

ANNEX I

13. Compensation of the Members of the Management

13.1 Description of the Compensation Policy or Practice, including of the Non-Statutory Executive Board

The compensation strategy for the members of the Management aims to attract, encourage, reward and retain members of the Management to lead the business sustainably, reconciling the interests of shareholders and other interested parties.

The qualitative description of the Company's compensation policy or practice is presented below by the management body:

I. EXECUTIVE BOARD:

- a. purposes of the compensation policy or practice, stating if the compensation policy was formally approved, the body responsible for its approval and, if the issuer discloses this policy, websites at the world wide web where the document can be found:

The compensation of the members of the Executive Board (EB) includes a fixed and a variable portion. The compensation's purposes and practices are defined considering market references for companies of similar size to the Company and aim to recognize and compensate the members of the EB considering the responsibility, time dedicated to the work, the expertise and professional reputation, as well as the performance and efforts of the members of the Management to achieve the Company's short, medium and long-term strategies and goals.

The fixed compensation of the EB includes monthly fees proposed by the Personnel Committee (COPE) to the Board of Directors (BoD) and defined annually by the Shareholders' Meeting, as per Article 152 of Law 6404, of December 15, 1976 ("Brazilian Corporation Law").

COPE is linked to the BoD and includes Board Members and/or people from the market who have outstanding experience and technical skills. The Committee has, among its assignments, to evaluate and propose policies and mechanisms to compensate members of the Senior Management to the BoD, observing the Company's strategies and market references. The BoD is responsible for approving the proposals presented by COPE.

Additionally, according to Decree 9745/19, the State-Owned Companies Coordination and Governance Office (SEST) is responsible for issuing an opinion on the compensation of members of the Management of state-owned companies and instructing the vote of the Union in the shareholders' meetings of these companies.

All members of the Executive Board are statutory.

b. Composition of compensation, specifying:

i. description of the compensation elements and individual purposes

- **Wages or Management Compensation:** Fixed monthly compensation paid to members of the EB as compensation for services rendered, including Christmas bonus (13th wage) and paid leave (vacation).
- **Direct and Indirect Benefits:** Focused on the quality of life of EB members, including housing allowance and health plan.
- **Others:** Charges from the Severance Indemnity Fund (FGTS) and Social Security (INSS).
- **Post-Employment Benefits:** Possibility to maintain the private pension plan and health plan within limits established by law.
- **Termination of the Exercise of the Position:** Refers to paid quarantine, as provided for in Law 12813/2013, which deals with the conflict of interests in the exercise of position or employment of the Federal Government and subsequent impediments to the exercise of the public position or employment.
- **Share-Based Compensation:** Petrobras' variable compensation program, the Performance Reward Program ("PPP") aims to reward the results achieved and motivate meeting strategic purposes, focused on

meritocracy and in line with other initiatives that the Company has developed to leverage and stimulate people's potential, seeking to lead them to obtain more value generation for shareholders and society.

The PPP is in line with the Strategic Plan, and market practices, values meritocracy, efficiency and is linked to individual performance and the results of the areas, besides meeting the Company's performance metrics.

See item 13.4 – Share-Based Compensation Plan for more information on the PPP.

- ii. *for the last three fiscal years, the proportion of each element in the total compensation*

According to the table below, the proportions of each element in the total compensation for the fiscal year ended December 31, 2021, 2020 and 2019:

<i>Composition of Compensation</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>
Monthly Fixed Compensation			
Wages or Management Compensation	39,75%	55,98%	51,77%
Direct or Indirect Benefits	1,06%	0,93%	1,22%
Attendance at Committees	0,00%	0,00%	0,00%
Others	10,10%	14,62%	13,55%
Variable Compensation			
Bonus	0,00%	0,00%	0,00%
Profit Sharing	0,00%	0,00%	0,00%
Attendance to Meetings	0,00%	0,00%	0,00%
Commissions	0,00%	0,00%	0,00%
Others	0,00%	0,00%	0,00%
Post-Employment Benefits	2,99%	4,40%	4,40%

Termination of the Position	9,35%	2,36%	14,33%
Share-Based Compensation(1)	36,75%	21,71%	14,73%
TOTAL	100,00%	100,00%	100,00%

¹ the percentages in "Share-Based Compensation" include long-term variable compensation and their charges (FGTS/INSS).

iii. *calculation and adjustment methodology for each compensation element*

- **Wages or Management Compensation:** considering SEST guidelines, the relevant legislation, the market practices of oil and gas companies operating in Brazil of similar size to Petrobras, identified through research carried out by specialized consultancies. The balance referring to the individual wage observes the same balance practiced since 2016.
- **Direct and Indirect Benefits:**
 - Housing Allowance: Part of the global amount of the members of the Management negotiated with SEST and approved at the Shareholders' Meeting and observes the same balances practiced in recent years.
 - Health Plan: Considering factors such as SEST's guidance and the history of using the health care. The calculation and adjustment methodology for health plan offered to EB is the same adopted by the other employees of the Company.
- **Others:** The charges of the Severance Indemnity Fund (FGTS) and Social Security (INSS) have rates defined by the government and are part of the global amount of the members of the Management negotiated with SEST and approved at the Shareholders' Meeting.

- **Post-Employment Benefits:** The supplementary pension is limited to 11% of the compensation, based on the age group of each member of the EB, and part of the global amount of the members of the Management negotiated with SEST and approved at the Shareholders' Meeting. As for health care, it considers factors such as SEST's guidance and the history of using the health plan.
- **Termination of the Exercise of the Position:** Forecasts the payment of up to six wages or management compensation if terminating the agreement with members of the EB for quarantine, with rules and exceptions set forth in the Brazilian legislation and evaluated externally to the Company by the Public Ethics Commission (CEP) of the Federal Government.
- **Share-Based Compensation:** Considers the fulfillment of prerequisites, the amount and performance indicators approved by BoD and SEST, and, to calculate the deferred balance, the average forecast of the brokers regarding PETR3 share price to the end of the current year.

It should be noted that the variable compensation (share-based compensation) is fully recognized when calculating the total compensation, observing the possible full payment of the deferred installments when the EB member is terminated, as stipulated in the Program's regulations.

See item 13.4 – Share-Based Compensation Plan for more information on the PPP.

iv. reasons that justify the compensation structure

The composition of the compensation of the members of the EB aims to reward them for the level of responsibility of their powers and duties and for the results achieved considering market practices regarding fixed and variable compensation and benefits, besides the Company's economic and financial results, seeking to align with the guidelines and rules defined by SEST for state-owned companies.

v. non-paid members by the issuer and the reason for this fact

Not applicable, as Petrobras compensate all EB.

c. main performance indicators used to define each compensation element:

- **Wages or Management Compensation:** Fixed compensation without indicator linked.
- **Direct and Indirect Benefits:** No indicator linked
- **Post-Employment Benefits:** No indicator linked
- **Share-Based Compensation:** The PPP payment is due considering the fulfillment of prerequisites and the achievement of performance targets, subdivided between
 - top metrics;
 - specific goals; and
 - discretionary valuation. The weight of each of these items varies according to the duties and responsibilities linked to the EB member's position. To calculate this compensation, the members of the EB are evaluated by the BoD.

As per Article 152 of Law 6404/76, the amount to be paid is limited to 10% of the net income or 100% of the fixed annual compensation of members of the Management, whichever is lower.

For more information on the PPP performance indicators, see item 13.4 – Share-Based Compensation Plan.

d. how the compensation is structured to reflect the advance of performance indicators:

The payment of variable compensation is conditioned to prerequisites, to meeting performance indicators, and limited to a pre-defined balance, as presented in item “c” above and in item 13.4 – Share-Based Compensation Plan.

- e. **how the compensation policy or practice is aligned to the issuer's interests in the short, medium and long terms:**

The PPP regulation provides for payment of the amount due in five installments:

- i. *60% of the amount due in cash, exclusively observing the result for the year, thus aligned with the issuer's interest in the short term; and*
- ii. *the balance of 40% paid in four annual deferred installments, linked to Petrobras' common shares (PETR3) price, thus capturing the interest of the issuer in the medium and long term.*

It should be noted that the Program's regulation provides for the possible full payment of the deferred installments in the event of a member's exit from EB.

See item 13.4 – Share-Based Compensation Plan for more information on the PPP.

- f. **compensation supported by subsidiaries, controlled companies, direct or indirect controlling shareholders:**

Not applicable. There is no compensation supported by the Company's subsidiaries, controlled companies or direct or indirect controlling shareholders.

- g. **any compensation or benefit tied to a certain corporate event, such as the transfer of controlling interest of the Company:**

Not applicable. There is no compensation or benefit linked to a certain corporate event with the Company.

- h. **practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and Executive Board, indicating:**

- i. *the issuer's bodies and committees that participate in the decision-making process, identifying their participation*

The Executive Board members' compensation is proposed by the Personnel Committee to the Board of Directors and defined annually by the Shareholders'

Meeting, as per the guidelines and directives established by SEST and as per Article 152 Brazilian Corporation Law.

- ii. criteria and methodology used to determine individual compensation, stating if studies are used to verify market practices; if so, state the criteria for comparison and the scope of these studies*

The compensation purposes and practices aim to recognize and compensate the Company's members of the Management considering the responsibility, the time dedicated to the work, the expertise and professional reputation, as well as the practices adopted by the market for companies of similar size to the Company and as per the guidelines and directives established by SEST.

- iii. how often and how the Board of Directors assesses the adequacy of the issuer's compensation policy*

Annually, the compensation of the members of the EB is proposed by COPE to BoD and defined by the Shareholders' Meeting, as per Article 152 of the Brazilian Corporation Law and as per the guidelines and directives established by SEST.

II. BOARD OF DIRECTORS:

- a. purposes of the compensation policy or practice, stating if the compensation policy was formally approved, the body responsible for its approval and, if the issuer discloses this policy, websites at the world wide web where the document can be found:**

The fixed compensation of the Board of Directors includes monthly fees proposed by the Personnel Committee to the Board of Directors and defined annually at the Shareholders' Meeting, as per Article 152 of the Brazilian Corporation Law and with Law 9292, of July 12, 1996. The compensation's purposes and practices aim to compensate the Company's Board Members within guidelines and rules applicable to federal state-owned companies.

- b. Composition of compensation, specifying:**

- i. description of the compensation elements and individual purposes*

- **Wages or Management Compensation:** *Fixed monthly compensation paid to Board Members as compensation for services rendered.*
- **Others:** Social Security charges (INSS). encargos sociais, de ônus do empregador, de Previdência Social (INSS).
- **Post-Employment Benefits:** Possibility to maintain the private pension plan within limits established by law.
- **Termination of the Exercise of the Position:** Refers to paid quarantine, as provided for in Law 12813/2013, which deals with the conflict of interests in the exercise of position or employment of the Federal Government and subsequent impediments to the exercise of the public position or employment.

ii. *for the last three fiscal years, the proportion of each element in the total compensation*

According to the table below, the proportions of each element in the total compensation for the fiscal year ended December 31, 2021, 2020 and 2019:

<i>Composition of Compensation</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>
Monthly Fixed Compensation			
Wages or Management Compensation	83,33%	83,33%	71,66%
Direct or Indirect Benefits	0,00%	0,00%	0,66%
Attendance at Committees	0,00%	0,00%	0,00%
Others	16,67%	16,67%	14,33%
Variable Compensation			
Bonus	0,00%	0,00%	0,00%
Profit Sharing	0,00%	0,00%	0,00%
Attendance to Meetings	0,00%	0,00%	0,00%

Commissions	0,00%	0,00%	0,00%
Others	0,00%	0,00%	0,00%
Post-Employment Benefits	0,00%	0,00%	0,00%
Termination of the Position	0,00%	0,00%	13,35%
Share-Based Compensation	0,00%	0,00%	0,00%
TOTAL	100,00%	100,00%	100,00%

iii. calculation and adjustment methodology for each compensation element

- **Wages or Management Compensation:** The monthly fees of the members of the Board of Directors correspond to 10% (ten percent) of the average monthly fees received by the members of the Executive Board and are approved at the Shareholders' Meeting, as per Articles 152 and 145 of the Brazilian Corporation Law and Law 9292, of July 12, 1996.
- **Others:** The Social Security charge (INSS) has a rate defined by the government as part of the global amount of the members of the Management that is negotiated with SEST and approved at the Shareholders' Meeting.
- **Post-Employment Benefits:** Contribution to the pension plan is limited to 11% of compensation based on the age group of each Board Member. The amount is part of the global amount of the members of the Management that is negotiated with SEST and approved by the Shareholders' Meeting.
- **Termination of the Exercise of the Position:** Forecasts the payment of up to six wages or management compensation if terminating the agreement with members of the BoD for quarantine, with rules and exceptions set forth in the Brazilian legislation and evaluated externally to the Company by the Public Ethics Commission (CEP) of the Federal Government.

iv. reasons that justify the compensation structure

Law 9292, of July 12, 1996, establishes that the compensation of the members of the Board of Directors of mixed capital companies, such as Petrobras, “will not, under any circumstances, exceed ten percent of the average monthly compensation of the members of the management of such companies”.

v. non-paid members by the issuer and the reason for this fact

The Company’s CEO is a member of the Board of Directors, but he is not paid as a Board Member.

In addition, as established by Article 38, Paragraph 8 of Decree 8945, of December 27, 2016, the members of the Board of Directors who participate in the Audit Committee and Audit Committee of the Petrobras Conglomerate will waive the compensation of the Board of Directors. Currently, six members of the Board of Directors are members of the Audit Committee and/or Audit Committee of the Petrobras Conglomerate.

c. main performance indicators used to define each compensation element:

Not applicable, as the compensation received by members of the Board of Directors is fixed, with no indicator linked.

d. how the compensation is structured to reflect the advance of performance indicators:

Not applicable, as the compensation received by members of the Board of Directors is fixed, with no indicator linked.

e. how the compensation policy or practice is aligned to the issuer’s interests in the short, medium and long terms

The practice is restricted to the fixed monthly compensation, with no linked indicator, as per SEST guidelines and directives.

f. compensation supported by subsidiaries, controlled companies, direct or indirect controlling shareholders

Not applicable. There is no compensation supported by the Company’s subsidiaries, controlled companies or direct or indirect controlling shareholders.

- g. any compensation or benefit linked to a certain corporate event, such as the transfer of controlling interest of the Company:

Not applicable. There is no compensation or benefit linked to a certain corporate event with the Company.

- h. practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and Executive Board, indicating:

- i. *the issuer's bodies and committees that participate in the decision-making process, identifying their participation*

The compensation of the members of the Board of Directors is proposed by the Personnel Committee to the Board of Directors and defined annually at the Shareholders' Meeting, as per Article 152 of the Brazilian Corporation Law and Law 9292, of July 12, 1996.

- ii. *criteria and methodology used to determine individual compensation, stating if studies are used to verify market practices; if so, state the criteria for comparison and the scope of these studies*

The compensation's purposes and practices aim to compensate the Company's Board Members within guidelines and rules applicable to federal state-owned companies.

- iii. *how often and how the Board of Directors assesses the adequacy of the issuer's compensation policy*

Annually, the compensation of the members of the Board of Directors is proposed by the Personnel Committee to the Board of Directors and defined by the Shareholders' Meeting as per Article 152 of Law 6404, of December 15, 1976 ("Corporation Law"), Law 9292, of July 12, 1996, and the guidelines and directives established by SEST.

III. FISCAL COUNCIL:

- a. purposes of the compensation policy or practice, stating if the compensation policy was formally approved, the body responsible for its approval and, if the issuer discloses this policy, websites at the world wide web where the document can be found:

The fixed compensation of the Fiscal Council includes monthly fees defined annually at the Shareholders' Meeting, as per Article 152 of the Brazilian Corporation Law, with Article 1 of Law 9292 of July 12, 1996. The compensation's purposes and practices aim to recognize and compensate the Company's Board Members within guidelines and rules applicable to federal state-owned companies.

b. Composition of compensation, including:

- i. *description of the compensation elements and individual purposes*
 - **Wages or Management Compensation:** Fixed monthly compensation paid to members of the Fiscal Council as compensation for services rendered.
 - **Others:** Social Security charges (INSS).
- ii. *for the last three fiscal years, the proportion of each element in the total compensation*

According to the table below, the proportions of each element in the total compensation for the fiscal year ended December 31, 2021, 2020 and 2019:

<i>Composition of compensation</i>	<i>2021</i>	<i>2020</i>	<i>2019</i>
Monthly Fixed Compensation			
Wages or Management Compensation	83,33%	84,03%	82,42%
Direct or Indirect Benefits	0,00%	0,00%	0,00%
Attendance at Committees	0,00%	0,00%	0,00%
Others	16,67%	15,97%	17,58%
Variable Compensation			
Bonus	0,00%	0,00%	0,00%
Profit Sharing	0,00%	0,00%	0,00%
Attendance to Meetings	0,00%	0,00%	0,00%
Commissions	0,00%	0,00%	0,00%

Others	0,00%	0,00%	0,00%
Post-Employment Benefits	0,00%	0,00%	0,00%
Termination of the Position	0,00%	0,00%	0,00%
Share-Based Compensation	0,00%	0,00%	0,00%
TOTAL	100,00%	100,00%	100,00%

iii. calculation and adjustment methodology for each compensation element

- **Wages or Management Compensation:** The monthly fees of the members of the Fiscal Council correspond to 10% (ten percent) of the monthly fees received by the members of the Executive Board. The amounts are approved at the Shareholders' Meeting, as per Articles 145, 152 and 162 Paragraph 3 of the Brazilian Corporation Law and Law 9,292, of July 12, 1996, and as per the guidelines and directives established by SEST.
- **Others:** The Social Security charge (INSS) has a rate defined by the government as part of the global amount of the members of the Management that is negotiated with SEST and approved at the Shareholders' Meeting.

iv. reasons that justify the compensation structure

Law 9292, of July 12, 1996, establishes that the compensation of the members of the Fiscal Council of mixed capital companies, such as the Company, "will not, under any circumstances, exceed ten percent of the average monthly compensation of the members of the management of such companies".

v. non-paid members by the issuer and the reason for this fact

Not applicable since all members of the Fiscal Council are compensated.

c. main performance indicators used to define each compensation element:

Not applicable, as the compensation received by members of the Fiscal Council is fixed, with no indicator linked.

- d. how the compensation is structured to reflect the advance of performance indicators:

Not applicable, as the compensation received by members of the Fiscal Council is fixed, with no indicator linked.

- e. how the compensation policy or practice is aligned to the issuer's interests in the short, medium and long terms:

The practice is restricted to the fixed monthly compensation, with no linked indicator, as per SEST guidelines and directives.

- f. compensation supported by subsidiaries, controlled companies, direct or indirect controlling shareholders:

Not applicable. There is no compensation supported by the Company's subsidiaries, controlled companies or direct or indirect controlling shareholders.

- g. any compensation or benefit tied to a certain corporate event, such as the transfer of controlling interest of the Company:

Not applicable. There is no compensation or benefit linked to a certain corporate event with the Company.

- h. practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and Executive Board:

Not applicable.

IV. ADVISORY COMMITTEES OF THE BOARD OF DIRECTORS:

- a. purposes of the compensation policy or practice, stating if the compensation policy was formally approved, the body responsible for its approval and, if the issuer discloses this policy, websites at the world wide web where the document can be found:

At the Company, there are six Statutory Committees linked to the Board of Directors: the Audit Committee; the Safety, Environment and Health Committee; the Personnel Committee; the Investment Committee; the Minority Committee and the Audit Committee of the Petrobras Conglomerate.

The Audit Committee (AC) has four members, chosen by the Board of Directors from among its members and outsiders, and at least one of the members of the AC must be a member of the Petrobras' Board of Directors elected by the minority shareholders or holders of preferred shares. The Minority Committee has three members, with two members of the Board of Directors elected by the minority shareholders holding common and preferred shares and an independent member, according to the independence criteria defined in Article 18, Paragraph 5, of Petrobras' Bylaws, chosen by the Board Members in the Committee, from among the members of the Board of Directors or people in the market with notable experience and technical skill (external member). The Audit Committee of the Petrobras Conglomerate has three to five members, with at least one member of the Board of Directors. The other committees have members of the Board of Directors and/or market people with notable experience and technical skills (external member).

As per SEST's guidance, the compensation for participation in the Advisory Committees of the Board of Directors must not be included in the global compensation of the members of the Management approved at the Meeting.

b. Composition of compensation, including:

i. description of the compensation elements and individual purposes

Fees: Fixed monthly compensation paid to the members of the Advisory Committees of the Board of Directors.

ii. what is the proportion of each element in the total compensation

Fees: 100%.

iii. calculation and adjustment methodology for each compensation element

The monthly fees of the members of the Audit Committee and the Audit Committee of the Petrobras Conglomerate correspond to 40% for the Chairman of the Committee and 30% for other members, of the average monthly compensation of the members of the Executive Board, excluding amounts linked to vacations and benefits,

complying with Article 38, Paragraph 8 of Decree 8945, of December 27, 2016, therefore, linked to the adjustment of such fees, already described above.

As already mentioned, the members of the Board of Directors who participate in the Audit Committee and the Audit Committee of the Petrobras Conglomerate will waive the compensation of the Board of Directors, as established in Article 38, Paragraph 8 of Decree 8945, of December 27, 2016.

The monthly fees of the members of the other Advisory Committees of the Board of Directors, for participating in the Committee, correspond to 50% of the monthly fees of the Board Members, therefore, linked to readjusting such fees, already described above.

iv. reasons that justify the compensation structure

Composition of the compensation is defined as per the rules applicable to state-owned companies.

v. non-paid members by the issuer and the reason for this fact

Currently, three members of the Advisory Committees of the Board of Directors are not compensated, given that they are compensated for their participation in the Board of Directors.

c. main performance indicators used to define each compensation element:

Not applicable, as the compensation received is fixed, no linked indicator.

d. how the compensation is structured to reflect the advance of performance indicators:

Not applicable, as the compensation received is fixed, no linked indicator.

e. how the compensation policy or practice is aligned to the Company's interests in the short, medium and long terms:

The practice is restricted to the fixed monthly compensation, no linked indicator, as per SEST guidelines and directives.

- f. compensation supported by subsidiaries, controlled companies, direct or indirect controlling shareholders:

Not applicable. There is no compensation supported by the Company's subsidiaries, controlled companies or direct or indirect controlling shareholders.

- g. any compensation or benefit tied to a certain corporate event, such as the transfer of controlling interest of the Company:

Not applicable. There is no compensation or benefit linked to a certain corporate event with the Company.

- h. practices and procedures adopted by the Board of Directors to define the individual compensation of the Board of Directors and Executive Board, indicating:

Not applicable.

V. STATUTORY TECHNICAL COMMITTEES:

The Executive Board is advised by the Statutory Technical Committee for Investment and Divestment, with specific assignments to analyze and recommend certain matters, complying with Article 160 of Law 6404/76.

In addition, the members of the Executive Board are advised by eight other Statutory Technical Committees, with members of the Company's general structure, with specific assignments to analyze and recommend certain matters, under their Charters, complying with Article 160 of Law 6404/76: Statutory Technical Committee for Production Development; Statutory Technical Committee for Exploration and Production; Statutory Technical Committee for Refining and Natural Gas; Statutory Technical Committee for Financial and Investor Relations; Statutory Technical Committee for Governance and Compliance; Statutory Technical Committee for Institutional Relations and Sustainability; Statutory Technical Committee for Digital Transformation and Innovation; and Statutory Technical Committee for Trade and Logistics.

Members of Statutory Technical Committees are not compensated for participating in said Committees.

13.2 Total Compensation of the Board of Directors, Statutory Executive Board and Fiscal Council

Total Compensation Estimated for the Current Fiscal Year December 31, 2022 – Annual Figures

	<i>Board of Directors</i>	<i>Statutory Executive Board</i>	<i>Fiscal Council</i>	<i>Total</i>
Total Number of Members	11	9	5	25
Number of Paid Members	11	9	5	25
Fixed Annual Compensation				
Wages or Management Compensation	1.599.010,49	14.173.047,55	726.822,95	16.498.880,99
Direct and Indirect Benefits	0,00	1.471.254,84	0,00	1.471.254,84
Attendance at Committees	0,00	0,00	0,00	0,00
Others	0,00	0,00	0,00	0,00
<i>Description of Other Fixed Compensations</i>	In the 2021, 2020 and 2019 fiscal years, the Company reported Social Security charges (INSS) in "Others". As of 2022, these charges were no longer included, as recommended in the Official Letter/CVM/SEP/nº 1/2021.	In 2021, 2020 and 2019, the Company reported Severance Indemnity Fund (FGTS) and Social Security (INSS) in "Others". As of 2022, these charges were no longer included, as recommended in the Official Letter/CVM/SEP/nº 1/2021.	In the 2021, 2020 and 2019 fiscal years, the Company reported Social Security charges (INSS) in "Others". As of 2022, these charges were no longer included, as recommended in the Official Letter/CVM/SEP/nº 1/2021.	-
Variable Compensation				
Bonus	0,00	0,00	0,00	0,00
Profit Sharing	0,00	0,00	0,00	0,00
Attendance at Meetings	0,00	0,00	0,00	0,00
Commissions	0,00	0,00	0,00	0,00
Others	0,00	0,00	0,00	0,00
<i>Description of Other Variable Compensations</i>	-	-	-	-
Post-Employment	175.891,15	2.228.085,51	0,00	2.403.976,66
Termination of Position	799.505,25	6.038.221,44	363.411,48	7.201.138,17
Share-Based Compensation (including options)	0,00	13.099.064,16	0,00	13.099.064,16
Notes	<ul style="list-style-type: none"> Petrobras' CEO is a member of the Board of Directors, but he is not paid as a Board Member. As of April 2022, six members of the Board of Directors are members of the Audit Committee and/or Audit Committee of the Petrobras Conglomerate. All have waived the compensation of the Board of Directors, as established in Article 38, Paragraph 8 of Decree 8945, of December 27, 2016. The amounts and balances considered are forecast and correspond to January to December 2022. 			

- The number of members was calculated as set forth in Official Letter CVM/SEP/Nº01/2021.
- Members of the Board of Directors and Fiscal Council do not get payments linked to vacations.
- The balances in "Termination of Position" refer to paid quarantine.
- The amounts in "Share-Based (including options)" correspond to the total 2021 Variable Compensation Program (PPP) (cash and forecast of deferred balances), besides the fourth balance deferred of the 2018 Variable Compensation Program of the members of the Executive Board, excluding charges (FGTS and INSS) as recommended in Official Letter/CVM/SEP/Nº 1/2021.
- The Annual Shareholders' Meeting scheduled to take place on April 13, 2022, will resolve the overall compensation of the members of the Management (Executive Board and Board of Directors) from April 2022 to March 2023. Regarding the amount approved by the ASM of April 14, 2021, the proposed amount represents a 15.9% drop due to the non-provision of charges (INSS and FGTS) as of 2022, as recommended in the Official Letter/CVM/SEP/Nº 1/2021 and guidance issued by SEST. In comparison with the ASM 2021, when the charges (INSS and FGTS) of the latter are not considered, the amounts proposed for the ASM 2022 represent an 0.37% increase, due to the greater provisioning of the PPP for 2021, given the prospect for the Company's better results.

Total Compensation (1)	2.574.406,89	37.009.673,50	1.090.234,43	40.674.314,82
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Total Compensation for the Fiscal Year on December 31, 2021 - Annual Figures

	<i>Board of Directors</i>	<i>Statutory Executive Board</i>	<i>Fiscal Council</i>	<i>Total</i>
Total Number of Members	10,58	9,00	5,17	24,75
Number of Paid Members	4,50	9,00	5,17	18,67
Fixed Annual Compensation				
<i>Wages or Management Compensation</i>	637.585,45	14.093.229,71	707.845,04	15.438.660,20
<i>Direct and Indirect Benefits</i>	0,00	377.100,11	0,00	377.100,11
<i>Attendance at Committees</i>	0,00	0,00	0,00	0,00
<i>Others</i>	127.517,09	3.581.864,43	141.569,01	3.850.950,53
<i>Description of Other Fixed Compensations</i>	The amounts in "Others" refer to the Social Security (INSS) charge.	The balances in "Others" refer to the Severance Indemnity Fund (FGTS) and Social Security (INSS) charges.	The amounts in "Others" refer to the Social Security (INSS) charge.	-
Variable Compensation				
<i>Bonus</i>	0,00	0,00	0,00	0,00
<i>Profit Sharing</i>	0,00	0,00	0,00	0,00
<i>Attendance at Meetings</i>	0,00	0,00	0,00	0,00
<i>Commissions</i>	0,00	0,00	0,00	0,00
<i>Others</i>	0,00	0,00	0,00	0,00
<i>Description of Other Variable Compensations</i>	-	-	-	-
<i>Post-Employment</i>	0,00	1.059.726,54	0,00	1.059.726,54
<i>Termination of Position</i>	0,00	3.313.793,67	0,00	3.313.793,67
<i>Share-Based Compensation (including options)</i>	0,00	13.031.090,74	0,00	13.031.090,74
Notes	<ul style="list-style-type: none"> Petrobras' CEO is a member of the Board of Directors, but he is not paid as a Board Member. In December 2021, six members of the Board of Directors were part of the Audit Committee 			

and/or Audit Committee of the Petrobras Conglomerate. All have waived the compensation of the Board of Directors, as established in Article 38, Paragraph 8 of Decree 8945, of December 27, 2016.

- The amounts correspond to the period from January to December 2021.
- The number of members was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021.
- Members of the Board of Directors and Fiscal Council do not get payments linked to vacations.
- The balances in "Termination of Position" refer to paid quarantine.
- The amounts in "Share-Based (including options)" refer to the cash balance of the Variable Compensation Program (PPP) 2020 paid to some members of the Executive Board who remained at the Company in 2021; besides the settlement of the deferred installments of the 2019 and 2020 PPP and the third installment of the 2018 PPP of the members of the Executive Board, plus INSS and FGTS charges.
- The Annual Shareholders' Meeting ("ASM"), held on April 14, 2021, approved the global compensation of members of the Management (Executive Board and Board of Directors) from April 2021 to March 2022.

Total Compensation	765.102,54	35.456.805,20	849.414,05	37.071.321,79
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Total Compensation for the Fiscal Year on December 31, 2020 - Annual Figures

	<i>Board of Directors</i>	<i>Statutory Executive Board</i>	<i>Fiscal Council</i>	<i>Total</i>
Total Number of Members	10,00	9,00	5,00	24,00
Number of Paid Members	4,42	9,00	5,00	18,42
Fixed Annual Compensation				
Wages or Management Compensation	654.140,88	13.796.160,29	726.823,20	15.177.124,37
Direct and Indirect Benefits	0,00	229.227,96	0,00	229.227,96
Attendance at Committees	0,00	0,00	0,00	0,00
Others	130.828,18	3.602.177,41	138.096,41	3.871.102,00
Description of Other Fixed Compensations	The amounts in "Others" refer to the Social Security (INSS) charge.	The balances in "Others" refer to the Severance Indemnity Fund (FGTS) and Social Security (INSS) charges.	The amounts in "Others" refer to the Social Security (INSS) charge.	
Variable Compensation				
Bonus	0,00	0,00	0,00	0,00
Profit Sharing	0,00	0,00	0,00	0,00
Attendance at Meetings	0,00	0,00	0,00	0,00
Commissions	0,00	0,00	0,00	0,00
Others	0,00	0,00	0,00	0,00
Description of Other Variable Compensations	-	-	-	-
Post-Employment	0,00	1.085.111,78	0,00	1.085.111,78
Termination of Position	0,00	581.952,58	0,00	581.952,58
Share-Based Compensation (including options)	0,00	5.351.799,71	0,00	5.351.799,71

Notes

- Petrobras' CEO is a member of the Board of Directors, but he is not paid as a Board Member.
- On December 31, 2020, five members of the Board of Directors were members of the Audit Committee and/or Audit Committee of the Petrobras Conglomerate. All have waived the compensation of the Board of Directors, as established in Article 38, Paragraph 8 of Decree 8945, of December 27, 2016.
- The balances correspond to the period from January to December 2020.
- The number of members was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021.
- Members of the Board of Directors and Fiscal Council do not get payments linked to vacations.
- The balances in "Termination of Position" refer to paid quarantine.
- The amounts in "Share-Based (including options)" refer to the cash balance of the Variable Compensation Program (PPP) 2019 and the second balance of the PPP 2018 of the members of the Executive Board and their charges.
- The Annual Shareholders' Meeting ("ASM"), held on July 22, 2020, approved the global compensation of members of the Management (Executive Board and Board of Directors) from April 2020 to March 2021.

Total Compensation

784.969,06	24.646.429,73	864.919,61	26.296.318,40
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Total Compensation for the Fiscal Year on December 31, 2019 - Annual Figures

	Board of Directors	Statutory Executive Board	Fiscal Council	Total
Total Number of Members	9,75	7,67	5,00	22,42
Number of Paid Members	5,00	7,67	5,00	17,67
Fixed Annual Compensation				
Wages or Management Compensation	696.111,13	11.626.855,23	545.493,60	12.868.459,96
Direct and Indirect Benefits	6.371,70	273.316,27	0,00	279.687,97
Attendance at Committees	0,00	0,00	0,00	0,00
Others	139.222,23	3.043.415,02	116.351,90	3.298.989,15
Description of Other Fixed Compensations	The amounts in "Others" refer to the Social Security (INSS) charge.	The balances in "Others" refer to the Severance Indemnity Fund (FGTS) and Social Security (INSS) charges.	The amounts in "Others" refer to the Social Security (INSS) charge.	
Variable Compensation				
Bonus	0,00	0,00	0,00	0,00
Profit Sharing	0,00	0,00	0,00	0,00
Attendance at Meetings	0,00	0,00	0,00	0,00
Commissions	0,00	0,00	0,00	0,00
Others	0,00	0,00	0,00	0,00
Description of Other Variable Compensations	-	-	-	-
Post-Employment	0,00	988.524,94	0,00	988.524,94
Termination of Position	129.706,26	3.219.272,75	0,00	3.348.979,01
Share-Based Compensation (including options)	0,00	3.308.776,32	0,00	3.308.776,32
Notes	<ul style="list-style-type: none"> O Presidente da Petrobras é membro do Conselho de Administração, no entanto esta participação 			

	<ul style="list-style-type: none"> não é remunerada. Os membros do Conselho de Administração que participarem do Comitê de Auditoria e do Comitê de Auditoria do Conglomerado renunciaram à remuneração de Conselheiro de Administração, conforme estabelece o art. 38, § 8º do Decreto nº 8.945, de 27 de dezembro de 2016. Os valores correspondem ao período de janeiro a dezembro de 2019. O número de membros foi apurado de acordo com a forma especificada no Ofício-Circular CVM/SEP/Nº01/2021. Membros do Conselho de Administração e Conselho Fiscal não recebem valores relativos a férias. Os valores contidos no campo "Cessação do cargo" referem-se a quarentena remunerada. Os valores contidos no campo "Baseada em ações (incluindo opções)" referem-se à primeira parcela do Programa de Remuneração Variável (PPP) 2018 dos membros da Diretoria Executiva e seus respectivos encargos. A Assembleia Geral Extraordinária, realizada em 25/04/2019, aprovou a remuneração global dos administradores (Diretoria Executiva e Conselho de Administração) para o período de abril de 2019 a março de 2020. A Assembleia Geral Extraordinária, realizada em 30/09/2019, aprovou a proposta de alteração da remuneração global dos administradores (Diretoria Executiva e Conselho de Administração), em função da criação da nova Diretoria de Transformação Digital e Inovação. 			
Total Compensation	971.411,32	22.460.160,53	661.845,50	24.093.417,35

13.3 Total Variable Compensation of the Board of Directors, Statutory Executive Board and Fiscal Council

Due to the characteristics of the variable compensation program for the members of the Company's Executive Board, the information is reported in item 13.4 – Share-Based Compensation Plan and 13.5 – Share-Based Compensation.

13.4 Share-Based Compensation Plan for the Board of Directors and Statutory Executive Board

Performance Reward Program – ("PPP")

The Performance Reward Program ("PPP") includes a variable compensation program for all employees. In line with the 2021-2025 Strategic Plan, the PPP aims to balance meritocracy and provide agility to the Company in a scenario seeking more efficiency and best management practices.

As approved by the Board of Directors and State-Owned Companies Coordination and Governance Office (SEST), the payment of variable compensation (PPP) for the members of the Executive Board, not extended to the members of the Board of Directors, takes place on a deferred basis, throughout five years, whose balances are referenced by the market price of the Company's shares without, therefore, granting Petrobras share purchase options, carried out as follows: 60% of the balance of the Program is paid in a cash balance, and the remaining balance of 40% is paid in four annual deferred balances, the balance of which is symbolically converted into the corresponding number of Petrobras common shares (PETR3), using as a base balance the weighted average of the last 60 trading sessions of the Program's reference exercise. The CEO or Executive Officer may exercise the right

to receive the installments deferred after meeting the grace periods set upon request.

Each installment to be paid is equivalent to transforming the symbolic shares into cash by the weighted average price of Petrobras common shares (PETR3) in the last 20 trading sessions before the request date.

It should be noted that the Program's regulation provides for the possible full payment of the deferred installments in the event of a member's exit from EB.

Payment of the PPP is due considering compliance with the following prerequisites:

- i. *presentation of net income and*
- ii. *declaration and payment of dividends to shareholders. As per Article 152 of Law 6404/76, the amount to be paid is limited to 10% of the net income or 100% of the fixed annual compensation of members of the Management, whichever is lower.*

Balances are calculated from performance indicators negotiated with SEST such as:

- i. *top metrics: Gross Debt (corresponds to the total debt balance of contracted debts), Delta EVA (Economic Value Added - measures the economic profit in a given period minus the cost of invested capital of its operating profit), IGEE (monitors Petrobras' performance regarding the direct emission of greenhouse gases into the atmosphere) and VAZO (total volume of oil leaked in events with a volume above a barrel and that reached bodies of water or non-impermeable soil);*
- ii. *the scores of the specific metrics of the scorecards of the organizational units under its responsibility (represented by specific indicators and strategic initiatives that include economic, corporate governance, environmental and social factors); and*
- iii. *discretionary assessment of the immediate superior according to the profile and performance of each member of the Executive Board. To calculate this compensation, the members of the EB are evaluated by the BoD.*

During 2021, the results and forecasts of the main metrics of these specific indicators and strategic initiatives were monitored, allowing the performance of organizational units to be evaluated until the end of the year, which serves as a reference to evaluate individual performance.

The weight of each item varies according to the duties and responsibilities linked to the position, as shown in the table below for 2021.

<i>Duties and Powers</i>	<i>Indicator Weights by Group</i>		
	<i>Top Metrics</i>	<i>Specific Metrics</i>	<i>Discretionary / Individual</i>
Executive Board	60%	35%	5%
Chairman	85%	10%	5%

The higher the hierarchical level, the greater the weight of the top metrics, reflecting the greater level of responsibility of the manager regarding the metrics of their area and to Petrobras' performance metrics.

13.5 Share-Based Compensation of the Board of Directors and Statutory Executive Board

The share-based compensation plan (described in item 13.4) does not include granting stock options, as it is based on the price of the Company's shares to define the balance to be rewarded as an incentive to members of the Executive Board EB. (CEO and Executive Officers).

Therefore, most of the information in this item does not apply to the Company, such as the information requested in sub-items "d", "e" and "f" related to granting options, the weighted average exercise price of option groups, and potential dilution in the event of exercising all options granted.

The information in sub-items "a", "b" and "c" on the compensated members and bodies, besides the amounts paid in 2019 to 2021 and expected for 2022, are presented in item 13.2.

13.6 Information on the outstanding options held by the board of directors and the statutory board

Not applicable, as the Company's variable compensation plan does not include granting stock options.

13.7 Options Exercised and Shares Delivered Related to the Share-Based Compensation of the Board of Directors and Statutory Executive Board

Not applicable, as the Company's variable compensation plan does not include granting stock options.

13.8 Information Necessary to Understand the Data Disclosed in Items 13.5 to 13.7 - Pricing Method for Shares and Options

The Company clarifies that the amounts paid (or expected to be paid) were considered in the Company's share-based variable compensation plans (PPP) since the Company does not have stock option plans.

As per item 13.4., the balance of 40% of the Program is paid in four annual deferred balances, and the amount is symbolically converted into the corresponding amount of Petrobras common shares (PETR3) considering the average price of shares weighted by the traded volume, referring to the 60 last trading sessions of the year preceding the reward date. The CEO or Executive Officer may exercise the right to receive the installments deferred after meeting the grace periods set upon request.

Each installment to be paid is equivalent to transforming the symbolic shares into cash by the weighted average price of Petrobras common shares (PETR3) in the last 20 trading sessions before the request date.

13.9 Interest in Shares, Quotas and Other Convertible Securities held by Members of the Management and Fiscal Council - By Body

Securities Issued by the Company on December 31, 2021

<i>Executive Board</i>	
<i>Characteristics of the Securities</i>	<i>Total</i>
FGTS Share	2.680
Investment Fund Share	0
Common Shares	0
Preferred Shares	87.819
Ordinary Receipts	4.550

Debentures	236
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<i>Board of Directors (*)</i>	
<i>Characteristics of the Securities</i>	<i>Total</i>
FGTS Share	0
Investment Fund Share	0
Common Shares	0
Preferred Shares	2.000
Debentures	0
CRI	50
Ordinary Receipts	9.100

<i>Fiscal Council **</i>	
<i>Characteristics of the Securities</i>	<i>Total</i>
FGTS Share	0
Investment Fund Share	0
Common Shares	0
Preferred Shares	400

(*) Does not include the position held by external members of Advisory Committees of the Board of Directors.

(**) Includes position held by alternate members.

The members of the Board of Directors, Statutory Executive Board and Fiscal Council, on the closing date of the last fiscal year, did not hold, directly or indirectly, shares or quotas, in Brazil or abroad, or other securities convertible into shares or quotas, issued by the Company or by its direct or indirect controlling shareholders and/or companies controlled or under common control, other than those listed in the tables above.

13.10 Information on Pension Plans Granted to Members of the Board of Directors and Statutory Executive Officers

	<i>Board of Directors</i>	<i>Executive Board</i>
Total Number of Members	Not Applicable	9,00
Number of Paid Members	Not Applicable	9,00

Name of the Plan	Petros 2 and Petros	
Number of members of the Management eligible for retirement	Considering that the members of Petrobras' Management are statutory and, therefore, can be removed from their position at any time if decided by the Board of Directors or Shareholders' Meeting, there is no need to consider the number or conditions for early retirement.	
Conditions for early retirement	Considering that the members of Petrobras' Management are statutory and, therefore, can be removed from their position at any time if decided by the Board of Directors or Shareholders' Meeting, there is no need to consider the number or conditions for early retirement.	
Updated accumulated balance of contributions accumulated until the end of the last fiscal year, excluding contributions made directly by the members of the Management	Not Applicable	R\$ 1.059.726,54
Total Accumulated Contributions made in the Last Fiscal Year excluding Contributions made Directly by Members of the Management	Not Applicable	R\$ 1.059.726,54
Possibility of early redemption and conditions	Pension plans have specific conditions and rules for early redemption, including possibly redeeming only part of the contributions made by participants. In general, if the member of the Management wishes to make the redemption, which can only be carried out upon termination of their relationship with the Company, they will receive a balance referring to their contribution and amounts referring to the contributed amounts account cannot be redeemed by the Company.	

13.11 The Highest, Lowest and Average Individual Compensation for the Board of Directors, Statutory Executive Board and Fiscal Council (Annual Figures)

	Statutory Executive Board			Board of Directors			Fiscal Council		
	12/31/2021	12/31/2020	12/31/2019	12/31/2021	12/31/2020	12/31/2019	12/31/2021	12/31/2020	12/31/2019
Number of members	9,00	9,00	7,67	10,58	10,00	9,75	5,17	5,00	5,00
Number of Paid Members	9,00	9,00	7,67	4,50	4,42	5,00	5,17	5,00	5,00
Balance of the highest compensation (R\$)	3.079.232,01	2.937.733,28	2.711.572,79	174.437,57	174.437,57	173.558,09	174.437,57	174.437,57	138.186,70
Balance of the lowest compensation (R\$)	3.034.506,31	2.166.799,72	2.023.422,94	174.437,57	174.437,57	173.558,09	174.437,57	174.437,57	138.186,70
Average balance of compensation (R\$)	3.939.645,02	2.738.492,19	2.929.586,16	170.022,79	177.728,84	194.282,26	164.402,72	172.983,92	132.369,10

Notes

Statutory Executive Board

12/31/2021	<ul style="list-style-type: none"> - The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. - We clarify that the average individual compensation corresponds to the total annual compensation of the Executive Board, divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº01/2021, both reported in item 13.2. This balance includes balances linked to the termination of the position referring to former members who exited the Company. Therefore, the average balance may be higher than the highest individual compensation.
12/31/2020	<ul style="list-style-type: none"> - The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. - We clarify that the average individual compensation corresponds to the total annual compensation of the Executive Board, divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº01/2021, both reported in item 13.2. This balance includes balances linked to the termination of the position referring to former members who exited the Company. Therefore, the average balance may be higher than the highest individual compensation.
12/31/2019	<ul style="list-style-type: none"> - The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº02/2020. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. - We clarify that the average individual compensation corresponds to the total annual compensation of the Executive Board, divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº02/2020, both reported in item 13.2. This balance includes balances linked to the termination of the position referring to former members who exited the Company. Therefore, the average balance may be higher than the highest individual compensation.

Board of Directors

12/31/2021	<ul style="list-style-type: none"> - The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. - We clarify that the average individual compensation corresponds to the total annual compensation of the Board of Directors divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº01/2021, both reported in item 13.2. This balance includes balances linked to the compensation of members who worked for less than 12 (twelve) months and exited the Company during the fiscal year. Therefore, the average balance may be higher than the highest individual compensation.
12/31/2020	<ul style="list-style-type: none"> - The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº02/2020. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. - We clarify that the average individual compensation corresponds to the total annual compensation of the Board of Directors divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº02/2020, both reported in item 13.2. This balance includes balances linked to the termination of the position referring to former members who exited the Company. Therefore, the average balance may be higher than the highest individual compensation.
12/31/2019	<ul style="list-style-type: none"> - December 31, 2019 - The number of members of each body was calculated as specified in Official Letter CVM/SEP/Nº02/2020. - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months.

- - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year.
- - We clarify that the average individual compensation corresponds to the total annual compensation of the Board of Directors divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº02/2020, both reported in item 13.2. This balance includes balances linked to the termination of the position referring to former members who exited the Company. Therefore, the average balance may be higher than the highest individual compensation.

Fiscal Council

12/31/2021	<ul style="list-style-type: none"> • The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021. • - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. • - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year. • - We clarify that the average individual compensation corresponds to the total annual compensation of the Fiscal Council divided by the number of paid members, as set forth in the Official Letter CVM/SEP/Nº01/2021, both reported in item 13.2. This balance includes balances linked to the compensation of members who worked for less than 12 (twelve) months and exited the Company during the fiscal year.
12/31/2020	<ul style="list-style-type: none"> • The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº01/2021. • - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. • - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year.
12/31/2019	<ul style="list-style-type: none"> • The number of members of each body was calculated as set forth in the Official Letter CVM/SEP/Nº02/2020. • - The balance of the lowest individual annual compensation was calculated, excluding members who worked for less than 12 (twelve) months. • - To inform the highest compensation, we considered all compensations recognized in the result for the fiscal year, and the member with the highest individual compensation worked for the twelve (12) months of the fiscal year.

13.12 - Mechanisms of Compensation or Indemnification for Members of the Management in Case of Removal from Office or Retirement

To date, there have been no contractual arrangements or insurance policies for the Company's members of the Management in the event of removal from office or retirement.

In the Company's Bylaws, in its Article 28, the quarantine balance is set forth, as provided for in Law 12813/2013, which deals with the conflict of interests in the exercise of position or employment of the Federal Government and subsequent impediments to the exercise of the public position or employment. The payment of the quarantine is subject to the manifestation, on a case-by-case basis, of the Public Ethics Committee, under the current legislation, for the members of the Executive Board and Petrobras Ethics Committee for the members of the Board of Directors and Fiscal Council.

The paid quarantine corresponds to the payment of the members of the Management's monthly fee for up to six months from the date of their dismissal.

13.13 - Percentage of Total Compensation of Members of the Management and Fiscal Council that are Related Parties to Controlling Shareholders

	<i>Executive Board</i>	<i>Board of Directors</i>	<i>Fiscal Council</i>
2019	0,00%	0,00%	0,00%
2020	0,00%	0,00%	0,00%
2021	0,00%	0,00%	0,00%

13.14 - Compensation of Members of the Management and Fiscal Council, by Body, Received for any Reason Other than the Position they hold

In the last three fiscal years, there was no payment of compensation to members of the Board of Directors, Executive Board or Fiscal Council for any reason other than their position.

13.15 - Compensation of Executive Officers, Members of the Fiscal Council Recognized in the Results of Direct or Indirect Controlling Shareholders, Companies Under Common Control and Subsidiaries of the Issuer

Regarding the last three fiscal years, there are no amounts recognized in the results of the Company's controlling shareholders, direct or indirect, of companies under common control and of subsidiaries, as compensation of members of the Board of Directors, Executive Board or Fiscal Council, even that is not related to the exercise of a position in the Company.

13.16 - Compensation of management and fiscal council members recognized in the results of direct or indirect controlling shareholders, companies under common control, and subsidiaries of the issuer

The information referring to 2019-2021 corresponds to the fiscal year, that is, from January to December, and is therefore not linked to the amount approved at the Annual Shareholders' Meeting ("ASM"), which corresponds to the period from April to March of the following year.

The Annual Shareholders' Meeting ("ASM"), held on April 25, 2019, approved the global compensation of members of the Management (Executive Board and Board of Directors) from April 2019 to March 2020.

The Extraordinary Shareholders' Meeting ("AGE"), held on September 30, 2019, approved the proposal to change the global compensation of members of the Management due to creating the Digital Transformation and Innovation Board.

The Annual Shareholders' Meeting ("ASM"), held on July 22, 2020, resolved on the global compensation of members of the Management (Executive Board and Board of Directors) for the period from April 2020 to March 2021.

The Annual Shareholders' Meeting ("ASM"), held on April 14, 2021, resolved the global compensation of members of the Management (Executive Board and Board of Directors) for the period from April 2021 to March 2022.

The Extraordinary Shareholders' Meeting ("AGE"), held on August 27, 2021, resolved on the proposal to adjust the global budget for the compensation of the members of the Statutory Audit Committee and Petrobras' other Advisory Committees, approved in Annual Shareholders' Meeting held on April 14, 2021.

The Annual Shareholders' Meeting ("ASM"), scheduled to take place on April 13, 2022, will resolve the overall compensation of the members of the Management (Executive Board and Board of Directors) for the period from April 2022 to March 2023.