

# Diversity, Equity, and Inclusion Policy

## 1. MINUTES OF APPROVAL

Policy approved by the Board of Directors of Petrobras on September 21, 2023.

## 2. SCOPE

Applicable to the Petrobras System, pursuant to article 16 of the Company's Bylaws.

## 3. PRINCIPLES

- 3.1 Petrobras respects and values diversity, equity and inclusion in all its activities and work environments as a way to strengthen an inclusive culture, have a positive impact on the organizational climate, well-being, decision-making, innovation, productivity and the relationship with stakeholders.
- 3.2 Diversity, equity and inclusion are fundamental elements of our strategic planning, projects, processes and operations.
- 3.3 Petrobras does not tolerate the violation of any human rights, harassment and negative discrimination on the grounds of culture, race, skin color, ethnic origin, origin or social class, age, religion, gender, sexual orientation, personal aesthetics, physical, sensory, intellectual, or mental condition, marital status, opinion, political opinion, gender identity, or any other individual differentiation factor.
- 3.4 Our decisions also consider the influence of unconscious biases, mitigating the risk of choices, behavior and preconceptions that may jeopardize the achievement of the objectives of this policy.
- 3.5 Our operations consider legal requirements as the minimum to be met, while we seek to go beyond compliance with legislation, positioning ourselves to be recognized as a benchmark company in terms of diversity, equity and inclusion in Brazil and abroad.

## 4. GUIDELINES

- 4.1 To assign the senior management and other company leaderships to play the leading role and be exclusively responsible for effectively carrying out diversity, equity and inclusion actions, being an inclusive leadership, setting an example and inspiring employees to display the expected behavior, maintaining the continuous development of the initiatives as one of the company's priorities.

- 4.2 To determine that diversity, equity, and inclusion will permanently be on the agenda of the senior management, establishing the governance model to monitor how actions, goals, indicators and the due resolutions will be developed.
- 4.3 To establish the governance model, maintain the structure and allocate the necessary resources to manage diversity, equity and inclusion in an integrated manner across the company's areas.
- 4.4 To encourage the creation of diversity and affinity groups and provide the conditions for their operation.
- 4.5 To map, update the mapping, monitor and analyze how diverse the company's employees are.
- 4.6 To ensure that diversity data will be processed in compliance with the legislation, considering purpose, needs, adequacy and security.
- 4.7 To promote non-discrimination and equal opportunities, including affirmative actions intended for underrepresented groups, considering their intersectionality, in order to foster equity in the company's practices and processes, including concerning recruitment, retention, selection, succession, mobility, performance, promotion, recognition, reward, benefits, training, development, dismissal and retirement.
- 4.8 To promote accessibility in line with the current legislation to ensure the equality of conditions and work relationships.
- 4.9 To consider the social determinants of health with a high impact on underrepresented groups when fully addressing occupational health.
- 4.10 To consider diversity, equity and inclusion aspects when carrying out actions to promote wellness and work-life balance.
- 4.11 To establish a safe and effective process to fight discrimination and moral or sexual harassment, offering at least: (i) safe and accessible reporting channels so that everyone can make reports; (ii) measures to welcome and protect victims from any retaliation; (iii) agile, specialized and impartial investigation of the reports; (iv) punitive actions for confirmed cases, including any omissions related such events; (v) the use of the generated data as input to take preventive actions; and (vi) measures to restore the workplace environment.
- 4.12 To consider the risk of discrimination and harassment in Petrobras' risk management activities.
- 4.13 To provide an environment of trust, active listening and psychological safety in which people can have their identities respected, weaknesses expressed, and ideas and opinions shared, without stereotypes or limiting beliefs.

- 4.14 To develop continuous actions to educate and disseminate information, so as to train, raise awareness and engage the workforce, suppliers and communities as to diversity, the importance of equity, and initiatives that promote inclusion and fight prejudice, discrimination or harassment, ensuring conditions for prioritizing their participation.
- 4.15 To adopt inclusive communication by utilizing language and visual elements that represent human and cultural diversity, free of stereotypes and discrimination signs.
- 4.16 To support and aid the government in preparing and improving public policies and legislation on the matters addressed in this policy.
- 4.17 To continuously monitor compliance with the legislation on diversity, equity and inclusion, working to mitigate the risk of related infractions that may imply losses to people and the company.
- 4.18 To set goals and indicators that contribute to the achievement of principles and guidelines set forth in this policy, based on studies that identify any gaps in diversity, equity and inclusion across hierarchical levels and the definition of action plans in the event of failures to the achievement of the established objective.
- 4.19 To give transparency to diversity, equity and inclusion actions as well as to the development of the established goals and objectives.
- 4.20 To continuously improve the company's set of rules and procedures, including their fitness for the legislation and alignment with the best diversity, equity and inclusion practices applicable to our business in Brazil and abroad.
- 4.21 To engage suppliers, other organizations with which we have a relationship and society as a whole as to the adoption of initiatives and behavior aiming at promoting diversity, equity and inclusion.
- 4.22 To recognize suppliers demonstrating effective commitment to diversity, equity and inclusion practices.
- 4.23 To support projects aiming at promoting diversity, equity and inclusion, especially those with a direct connection with our business, even if they are coordinated by other organizations.
- 4.24 Whenever applicable, to lead or compose voluntary public initiatives and commitments that involve public or private organizations, with the common purpose of encouraging the adoption of diversity, equity and inclusion practices.
- 4.25 To provide the workforce with easy access to rules, documents, guidelines and information on the diversity, equity and inclusion agenda.

## 5. REFERENCES

1. Code of Ethics and Conduct (PL-OSPB-00018).
2. Human Resources Policy (PL-OSPB-00004).
3. Social Responsibility Policy (PL-OSPB-00013).
4. Health, Safety and Environmental Policy – HSE (PL-OSPB-00002).
5. Compliance Policy (PL-OSPB-00008).
6. Senior Management and Fiscal Council Nomination Policy (PL-OSPB- 00010).
7. Business Risk Management Policy (PL-OSPB-00007).
8. Communication and Relationship Policy (PL-OSPB-00011).
9. Petrobras Supplier Code of Ethical Conduct.
10. Human Rights Guidelines.
11. Corporate Guidelines on Accessibility at Petrobras.
12. 1988 Federal Constitution of Brazil: recognizes that everyone is equal before the law, without any distinction, ensuring human dignity as a fundamental right.
13. Law 7,716/1989 - Racial Crime Law.
14. Law 8,069/1990 - Statute of Children and Adolescents.
15. Law 9,029/1995 - Employment Discrimination Law.
16. Law 10,098/2000 - General rules and basic criteria for promoting accessibility for persons with disabilities or reduced mobility. This law enforces the right of accessibility.
17. Law 10,216/2001 - Provides for the protection and rights of people with mental disorders.
18. Law 10,648/2003 - Affirmative Actions Law.
19. Law 10,678/2003 - Racial Equality Promotion Law.
20. Law 10,741/2003 - Senior Citizens Act.
21. Law 11,340/2006 - Maria da Penha Law.
22. Law 12,288/2010 - Racial Equality Act
23. Law 12,764/2012 - National Policy of Protection of Rights of People with Autism Spectrum Disorder.
24. Law 13,146/2015 - Persons with Disabilities Act.
25. Law 14,553/2013 - Procedures and criteria for collecting information on the percentage of ethnic and racial segments in the job market.
26. Decree 9,508/2018 - National Policy on the Promotion of Racial Equality.
27. ADO 26 and MI 4733/STF - Homophobia and transphobia become equal to racial crime (Law 7,716/1989).
28. Universal Declaration of Human Rights.
29. International Convention on the Elimination of All Forms of Racial Discrimination.
30. Convention on the Elimination of All Forms of Discrimination against Women.
31. Convention on the Rights of Persons with Disabilities.
32. Convention on the Rights of the Child.
33. International Covenant on Civil and Political Rights.
34. International Covenant on Economic, Social and Cultural Rights.

35. U.N. International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families.

## 6. DEFINITIONS

**Accessibility:** ability and condition to utilize – with safety and autonomy – premises, furniture, urban equipment, buildings, transport, information and communication, including their systems and technologies, as well as other services and facilities open to the public, for public use or private for collective use, both in urban and rural areas, by persons with disabilities or reduced mobility.

**Affirmative Actions:** proactive measures to eliminate and remediate the effects of discrimination against underrepresented groups and to ensure equal educational and employment opportunities.

**Reasonable Adaptability:** necessary and adequate adaptation, modifications and adjustments that do not carry disproportional and undue burden, when required for each case, to ensure that persons with disabilities may enjoy or exercise, with equality of conditions and opportunities as other people, all their fundamental rights and freedom.

**Moral Harassment:** a set of abusive actions or omissions characterized by offensive gestures, words, attitude or actions, either explicit or subtle, that disqualify, discriminate against, humiliate and embarrass others, repeatedly and continuously, arising from labor relations, harming one's dignity and that may jeopardize their career and/or damage their physical or psychosocial integrity, in addition to other fundamental rights, and that may lead to death and/or deteriorate the work environment. The following must be considered indicative:

- i) frequency: actions that are repeated in a short period of time (approximately a month); and
- ii) duration: a conflict that is happening for around six months or more.

**Sexual Harassment:** violence characterized by unwelcome sexual behavior manifested physically, through words, gestures, or other means, proposed to or imposed on one against their will, embarrassing them and violating their sexual freedom. It can occur through blackmail, that is, arise from someone hierarchically superior or who have ascended professionally, demanding sexual conduct in exchange for benefits or to avoid harm the work relationship. This type of harassment can also take the form of intimidation (i.e. hostile environment sexual harassment), in which there is not necessarily a hierarchy between the involved parties. This violence is characterized by inappropriate sexual advances, insistence, impertinence and hostility expressed individually or collectively in the workplace.

**Well-being:** the dynamic result of interaction with aspects concerning life, management of environments where work is performed and relationships with people, aiming at promoting their overall health, quality of life, psychological safety, respect for diversity, cooperation, satisfaction, learning, and recognition, so as to contribute to the sustainability of people, the business, and society.

**Organization Climate:** set of perceptions shared by professionals about aspects of organizational life.

**Limiting Beliefs:** rooted thoughts inflexibly limiting our self-perception, our perception of others and of the events we experience.

**Inclusive Culture:** a culture that values diversity, equity and inclusion through the implementation and continuous improvement of initiatives that have a positive impact on the work environment, processes and behavior within an organization. As a result, it is expected a work environment where people are treated with respect and offered equal opportunities, generating a sense of appreciation, belonging, welcoming, and psychological safety.

**Social Determinants of Health:** a set of events, facts, situations and behavior of an economic, social, environmental, political, cultural and subjective nature which cause different impacts, often unfair, on the health of people, social groups, communities and their ability to have access to protection and care for life.

**Human Rights:** basic constitutional rights of every human being, and therefore, applicable to all people, regardless of their condition in life. These fundamental rights are provided for in the International Bill of Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization - ILO, which cannot be ignored or considered selectively, and shall not be disrespected by Governments, companies, or institutions.

**Discrimination:** involves any distinction, exclusion, or preference based on race, color, sex, age, marital status, appearance, sexual orientation, disability, illness, religion, political opinion, nationality, social origin, or other reason based on prejudice and with the effect of deepening inequality and disadvantageous treatment. This term is commonly associated with negative discrimination.

**Positive Discrimination:** differentiated treatment of underrepresented people and groups to make up for disadvantages, eliminate or mitigate inequality of opportunities, and enforce rights.

**Diversity:** multiple ways of being and living, characterized by diverse physical and cultural features, such as race, skin color, gender, sexual orientation, physical, sensory, intellectual and mental condition, religion, social class, nationality, and age, among others. Such features include multiple compositions and give rise to a wide range of interactions, thus defining identities.

**Equity:** a system of practices that recognizes existing inequalities among individuals, so as to ensure unequal treatment of unequals in search of equal opportunities, including the need to strengthen and empower certain groups and individuals. Characteristics like race, skin color, ethnic origin, nationality, social class, age, religion, gender, sexual orientation, personal aesthetics, physical, sensory, intellectual, or mental condition, marital status, opinion, political opinion, gender identity, or any other individual differentiation factor must be taken into account.

**Active Listening:** an intentional act of giving your full attention to an individual while fostering an emotionally welcoming and judgment-free space. It is the ability to be fully present in the encounter with the speaker, genuinely demonstrating interest for their story and ensuring their freedom to talk.

**Affinity Group:** groups of people with shared characteristics. These groups, which connect people and collaborate in promoting a sense of belonging and identification, may focus on the themes of gender, race, generation, the LGBTQIA+ community, and disabilities, among other shared characteristics.

**Diversity Group:** a plural forum with the purpose of promoting diversity, equity and inclusion actions in its coverage area.

**Underrepresented Groups:** a set of people experiencing disadvantage when accessing rights, and reduced participation in or exclusion from spaces of power as a result of identity markers like race/ethnicity, gender, social class, sexual orientation, and physical, intellectual, mental, or sensory condition, among others.

**Inclusion:** an act of welcoming, respecting and allowing the full expression of identities, valuing/acknowledging underrepresented groups, in addition to allowing full participation across the educational, labor, political, leisure and decision-making process, as well as community and domestic activities.

**Inclusive Leadership:** Leaderships that continually work to carry out effective diversity, equity and inclusion actions, being attentive to unconscious biases, showing availability, fighting any discrimination or harassment and fostering a work environment in which people are treated with respect and are offered equal opportunities. Such leaderships contribute to generating a sense of appreciation, belonging, welcoming, and psychological safety.

**Prejudice:** attitude deeply rooted in beliefs and behavior that consider differences to be weaknesses.

**Stakeholders:** groups of individuals and/or organizations with common issues and/or needs of a social, political, economic, environmental, or cultural nature, who establish or may establish a relationship with Petrobras and are able to influence – or be influenced by – the Company's activities, businesses and/or reputation. Our stakeholders are classified as internal, government, investors, business partners, suppliers, customers, consumers, competitors, trade associations, civil society organizations, communities in coverage areas, the scientific and innovation community, and the press.

**Representativeness:** the ability of people belonging to underrepresented groups to hold positions of social visibility and power. It consists of a wide representation encompassing quantitative (quantity of representatives of underprivileged segments) and qualitative (ethical, moral and political commitments taken on before said groups) dimensions.

**Psychological Safety:** a belief that the work environment is safe to take interpersonal risks, i.e. it offers a climate in which people can express themselves freely, be authentic, share their concerns and acknowledge their mistakes without fearing embarrassment or retaliation.

**Assistive Technology:** products, equipment, devices, resources, methodologies, strategies, practices and services to promote functionality as to the performance and participation of persons with disabilities or reduced mobility, aiming at providing them with autonomy, independence, quality of life and social inclusion.

**Unconscious Biases:** automatic associations about certain groups of people which are spontaneously processed by the brain and filled with stereotypes and prejudices, related to old memories and personal experiences that result in assumptions, preconceptions and attitude toward people, which may lead to discrimination and segregation within the organization.