

# Appointment Policy for Members of Senior Management and the Fiscal Council

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Approved by Petrobras' Board of Directors on  
October 20, 2023

# APPOINTMENT POLICY FOR MEMBERS OF SENIOR MANAGEMENT AND THE FISCAL COUNCIL

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## 1. MINUTES OF APPROVAL

Policy originally approved by Petrobras' Board of Directors on 09/28/2016 - Minutes CA 1.464, Agenda No. 160. Last review approved by the Board of Directors on 10/20/2023 - Minutes CA 1.719, item 2, Agenda No. 106.

## 2. SCOPE

This Policy applies to Petrobras System, pursuant to article 16 of Petrobras' Bylaws.

## 3. PRINCIPLES

**3.1.** This Appointment Policy aims, together with the Brazilian legislation (articles 10, sole paragraph, and 14, III, of Brazilian Law No. 13.303/2016) and the Bylaws, to contribute to:

I - the selection of people with the right profile for each function;

II - the strengthening of the principles of Transparency, Equity, Accountability, Corporate Responsibility, Independence, Focus on Results and Diligence;

III - equal treatment, objectivity and independence in the evaluation of nominations;

IV - the transparency of the nomination process and assessment of the nominee's eligibility;

V - control by stakeholders; and

VI - the continuous improvement of the performance, value creation, reliability and sustainability of Petrobras System.

**3.2.** The guidelines, procedures, minimum requirements and impediments established in the legislation, in the Bylaws and in this Policy must be observed by all those who exercise the right to nominate, whether they are employees or shareholders, regardless of whether they are majority or minority shareholders, holders of common or preferred shares.

**3.3.** Those responsible for the nominations should consider, in the best interest of the company:

I - the profile compatible with the function to be performed;

II - the succession plans established for the role;

III - the variety of skills and experiences, training and qualifications recommended for each collegiate body;

IV - the nominee's history with respect to integrity and performance assessments.

**3.4.** Nominations must undergo an eligibility assessment in which the following will be considered:

I - the compliance of the nomination and eligibility assessment process;

II - the requirements and impediments applicable to the function; and

III - the data identified in the nominee's integrity verification process.

**3.4.1.** The following are additional integrity requirements, approved by the General Shareholders' Meeting of Petrobras, pursuant to art. 40, XII of Petrobras' Bylaws:

I) Registration Compliance – CPF:

a) Do not hold Individual Taxpayer Registration (CPF) with "Null" status in the Internal Revenue Service database.

II) Corporate Participation:

a) Do not hold any relevant equity interest in limited liability companies (art. 1,099 of the Brazilian Civil Code) and private limited liability companies (article 243, paragraph 4 and 5 of Brazilian Law 6,404/1976) that are listed in Petrobras' registry and that have traded in the capacity of supplier, customer, sponsored entity, consortium or associated company, with Petrobras, its subsidiaries, controlled companies and affiliates, in the last 36 (thirty-six) months.

b) Do not integrate the decision-making structure of a non-profit legal entity, except when higher education institutions and legal entities related to them or Social Organization (OS) with the purpose of developing scientific activities, which has negotiated in the capacity of supplier, client, sponsored entity, consortium or associated, with Petrobras, its subsidiaries, controlled and affiliated companies, in the last 12 (twelve) months.

III) Report on Internal Investigation / Disciplinary Measures listed in the Employee Record Form:

a) Do not to have been subject in the consequence system within the scope of the Petrobras System or to have incurred a labor or administrative penalty in another public or private legal entity in the last 3 (three) years as a result of internal investigations, when applicable.

b) Do not have a major misconduct related to non-compliance with the Code of Ethical Conduct, the Petrobras Corruption Prevention Program Manual or other related internal regulations in the last 3 (three) years, when applicable.

IV) Audit Highlights:

a) Do not be responsible for non-conformities reported in quarterly Internal Audit reports that are pending resolution for more than 2 (two) years.

V) Commercial and financial irregularities:

a) Do not have financial irregularities that have been protested or included in official records of defaulters, unless they have been settled or are under judicial dispute or through a consumer protection agency on the date of the appointment.

b) Do not have federal, state or municipal tax debts, unless they are in judicial or administrative dispute on the date of appointment. (Note: The applicant must provide the negative or positive certificates of his residence, within the federal, state and municipal in the last 5 (five) years.

VI) Judicial and/or administrative proceedings:

a) Do not be convicted in any instance, in Brazil or abroad, in legal proceedings for a crime against property, or for a crime against the Public Administration, or for a crime of money laundering, or for an unlawful act related to reckless management or fraudulent management, including in the event of bankruptcy or judicial reorganization.

b) Do not be sentenced at second instance, in Brazil or abroad, in an action of any nature that does not fit into the previous categories or for an act of administrative improbity, provided that it is related to the activity to be performed

c) Do not be fined by final decision in the scope of external inspection, regulation and control bodies in the last 5 (five) years.

VII) Each nominee may only participate, simultaneously, in up to 3 (three) Boards of Directors or Fiscal Council of Petrobras' subsidiaries, controlled companies and affiliates, not being allowed nomination for paid participation in more than 2 (two) of these Boards. This prohibition does not apply when the nominee holds a management or fiscal position in companies, subsidiaries, controlled companies or affiliates of Petrobras that are in liquidation.

**3.5.** The nominee should perform his or her duties in the company's interest, striving for compliance with the laws, policies, Code of Ethical Conduct and procedures adopted by the respective company.

**3.6.** Pursuant to article 7, item II, of Brazilian Law No. 13.709/2018 ("General Data Protection Law" - "LGPD"), the use of personal data is provided to comply with legal or regulatory obligation by the controller. The processing of personal data carried out within the scope of the nomination process by the Petrobras areas will be informed on our [website](#).

## **4. GUIDELINES**

### **I. Nominations for Petrobras**

#### **4.1. Guidelines for nominations of Petrobras Senior Management and Fiscal Council members**

All nominations and eligibility assessments of members of Senior Management (Board of Directors and its Committees, Board of Executive Officers and General Structure functions) and the Fiscal Council of Petrobras shall observe the following general guidelines:

**4.1.1.** Candidates for these positions should complete the **Section I** (“Integrity Assessment”) of **Annex A** of this Policy, the data of which will support the integrity verification process.

**4.1.2.** The person appointed to Senior Management and Fiscal Council positions must inform the equity interests that he holds in other companies, regardless of the percentage of his participation, by completing **Section I** (“Integrity Assessment”) of **Annex A** of this Policy.

**4.1.2.1.** The presentation of information about joint stock companies is not required.

## **4.2. Specific guidelines for the nomination of a member of the Board of Directors and its committees**

The nominations and eligibility assessments of members of the Board of Directors must take into account the following specific guidelines:

**4.2.1.** The eligibility and unblemished reputation requirements established by Brazilian Law No. 6.404/1976 and regulatory standards must be observed.

**4.2.1.1.** To this end, the nominees must declare whether they meet the eligibility and unblemished reputation requirements, as set out in **Section III** of **Annex A** of this Policy (“Declaration of eligibility and unblemished reputation”).

**4.2.2.** The criteria and the minimum percentage of independent directors established in article 18 of Petrobras' Bylaws must be observed.

**4.2.2.1.** For this purpose, the qualification as an Independent Director will be expressly stated in the minutes of the general meeting that elects the Board of Directors, who must complete the **Section II** (“Independence Criteria”) of **Annex A** of this Policy.

**4.2.3.** Regarding the appointment of the Board of Directors elected by the employees, in addition to the guidelines applicable to all appointed members of the Board of Directors, the rules contained in Brazilian Law No. 12.353/2010 and in the electoral regulations approved by the Board of Directors must be observed.

**4.2.3.1.** The analysis of the requirements and guidelines applicable to the Board of Directors elected by the employees must take place before the ratification of the result, a procedure that must be included in the respective electoral regulations.

**4.2.4.** It should seek to achieve diversity in the composition of the Board of Directors and complementarity of experiences and qualifications, such as:

I - experience as an executive or as a director;

II - knowledge of finance and accounting;

III - specific knowledge of the energy sector;

IV - general knowledge of the national and international market;

V - knowledge about *compliance*, internal controls and risk management;

VI - strategic vision and knowledge of good corporate governance practices; and

VII - time availability.

**4.2.5.** In the appointment of external members to the statutory advisory committees of the Board of Directors, the same requirements and impediments established for the members of the Board of Directors must be observed.

**4.2.6.** Pursuant to items 4.1 and 4.2, those appointed to the Board of Directors and its Committees must complete **Sections I, II and III** of **Annex A** of this Policy.

### **4.3. Specific guidelines for nomination of a member of the Fiscal Council**

The appointments and eligibility assessments of members of the Fiscal Council must take into account the following specific guideline:

**4.3.1.** The members of the Fiscal Council must declare whether they meet the independence criteria described in Petrobras' Bylaws, filling out **Section II** of **Annex A** of this Policy ("Independence Criteria").

**4.3.2.** Pursuant to items 4.1 and 4.3, those appointed to the Fiscal Council must complete **Sections I and II** of **Annex A** of this Policy.

### **4.4. Specific guidelines for nomination of a member of the Board of Executive Officers**

The nominations and eligibility assessments of members of the Board of Executive Officers must take into account the following specific guidelines:

**4.4.1.** The eligibility and unblemished reputation requirements established by Brazilian Law No. 6.404/1976 and regulatory standards must be observed.

**4.4.1.1.** To this end, the nominees must declare whether they meet the eligibility and unblemished reputation requirements, as set out in **Section III** of **Annex A** of this Policy ("Declaration of eligibility and unblemished reputation").

**4.4.2.** The following cumulative criteria must also be observed in the nomination process:

- a) the succession process managed by the Company's Human Resources Unit; and
- b) the qualification and management criteria to be evaluated by the Human Resources Unit:

Criteria	Criteria Detail
<b>Knowledge in the intended area of activity</b>	Analysis of adherence of experience / knowledge (training) with the intended function
<b>Leadership experience</b>	Minimum of 60 months in senior management positions <sup>1</sup>
<b>Performance</b> <sup>2</sup>	Result in goals <sup>3</sup> greater than or equal to 90%
<b>Skills</b> <sup>2</sup>	Assessment of competences <sup>4</sup> of Petrobras' leadership
<b>Formation</b>	Postgraduate studies
<b>Language</b>	Proficiency in fluent English

- 1) Located on the two highest non-statutory hierarchical levels of the company.
- 2) Requirement applicable when the candidate is a Petrobras employee.
- 3) The average of the results in performance management system goals for the last 3 (three) years will be considered. If the ratings are not registered in the system, the average of the ratings available over the last 3 (three) years will be considered.
- 4) The competency assessment will be carried out based on the competency result of the performance management system. In addition, the results of the 9box matrix assessment, the results of the competency assessment of *assessment* reports (when available) and of reports of selection processes may be used as input for BCG analysis.

**4.4.2.1.** As provided for in §3 of art. 20 of Petrobras' Bylaws, the members of the Board of Executive Officers must meet the requirement of 10 (ten) years of experience in leadership, preferably in the company business or in a related field.

**4.4.2.2.** The Human Resources unit is responsible for assessing compliance with the qualification and management criteria based on the supporting documentation sent by the nominees, and/or based on the information available in the Company's systems when the nominees are internal.

**4.4.3.** In case the candidate does not comply with one or more qualification and management criteria, the pertinent information must be included in the nomination process, for the evaluation of the Board of Directors, the competent authority to approve the appointment of the members of the Executive Board.

**4.4.4.** Pursuant to items 4.1 and 4.4, those appointed to the Fiscal Council must complete **Sections I and III of Annex A** of this Policy.

#### **4.5. Specific guidelines for the nomination of Head of the General Structure**

The nominations and eligibility assessments of full members of the heads of general structure must take into account the following specific guideline:

**4.5.1.** The succession process managed by the Company's Human Resources Unit and the qualification and management criteria must be observed, as shown in the table below:

Criteria	Criteria Detail
<b>Knowledge in the intended area of activity</b>	Analysis of adherence of experience / knowledge (training) with the intended function
<b>Leadership experience</b>	Minimum of 60 months in managerial role (internal candidate) Minimum 36 months in senior management positions <sup>1</sup> (external candidate)
<b>Performance</b> <sup>2</sup>	Result in goals <sup>3</sup> greater than or equal to 90%
<b>Skills</b> <sup>2</sup>	Assessment of competences <sup>4</sup> of Petrobras' leadership
<b>Formation</b>	Postgraduate studies
<b>Language</b>	Proficiency in fluent English

- 1) Located on the two highest non-statutory hierarchical levels of the company.
- 2) Criteria applicable when the candidate is a Petrobras employee.
- 3) The average of the results in performance management system goals for the last 3 (three) years will be considered. If the ratings are not registered in the system, the average of the ratings available over the last 3 (three) years will be considered.
- 4) The competency assessment will be carried out based on the competency result of the performance management system. In addition, the results of the 9box matrix assessment, the results of the competency assessment of assessment reports (when available) and of reports of selection processes may be used as input for BCG analysis.

**4.5.2.** In case the candidate does not comply with one or more qualification and management criteria, the pertinent information must be included in the nomination process, for the evaluation of the competent authority to approve the appointment of the members of the Head of the General Structure.

**4.5.3.** Pursuant to item 4.1, those appointed to Head of the General Structure must complete **Section I of Annex A** of this Policy.

#### **4.6. Guidelines for Eligibility Assessment**

**4.6.1.** The People Committee is responsible for verifying the compliance of the nomination process and evaluating the eligibility of those nominated to serve as members of Petrobras' Board of Directors, Board of Executive Officers and Fiscal Council, in light of the requirements established in the legislation and in this Policy.

**4.6.2.** The Internal Regulations of the People Committee will regulate the operating rules of this Committee to comply with this Policy, including with regard to the assessment of eligibility of nominations made by shareholders and the disclosure of the respective minutes.

**4.6.3.** The nominations made by the shareholders must be presented at least 45 (forty-five) days prior to the date of the General Meeting, accompanied by all the information and documents required by the legislation and by this Policy, in order to allow their inclusion in the Meeting Manual General and on the remote ballot.

**4.6.3.1** The indications dealt with in this item should be sent to the following electronic addresses: [indicacoes@petrobras.com.br](mailto:indicacoes@petrobras.com.br) and [investidores@petrobras.com.br](mailto:investidores@petrobras.com.br).

**4.6.4.** Except for the period for receiving the request for inclusion of a candidate in the remote voting form, the nominations that occur after the period described in item 4.6.3 will be duly disclosed to the market or at the General Meeting itself. Such nominations will be evaluated by the People Committee and the result will be disclosed as provided for in item 4.6.2.

**4.6.5.** Exceptionally, the nominations made by the shareholders after the date provided for in item 4.6.3 and that do not have time for analysis by the People Committee will be analyzed by the Secretariat of the Meeting, as provided for in art. 22, §4, of Brazilian Decree No. 8.945/2016.



**4.6.5.1.** In the event of analysis of the requirements by the Secretariat of the Assembly, as provided for in this item, the candidate's investiture will be subject to the analysis of compliance with the eligibility requirements and the formalization of the recommendation for approval by the People Committee.

**4.6.5.2.** If the People Committee does not recommend the approval of the candidate whose requirements analysis was carried out in the form of this item, the position will remain unfilled and a new general meeting will be called to fill it.

**4.6.6.** Nominations must be submitted with: (i) the nominee's *curriculum vitae* (résumé); (ii) the standardized form available on the [Ministry of Economy of Brazil's website](#), applicable to the function; (iii) the form contained in the **Annex A** of this Policy, applicable to the function; and (iv) the supporting documents provided for in the respective forms.

**4.6.7.** The members of the Board of Directors, Board of Executive Officers and Fiscal Council shall participate, in the inauguration and annually, in training on corporate and capital market legislation, confidentiality and disclosure of information, internal controls, Code of Conduct or Integrity, Brazilian Law No.12.846/2013 (Anticorruption Act) and other topics related to the activities of Petrobras, being prohibited the reappointment of those who, in the last 2 (two) years, have not participated in any of the training modules made available.

## **II. Nominations for Petrobras' System Companies**

### **4.7. Guidelines for the nomination of members of the Board of Directors and its committees, Board of Executive Officers and Fiscal Council of Petrobras' System companies**

In the nominations and eligibility assessments of members of the Board of Directors and its committees, Board of Executive Officers and Fiscal Council carried out, directly or indirectly, by Petrobras for its companies, headquartered in Brazil or abroad, the principles expressed in this Policy and the following guidelines must be observed:

**4.7.1.** In any appointment made, directly or indirectly by Petrobras, the requirements and prohibitions imposed by the following standards must be observed:

I - The company's Bylaws, especially in the case of the Petrobras Conglomerate, regarding the additional requirement applied to the members of the Executive Board (articles 13, item II of Brazilian Law No. 13.303/2016 and 24, inc. II of Brazilian Decree No. 8.945/2016) and its own appointment policy;

II - Legislation of the place where the company is headquartered or, as the case may be, acts;

III – Articles 146, 147 and 162 of Brazilian Law No. 6.404/1976;

IV – Articles 17 and 26 of the State-owned Act (Brazilian Law No. 13.303/2016) and of the respective Brazilian Regulatory Decree (Decree No. 8.945/2016), according to the position; and

V - Paragraphs 1 and 2 of Article 21 of the Petrobras' Bylaws.

**4.7.1.1.** For nominations to Petrobras' System companies, provided that the nominee is not a member of Petrobras' Board of Directors or Fiscal Council, the simultaneous participation in more than 3 (three) Boards of Directors or Fiscal Councils will be allowed, exceptionally, to allow greater efficiency to the process of nomination and cost optimization, in the following hypotheses: affinity of objects, operational characteristics of companies, divestment and portfolio optimization processes in an advanced stage.

**4.7.1.2** In the cases of sub-item 4.7.1.1, the prohibition of accumulation of more than 2 (two) remunerations, established in item VII of item 3.4.1 of this Policy and of art. 35 of Brazilian Decree No. 8.945/2016 remains. The nominees who are employees of Petrobras System must, additionally, observe the limitation established in item 4.7.6 of this Policy.

**4.7.1.3.** Notwithstanding the provisions of Articles 54 and 56 of Brazilian Decree No. 8.945/2016, the nomination for smaller companies (who have annual gross revenue of less than R\$90 million) must also fully comply with the requirements and prohibitions provided for in this item.

**4.7.1.4.** If the company's management proposes the election of directors by slate, provided that these companies are not subject to Brazilian Law No. 13.303/2016, the requirements of this Policy that exceed the specific requirements of joint stock companies may be exempted, in order to enable the vote of the Petrobras in the candidates listed on that slate.

**4.7.2.** Candidates nominated for the positions of members of the Board of Directors and its Committees, the Board of Executive Officers and the Fiscal Council of Petrobras' System companies must complete **Section I** ("Integrity Assessment"), of **Annex B** of this Policy, whose data will support the integrity check process.

**4.7.3.** The person appointed to Board of Directors and its committees, Board of Executive Officers and Fiscal Council positions must inform the equity interests that he holds in other companies, regardless of the percentage of his participation, by completing **Section I** ("Integrity Assessment") of **Annex B** of this Policy.

**4.7.3.1.** The presentation of information on shares held in publicly listed companies is not required.

**4.7.4.** Nominations must be submitted with: (i) the nominee's resume; (ii) the standardized form available on the [Ministry of Economy of Brazil's website](#), applicable to the position, considering the version for larger companies, in view of the provisions of item 4.7.1.3; (iii) the form contained in the **Annex B** of this Policy, applicable to the position, as described in items 4.7.2 and 4.7.3; and (iv) the supporting documents provided for in the respective forms.

**4.7.5.** In Petrobras' System companies that have incorporated this Policy into their regulations, whenever necessary for Petrobras to take a stand, directly or indirectly, in relation to the nominations made by a Partner, the Partner responsible for the nomination shall complete and sign a term of responsibility in order to ensure that the referred nominees meet the requirements set forth in this Policy.

**4.7.6.** The paid participation in more than 1 (one) Board of Directors or Fiscal Council of Petrobras' System companies for employees of Petrobras System is prohibited.

**4.8. Specific guidelines for the nomination of members of the Board of Directors, Board of Executive Officers and Fiscal Council of Petrobras' Conglomerate companies**

In addition to the provisions of item 4.7 of this Policy, in the nominations and eligibility assessments of members of the Board of Directors, Board of Executive Officers and Fiscal Council for the companies of the Petrobras Conglomerate, the following specific guidelines will also be observed:

**4.8.1.** The appointments to the Board of Directors will observe the minimum percentage of 25% (twenty-five percent) of independent members, according to the criteria defined in Brazilian Law No. 13.303/2016 (Article 22) and Brazilian Decree No. 8.945/2016 (Article 36), except in the case provided for in article 52 of the aforementioned Decree.

**4.8.1.1.** Qualification as an independent member of the Board of Directors and Fiscal Council (in the latter case only for publicly held companies), it will be expressly declared by completing **Section II** ("Criteria of Independence") of **Annex B** of this Policy.

**4.8.1.1.1.** All nominees described in item 4.8.1.1, even if not independent, shall complete **Section II** of **Annex B**.

**4.8.2.** In cases where the companies of Petrobras' Conglomerate do not have its own Eligibility Committee, the Petrobras' Statutory Technical Committee of Governance and Compliance (CTE-GC) will be responsible for verifying the compliance of the nomination process and carry out the eligibility assessment of the nominees to act as members of the Board of Directors, Board of Executive Officers and Fiscal Council of these companies.

**4.8.2.1.** The People Committee (COPE) will verify the compliance of the nomination process and carry out the eligibility assessment of the members of the Petrobras Executive Board nominated as members of the Board of Directors, Board of Executive Officers and Fiscal Council of companies within the Petrobras Conglomerate.

**4.8.3.** It is recommended that nominations be presented at least 30 (thirty) days prior to the date of the General Meeting, in compliance with the procedure established by the company or by the respective Eligibility Committee.

**4.8.4.** Exceptionally, the nominations made by the shareholders after the date provided for in item 4.8.3 and that do not have time for analysis by the CTE-GC or the company's Eligibility Committee will be analyzed by the Secretariat of the Meeting, as provided for in art. 22, §4, of Decree No. 8.945/2016.

**4.8.4.1.** In the event of analysis of the requirements by the Secretariat of the General Meeting, as provided for in this item, the candidate's investiture will be subject to the analysis regarding the fulfillment of the eligibility requirements and the formalization of the recommendation for approval by the CTE-GC or by the company's Eligibility Committee.

**4.8.4.2.** If the CTE-GC or the Eligibility Committee itself does not recommend the approval of the candidate whose requirements analysis was carried out in the form of item 4.8.4, the position will remain unfilled, and a new general meeting must be called to fill it.

**4.8.5.** The members of the Board of Directors, the Board of Executive Officers and the Fiscal Council of Petrobras' Conglomerate companies must participate, when take office and annually, in training on corporate and capital market legislation, confidentiality and disclosure of information, internal controls, and Code of Conduct or Integrity, Brazilian Law No.12.846/2013 (Anti-Corruption Brazilian Law) and other topics related to the activities of these Societies. The reappointment of those who, in the last 2 (two) years, has not participated in any of the training modules made available will be prohibited.

**4.8.6.** As provided for in art. 24, item II of Decree No. 8.945/2016, the members of the Board of Executive Officers of Petrobras' Conglomerate companies must meet the additional requirement of at least 5 (five) years of experience in a managerial or management position in a large national or international company, in Petrobras' Affiliated Companies or in the company's business sector.

## 5. DEFINITIONS

**Administrators:** Directors and Executive Officers or members of equivalent bodies.

**Senior Management:** group of executives composed by the members of the Board of Directors and its Committees, the Board of Executive Officers and the heads of the General Structure.

**Eligibility Committee:** statutory committee responsible for verifying the requirements and impediments of nominees, as well as verifying the compliance of evaluation process of Board of Executive Officers, Board of Directors and Fiscal Council.

**Petrobras Conglomerate:** Petrobras' affiliated companies, headquartered in Brazil, in which Petrobras participates, directly or indirectly, with more than 50% of the voting capital.

**External members of statutory advisory committees of the Board of Directors:** members of these committees who are not Directors.

**Head of the general structure:** head managers of the organizational units directly linked to the Executive Officers, in addition to Petrobras' General Ombudsman, Petrobras' General Secretariat and the head of Internal Audit, which are directly linked to the Board of Directors.

**Principle of Diligence:** ability to relate to the organization in which it operates, seeking guidelines and reporting in a timely manner the progress of the organization regarding the relevant indicators for its sustainability and maintenance of expected returns.

**Principle of Equity:** fair treatment of all partners and other interested parties (stakeholders), considering their rights, duties, needs, interests and expectations.

**Principle of Focus on results:** ability to prioritize and establish strategies for achieving the organization's object with high performance, seeking to maximize value, generate profit and maintain its sustainability.

**Principle of Independence:** judgment capacity, defending the organization's business, in the best interests of its sustainability, development and value creation.

**Principle of Accountability:** governance agents must account for their performance in a clear, concise, understandable and timely manner, fully assuming the consequences of their acts and omissions and acting with diligence and responsibility within the scope of their roles.

**Principle of Corporate Responsibility:** governance agents must ensure the economic and financial viability of organizations, reduce the negative externalities of their businesses and operations and increase the positive ones, considering, in their business model, the various capitals in the short term, medium and long term.

**Principle of Transparency:** desire to make available to interested parties the information that is of interest to them and not just that imposed by provisions of laws or regulations. It should not be restricted to economic and financial performance, but also contemplate other factors to ensure compliance.

**Petrobras System:** Petróleo Brasileiro S.A. - Petrobras and the companies in which Petrobras holds a direct or indirect shareholding.

## REQUIREMENTS FORM FOR NOMINATION OF PETROBRAS

CANDIDATE INFORMATION		
NAME:		Birth Date:
CPF:	ID:	
Cell phone:	Petrobras' Registration number:	Petrobras' assess key:
Spouse Name:		Spouse's CPF:
Father's Name:		
Mother's Name:		
Address: <i>Street, Number and Complements, Neighborhood, Zip Code, City, State, Country.</i>		
Residence in the last 5 (five) years (Country/Town/UF) <i>Note: Candidates who have resided outside Brazil in the last 5 years must declare the period and location in this field.</i>		
INTENDED POSITION INFORMATION		
INTENDED POSITION:		
REQUEST DATE:	ORGANIZATION UNIT:	

**SECTION I - INTEGRITY ASSESSMENT**

**1. Corporation Participation**

1.1. Do you hold equity interest in limited liability companies (article 1.099 of the Civil Code) and/or privately held corporations (article 243, §§ 4 and 5 of Brazilian Law 6.404/1976), in Brazil and abroad? In case of a positive answer, specify below:

*Note: In the field "Participation Held" inform the percentage of participation in relation to the total and voting capital.*

Yes

No

Corporation Name	CNPJ or Tax Registration	Participation Held

1.2. Do you integrate the decision-making structure of a non-profit legal entity, except when higher education institutions and legal entities related to them or Social Organization (SO) with the purpose of developing scientific activities, which has negotiated as supplier, client, sponsored entity, consortium or associated, with Petrobras and its affiliated companies, in the last 12 (twelve) months?

Yes

No

**2. History in Internal Investigation / Disciplinary Sanctions listed in the Employee Registration Form**

2.1. Have you been included in the consequence system within the scope of Petrobras System or suffered a labor or administrative penalty in another legal entity governed by public or private law in the last 3 (three) years as a result of internal investigations, when applicable?

Yes

No

**3. Commercial and Financial Pending**

3.1. Do you have financial irregularities that have been protested or included in official records of defaulters, unless they have been settled or are under judicial dispute or through a consumer protection agency on the date of the appointment?

Yes

No

3.2. Do you have federal, state or municipal tax debts, unless they are in judicial or administrative dispute on the date of appointment?

Yes

No

4. Judicial and/or administrative proceedings:	
4.1. Have you been convicted in any instance, in Brazil or abroad, in legal proceedings for a crime against property, or for a crime against the Public Administration, or for a crime of money laundering, or for an unlawful act related to reckless management or fraudulent management, including in the event of bankruptcy or judicial reorganization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.2. Have you been sentenced at second instance, in Brazil or abroad, in an action of any nature that does not fit into the previous categories or for an act of administrative improbity, provided that it is related to the activity to be performed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.3. Have you been fined by final decision in the scope of external inspection, regulation and control bodies in the last 5 (five) years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Appointment to positions on the Board of Directors or Audit Committee of Petrobras' System Companies	
5.1. Do you currently participate in 3 (three) or more positions concurrently on the Board of Directors or Audit Committee of Petrobras' System companies?  <i>Note: Participations in statutory bodies of companies in liquidation should not be considered.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.2. Do you currently receive compensation from 2 (two) Boards of Directors or Audit Committee of Petrobras' System companies?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.3. Do you currently receive compensation from 2 (two) collegiate bodies of state-owned companies, whether or not included in the Petrobras Conglomerate, including the Board of Directors and Supervisory Board, Executive Board and Committees?  <i>Note: According to art. 35 of Brazilian Decree 8.945/2016, only members of the federal public administration, direct or indirect, are included in the prohibition of accumulation of remuneration, including public servants or employees of any of the Federal Governments and entities of indirect federal administration, with public examinations or not, unless they are licensed without remuneration, and the Directors of state companies of any federative entity; as well as (b) inactive occupants of positions in commission in the direct or indirect federal public administration.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.4. In case of a positive answer to any of the items above, specify the companies, stating the position held and referring to the item.	



**6. Kinship Relationship**

6.1. Are you a blood relative or related up to the third degree of the persons mentioned in items I to IX of art. 21, §2 of Petrobras' Bylaws?

( ) Yes

( ) No

*In case of a positive answer, inform the name, degree of kinship and the framework in items I to IX of art. 21, §2 of Petrobras' Bylaws*

**Documents for proof of integrity requirements**

Requirements	Means of Proof
Commercial and financial disputes and legal and/or administrative proceedings	Petrobras may request the presentation of additional documents if it finds any inconsistency in the nominee's self-declaration or during the nomination compliance verification process.
Identification documents	<ul style="list-style-type: none"> <li>- Copy of CPF and RG</li> <li>- Copy of Marriage Certificate</li> <li>- Declaration of Stable Union</li> </ul>
Tax debts (federal, state or municipal)	Certificates of clearance, or clearance with effects of clearance, of tax debts / federal, state and municipal of your domicile in the last 5 (five) years.

SECTION II – INDEPENDENCE CRITERIA	
If this section is not applicable to the function that you are being indicated, check the option beside:	( ) Not applicable
2.1 - Do you have a relationship with Petr�leo Brasileiro SA - "Petrobras" or with its affiliated headquartered in Brazil, except for participation in Petrobras' Board of Directors or participation in its share capital?	( ) Yes ( ) No
2.2 - Do you have, or have you had, in the last 3 (three) years, any relationship with Petrobras or with the Federal Government that could compromise your independence, except for the participation in the share capital of Petrobras?	( ) Yes ( ) No
2.3 - Are you spouse or relative, consanguineous or related or by adoption, up to the third degree, of head of the Executive Branch, Minister of State or Secretary of the Public Controller, Secretary of State, of the District Federal or Municipality or administrator of Petrobras or its affiliated headquartered in Brazil?	( ) Yes ( ) No
2.4 - Do you maintain or had maintained, in the last 3 (three) years, a relationship of any nature with Petrobras, the Federal Government or entity related to the persons mentioned in question 2.3 above, which may compromise your independence? (People linked to public teaching and/or research institutions are excluded from this restriction)	( ) Yes ( ) No
2.5 - Are you or have you been in the last 3 (three) years, an employee or Executive Officer of Petrobras or its affiliated companies?	( ) Yes ( ) No
2.6 - Are you a direct or indirect supplier or buyer of services and/or products from Petrobras or its affiliated companies headquartered in Brazil?	( ) Yes ( ) No
2.7 - Are you an employee or manager of a company or entity that offers or demands services or products to Petrobras or its affiliated companies headquartered in Brazil?	( ) Yes ( ) No
2.8 - Do you receive other compensation from Petrobras or its affiliated companies headquartered in Brazil, in addition to that relating to the position of Director or the position of member of the Statutory Audit Committee, except for the compensation arising from participation in the capital of company?	( ) Yes ( ) No
	I DECLARE for the due purposes that I am an Independent Director, in accordance with the criteria listed above and contained in art. 36, �1 of Brazilian Decree No. 8.945, of December 27, 2016 and of the Level 2 Listing Regulation of Corporate Governance.
	I DECLARE for the due purposes that I am not an Independent Director, in accordance with the criteria listed above and contained in art. 36, �1 of Brazilian Decree No. 8.945, of December 27, 2016 and of the Level 2 Listing Regulation of Corporate Governance.

SECTION III - DECLARATION OF ELIGIBILITY AND UNLAWFUL REPUTATION	
If this section is not applicable to the function that you are being indicated, check the option beside:	( ) Not applicable
3.1 - I am prevented by special law, or convicted of a bankruptcy crime, malfeasance, bribery, concussion, embezzlement, against the popular economy, public faith or property, or the criminal penalty that prohibits, even temporarily, access to public office, as provided for in § 1 of art. 147 of Brazilian Law No. 6.404/1976;	( ) Yes ( ) No
3.2 - I am sentenced to the penalty of suspension or temporary disqualification applied by the Brazilian Securities and Exchange Commission, which makes me ineligible for management positions in a publicly-held company, as established in § 2 of art. 147 of Brazilian Law No. 6.404/1976;	( ) Yes ( ) No
3.3 - I comply with the requirement of unblemished reputation established by § 3 of art. 147 of Brazilian Law No. 6.404/1976;	( ) Yes ( ) No
3.4 - I hold a position in a company that may be considered a competitor of Petrobras, and I have or represent conflicting interest with Petrobras, pursuant to items I and II of § 3 of art. 147 of Brazilian Law No. 6.404/1976.	( ) Yes ( ) No
<p>NOTE: For the purposes of this Form, a person who, cumulatively: (i) has been elected by a shareholder who has also elected a member of the board of directors of a competing company, is presumed to have a conflicting interest; and (ii) maintain a relationship of subordination with the shareholder who elected him.</p> <p>In the event of not completing the response to item 3.4 above, the declarant must clarify in detail the reasons that prevent the declaration:</p>	
<p>Domicile(s) in which, if appointed administrator, will receive summons and subpoenas in administrative and judicial proceedings related to management acts which will be considered fulfilled upon delivery to the indicated domicile, which can only be changed by means of communication to the company.</p> <p>Address 1: _____</p> <p>Address 2: _____</p> <p>Address 3: _____</p>	

Aware of the possible civil, administrative and criminal penalties that any false declarations may entail, I affirm that the information provided and the attached documents are accurate, true and without any erasures of any kind, and may be used by the People Committee.

\_\_\_\_\_  
Place and Date

\_\_\_\_\_  
Candidate Signature

## REQUIREMENTS FORM FOR NOMINATION OF PETROBRAS' SYSTEM COMPANIES

CANDIDATE INFORMATION		
NAME:		Birth date:
CPF:	CPF:	
Cell phone:	Petrobras' Registration number:	Petrobras' assess key:
Spouse Name:		Spouse's CPF:
Father's Name:		
Mother's Name:		
Address: <i>Street, Number and Complements, Neighborhood, Zip Code, City, State, Country.</i>		
Residence in the last 5 (five) years (Country/Town/UF) <i>Note: Candidates who have resided outside Brazil in the last 5 years must declare the period and location in this field.</i>		
INTENDED POSITION INFORMATION		
COMPANY:	INTENDED POSITION:	
REQUEST DATE:	ORGANIZATION UNIT:	

SECTION I - INTEGRITY ASSESSMENT		
<b>1. Corporation Participation</b>		
1.1. Do you hold equity interest in limited liability companies (article 1.099 of the Brazilian Civil Code) and/or privately held corporations (article 243, §§ 4 and 5 of Brazilian Law 6.404/1976), in Brazil and abroad? In case of a positive answer, specify below: <i>Note: In the field "Participation Held" inform the percentage of participation in relation to the total and voting capital.</i>		<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>Corporation Name</b>	<b>CNPJ or Tax Registration</b>	<b>Participation Held</b>
1.2 Do you integrate the decision-making structure of a non-profit legal entity, except when higher education institutions and legal entities related to them or Social Organization (SO) with the purpose of developing scientific activities, which has negotiated as a supplier, client, sponsored entity, consortium or associated, with Petrobras and its affiliated companies, in the last 12 (twelve) months?		<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>2. History in Internal Investigation / Disciplinary Sanctions listed in the Employee Registration Form</b>		
2.1. Have you been included in the consequence system within the scope of Petrobras System or suffered a labor or administrative penalty in another legal entity governed by public or private law in the last 3 (three) years as a result of internal investigations, when applicable?		<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>3. Commercial and Financial Pending</b>		
3.1. Do you have financial irregularities that have been protested or included in official records of defaulters, unless they have been settled or are under judicial dispute or through a consumer protection agency on the date of the appointment?		<input type="checkbox"/> Yes <input type="checkbox"/> No
3.2. Do you have federal, state or municipal tax debts, unless they are in judicial or administrative dispute on the date of appointment?		<input type="checkbox"/> Yes <input type="checkbox"/> No

4. Judicial and/or administrative proceedings:	
4.1. Have you been convicted in any instance, in Brazil or abroad, in legal proceedings for a crime against property, or for a crime against the Public Administration, or for a crime of money laundering, or for an unlawful act related to reckless management or fraudulent management, including in the event of bankruptcy or judicial reorganization?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.2. Have you been sentenced at second instance, in Brazil or abroad, in an action of any nature that does not fit into the previous categories or for an act of administrative improbity, provided that it is related to the activity to be performed?	<input type="checkbox"/> Yes <input type="checkbox"/> No
4.3. Have you been fined by final decision in the scope of external inspection, regulation and control bodies in the last 5 (five) years?	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Appointment to positions on the Board of Directors or Audit Committee of Petrobras' System Companies	
5.1. Do you currently participate in 3 (three) or more positions concurrently on the Board of Directors or Audit Committee of Petrobras' System companies? <i>Note: Participations in statutory bodies of companies in liquidation should not be considered.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.2. Do you currently receive compensation from 2 (two) Boards of Directors or Audit Committee of Petrobras' System companies? <i>Note: Paid participation in more than 1 (one) Board of Directors or Fiscal Council of Petrobras' System companies is prohibited for employees of Petrobras System.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.3. Do you currently receive compensation from 2 (two) collegiate bodies of state-owned companies, whether or not included in the Petrobras Conglomerate, including the Board of Directors and Supervisory Board, Executive Board and Committees? <i>Note: According to art. 35 of Brazilian Decree 8.945/2016, only members of the federal public administration, direct or indirect, are included in the prohibition of accumulation of remuneration, including public servants or employees of any of the Federal Governments and entities of indirect federal administration, with public examinations or not, unless they are licensed without remuneration, and the Directors of state companies of any federative entity; as well as (b) inactive occupants of positions in commission in the direct or indirect federal public administration.</i>	<input type="checkbox"/> Yes <input type="checkbox"/> No
5.4. In case of a positive answer to any of the items above, specify the companies, stating the position held and referring to the item.	

**6. Kinship Relationship**

6.1. Are you a blood relative or related up to the third degree of the persons mentioned in items I to IX of art. 21, §2 of Petrobras' Bylaws?

*In case of a positive answer, inform the name, degree of kinship and the framework in items I to IX of art. 21, §2 of Petrobras' Bylaws.*

Yes

No

**Documents for proof of integrity requirements**

Requirements	Means of Proof
Commercial and financial disputes and legal and/or administrative proceedings	Petrobras may request the presentation of additional documents if it finds any inconsistency in the nominee's self-declaration or during the nomination compliance verification process.
Identification documents	<ul style="list-style-type: none"> <li>- Copy of CPF and RG</li> <li>- Copy of Marriage Certificate</li> <li>- Declaration of Stable Union</li> </ul>
Tax debts (federal, state or municipal)	Certificates of clearance, or clearance with effects of clearance, of tax debts / federal, state and municipal of your domicile in the last 5 (five) years.

SECTION II – INDEPENDENCE CRITERIA	
If this section is not applicable to the function that you are being indicated, check the option beside:	( ) Not Applicable
1.1 - Do you have a relationship with the company or companies of the Petrobras Conglomerate, except for participation in Petrobras' Board of Directors or participation in its share capital?	( ) Yes ( ) No
1.2 – Are you a spouse or relative, consanguineous or related or by adoption, up to the third degree, of a head of the Executive Branch, a Minister of State, a Secretary of State, Federal District or Municipality or an administrator of the company or companies of the Conglomerate Petrobras?	( ) Yes ( ) No
1.3 - Have you, in the last three years, maintained any relationship with Petrobras, or with the company, that could compromise your independence, except for the participation in its share capital? (People linked to public teaching and/or research institutions are excluded from this restriction)	( ) Yes ( ) No
1.4 - Are you or have you been, in the last three years, an employee or Director of the company, of companies in the Petrobras Conglomerate or of affiliates of the company?	( ) Yes ( ) No
1.5 - Are you a direct or indirect supplier or buyer of services or products of the company or companies of the Petrobras Conglomerate?	( ) Yes ( ) No
1.6 - Are you an employee or manager of a company or entity that offers or requires services or products to society or to the companies of the Petrobras Conglomerate?	( ) Yes ( ) No
1.7 - Do you receive other remuneration from Petrobras, the company or companies of the Petrobras Conglomerate, in addition to that relating to the position of Director, except for the remuneration arising from participation in the company's capital?	( ) Yes ( ) No
<p><i>Note 1: In this declaration, the term "company" must be read as the company to which the candidate is being nominated.</i></p> <p><i>Note 2: The appointments to the Board of Directors will observe a minimum percentage of 25% (twenty-five percent) of independent members, according to the criteria defined in Brazilian Law No. 13.303/2016 (Art. 22) and Brazilian Decree No. 8.945/2016 (Art. 36), except in the cases provided for in Article 52 of the aforementioned Decree.</i></p> <p><i>Note 3: This form aims to identify, within the scope of the Petrobras Conglomerate, if the Board of Directors or Audit Committee of a publicly-held company is independent from the defined complementary requirements, and must be filled in by those appointed to those positions, whether independent or not.</i></p>	

Aware of the possible civil, administrative and criminal penalties that any false declarations may entail, I affirm that the information provided and the attached documents are accurate, true and without any erasures of any kind, and may be used by the Eligibility Committee.

\_\_\_\_\_  
Place and Date

\_\_\_\_\_  
Candidate Signature

Updated according to the Board of Directors' Meeting of 10/20/2023

**PÚBLICA**





Minutes CA 1.719, item 2, Agenda No. 106 of 10-20-2023