

PETROBRAS STATEMENT OF DIVERSITY AND COMBAT OF HARASSMENT AND DISCRIMINATION

We express in our Code of Ethical Conduct and in the Human Rights Guideline Petrobras' commitment to promoting Diversity and rigorously combating situations of harassment and discrimination. Our commitments are:

"Ensure a work environment that respects, welcomes and promotes diversity of culture, race, skin color, ethnic origin, nationality, social position, age, religion, gender, sexual orientation, personal aesthetics, physical, mental or psychic condition, marital status, opinion, political conviction, gender identity or any other factor of individual differentiation"

"Curb, not practice and not be conniving with any type of aggressive behavior or physical and psychological violence, including moral or sexual harassment, in addition to welcoming the person who reports being a victim of such practices"

Even in the face of this clear and express commitment, we understand that work environments, at Petrobras and at all companies, are inserted in a broader context of society, influenced by historical and cultural factors. In personal relationships, this can intrinsically reflect on structural problems such as racism, sexism, ableism, homophobia and transphobia, among others, even if unintentionally.

Therefore, the company makes its position clear and continues to act assertively in raising awareness about the importance of respect for people for a healthy, inclusive and safe environment, committed to dealing with cases of harassment or discrimination that may be identified.

WE AIM FOR:

- A work environment that values diversity and offers safe and equitable conditions for all people. We dedicate special attention to groups that have historically been discriminated against due to physical characteristics, gender, sexual orientation, color, race and ethnicity, creed and religion, among others. We develop and support inclusive and affirmative actions aimed at specific groups such as women, black people, indigenous people, people with disabilities and LGBTQIA+ people.

WE DO NOT TOLERATE:

- Violence, physical or verbal aggression, attitudes of moral or sexual harassment or discriminatory attitudes and behavior against anyone, giving special attention to the protection of women, black people, indigenous people, people with disabilities and LGBTQIA+ people, among others.
- Everyday microaggressions, not directly expressed as physical or verbal violence, but manifested in the form of jokes and insinuations that result in disrespect for people or minority groups, generating discomfort, malaise and imbalance in the work environment.
- Retaliation against whistleblowers of violence at work, whether employees linked to Petrobras or workers linked to service provision contracts.

WE ENCOURAGE AND PROMOTE:

- Awareness and education actions on the value of diversity and the importance of promoting human rights, combating harassment, discrimination and microaggressions.
- Affirmative actions aimed at expanding, in the company, the representation and inclusion of women, black people, people with disabilities and LGBTQIA+, among other groups.
- Possibility of reporting through independent channels followed by diligent and timely handling of suspected cases of harassment or discrimination. When confirmed, they will be followed by effective and proportionate punishments for the identified conduct.

We recognize that numerous improvements are needed towards a more just, equitable and egalitarian society. It is Petrobras' duty to lead by example and be a reference in promoting diversity, respect for people, justice and human rights.