

HEALTH, SAFETY AND ENVIRONMENT (HSE) POLICY

1. MINUTE OF APROVAL

The Policy was approved by the Board of Directors of Petrobras - Minutes of Meeting CA 1.678, item 6, of 02/22/2022 - agenda n° 16.

2. SCOPE

It applies to the Petrobras System, pursuant to Article 16 of the Bylaws.

3. PRINCIPLES

3.1. Principle 1: HSE IS VALUE

We commit ourselves to taking care of each other in the workplace and, in doubt, stop and seek help.

Our zero-fatality and zero-leak ambitions, sustainability goals and commitments, including climate change requirements are integrated into the company's strategy and decision-making processes.

3.2. Principle 2: RESPECT FOR LIFE

By caring for people and promoting an ethical, healthy and safe environment, we are committed to:

- A fair culture of HSE based on mutual trust, transparency and learning from experience.
- Encouraging people's protagonism in the continuous improvement of safety, health and well-being.

3.3. Principle 3: RISK-BASED MANAGEMENT

We seek excellence in process security at all stages of the life cycle of our assets, committing ourselves to:

- Continuous learning and innovation aimed at proactively reducing risks.
- Emergency preparedness to ensure the speed and effectiveness of the response.

3.4. Principle 4: SUSTAINABILITY IN BUSINESS

We conduct our business and activities with environmental responsibility contributing to sustainable development, committing ourselves to:

- The ambition of carbon neutrality of our operations.
- The prevention and mitigation of environmental impacts of activities and products and with the improvement of the environmental quality where we operate.

3.5. Principle 5: EXCELLENCE AND TRANSPARENCY IN PERFORMANCE

We reaffirm our commitment to:

- The sharing of lessons learned and best practices of HSE with the chain of suppliers and partners, strengthening the position of excellence in our HSE performance.
- Compliance with legislation, standards, patterns and commitments in which the company is a signatory, communicating transparent and correct information.

4. GUIDELINES

Listed below are the 15 HSE Corporate Guidelines:

4.1. LEADERSHIP AND RESPONSABILITY

Integrate the principles of Health, Safety, and the Environment into the company's business strategy, reaffirming the commitment made on the part of the workforce to the HSE Policy and ensuring that the necessary resources are made available in seeking out excellence in HSE.

4.2. LEGAL COMPLIANCE

The company's activities must comply with obligations assumed in the area of health, safety, and the environment.

4.3. ASSESSMENT AND MANAGEMENT OF RISKS

Identify, evaluate and manage risks inherent to the company's activities, in order to prevent the occurrence of accidents and/or minimize their effects.

4.4. INVESTMENT AND DIVESTMENT

Pursuit the best health, safety, and the environment practices in investments and divestments.

4.5. OPERATION AND MAINTENANCE

Execute company operations in accordance with established procedures, using facilities and equipment under conditions that guarantee compliance with requirements for health, safety, and the environment.

4.6. CHANGE MANAGEMENT

Management of temporary or permanent changes aimed at mitigating risks related to health, safety, and the environment stemming from the implementation of such changes.

4.7. ACQUISITION OF GOODS AND SERVICES

Adopt appropriate HSE requirements under agreements involving goods and services and foster proactive attitudes and behaviors among the Company's workforce in relation to partners and members of the supply chain, in order to ensure that they are aligned with our values, ambitions, targets, commitments, HSE performance results and efforts to address climate change.

4.8. CONTINUOUS LEARNING

Training and educational opportunities must be continuously provided in order to foster a systemic and integrated vision of relevant technical aspects and human factors, thereby strengthening organizational learning and performance and fostering a culture that centers on HSE practices.

4.9. INFORMATION MANAGEMENT

Information regarding health, safety, and the environment must be comprehensive and made completely available, thereby streamlining decision making processes through means of reliable analytical data that generate knowledge and value for the company.

4.10. COMMUNICATION

Information related to health, safety, and the environment must be communicated in a manner that is clear and precise, and with the appropriate due diligence, in order to attend to the needs of the respective stakeholders.

4.11. CONTINGENCY

Emergency situations must be anticipated and quickly and effectively managed in order to reduce their effects to the fullest possible extent.

4.12. COMMUNITY RELATIONS

Mitigate risks and impacts related to health, safety, and the environment within communities potentially exposed to risks in the regions in which Petrobras maintains operations, ensuring that they remain informed of the company's activities.

4.13. ANALYSIS OF ACCIDENTS AND INCIDENTS

Analyze, investigate and document accidents and incidents related to the company's activities, in order to place an emphasis on learning from experience and improving established safeguards for prevention and mitigation, seeking to ensure that the company becomes increasingly resilient.

4.14. PRODUCT STEWARDSHIP

Manage risks and reduce impacts related to health, safety, and the environment associated with our products during production, commercialization and final use, taking their life cycle into consideration.

4.15. CONTINUOUS IMPROVEMENT PROCESS

Implement and maintain mechanisms for measuring, assessing and improving performance in the area of health, safety, and the environment throughout the company, in order to guarantee continuous improvement.

5. DEFINITIONS

Petrobras' Unified Glossary (internal consultation only).