (84) hours.
 - I. Hours exceeding the limits described above for the overtime bank will be paid or deducted in the following month.
 - II. In January of each year, the remaining balance of the overtime bank will be calculated, and the corresponding payment or deduction will be made.

Paragraph 4º - The overtime bank rules do not apply to Shift Change Overtime and Between Journey Overtime, described in clauses 14 and 15, respectively.

Clause 12. Business Trip

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

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

Clause 13. Holiday Shift

The Company will pay an additional fifty percent (50%) for hours worked on January 1st, Carnival Monday, Carnival Tuesday and until noon on Ash Wednesday, April 21st, May 1st, September 7th, November 15th, and December 25th, to the employees engaged in the special work regimes foreseen in the Collective Bargaining Agreement, who actually work on these dates, observing the other conditions in force in the internal regulatory standard of Petrobras.

Clause 14. Overtime - Shift Change

The Company will pay for the time actually spent on shift changes for employees whose activities require the compulsory passage of service, from one shift to another, when this exceeds the limit of ten (10) minutes a day, considering the beginning and end of the workday.

Paragraph 1º - The payment referred to in the main section will be made as overtime at seventy-five percent (75%), plus the applicable reflexes.

Paragraph 2º - The period that exceeds the time effectively spent for shift change will only be characterized as overtime in cases of need for anticipation, extension of the workday, or double shift.

Clause 15. Inter-shift interval - E&P Facilities

The company undertakes to maintain compliance with the minimum interval of eleven (11) hours between workdays for employees engaged in the 12-hour Uninterrupted Shift system at the E&P operating facilities.

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

Paragraph 2º - The company will make the payment, exclusively by average, of the number of hours of minimum Inter-shift break eventually not observed, in compliance with the provisions of Paragraph 1.

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

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

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

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

Clause 16. Meal Allowance

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

Paragraph 1º - The value of one thousand three hundred and eighty five reais and nineteen cents (R\$ 1.1,385.19) referring to the Meal/Food voucher will be readjusted on September 1, 2022 by the variation accumulated in twelve (12) months of the Extended National Consumer Price Index - IPCA referring to the period from September 1, 2021 to August 31, 2022, which will remain in effect until August 31, 2023.

Paragraph 2º - The amount of two hundred and twelve reais and one cent (R\$ 212.01) referring to the monthly increase in the Meal / Food Voucher granted to the employees with food assistance as mentioned in the main section will be readjusted on September 1, 2022 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA referring to the

period from September 1, 2021 to August 31, 2022, which will remain in effect until August 31, 2023.

Paragraph 3º - The amount of two hundred and twelve reais and one cent (R\$ 212.01) referring to the Food Voucher granted to the employees who receive food assistance in natura, subsidized, not covered by Law 5811/72 will be readjusted on September 1, 2022 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA referring to the period from September 1, 2021 to August 31, 2022, which will remain in effect until August 31, 2023.

Paragraph 4º - The concession of Meal/Food Voucher or Food Voucher will be maintained during periods of maternity/adoption leave, of Sickness Aid concession, or of ACT Leave Allowance.

Paragraph 5º - The Company will keep available the option of partial or total conversion of the Meal Voucher into Food Voucher, and vice-versa.

- I. The employees referred to in Paragraph 3 will not be allowed to convert Food Vouchers into Meal Vouchers.

Clause 17. Leave benefits Support

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

Clause 18. Sick Pay

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

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

- I. Without justifiable reason, the employee fails to comply with the scheduled treatment;
- II. If, on the part of the employee, there is proven refusal to undergo the prescribed treatment, the employee's right to free medical choice being guaranteed;

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

Clause 19. Readapted Remuneration

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

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

Paragraph 2º - As of September 1, 2009, the value of the salary evolution resulting from the level advancement and promotion is paid regardless of the supplement mentioned in the main section.

Clause 20. Minimum Remuneration by Level and Work Regime - RMNR

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

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

Paragraph 2º - The amounts related to the aforementioned RMNR (attachment IV) will be readjusted on September 1, 2022 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA, referring to the period from September 1, 2021 to August 31, 2022, and will be in force until August 31, 2023.

Paragraph 3º - The difference resulting from the "Minimum Remuneration by Level and Work Regime" mentioned in the main section and the Basic Salary

(BS), the Personal Advantage - Collective Bargaining Agreement (PA-CBA) and the Personal Advantage - Subsidiary (PA-SUB) will be paid as "RMNR Complement", without prejudice to any other payments, which may result in an amount greater than the RMNR.

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

Clause 21. Lodging and Daily Allowances for Training or other Onshore Activity while onboarding Offshore Platforms

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

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

Clause 22. Amounts in effect on the Effective Payment Date

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

CHAPTER III – BENEFITS

Clause 23. Day care/Sitter allowance

The Company will grant Day Care allowance until the child is thirty-six (36) months old for:

- I. Women employees with children and/or minors under custody, in the adoption process;
- II. Single, widowed, legally separated or divorced men employees with custody of a child, as a result of a court sentence and/or a minor under custody, in the adoption process;

- III. Employees with children and/or minors under custody, in the adoption process, from the age of three (3) months.

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

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

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

Paragraph 4º - From three (3) to thirty-six (36) months of age of the child, the Sitter Allowance will be granted by the Company, in the form of a partial reimbursement, in accordance with the Sitter Allowance table prepared by the Company, for women employees with child and/or minor under custody, in the process of adoption and single, widows, legally separated or divorced men employees with custody of a child, as a result of a court decision and/or minor under custody in the adoption process.

Clause 24. Tuition Allowance (Preschool Assistance Program, Elementary School Allowance, High School Allowance)

The Company will grant Tuition Aid to employees who have:

- I. Single Children and duly registered with the Company;
- II. Minors under custody who are single and registered with the Company, according to current organizational procedures.
- III. Minors under custody, in the adoption process, up to eighteen (18) years old, duly registered with the Company, provided they are single;
- IV. Stepchildren, as of January 2010, provided they are single and enrolled in the Multidisciplinary Health Care Program - AMS;
- V. The Company will maintain the reimbursement of the Tuition Allowance for the children of employees already enrolled in one of the benefits, until the

completion of the last level of education provided for in this agreement, in situations where the National Institute of Social Security - INSS grants the employee an accident or social security disability retirement.

Paragraph 1º - The Preschool Assistance Program will be granted to the public referred to in the main section, up to the age limit of 5 years and 11 months, according to the legislation in force, in the form of reimbursement of ninety percent (90%) of the proven expenses with preschool, limited to the coverage value of the Company's table, safeguarding the employees' right to choose between it or the Day Care or Sitter Allowance.

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

- I. In Private School: Monthly tuition and fees reimbursement.
- II. In Public School: Semi-annual reimbursement, upon proof until the last business day of March, of the expenses with school supplies and uniforms from January to March, and until the last business day of August, of the expenses incurred from July to August.

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

- I. In Private School: Monthly tuition and fees reimbursement.
- II. In Public School: Semi-annual reimbursement, upon proof until the last business day of March, of the expenses with school supplies and uniforms from January to March, and until the last business day of August, of the expenses incurred from July to August.

Paragraph 4º - For employees, whose children enrolled in the Preschool Assistance and the Elementary School Allowance reach the age limit defined in the respective Benefits (5 years and 11 months and 15 years and 11 months respectively) during the school year, the Company guarantees the continuity of reimbursement until the end of the school year.

Clause 25. University Youth Program

The Company will continue to grant the University Youth Program, aimed at encouraging university education, to the children and stepchildren of employees

who were enrolled in the program by 09/30/2019, and who meet the criteria established in this clause and in the Company's normative standard.

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

- I. At a private university: Monthly tuition and fees reimbursement.
- II. In Public University: Biannual reimbursement of material expenses (books and textbooks).

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

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

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

Clause 26. Tuition Allowance and University Youth Program

The Company will adjust the tables for Day Care/Sitter Allowance, Tuition Allowance (Preschool Assistance, Elementary School Allowance, High School Allowance) and the University Youth Program on 01/01/2023 by the accumulated variation in twelve (12) months of the Extended National Consumer Price Index - IPCA, referring to the period from 09/01/2021 to 08/31/2022, and will be in force until 12/31/2023.

Clause 27. Functional Readaptation

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

Clause 28. ACT Retirement Benefit to INSS retired employees and on sick leave

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

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

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

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

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

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

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

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

Clause 29. Special Assistance Program (PAE)

"The Company will grant Special Assistance Program (SAT) coverage for:

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

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

Clause 30. Beneficiaries of the Multidisciplinary Health Care Program - AMS

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

Paragraph 1º - Dependent beneficiaries are:

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

Paragraph 2º - The enrollment of the employee's dependent beneficiaries made until October 31, 1997, will be maintained, in accordance with the normative criteria of the AMS at the time.

Paragraph 3º - The retiree is guaranteed the enrollment of new beneficiaries, even after the date he or she leaves the company.

Paragraph 4º - Pensioners are considered to be those recognized and maintained by the INSS, provided that they have been enrolled in AMS by the employee or retiree while alive and are enrolled and valid in AMS on the date of the death of the pensioner.

Paragraph 5º - If there is no spouse or partner pensioner, leaving only minors as pensioners in the enrollment (of the deceased AMS holder), their maintenance at the AMS will be confirmed upon presentation of a legally recognized guardian for this minor, lasting as long as the "Pension for Death Benefit" of Social Security is maintained, and after completing and signing the "Term of Responsibility for ensuring continuity of Tutored Pensioner in the AMS".

Paragraph 6º - The enrollment of a beneficiary by pensioner is not allowed.

Paragraph 7º - The Company will maintain, during the term of this instrument, a program to orient employees about the PAE. To carry out the orientation programs, the Trade Union will give their support and participation.

Paragraph 8º - The Company will continue to assure the possibility of entering Plan 28 to the children and step-children of the beneficiaries (employees and retirees), who do not fit into the condition of university beneficiaries and who are between the ages of twenty-one (21) and twenty-nine (29), under the commitment of permanence for at least five (5) years. In the case of leaving in a shorter period, a possible return to the plan will be forbidden. It will be allowed to remain in the plan until the dependent reaches the age of thirty-four (34).

Paragraph 9º - AMS holders and, consequently, their group of dependents will lose their AMS status when:

- I. Someone requests their exclusion;
- II. They incur in fraud practiced by the AMS holders;
- III. They are retired and have caused financial loss to the Company, resulting from proven fraud or corruption, while they were active;
- IV. They passed away. In this case, if the AMS holder is an employee or retiree, the company fully absorbs the pending expenses related to services provided exclusively to the AMS holder by Directed Choice, reimbursing the person, according to the price referential in effect, any expenses related to procedures performed by Free Choice;
- V. AMS reserves the right to reimburse only the person named by court order or inventory deed;
- VI. They have their employment contract terminated due to dismissal for just cause;
- VII. They have their employment contract suspended due to leave without pay;
- VIII. They are not receiving remuneration from Petrobras;
- IX. In the situation of "Assignment of Employees" in which they are not receiving remuneration from Petrobras;

- X. In the specific cases of collection via bank payment slip, there is a default in payment to AMS for sixty (60) days in a one-year period, consecutive or not;
- XI. They have had the receipt of their retirement income suspended or cancelled by the Ministry of Planning, Development and Management, exclusively for the amnestied AMS holders;

Clause 31. AMS Costing

The costing of all expenses with the AMS Program will be made through the financial participation of the Company and the AMS holders, in the proportion of sixty percent (60%) of the expenses covered by the Company and the remaining forty percent (40%) by the AMS holders.

Paragraph 1° - Due to the modification of the costs of the AMS Program, resulting from the new coverage and new Programs implemented, meeting the suggestions of the AMS Committee and, also, due to other factors (such as variation in medical and hospital costs), the Company will determine annually, after the closing of the fiscal year, if the cost ratio set forth in this clause was complied with, presenting and proposing adjustments through understandings with the AMS Committee provided for in this agreement.

Paragraph 2° - All employees, retirees, and pensioners will be considered AMS holders, with financial co-participation in the Low-Risk procedures and will be responsible for the costing of the High Risk, through a pre-established monthly contribution.

Paragraph 3° - No beneficiary can be enrolled in AMS as a Holder and as a Dependent Beneficiary, concomitantly. The Dependent Beneficiaries (such as spouse or partner, child, stepchild) who come to assume an employment relationship with Petrobras, will become Full Beneficiaries.

Paragraph 4° - The co-participation of employees, retirees, and pensioners in the costing of procedures classified as Low Risk in the AMS will be made according to the table (annex VI).

- I. For the Beneficiaries without Petros who left the Company as of May 24th 2006, the percentage of coparticipation in the Low Risk will be according to the specific range "Without Petros" of the table (annex VI).

Paragraph 5° - The participation of employees, retirees and pensioners in the costing of procedures classified as High Risk in the AMS will be made with a fixed

monthly contribution and an additional contribution, in the same amount as the regular contribution, which will always be charged in the month of November.

Paragraph 6° - For the High-Risk contribution, the values shown in the attached table VII will be applied.

- I. For the Beneficiaries without Petros who left the Company as of May 24, 2006, the value of the contribution of the High Risk will be according to the tables in Annex VIII.
- II. The values relative to the High Risk included in the tables (annex VII and VIII) will be readjusted on 03/01/2023, by the Medical-Hospital Cost Variation index (VCMH), referring to the closed twelve-month period, calculated by a health market reference institute, considering the accumulated percentage in the period of twelve (12) months.
- III. The application of the aforementioned index, under the proposed terms, falls only on the monthly fees owed by the beneficiaries, without prejudice to the observance of the limits provided for in the main section of this clause. In other words, the application of the mentioned adjustment cannot expand the foreseen limits of participation, and the necessary adjustments must be made to the amounts owed by the beneficiaries to observe the said limit, even with the application of the proposed adjustment.

Paragraph 7° - It is classified as High Risk all and any assistance provided in a hospital or home care regime, as well as emergency and urgent care for the beneficiaries, carried out in hospitals/health care centers that work with hospitalization, in addition to certain medications and procedures of high complexity and/or high cost, whose insurance risk is high. Outpatient care performed in a hospital environment will be classified as Low Risk.

Paragraph 8° - The financial coparticipation of employees, retirees, and pensioners in the costing of orthodontic services will be fifty percent (50%), regardless of the holder's income class.

Paragraph 9° - The financial coparticipation of the employees, retirees, and pensioners in the costing of dental and psychotherapy services will be calculated according to the Low-Risk table.

Paragraph 10° - Beneficiaries will be distributed by age group and income class for the purpose of calculating participation in the AMS High Risk coverage. Dependents will be classified according to their age group and the income class of the AMS holder. In calculating the participation of Onshore Staff employees, all income portions should be considered, with the exception of:

- I. 13th Salary;

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

Paragraph 11° - In calculating the participation of retirees or pensioners in the High Risk, all the installments, except for the 13th salary, must be considered. Dependents will be placed in the same income class as the Accountholder Beneficiaries.

Paragraph 12° - Any and all care covered by AMS is free of grace periods.

Paragraph 13° - The Company guarantees the maintenance of dental implant coverage to all AMS beneficiaries as long as they are eighteen (18) years old or older, subject to the technical criteria for its use according to AMS norms.

Paragraph 14° - The reimbursement for Free Choice will be made as follows:

- I. The reimbursement process will take place within thirty (30) days from the receipt of the complete documentation at AMS;
- II. Reimbursement denials and their respective reasons will be communicated to the beneficiary and/or responsible family member;
- III. The relationship channels are already structured to inform beneficiaries of the reimbursement amounts for the intended procedures, within the established timeframe, as well as the rules for reimbursement, within 30 days, once the submitted documentation is complete;
- IV. The table with Petrobras' reference values for reimbursement purposes in the Free Choice service modality will be made available on the AMS Portal;

Paragraph 15° - The Company will continue to improve the technical and administrative procedures of the Multidisciplinary Health Care Program - AMS in order to guarantee the quality of the services provided and adapt it to the costing parameters that allow the benefit to be preserved.

- I. The improvements referred to in this Paragraph, which increase the current costs, will only be implemented if the relationship foreseen in items I and II of the head of this clause is maintained.

- II. The Company will keep the Trade Union informed about the update of the improvements of the technical and administrative procedures of the AMS Program.
- III. The Company will keep available the AMS Eligibility and Coverage procedures on the *Portal de Gestão* and the AMS Regulation on Petrobras' corporate portals.
- IV. Training on AMS procedures will be held for all teams, aiming at improving the service to beneficiaries.

Clause 32. Authorization of AMS procedures

Authorization of AMS procedures will comply with the following rules:

- I. No urgent and emergency procedures will depend on prior authorization;
- II. Procedures necessary for the diagnosis and follow-up of inpatients will be released within twenty-four (24) hours, either through AMS channels or based on in loco assessment by an AMS auditor;
- III. All healthcare procedures that require prior authorization will have their healthcare coverage guaranteed according to the deadlines set forth in the specific regulations in force by the ANS;
- IV. In order to guarantee the fulfillment of the previous item, the AMS prior authorization terms will have an estimated average duration between five (5) and fifteen (15) working days, respecting the maximum terms established by ANS;
- V. All elective procedures that require a medical examination will be authorized only after it has been performed;
- VI. The AMS relationship channels, whenever activated, will communicate the result of the authorization request;
- VII. Denials of authorization will be communicated to the beneficiary and/or family member by a qualified professional, preferably from the health area (doctors, nurses, social workers, among others).

Clause 33. Health care providers network

The Company makes the following commitments in relation to the health care providers' network:

- I. The company will continue with the structured plan to expand the current network of health care providers network members based on indications received from beneficiaries, contemplating regional particularities, in accordance with the ANS legislation;
- II. The Company will continue to seek alternative accreditation solutions for regions with low beneficiary density, with the objective of providing a solution that provides broad coverage through an health care providers

- network, in addition to that provided for in the Free Choice, with priority in the areas where the Company's new enterprises are being developed;
- III. Access to accreditation will be conducted according to network sufficiency criteria, and professional qualification and experience requirements will be met, depending on the number of accredited professionals in the region, the number of beneficiaries, and the technical competencies identified. For this, we depend on the offer of welfare services in these places;
 - IV. The qualification and experience requirements will contemplate the reality of each region;
 - V. The company will continue to study the implementation of a Referral Network model, composed of specialized centers and reference professionals, activated from an appointment scheduling center, which will be added to the healthcare providers network available to AMS beneficiaries.

Sole Paragraph - The Company will follow the determinations of the National Supplementary Health Agency (ANS) and recommendations from medical and dental societies, except for those with commercial or aesthetic purposes, in order to update the composition of the procedure tables, as well as making efforts to accredit professionals and health institutions to care for AMS beneficiaries, especially in locations where the lack of care is more pronounced.

Clause 34. Payroll Lending Limit

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

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

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

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

- I. Collection of expenses related to procedures classified as Low Risk performed by dependent beneficiaries (child or stepchild) in the Plan 28 situation;

- II. Collection of the amount referring to the financial coparticipation from beneficiaries who use the Pharmacy Benefit (partially subsidized drugs and/or non-subsidized drugs);
- III. Collection of all expenses from beneficiaries included by court order;
- IV. Unwarranted removal by ambulance;
- V. Others to be negotiated in the AMS Committee, which will be included in the Company's AMS regulatory standard;
- VI. Refund of expenses for misuse.

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

Clause 35. Full Deduction

To all enrolled beneficiaries who do not meet the defined eligibility criteria, the participation rules foreseen in this agreement do not apply, since all their expenses will be fully borne by the holder.

Clause 36. Permanence in AMS

The permanence in AMS for retired employees will be conducted in observation to the following criteria:

- I. To be guaranteed the right to AMS after retirement, employees hired as of 01/01/2010 must have contributed to the benefit for at least ten (10) years.
- II. Amnesty employees, based on Law 8,878/1994, will be assured the right to AMS provided that they have Seniority-based pay (ATS) equal to or greater than ten (10) years at the time of their effective dismissal from Petrobras and have not been dismissed for just cause or for convenience of the Company.
- III. For employees who have already joined the Company retired, the AMS will be guaranteed, after the effective dismissal from Petrobras, provided they have been linked to AMS for at least (10) years.

Paragraph 1º - The ten (10) year period mentioned in item I will not apply in situations of the employee's death or in cases in which the National Institute of Social Security (INSS) grants the employee retirement due to disability.

Paragraph 2º - For retirees who do not meet the deadlines mentioned in items I, II and III, it will be offered the option of remaining with AMS for a period proportional to the time of contribution to the benefit, according to the legislation in effect (RN 279 of the ANS or the one that replaces it).

Paragraph 3º - The rule contained in item II applies to employees amnestied by Law 8878/1994, who joined the Company retired by the Official Social Security.

Clause 37. AMS for Retired Employee with Current Employment Contract

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

Clause 38. Accompanying Hospital Fee

The Company will guarantee, when negotiating daily rates and fees at the accredited hospital network, meals and overnight accommodation for companions of:

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

Clause 39. Caregiver Allowance

The Company will make the Caregiver Aid available in the following modalities:

- I. PAE Caregiver Allowance: for beneficiaries enrolled in the PAE, with reimbursement in the maximum amount of one (1) national minimum wage, requiring technical analysis and previous authorization, foreseen in normative regulation.
- II. Caregiver Allowance for the Elderly: for AMS beneficiaries over sixty (60) years old and with compromised functional capacity, with reimbursement in the maximum amount of one (1) national minimum wage, requiring technical analysis and prior authorization from the Company's medical area, provided for in normative regulations.

Clause 40. Pharmacy Benefit

The Company will make available a Pharmacy Benefit Program for AMS beneficiaries, where the cost of medication will be borne by the beneficiary's coparticipation.

Paragraph 1º - The covered diseases will be classified in four (4) categories whose drugs will have full, special or partial subsidy, according to the tables (annex IX).

- I. For the beneficiaries without Petros who left the Company as of May 24, 2006, the percentage of the coparticipation in the Pharmacy Benefit will be according to the specific range "Without Petros" in Annex IX.

Paragraph 2º - The supply of the drugs will be carried out through delivery, except in the case of the acquisition of drugs over one hundred and fifty reais (R\$150.00), whose indication is for the treatment of acute diseases.

Paragraph 3º - The Company will grant up to one hundred (100) glucose ribbons per month for insulin-dependent diabetic patients, through reimbursement costed by Low Risk.

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

CHAPTER IV - EMPLOYMENT SECURITY

Clause 41. Dismissal without Cause

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

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

b) Reconsideration of the resignation proposal

Clause 42. Overstaff

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

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

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

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

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

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

Clause 43. Staffing Plan for Active Portfolio Management

The Staffing Plan will be offered to all employees assigned to the departments and properties included in each of the Company's Active Portfolio Management Projects, such as divestments, hibernation, building demobilization, decommissioning, or activity reduction processes.

Sole Paragraph - The employees impacted by Active Portfolio Management will be guaranteed the permanence in the Company of all those who so wish.

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

Clause 44. Job Guarantees

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

- I. Pregnant: to the pregnant employee, up to seven (7) months after delivery, in the terms established in item b, clause II, of article 10 of the Transitory Provisions of the Federal Constitution.
- II. Accident at work: to the employee who suffered an accident at work, for one (1) year, as of the cessation of the accident-related sick pay. This guarantee will not be in effect in cases of contract termination for just cause.
- III. Carrier of occupational disease: the employee who suffers from an occupational disease contracted during the course of his current employment will be subject to the same conditions and guarantees related to employees who suffer on-site accidents.

Clause 45. Implementation of New Technologies

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

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

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

Clause 46. Staff Relocation

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

CHAPTER V - STAFF PLANNING, RECRUITMENT, SELECTION AND MOVEMENT

Clause 47. Filling Director Positions

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

Clause 48. Homologation of Contractual Termination

The Company and the Trade Unions agree that the homologation of terminations of employees' employment contracts must be carried out at the respective Trade Unions representing the professional category, provided that there is representation of the class entity at the site and that there is no express opposition by the employee or refusal by the entity for any reason.

Sole Paragraph - In cases in which the employee chooses not to homologate the termination of his/her employment contract at the respective Trade Union, the Company will forward a copy of the contractual termination to that Entity.

Clause 49. Family Preservation

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

CHAPTER VI - WORKING CONDITIONS

Clause 50. Agreed Absences

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

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

Clause 51. Work Period

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

Paragraph 1º - The Company will maintain at two hundred and ten (210), two hundred (200), one hundred and eighty (180), one hundred and sixty-eight (168), one hundred and sixty (160), one hundred and fifty (150) and one hundred and twenty (120) the Monthly Total Hours (THM) for payment and deduction of frequency occurrences, respectively, for weekly workloads of forty-two (42) hours, forty (40) hours, thirty-six (36) hours, thirty-three (33) hours and thirty-six (36) minutes, thirty-two (32) hours, thirty-three (30) hours, and twenty-four (24) hours, all on average.

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

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

Clause 52. Workday - Swing Shift Work

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

Clause 53. Workday - Rotating shifts - 12-hour onshore units

Wherever it deems necessary, the Company may implement, for the employees who work at the onshore units, a swing shift work with a workday of twelve (12) hours, in accordance with pre-established criteria, maintaining the work x day off ratio of one by one and a half (1 x 1.5), with the composition of five (5) groups, through negotiation and agreement of the respective local trade union, without, consequently, paying any overtime, guaranteed, however, the payment of night work, rest and food hours and hazard pay, when applicable.

Clause 54. Workday - Swing Shift Work - 12h TIR for administrative and/or non-industrial employees

The Company may implement, where it deems necessary, for employees who work in administrative and/or non-industrial properties, in non-confined environments, the swing shift work with a 12-hour day, according to pre-established criteria, through negotiation and agreement of the respective local trade union without, as a consequence, paying any overtime, guaranteed, however, the payment of night work, rest and food hours and hazard pay, when applicable.

Clause 55. Workday - Special Traffic Air Support Work Regime

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

Clause 56. Workday - Special Field Work Regime

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

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

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

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

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

Clause 57. Eventual Work in Special Work Regimes

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

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

Clause 58. Flexible Work Hours

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

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

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

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

Clause 59. Workday - Administrative

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

Paragraph 1º - The Company guarantees to employees engaged in the Administrative work regime and not covered by flexible work hours system, the possibility of extending the daily workday to compensate for days off, to regulate regional practices already established, upon signing a local agreement with the employee representative entity, according to needs from the units involved, in locations far from urban centers.

Paragraph 2º - Compensation for pending hours for December 24 and 31, 2019 and Ash Wednesday 2020, for hours referring to December 24 and 31, 2020 and Ash Wednesday 2021, as well as for hours on December 24 and 31, 2021, Ash Wednesday 2022 and Ash Wednesday 2023 must be held by 12/31/2023.

Paragraph 3º - The total hours to be compensated will be debited in installments considering the period foreseen in the Paragraph above.

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

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

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

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

Clause 60. Working Hours Reduction Option with Proportional Reduction of Remuneration

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

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

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

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

Clause 61. Lactating Employee Allowance

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

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

Clause 62. Allowance for Employees with Disabilities Requiring Medical Attendance.

The Company commits to allow employees with disabilities (specified by Decree 3298/99 and Decree 5296/04, by Precedent 377 of the Superior Court of Justice and/or Law 12764/2012), that require medical monitoring, up to two (2) hours per day, provided that requirements in this

Paragraph are met, regulated by Petrobras' norms.

- I. To qualify for the benefit, the employee must be assessed by a multidisciplinary health committee of the Company, which will have full

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

Clause 63. Maternity Leave - Extension

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

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

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

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

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

Clause 64. Maternity Leave Extension - Premature Birth

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

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

maximum period of sixty (60) days when the premature baby's hospitalization exceeds this period.

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

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

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

Clause 65. Paternity Leave

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

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

- I. The period of days (20) referred to in the Paragraph will consist of the five (5) days provided for in §1 of art. 10 of the Temporary Constitutional Provisions Act, and for the fifteen (15) days provided for in item II of article 1 of Law 11,770 of September 9, 2008, amended by Law 13,257/2016, subject to the validity of the tax incentive.
- II. If the conditions described in the Paragraph are not met, the employee will be entitled to the leave described in the main section.
- III. The twenty (20) day leave described above is not cumulative with the ten (10) day leave provided in the main section.

Paragraph 2º - Paternity leave is extended, under the same conditions established above, to employees whose spouse or partner is on maternity leave with a benefit recognized by the INSS.

Clause 66. Adoption Leave

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

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

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

Clause 67. Prenatal Tests

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

Clause 68. Employee Student

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

CHAPTER VII - INDUSTRIAL SAFETY AND OCCUPATIONAL HEALTH**Clause 69. Periodic Health Exams**

The Company will exempt the employees from any participation in the expenses related to the medical exams requested by it, as long as they are related to their activities or described in the norms, including the diagnostic investigation exams and those related to the causal connection of work-related illnesses.

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

Paragraph 2º - The Company will specify, when issuing the Occupational Health Certificate, the occupational risks present in the work environment according to the Environmental Risk Prevention Program (PPRA - NR-9) and the Occupational Health Medical Control Program (PCMSO - NR-7) of the employees' Homogeneous Exposure Groups (GHE).

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

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

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

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

Paragraph 7º - The Company ensures that each employee will be informed and oriented, by the Occupational Health area of his or her Unit, of the results of the evaluation of his or her health condition and of the complementary exams to which he or she is submitted and will be provided with a copy whenever requested by him or her. Upon the express authorization of the employee, the Occupational Health area of his or her Unit will provide the doctor indicated by him or her with the results of the reports, opinions, and exams, with the provision of copies and information on health, related to his or her occupational activities.

Paragraph 8º - The Company will perform medical and dental examinations on every employee at the time of retirement, in accordance with the orientation of the Company's Health Unit. Expenses for treatment, if indicated and provided that there is evidence of an occupational disease acquired in the Company, will be borne by the Company.

Clause 70. Access to Workplaces

The Company, upon previous understanding, will ensure the access to the workplaces of one (1) Labor Physician and/or one (1) Labor Safety Engineer, from Trade Union, to monitor the health and safety conditions.

Sole Paragraph - The annual report of the Environmental Risk Prevention Program (PPRA) and the Occupational Health Medical Control Program (PCMSO) of the Units will be presented to the representatives of the Trade Union Entities in the Units' HSE Commissions.

Clause 71. HSE Committees of Own and Contracted Employees and CIPAs

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

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

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

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

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

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

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

Clause 72. Healthy Eating Program

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

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

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

Paragraph 3° - The Company's Units will make space available for periodic agro-ecological product fairs, with a focus on family agriculture.

Paragraph 4° - The Company will supervise the Health Eating Program with the support of health and/or nutrition professionals, at the sites where Petrobras is responsible for the supply of food.

Paragraph 5° - The Company will discuss this topic within the HSE committees established at the Units.

Paragraph 6° - The Company will improve the Health Eating Program according to the health profile of the employees surveyed in the Periodical Medical Examination.

Paragraph 7° - The Company will ensure the same food for all users of the restaurants in the Units where this service is offered by the Company.

Paragraph 8° - The Company will encourage employees to adopt active and healthy lifestyles that include physical activity and sports, including on its premises.

Clause 73. Constitution of CIPAs and their representatives

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

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

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

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

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

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

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

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

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

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

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

Paragraph 11° - Regarding CIPAs in the Offshore area, the Company will adopt what is established in annex II of NR-30.

Paragraph 12° - The Company commits itself to make feasible the presence of a trade union representative, a Petrobras employee, chosen by the Trade Union, three times a year in each Platform, to the Regular CIPA Meetings in Platforms.

Paragraph 13° - The boarding of trade union representatives to participate in the ordinary meetings of CIPA on the Platforms will take place the day before the meeting, depending on the logistical availability for transportation of personnel and onboard space for overnight stay. If this is not possible, the Unit must present a detailed justification of the reasons for the impediment.

Paragraph 14° - The Company undertakes to discuss the progress of the work plan for CIPA on the Platforms with the Trade Unions, in the Local HSE Committees.

Clause 74. Workplace Accident Communication

The Company ensures the electronic forwarding to the Trade Union of the copy of the Workplace Accident Communication within twenty-four (24) hours of its issuance.

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

Clause 75. Conduction of Workplace Risk Lectures

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

Clause 76. Access to the Workplace and Participation in Accident Investigations

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

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

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

Paragraph 3º - The Company assures the Trade Union Entities the maintenance of the characteristics of the accident site classes 04 and 05, in order to preserve the elements useful to its investigation.

Paragraph 4º - The Company will guarantee the investigation of any work accident by CIPA, as established in NR-5.

Paragraph 5º - In case of accidents with product leakage, the Company will set up a commission to investigate the causes with the participation of the Trade Union and CIPA.

Clause 77. Occupational Health and Safety Conditions

The company will maintain its efforts to permanently improve safety, environmental, and occupational health conditions, in accordance with what is established in its policies and guidelines for these areas.

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

Paragraph 2º - The Company undertakes to inform its workers, electronically and individually, of the environmental risks of its Homogeneous Exposure Group (GHE) and those included in Unit's Environmental Risk Prevention Program (PPRA).

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

Paragraph 4° - The company will adopt a policy of prevention and treatment of RSI / WMSD, where applicable with specific actions in the workplace ensuring the implementation of preventive practices for the diseases.

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

Paragraph 6° - The Company will implement improvements in the occupational examination procedures and in the health actions of the contracted companies, in the next service contracting processes.

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

Paragraph 8° - The Company will wash, sanitize and dispose of the uniforms of its employees, in the operational segments.

Paragraph 9° - The Company undertakes not to link the granting of benefits to accident reduction, as well as not to include accident targets in the employees' Performance Management.

Paragraph 10° - The Company will ensure that new projects are preceded by safety engineering and occupational health studies.

Paragraph 11° - The Company undertakes to consider the female structure, in the specification of Personal Protective Equipment (PPE) including uniforms for the different sexes and pregnant women, and to implement the pertinent adjustments after concluding the studies that are in progress in the "Pro Gender and Race Equality Program".

Paragraph 12° - The Company is committed to continue the negotiations with DECEA (Airspace Control Department) to establish an operational agreement for the search and rescue service.

Paragraph 13º - The Company will hold, in its Operational Units, specific quarterly meetings between the Specialized Occupational Health and Safety Services, both its own and contracted, with the aim of standardizing actions and exchanging experiences, with the participation of members of the CIPAs and the local HSE Commission.

Clause 78. Safety at Work - Official Inspections

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

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

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

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

Clause 79. Firefighting and First Aid

The Company will keep, in its Operations Units, the materials and equipment necessary to provide first aid, according to the characteristics of each location and personnel trained for this purpose.

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

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

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

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

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

Clause 80. Environmental and Biological Monitoring

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

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

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

Paragraph 3º - The Company will include in the Familiarization for health professionals, a specific discipline for learning about the Company's activities, aiming at better training for conducting occupational exams.

Clause 81. Health Policy

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

Paragraph 1º - The Company, in articulation with the Trade Unions, will develop a program for the return-to-work activities for employees on leave due to illness or work-related accidents.

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

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

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

Paragraph 5º - The Company will act in the sense of composing Petrobras' health teams only with employees, in accordance with the legal demands. The staff of the Health Services of its Units will be defined according to the specificities of each Unit in order to enable immediate attention to medical emergencies.

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

Clause 82. Right of Refusal

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

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

Clause 83. Disease Prevention

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

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

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

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

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

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

Clause 84. Benzene Agreement

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

Clause 85. National Safety Campaign

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

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

Clause 86. Profissiographic Social Security Profile

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

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

Paragraph 2º - During the term of the Collective Bargaining Agreement 2022-2023, the Company will maintain the National Committee composed of technical representatives from the Company and from the Trade Unions, with the objective of discussing, specifically, the issues related to special retirement in accordance with the health, labor, and social security legislation in effect.

Clause 87. HUET Training, Fleet Renewal, Supervision

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

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

CHAPTER VIII - UNION RELATIONS**Clause 88. Profit-Sharing Program - PLR**

The Trade Union Entities will be the interlocutors with the Company for the purposes of negotiating Profit Sharing, as prescribed in Law 10101/2000, of 12/19/2000.

Clause 89. Permanent Committees

The Company and the trade union entities will keep the following permanent committees in operation: Monitoring of the Collective Bargaining Agreement,

Safety Environment and Health (SMS) and AMS - Multidisciplinary Health Care, which will meet every three (3) months.

Paragraph 1º - The Company will guarantee periodic meetings between the Human Resources managers of the Units and the respective Trade Union, on previously negotiated dates, with the objective of dealing with local issues of common interest.

Paragraph 2º - The costing of the AMS Program will be discussed within the AMS Committee.

Clause 90. Headcount

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

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

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

Clause 91. AMS to Trade Union Leaders

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

Sole Paragraph - The portion related to the participation in the AMS costs of the trade union leaders, mentioned in the main section and beneficiaries linked to them, will be reimbursed monthly by the Trade Union to which they are affiliated, by means of a deduction in their respective credits with the Company.

Clause 92. Social Security Contribution

The Company will discount from the regular payroll, observing its operational schedule, the amounts approved at the General Meetings, as an Assistance Contribution to the trade unions, in accordance with the provisions of item IV of

article 8 of Chapter II of the Federal Constitution, provided that there is no opposition from the employee made through the Company's system within sixty-five (65) days after receipt by Petrobras of the communication from the trade union containing the call notice and the respective minutes of the meeting. At the end of the period, the Company will send a report to the trade union with information about the collection.

Paragraph 1º - The employee who, for reasons beyond his control, is unable to manifest his opposition to the deduction within the period provided in the main section of this clause, may request the return of the deducted amount to the Trade Union.

Paragraph 2º - Since the Company is merely the withholding source for the Contribution, the Trade Unions will be responsible for any payment due to judicial decisions resulting from lawsuits filed by employees against the deduction.

Clause 93. Trade Union Monthly Fee

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

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

Clause 94. Trade union elected members

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

- I. Up to one (1) trade union leader without loss of pay;
- II. Up to more one (1), or more two (2), or more three (3), or more four (4) or more five (5) trade union directors, without loss of pay, when the trade union entity has territorial bases with more than one thousand (1,000), or more than two thousand (2,000), or more than three thousand (3,000), or more than four thousand (4,000), or more than five thousand (5,000) active employees, respectively, based on the Company's staffing on 09/01/2022;
- III. Up to eighteen (18) base managers, for a maximum of eleven (11) days per year for each of these managers, without loss of pay;
- IV. Up to three (3) trade union leaders, under the conditions of art. 543, of Brazilian Labor Law with partial onus for the Trade Union;

- V. No limit to trade union leaders, under the conditions of art. 543 of the Brazilian Labor Law, with total onus for the Trade Union Entity.

Paragraph 1º - The Company ensures the release of eleven (11) trade union leaders for the FUP and four (4) for the FNP, totaling fifteen (15) releases, without prejudice to their remuneration.

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

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

Paragraph 4º - The reimbursement of wages and charges referred to in Paragraphs 2 and 3 will be made monthly, by means of deduction from the credits of the Trade Union with the Company. Non-refunding by the Trade Union for whatever reason, will result in immediate suspension of the commitment established herein.

Paragraph 5º - The elected membership described in item III do not apply to officers with full release under this agreement.

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

Paragraph 7º - Union elected filled positions described in this clause must be communicated to Petrobras at least four (4) calendar days in advance, in the case of employees who work in confinement, and two (2) calendar days in advance for the other work regimes, by means of a letter containing the name and position of the trade union leaders who will be released, so that the Company's activities are not affected.

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

Paragraph 8º - Filled union position referred to in this clause, except for the one described in item III, must cover at least the entire period of the work vs. day-off ratio (as per Annex X) so that no retroactive day-off credits or debits are generated.

Paragraph 9º - The Company and the Trade Unions agree that the membership positions agreed to in this clause do not cancel the suspension or interruption of the labor contract of the employees who make use of them.

CHAPTER IX - OTHER PROVISIONS

Clause 95. Employee Representation Committee

The Company will not implement employee representation committees, as provided for in article 611A of the Brazilian Labor Law, considering the changes arising from Law 13467/17, of 07/13/2017.

Clause 96. Drivers

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

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

Clause 97. Electronic Time clock system

The Company and the Trade Unions, in accordance with Ordinance 373/2011 of the Ministry of Labor, agree that the electronic point systems used for the registration and control of the workday schedules are considered and accepted as valid and legal instruments for checking the frequency of the Company's employees.

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

Clause 98. Supervision of Outsourced services

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

Clause 99. Diversity

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

Paragraph 1º - The Company will not practice any difference in salary or career progression of the employee as a result of his/her color, race, gender or sexual orientation.

Paragraph 2º - The Company will prepare and disseminate informative materials, directed to the workforce, to prevent gender and ethnic/racial discrimination practices and moral and sexual harassment practices.

Paragraph 3º - The Company will implement the Program for Approaching Disability in People Management aimed at consolidating and disseminating specific content on disability, raising awareness among management and employees on the subject and analyzing improvements for the inclusion of employees with disabilities in work teams and in Company.

Clause 100. Review, Termination, Revocation

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

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

X - TERM

Clause 101. Term

This Instrument shall be in effect from September 1, 2022, until August 31, 2023, except for those clauses that expressly provide otherwise.

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

Clause 102. Preservation of regional collective bargaining agreements

The parties agree that regional collective bargaining agreements in effect at the time this Agreement is signed will be preserved.

Sole Paragraph - This instrument does not change the terms set forth in the regional collective bargaining agreements.