

# Human Rights and Corporate Citizenship Supplement

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2022





## A Message from our management

02

## Overview of Petrobras

04

## Human rights at Petrobras

06

<b>Commitments for human rights</b>	<b>06</b>
<b>Human rights governance, training and awareness</b>	<b>10</b>
Human rights governance	10
Human rights training and awareness	16
Actions to promote diversity, equity and inclusion	20
<b>Main human rights issues at Petrobras</b>	<b>24</b>
<b>Due diligence and human rights assessment</b>	<b>25</b>
Corporate risk management	25
Human rights due diligence processes	25
<b>Axes of action</b>	<b>28</b>
Workforce	28
Communities	39
Chain of suppliers and partners	56
<b>Mitigation and reparation</b>	<b>60</b>
Processes to repair and mitigate negative impacts	60
Divergences and conflicts	66
<b>Lessons learned and process improvements</b>	<b>69</b>

## Our corporate citizenship practices

71

<b>Donations</b>	<b>72</b>
<b>Volunteering</b>	<b>75</b>
<b>Cultural, sports and business, science, and technology sponsorships</b>	<b>76</b>
<b>Voluntary socio-environmental investments</b>	<b>78</b>
Lines of action	81
Networked operation	87
Compliance mechanisms for Civil Society Organizations	89
<b>Results of our social and environmental investments</b>	<b>90</b>
Results for society	90
Evaluation of return on image	94
<b>Staff</b>	<b>95</b>





# A Message from our management

## Letter from our CEO

Respect for human rights is a crosscutting theme for our company. We annually seek to overcome challenges that arise in a broader context of society, influenced by historical and cultural circumstances, but which do not justify inaction. On the contrary, they call for even more reflecting and action, not only with the aim of promoting and respecting human rights, but strongly fighting possible violations, not only in our operations, but in the communities where we operate, in the supply chain and our business partners.

We are committed to the socioeconomic development of the places where we operate and to improving the quality of life of society as a whole, respecting human rights and the environment, in accordance with the principles of the United Nations Global Compact and the Guiding Principles on Business and Human Rights and inspired by the Sustainable Development Goals.

As a way to account for our efforts, but also our weaknesses, we are launching this annual publication: Human Rights and Corporate Citizenship Supplement In addition to providing

greater transparency in our operations, it represents an important management tool, as it also prompts us to collectively reflect on a theme that permeates the entire company and that needs to be part of the attitude in each area of the company, in each process, of each collaborator.

The publication of the Human Rights Guidelines at Petrobras, the constitution of the Human Rights Commission and the establishment of specific human rights commitments in our Strategic Plan have been dictating our way of acting and overcoming greater challenges that benefit our organizational climate, our relationships, and our business.

We are committed to training 100% of employees on human rights issues and promoting integrated human rights due diligence in 100% of our operations by 2025. These are audacious commitments, but we know that this is the only way we will achieve an increasingly fair environment that makes us proud. We are also committed to promoting diversity by providing an inclusive work environment. For that reason, we created gender affinity

and diversity groups and a racial equity work group, as well as developing actions aimed at the inclusion of underrepresented minority groups and the literacy of the workforce, training service providers is a challenge that we are committed to overcoming.

Our commitment to life is a non-negotiable value and we reaffirm our zero-fatality ambition. However, with deep regret, we reported five fatalities in 2022, which demonstrates that our recognized safety culture is tested every day and that our battle is constant, daily and there is always room for improvement. Our physical and mental health promotion programs focus on promoting quality of life and well-being and reducing workers' health risks and vulnerabilities.

Our human rights agenda, established by the Petrobras Human Rights Guidelines, made it possible for 25 actions planned for 2022 to be implemented, such as: training over 3,300 employees on human rights, structuring the human rights due diligence process manual integrated into our operations, the continuity of the Women's Mentoring Program, among other actions. Our goal of reaching at least 20% of women in leadership positions has been achieved by 2022. This percentage is greater than the total representation of women among all employees at Petrobras parent company, which is 17%, also a challenge for our organization and for our industry.

In early 2023, we published the Petrobras Stance on Diversity and Fighting Harassment and Discrimination. In the document, we commit to promoting diversity and vigorously fighting harassment and discrimination. The first steps have already been taken with the reduction of the deadline for investigations; we are also implementing a 24-7 psychological counseling service for assistance and guidance.

Our engagement with communities takes place through public hearings, social communication programs, community relations and socio-environmental investment. We have systems for managing social risks in investment projects and for decommissioning and divestment, allowing us to anticipate possible human rights violations or other social impacts.

This active management of our business allows us to recognize the relevance of the movement in search of a just transition, with respect for human rights, not only in the case of a climate transition, but for any transformation in our business.

We strive to respond and deal with recurrent requests from communities through actions foreseen in the business units' social responsibility plans and we prioritize traditional peoples and communities: fishers, *Caiçaras*, *Quilombolas*, Indigenous, riverside and Terreiro communities.

In 2022, we invested BRL 121 million in voluntary social and environmental projects and, in 2023, we launched the largest public selection process in the history of the company's socio-environmental investments, with BRL 432 million that will benefit over 50 projects to be selected. Compulsory social and environmental programs, such as projects to offset and mitigate impacts and environmental monitoring, totaled BRL 462 million in 2022. We also invested BRL 28 million in cultural projects, BRL 4 million in sports projects, in addition to donations totaling BRL 272 million to help families in socially vulnerable situations in the last year.

Our engagement with suppliers on social, environmental and governance issues materializes, for example, in distance learning programs and through the Best Suppliers Award. On the other hand, our due diligence processes led us to sanction six companies for non-compliance with labor practices.

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

**Jean Paul Prates**  
Petrobras CEO



# Overview of Petrobras

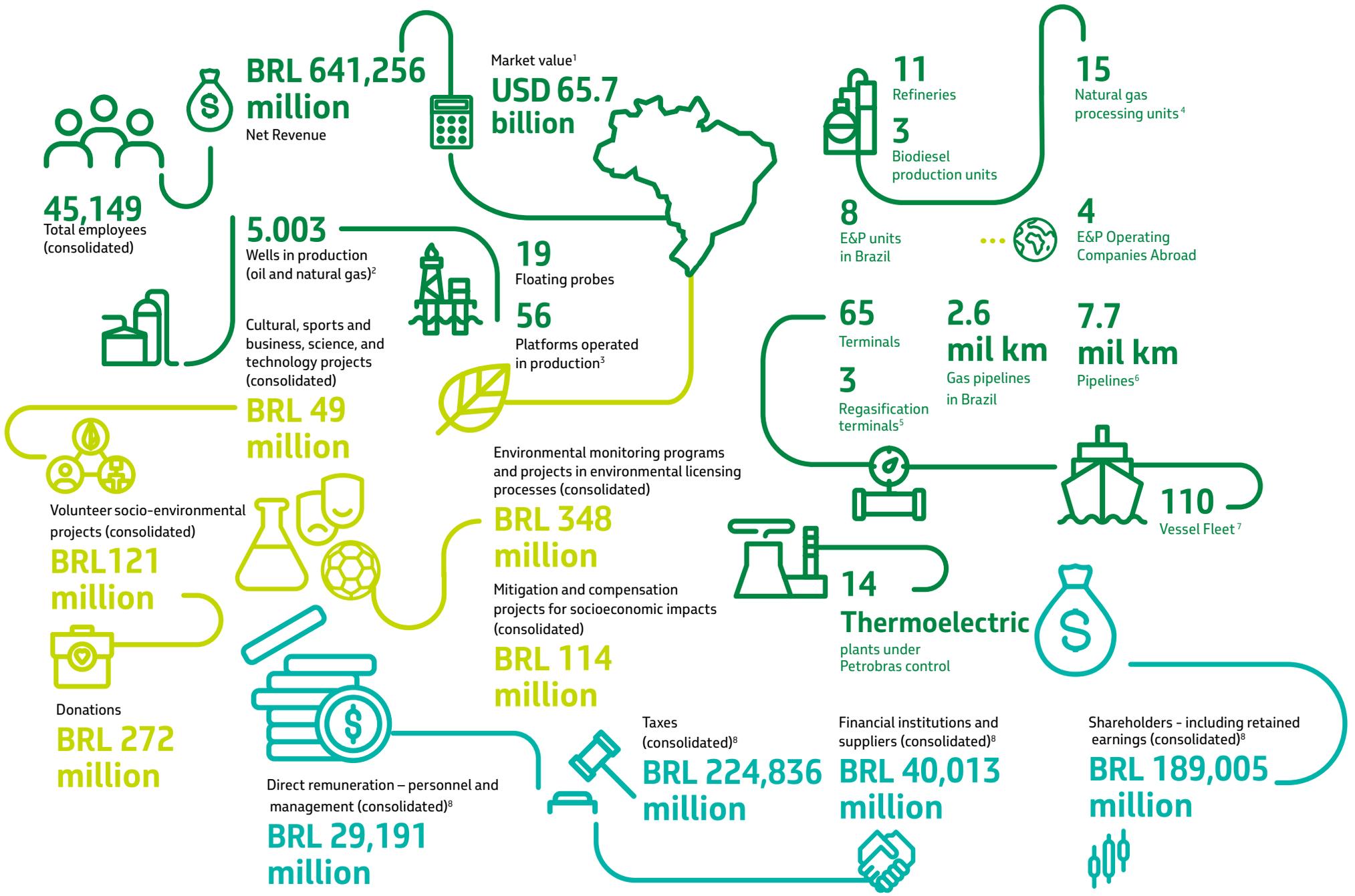
We are a publicly-traded corporation that operates in the oil, gas, and energy industry in an integrated and specialized manner. We are renowned across the globe for our oil and natural gas exploration and production technology in ultra-deep waters. However, our business goes beyond field reach and oil and gas extraction.

This implies a long process through which we transport oil and gas to our refineries and natural gas treatment units, which must be equipped and constantly evolving to provide the best products. We understand that all our businesses and relationships must be guided by the highest levels of ethics, integrity, and transparency, complying with all national and international rules and laws, and with zero tolerance for any type of misconduct.

We strive to become an increasingly healthy, solid, and resilient company, contributing to the generation of reliable and efficient energy and to an environmentally sustainable world.



The 2022 Human Rights and Corporate Citizenship Supplement covers the period from 01/01/2022 to 12/31/2022, allowing the addition of relevant data referring to history or facts that occurred in the first months of 2023. When this occurs, the period is expressed in the report.



1) Market value on 12/31/2022.

2) Includes the total number of affiliated company wells.

3) Includes only definitive production systems, LTT (Long Term Test) and EPS units.

4) Includes 12 units in Brazil and 3 in Bolivia.

5) Terminal (TR-BA) is leased to Excelerate Energy Comercializadora de Gas Natural until 12/31/2023

6) Includes own and third-party pipelines that have existing Transpetro transport contracts.

7) Includes own and chartered fleets.

8) Amounts distributed as per the 2022 Value Added Statement. Direct compensation includes salaries, profit share, variable compensation, the severance fund (FGTS) and benefits (advantages, retirement and pension plan and health plan). In 2022, the amount in taxes and government participation was BRL 279 billion and dividends paid to Petrobras shareholders amounted to BRL 194 billion.



# Human rights at Petrobras

## Commitments for human rights

It is our basic principle to respect, raise awareness and promote human rights (HR) in our activities and act in accordance with the Federal Constitution and with the international treaties and conventions ratified by the Brazilian State, such as the International Bill of Human Rights and the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work, as well as the institutional commitments assumed by the company and listed below:

- > UN Global Compact
- > Pro-Gender and Race Equity Program
- > Principles of Women's Empowerment
- > Declaration of Corporate Commitment to Combat Sexual Violence Against Children and Adolescents
- > National Pact for the Eradication of Slave Labor
- > Companies for Human Rights Open Letter
- > Business Initiative for Racial Equality
- > National Early Childhood Network

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Our **Human Rights Guidelines**, approved by the Chief Institutional Relations and Sustainability Officer, guide our actions regarding respect for human rights in all our activities and regions where we are present, as well as throughout the life cycle of our projects and operations.

Guided by the United Nations Guiding Principles on Business and Human Rights, our work is structured around four axes:

**Suitable working conditions and environment**

Promotion of diversity and respect for differences and equal opportunities

Fighting prejudice and discrimination

Prevention of psychological, physical and sexual violence in work relations

Respect for freedom of association and collective bargaining

Education on Human Rights

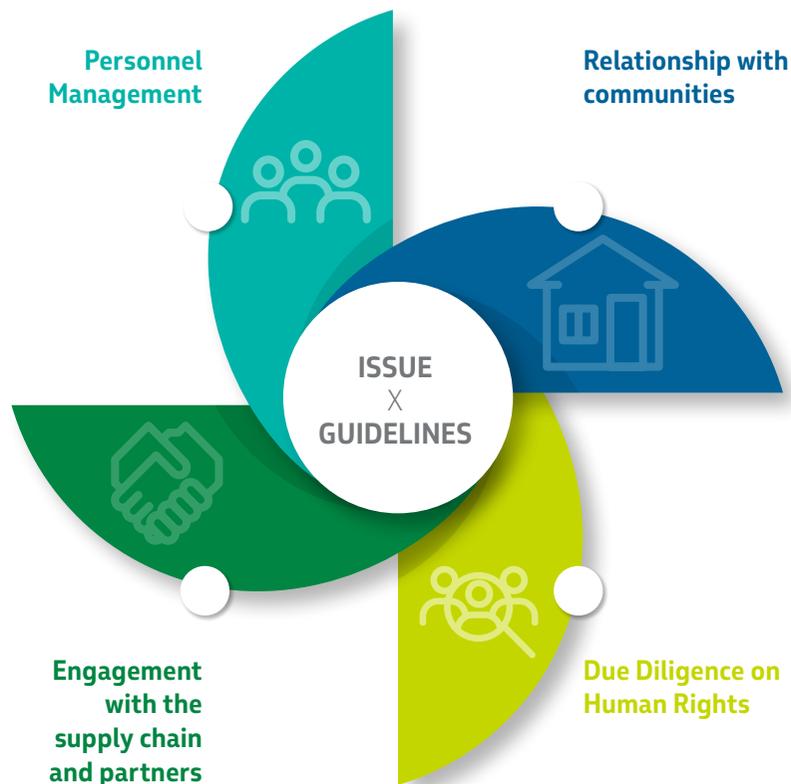
Reporting and Complaints Channel

**Ethics and respect for human rights**

Human Rights Awareness

Promotion of basic work principles

Combating degrading practices and disrespect for the rights of children and adolescents



**Respect for communities**

Respect for indigenous peoples and traditional communities

Respect for the environment

Transparent operations

Reporting and Complaints Channel

Dialog with communities

Promotion of Safety Practices

Education of risk-prone communities

Transportation of individuals and communities

**Risk assessment system**

Impact repair

Performance effectiveness monitoring

Accountability

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Among the different publicly assumed commitments, we can mention respect for the rights of Indigenous peoples and traditional communities, their self-determination, access to land, their livelihoods, and their cultural and social principles, as well as the remediation of impacts caused. We also adopt practices in line with the principle of prevention, which governs the internal guidelines that standardize our environmental management and support the Human Rights commitment focused on respecting the right to an ecologically balanced environment, identifying, and mitigating potential risks arising from operational activities.

In addition to the Human Rights Guidelines, our **Corporate Social Responsibility, Health, Safety and Environment, Human Resources** and **General Ombudsman** policies also reinforce our commitments to human rights. Additionally, our **Code of Ethical Conduct**, which had its last revision approved in November 2022, features a specific section on our duties and those of our collaborators in terms of human rights. Relevant themes when talking about human rights - such as workers' health and safety, human trafficking, forced labor, child labor, freedom of association, equal remuneration and non-discrimination - are gathered in these guidelines and corporate commitments.

In the 2023-27 Strategic Plan, approved in November 2022, we maintained the following specific commitments to human rights:

We reinforce our commitments to human rights through the **Petrobras Ethical Conduct Guide for Suppliers**. This guide applies to all of our suppliers, regardless of whether they are residents or not in Brazil, including their affiliates and subsidiaries, who are involved in business processes (bidding, prequalification, and direct contracting), as well as those who enter into legal instruments with us (contracts, agreements, cooperation agreements, among others). Before signing a contract with us, every supplier must complete and sign the Declaration of Compliance with the Guide.

In relation to our partners, risks related to Health, Safety and Environment (HSE) and Social Responsibility (SR) in Joint Ventures (JV) are reflected in clauses of their Joint Operating Agreements (JOA) and other agreements.

In all contracting processes, we provide HSE and SR guidelines applicable to our suppliers, who must: "Respect internationally recognized human rights as set out in the International Bill of Human Rights, the International Labor Organization Declaration on Fundamental Principles and Rights at Work, the UN Guiding Principles on Business and Human Rights ("Guiding Principles") and Decree n. 9571 of November 21, 2018 and other applicable legislation".

 **100%**  
of employees trained  
in human rights  
by 2025

 **100%**  
of operations with  
human rights due diligence  
by 2025

 **Promoting  
diversity by  
providing an  
inclusive work  
environment**

To learn more about our path towards achieving each of the above commitments, see the **"Human Rights training and awareness"** and **"Human Rights due diligence and assessment"** sections.



Our standard draft contract includes a clause requiring suppliers to refrain from using child and slave labor or degrading working conditions. Likewise, our Ethical Conduct Guide for Suppliers establishes that the supplier, which in turn must demand a similar attitude from its sub-suppliers, undertakes not to use child labor, nor any slave or slave-like conditions, in addition to not practicing and/or condoning any form of sexual exploitation of children and adolescents, raising awareness among employees to face this violence and publicize, whenever possible, the local reporting channels, especially the Municipal Social Services and the Human Rights Direct Line - Disque

100. In order to establish a governance model aligned with our Health, Safety and Environment (HSE) and Social Responsibility (SR) Policy, and to standardize the HSE and SR Management Plans, the guidelines also define that the operator must provide decent working conditions for its employees, ensuring compliance with the labor legislation in force in each country and demanding a similar attitude from its sub-suppliers. In the case of countries where current legislation is less protective than international legislation, the standards of the latter shall prevail.

**In 2020, Transpetro, like Petrobras, published its Human Rights Guideline, in which it establishes the commitment to:**

Respect, raise awareness and promote human rights in all activities. Transpetro included goals linked to the promotion of diversity in its strategic plan, started the human rights diagnosis process to assess the

adherence of its processes to the Human Rights Guideline, is investing in actions to raise awareness and strengthen diversity in its teams, such as the launch of diversity guidelines, and launched a basic training course on human rights for all its employees.

## Human rights governance, training and awareness

### Human rights governance

Our governance structure is comprised of: General Shareholders' Meeting, Audit Committee (CA), Board of Directors (BoD) and its committees (BoD Committees), Audits, General Ombudsman, Executive Board (DE) and its committees (Statutory Technical Committees and Executive Committees).

The Board of Directors has six advisory committees, with specific powers of analysis and recommendation on certain matters, linked directly to this body, with the Health, Safety and Environment Committee (CSMS) responsible for advising the Board of Directors on matters related to sustainability, including establishment of policies and guidelines related to the strategic management of HSE, climate change, transition to a low-carbon economy, social responsibility, among other issues.

Among the attributions of the CSMS is the monitoring of the management and mitigation of the most severe risks related to sustainability, with emphasis on the impact on the environmental and life dimensions and on the image and reputation of Petrobras and its equity interests. The committee is also responsible for monitoring indicators and relevant sustainability issues at Petrobras and our ESG (environmental, social and governance) commitments, which include the commitment to human rights promotion and due diligence.

In the decision-making sphere, our main decisions are taken jointly (Board of Directors and Executive Board) or shared, requiring at least two managers to

approve the act. This model is based on four-eyes principle, which increases the transparency and control of our decision-making process.

The decision-making process on economic, social, and environmental topics involves several structures of our corporate governance, including the Board of Directors and the Executive Board. The Health, Safety and Environment Committee (CSMS), which supports the Board of Directors on sustainability issues, is made up of directors and external members. The Executive Committee for Health, Safety and Environment (CE-HSE), one of the committees that advise our Executive Board regarding these aspects, is made up of executives from the corporate and operational areas.

Our Articles of Incorporation and other governance instruments, such as policies, guidelines, codes, and internal regulations, define the roles and responsibilities of the Board of Directors, the Executive Board, and their respective advisory committees with regard to our sustainability governance. These instruments are continuously improved according to best practices.

Our Code of Ethical Conduct contains a specific chapter on human rights. The document applies to members of the Board of Directors and its advisory committees, members of the Audit Committee, members of the Executive Board and other employees, including our subsidiaries in Brazil and abroad. The code is periodically reviewed and updated, at least every two years, with the approval of the Board of Directors. We promote training, at least annually, for our managers and employees to disseminate and consolidate the principles and rules contained in the Code of Ethical Conduct and other topics related to ethics, integrity, and sustainability.

**Roles and responsibilities of the Board of Directors on sustainability issues**

**THE BOARD OF DIRECTORS**

- Defines the overall direction of our business by setting out our mission and strategic goals, including those related to sustainability.
- Approves Petrobras' strategic plan and its ESG strategy.
- Defines our corporate governance structure.
- Approves global corporate policies\* including those related to environment and social responsibility
- Approves the senior management compensation program.
- Monitors the most severe business risks, including those of a social and social-environmental nature
- Monitors the company's performance through financial and non-financial reports.

**THE BOARD OF DIRECTORS:**

**11** members

The positions of Chairman of the Board of Directors and CEO cannot overlap

**1** Employee representative

**64%** of independent members\*

**2-year** term with up to 3 reinstatements

**EXECUTIVE BOARD:**

**1** President

**8** Executive Officers

The Chief Institutional Relations & Sustainability Officer and the Chief Governance and Compliance Officer are responsible for ESG-related themes.

- Manages our businesses, in accordance with the mission, objectives, strategies and guidelines established by the Board of Directors.
- Evaluates, approves and submits the strategic plan, as well as annual expenditure and investment plans and programs for approval by the Board of Directors.
- Approves the pricing policy and basic pricing structures for our products.
- Approves the corporate guidelines and manuals related to governance, accounting, finance, personnel administration, hiring, operations and other corporate rules
- Approves the Sustainability Report.

**THE EXECUTIVE BOARD (DE)**

**COMMITTEES OF THE EXECUTIVE BOARD**

**Statutory Technical Committee for Investment and Disinvestment (CTE-ID)**

Advises the Executive Board on monitoring and executing investment and divestment projects.

**Executive Health, Safety and Environment Committee (CE-SMS)**

Advises the Executive Board on the analysis of matters related to the management of HSE at Petrobras.

**Executive Risk Committee (CE-Risks)**

Advises the CAECA Executive Committee on the analysis of matters related to the risk management process at Petrobras.



The Executive Board has deliberative and advisory committees attached to this body or one of its members, comprised of managers from different areas, in order to guarantee a multidisciplinary perspective in the analysis and discussion of matters and in the decision-making process.

\* Situation as of 12/31/2022.

**COMMITTEES OF THE BOARD OF DIRECTORS**

**Safety, Environment and Health Committee (CE-SMS)**

Advises the Board of Directors on establishing policies and guidelines related to the strategic management of sustainability, as well as monitoring risks and sustainability indicators.

**Statutory Audit Committee of the Petrobras Conglomerate (CAECO)**

Works as an audit committee for Petrobras conglomerate companies that do not have their own. Advises the Board of Directors in issuing guidance to the conglomerate's companies.

**Investment Committee (COINV)**

Advises the Board of Directors on the definition of the strategic plan, including its financeability, and on the evaluation of investment projects, divestments, and new business opportunities.

**Personnel Committee (COPE)**

Advises the Board of Directors on establishing appointment, compensation and succession policies, as well as the selection process and eligibility assessment, in accordance with the Law n. 13,303/16 - State-Owned Companies Law. Advises the Board of Directors on issues related to the organizational structure and application of the company's consequences system.

**Statutory Audit Committee (CAE)**

Advises the Board of Directors on issues involving accounting, effectiveness of internal controls, risk management, financial reporting and compliance.

**Minority Committee**

Advises the Board of Directors on transactions with related parties involving the Federal Government, its agencies and foundations, as well as government-owned companies, including reviewing the Onerous Assignment Agreement. The Committee issues an opinion to shareholders on certain matters within the scope of the General Meeting, in accordance with our Articles of Incorporation.

## Annually, the Board approves Petrobras' Strategic Plan, which includes our ESG strategy

The 2023-2027 Strategic Plan (SP 2023-27) proposes a set of strategies aimed at an effective contribution by Petrobras to a prosperous and sustainable future. In order to ensure the alignment of incentives for achieving corporate goals, the plan reaffirms the four top metrics of the past plan, which are:

- > Indicator of compliance with targets for greenhouse gas emissions (IAGEE) for Exploration and Production and Refining
- > Leaked Volume of Oil and Derivatives (VAZO) and Petrobras Delta EVA™
- > Recordable Injury Frequency Rate (TAR)

The IAGEE and VAZO metrics are aligned with low carbon commitments and environmental sustainability, while the Delta EVA™ (Economic Value Added) indicator represents a measure of economic value generation. These three metrics directly impact the variable compensation of executives and all company employees.

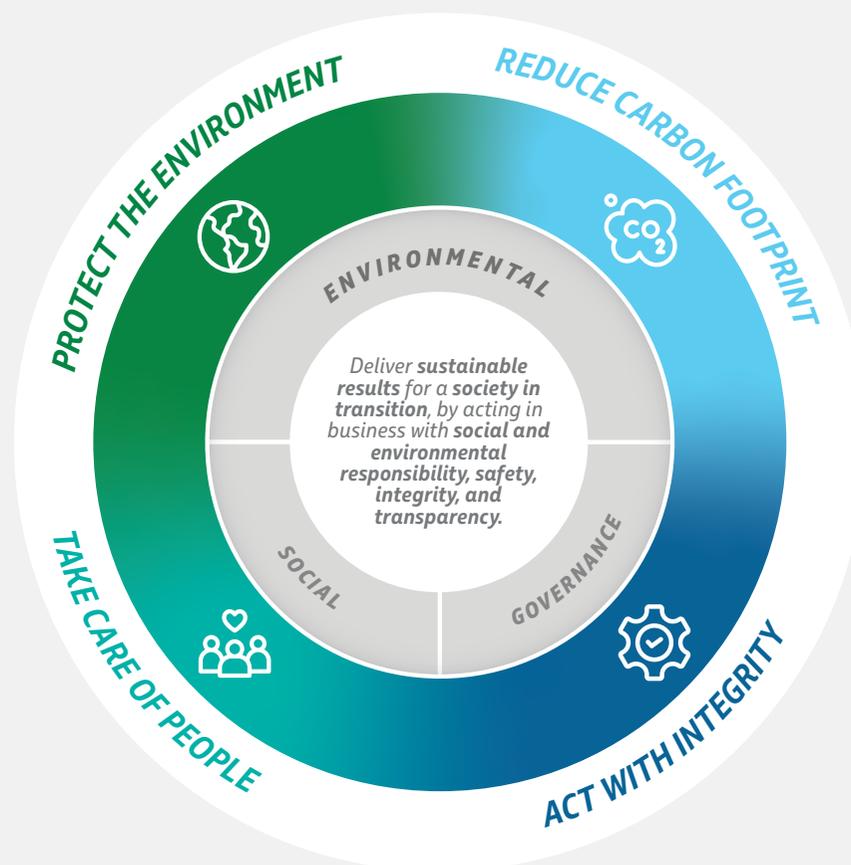
Performance analysis takes place through the Performance Management (GD) process, which assesses competencies and goals. In GD, objective metrics are broken down into scorecards of the units, so as to ensure that the individual and shared goals of employees and teams reinforce strategic alignment.



In SP 2023-27, we also reaffirm our ambition for zero fatalities and zero leakage. Our commitment to life is a non-negotiable value and our recognized safety culture continues to be reinforced every day to strengthen operational and personal safety.

SP 2023-27 integrated the ESG elements into a single vision, summarizing the company's position and strategy on the subject, as per the figure presented below. This ESG chart guides planning and engagement with stakeholders and is

in line with the Company's strategic elements. Four key ideas are highlighted: (i) reduce the carbon footprint; (ii) protect the environment; (iii) take care of people; and (iv) act with integrity. For each of these driving ideas, a set of relevant themes was identified that support and guide our actions, projects, programs, and related commitments.



## Petrobras human rights commission

In January 2021, we constituted the Petrobras Human Rights Commission, which is responsible for managing the implementation of the human rights agenda established by the Petrobras Human Rights Guidelines, in an integrated, broad, and transversal way in the company's business.

Coordinated by the Social Responsibility Executive Management, the commission is made up of 24 areas of the company and 48 members, and is split into three subcommittees, which are linked to three ESG commitments focused on human rights set out in our strategic plan:





The commission is responsible for preparing, implementing, and monitoring the progress of Petrobras' Human Rights Action Plan, ensuring the implementation of each of the commitments related to human rights foreseen in our strategic plan, as well as promoting debates, disseminating content, and advising the areas in issues that pertain to the topic.

To monitor the implementation of the action plan, as well as other measures adopted to prevent and address social risks and repair impacts on human rights, the commission and its subcommittees meet monthly, sharing experiences and challenges related to the implemented actions, evaluating the effectiveness of the adopted measures, and reflecting on other possibilities for action.

In the second year of implementation of the plan, 25 actions planned for 2022 were implemented. Among them we can highlight:

- > availability of distance study (EAD) on human rights and companies;
- > elaboration, with the support of an external consultancy, of a manual for human rights due diligence for Petrobras' own E&P and refining operations;
- > provision of a Business Intelligence dashboard to managers, containing data on the diversity profile of their respective teams.

According to the annual planning of the company and the areas, new actions have been incorporated into the plan, which ended 2022 totaling 87 actions, distributed among the subcommittees linked to the commission as follows:



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## Human rights training and awareness

In 2022, we continued carrying out the human rights training schedule defined in the previous year, maintaining the purpose of consolidating training and awareness initiatives on this topic, ensuring the breadth and scope of the company's actions, in line with our guidelines for this topic .

In August 2022, we launched the online course titled "Human Rights and Companies: a Look at Petrobras", a one-hour training course internally involved and with contributions from several areas that address, among other subjects, a brief history of human rights, the relationship between human rights and the Federal Government, companies, the market and Petrobras, the company's Human Rights Guidelines and the main advances in this area, the role of human rights in manag-

ing people, in relationships with communities, in Petrobras' supply chain and partners and human rights due diligence. The online course is intended for all company employees, at any hierarchical level, whether in bonus-receiving positions or not, who are working at the Petrobras parent company. **As provided in our 2023-27 Strategic Plan, our goal is to train 100% of this public in human rights by 2025** and, therefore, we ended 2022 with more than 3,300 employees trained, which represents about 8% of our employees. In 2023, the course becomes mandatory.

In August 2022, we promoted, through a live broadcast, the round table "Unconscious Biases: what they are and how to fight them", open to the participation of the entire workforce. More than 2,000 people attended the virtual event.



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We also carried out a live broadcast on October 21, the National Day of the Struggle for People with Disabilities, with the theme “Ableism and Unconscious Biases”, with the participation of 1,023 people.

In November 2022, we held the VI Diversity Forum, which had racial equity as its theme. The event, which had the presence of internal and external speakers and more than 1,200 participants, discussed the relevance of racial equity in companies, addressing concepts and effective actions to fight racism, prejudice, and racial discrimination.

Considering the admission of over 750 new employees in the second half of 2022, we included ten videos on human rights in the development path of these professionals. These videos, which total approximately 60 minutes of content, were produced by the Petrobras Human Rights Commission and present themes such as unconscious biases, prejudice and discrimination, moral and sexual harassment, and diversity.

Additionally, we structured, together with the Center for Human Rights and Business at the Federal University of Juiz de Fora (HOMA), the “Human Rights and Business” training, to continue the training of General Ombudsman and Legal Department employees on Human Rights issues. The thematic axes of the training were: legal instruments in human rights, dignity at work, society and human rights, governance, and the environment.

We also held lectures on preventing and combating moral harassment, sexual harassment, and discrimination at work. This initiative aims at informing all our employees about these forms of violence and how they are harmful to the work environment and the victims. Raising awareness of everyone’s duty to be vigilant in their day-to-day behavior and attitudes, the purpose of the initiative is to contribute to a healthy work environment free of harassment and discrimination. By December 2022, 14 talks had been held, reaching an audience of 1,830 people, including employees from the administrative and operational areas.

There were also five lectures on sexual diversity for specific areas of the company, such as: Legal and Intelligence and Corporate Security. The focus of these lectures was to raise awareness of the approach to transgender people in order to prevent human rights violations for this specific audience.

Keeping our focus on preventing discrimination in the corporate environment, the General Ombudsman held lectures about its performance, contact channels and role in the defense of Human Rights. In all, there were 20 lectures held in 2022 at several of our units. Also, visits to the company’s units were resumed, in the Traveling Ombudsman project, which visited five units in person, to publicize the reporting channel, the reporting person’s protection guidelines and promote diversity, equity and inclusion in corporate environments.



Considering the admission of over 750 new employees in the second half of 2022, we included ten videos on human rights in the development path of these professionals

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We also held the Virada Cultural da Diversidade do Jurídico, a Legal Department's diversity-oriented event that consisted of eight live broadcasts with in-house speakers with the aim of promoting topics related to diversity, inclusion, and well-being, aimed at employees of our Legal Department. In the first cycle of lectures, the themes of diversity, gender, race, people with disabilities, sexual diversity, psychological safety, and mental health were addressed, clarifying, in a didactic and reflective way, business concepts and practices. In the second cycle, the themes of parenting, masculinity and positive psychology were addressed.

In 2022, our legal department also released the Legal Diversity Supplement. In this action, a series of booklets were prepared, intended for the entire company, which highlight the legal achievements of vulnerable social groups, the position of the country's superior courts, affirmative actions and good practices carried out by Petrobras. The purpose of the Diversity Legal Supplement is to demonstrate that affirmative actions carried out by companies are not only good business practices, but also a legal obligation.



We are improving our procedures for preventing, receiving, and handling reports of sexual violence in the workplace, especially against women. The changes, such as the reduction in the deadline for completing the investigation, aim to prevent the occurrence of cases and provide more agility and reliability to the investigation of complaints, making the enforcement of consequences more effective in confirmed cases.

We will also provide a 24-hour psychological assistance service to welcome and provide guidance on the reporting channel. The measures are part of the package of actions suggested by the working group set up in April 2023 to improve the process for receiving and handling complaints of sexual misconduct and harassment. The group's recommendations include immediate, medium and long-term actions and are part of the Program to Combat Sexual Violence, approved by our Executive Board.



As of September 2022, we have increased our network of professionals involved in the dissemination of human rights content, totaling more than 650 people in different areas of the company, who help promote a culture of respect for human rights, strengthening the debate about of the topic and its relevance to the company and society. This total includes members of the Women’s and Diversity Groups and Petrobras’ Integrity Agents. As one of the actions adopted by this network, a few minutes are set aside to address human rights issues during meetings and events, through presentations, video streaming or testimonials.

In order to raise awareness in the communities, throughout 2022, we also held several meetings of the Community Committees, which addressed human rights issues. The main topics discussed at these meetings were: “Statute of Children and Adolescents,” “Statute of the Elderly Person” and “Talking about racism with children.” A series of events and meetings with communities were also held with content focused on the theme of human rights, among which we can highlight:

## 1 Rights Network Course:

An online course taught by the Public Defenders’ Offices of RJ and SP aimed at artisanal fishermen in order to present them with their rights.

## 2 Seminar “Articulating Actions to Fight Sexual Exploitation of Children and Adolescents”:

With the participation of representatives of the main bodies and entities that act in the fight against child and adolescent sexual exploitation in Amazonas, the event was one of the actions of the Mobilizar e Agir project, sponsored by Petrobras and conducted by Instituto de Assistência à Criança e ao Adolescente Santo Antônio (IACAS).

## 3 Workshop for children and teenagers in Vila da Felicidade, Manaus:

Action of the Mobilizar e Agir project, carried out by IACAS in partnership with Petrobras, brought the theme of domestic violence against women, with the history of the Maria da Penha Law (Law nº 11,340/2006).

## 4 Training course in communication and human rights for community leaders, social educators, and teachers. Ginga Project Action - Innovate to Transform:

Carried out through our partnership with Cinema Nosso, it produced six films focused on themes such as religious diversity, social vulnerability, and violence against women.

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## Actions to promote diversity, equity, and inclusion

The involvement of the workforce, including leaders, in issues related to diversity, equity and inclusion has been increasingly intensified in the company, which can be seen, for example, from the growth of our women’s and diversity groups . In 2020, we only had two women’s groups, i.e., gender affinity groups. In 2021, we had four women’s groups and two diversity groups, which, in addition to gender, cover other dimensions of diversity, such as race, people with disabilities, sexual and age diversity. We reached the end of 2022 with 23 groups, six of which are women’s groups and 17 are diversity groups.

These groups were created organically and today are sponsored by the leaders of the structures to which they are linked, most of which are linked to executive management.

Considering the size of the company, the women’s, and diversity groups, together with the Diversity, Equity, and Inclusion Subcommittee, play an extremely important role for Petrobras to fulfill the commitment set out in its strategic plan: **“Promoting diversity by providing an inclusive work environment.”** Because they are inserted in local contexts, the groups are able to propose and implement actions that meet the needs of their respective areas with regard to these themes.

With a view to integrating and sharing practices between the groups, in 2021 we held the 1st Petrobras Technical Meeting of Women and Diversity Groups, an action that continued in 2022 with the 2nd, 3rd and 4th meetings, following the increase in the number of groups. In these meetings, action plans for the year and good practices adopted were discussed.





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Continuing the Corporate Women's Mentoring Program, carried out in 2021, a new cycle was launched in June 2022. In this cycle, we doubled the number of mentored employees, from 15 to 30. There were 521 professionals enrolled, which demonstrates the interest of the company's women in participating in the program. In an unprecedented initiative, 20% of vacancies were reserved for black and brown women and 10% for women with disabilities. The program was launched in September 2022 and its cycle will be completed in May 2023. It is important to note that this program inspired several others in specific areas of

the company and, in 2022, 165 mentored employees were or are going through the various Petrobras female mentoring programs.

Also, nine pairs of professionals were nominated for an awards by two Female Mentoring Programs of the Brazilian Institute of Petroleum (IBP), which took place in 2022. It is important to point out that, among these nominations, three were for male professionals with the aim of increasing the vision of diversity that we want in the company.



### **Petrobras professionals receive award from Rio Oil & Gas with article on female mentoring**

The article "ESG in the Oil and Gas industry - Importance of mentoring in gender diversity" written by Petrobras professionals (Keurrie Cipriano and Carla Rosa Cabral) received the Plínio Cantanhede 2022 award, in the ESG (Environmental, Social and Governance category), for content that highlights the importance of female mentoring for the industry's gender diversity. The article concludes that "female mentoring programs are an indispensable tool for gender diversity, promoting the exchange of experience and the necessary sponsorship for a greater number of women in leadership positions in the Oil and Gas industry, thus collaborating with the company results, including ESG, also serving as internal and external inspiration for other women to choose careers in this industry."

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The Escalada Program, which began as a local development initiative to form a talent bank for supervisory positions, was adopted corporately as a strategy to increase the number of female supervisors, as this is the biggest gap in female leadership, especially in operational areas. The units that implemented the program have a diversity module in their training itineraries. Vacancies are also reserved for women in the program selection process.

With the aim of increasing the participation of women in our leadership positions at the Petrobras parent company, in June 2022 we set the goal of ending the year with at least 20% of women in these positions and the result was achieved. Today, 20% of leadership positions in the company are held by women. This percentage is higher than the overall representation of women among all Petrobras employees, which is 17%.

In 2022, we created the Racial Equity Working Group, which aims at proposing the structuring of a program to promote racial equity to be implemented by the company, an action provided for in our Human Rights Action Plan.

We also launched the Bidirectional Mentoring Program, to promote and accelerate the introduction of new employees into the culture and reality of the business at Petrobras. In this mentoring model, 30 pairs of newly hired professionals and top leaders are formed, in which all are mentors and mentored professionals at the same time. It lasts for six months and includes workshops, lectures, and monthly meetings between the pairs. Executives and new employees are paired and mentored on a two-way street, while promoting a unique learning experience for leaders. It is an experiential journey, which seeks to reduce generational distances, encourage learning, and connect people. To promote diversity, the selection process for participants in this program reserved vacancies for priority audiences, with 20% for black people, 20% for women and 8% for people with disabilities (PCDs).

Our subsidiary Petrobras Biocombustível, responsible for the production of biodiesel and wholly controlled by Petrobras, launched in 2022 its internship program with reserved vacancies for female, black and disabled people, respectively and at least 60, 30 and 10% vacancies for each public mentioned. Petrobras Biocombustível's internship program aims at attracting, developing, identifying future talents, in addition to facilitating access to students into the job market, also promoting diversity in the company's internal staff.



In 2022, we continued the Corporate Action Plan to Improve Accessibility at Petrobras. The purpose of the plan is to promote a coordinated diagnosis, proposition, and implementation of actions to improve accessibility in the company, thus meeting legal requirements and improving the inclusion of people with disabilities in the workplace, in the search for equal working conditions. Implemented since 2021, by a multidisciplinary team comprised of representatives from different areas of the company and employees with disabilities, in 2022, we carried out more than 80 planned actions, related to the most diverse processes, environments and behaviors at work. The plan ended in December 2022.

The actions carried out include the accessibility diagnosis of our administrative facilities, the verification of accessibility resources in Petrobras University's educational solutions, the guarantee of accessibility on our internal and external websites, accessibility training for public service professionals, the elaboration

of the Corporate Guidelines Manual for Accessibility in Events and Meetings and awareness campaigns, such as the fight against ableism, which had 52,000 views on Workplace.

The campaign on ableism involved:

- > disseminating the concept of ableism, in order to fight prejudice and discrimination against people with disabilities;
- > the awareness of the workforce on issues related to inclusion, based on the experiences reported by colleagues with disabilities; and
- > encouraging the adoption of practices to include persons with disabilities.

In August and September 2022, we hired approximately 750 new employees, including 62 with disabilities. To welcome them, we prepared a great introductory event in which inclusion and accessibility were important drivers in the preparation and implementation of the two ambience classes, providing an experience and journey suited to the needs of new employees.

## Diversity Panel

In order to promote inclusive management in our work environment, and in line with the perspective of digital transformation, in 2021 we developed a diversity panel, which allows our managers to have access to data regarding the diversity profile of their teams, observing the aspects of the Brazilian General Data Protection Law (LGPD). In addition to allowing leaders to learn in more detail about the potential and specific needs of their team members, the diversity panel gained strategic relevance in human resource management in 2022, as this information contributed to the processes of staff management, leadership selection, succession, and benefits.

The BI panel assists the process of succession of leadership, with a vision of diversity profiles and identification of future leaders, impacting the indications for the succession maps discussed in the career committees. Diversity is also encouraged in the company's selection processes, guiding managers to analyze the diversity data of their areas during the managerial position selection processes. An anonymous curriculum methodology pilot is also being implemented and the adaptation of processes focused on encouraging diversity.

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## Main human rights issues at Petrobras

Petrobras' main human rights issues were raised in 2014 with the involvement of several areas of the company and are reflected in the figure below:

With the advancement of the human rights agenda at the company, we plan to review and update these topics throughout 2023.



## Due diligence and human rights assessment

### Corporate risk management

Due to the nature and scale of our business, we have exposure to risks of violating human rights, as our projects and operations for exploration, production, refining and transportation of oil and derivatives involve an extensive chain of suppliers, a significant workforce and a set of communities located around our units, requiring permanent interactions with society. We believe that integrated and proactive risk management is essential for delivering safe and sustainable results. Our Business Risk Management Policy has as its fundamental principles respect for life in all its diversity, acting ethically and in compliance with legal and regulatory requirements, as well as full alignment and coherence with our strategic plan. Risk management is integrated with the guidelines for risk response actions that consider the possible impacts on our stakeholders and aimed at adding and preserving value for shareholders and business continuity.

The drafting of our Business Risk Matrix is coordinated by the corporate risk management area and involves all areas of our structure. The process involves employees from different specialties, so that they can identify and report potential risks throughout our organization, covering risks of any nature, including social,

environmental, and economic risks. This process provides risk identification, its associated controls, its probability of occurrence and its impact assessment, in addition to treatment propositions. The impact assessment considers four dimensions – financial, image/reputation, legal/compliance, and environmental/life.

This qualitative risk analysis allows prioritizing and directing efforts related to action plans to be carried out, in order to minimize events that may adversely affect us and maximize those that may bring us benefits. Also, it may be necessary to apply a risk analysis to support decision-making, which may include a quantitative analysis that, through numerical simulations, assesses the combined effect of identified risks and other sources of uncertainty on our goals.

Additionally, we have an internal audit, which is responsible for systematically assessing the risk management process and recommending improvements, providing senior management and governance bodies with assessments with a higher level of transparency and independence.

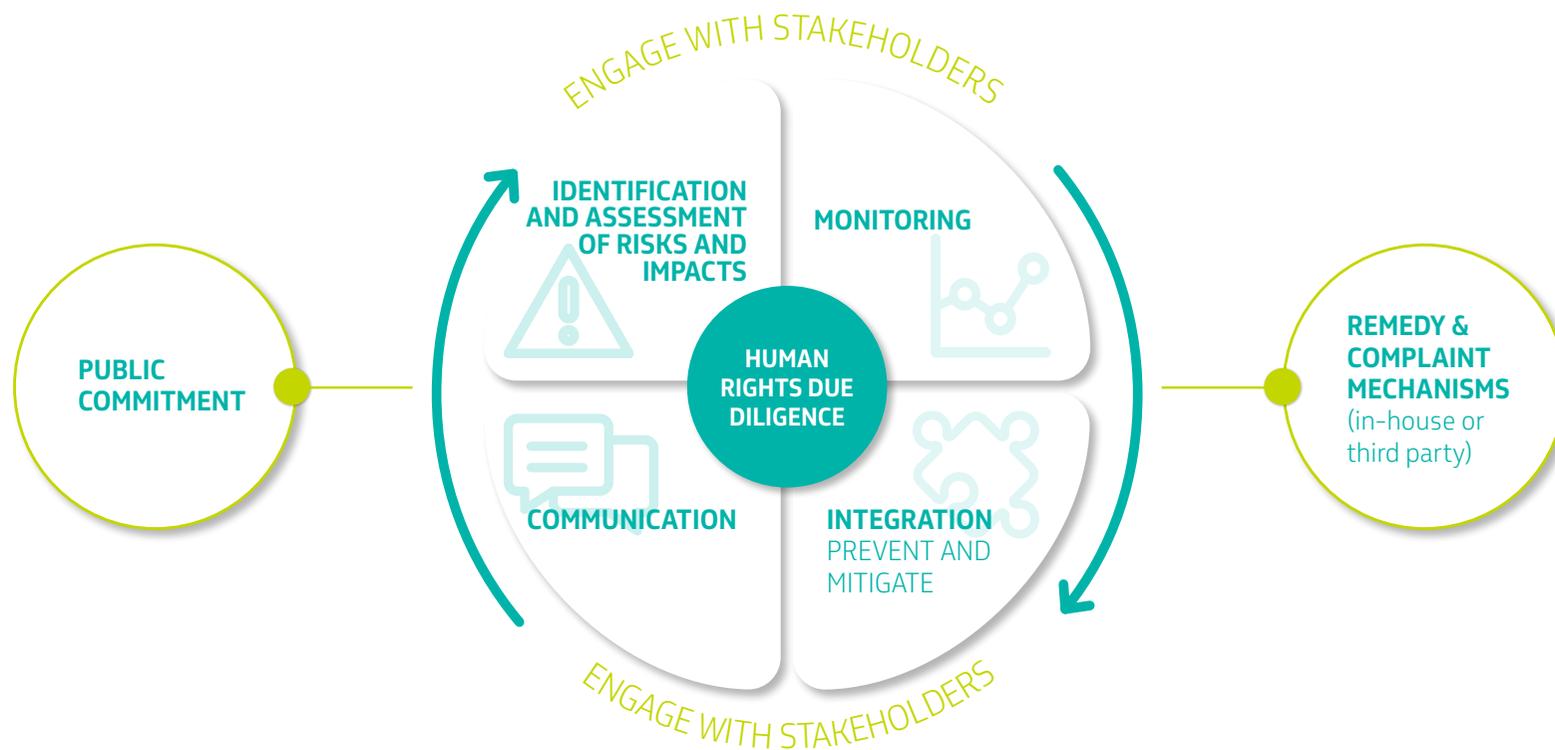
### Human rights due diligence processes

Considering our public commitment to respect human rights, we are responsible for implementing a due diligence process suited to our size and complexity, bearing in mind the risks inherent to our activities and operational context.

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Our model for implementing human rights due diligence is based on the guidelines of the global association of the oil and gas industry for environmental and social performance (IPIECA). We must provide an institutional framework of commitment to the respect for human rights incorporated in policies and management systems, as well as executing the process considering a strong engagement of the interested parties in all its phases:

We adopt standards and processes that guide our work on issues related to human rights in our businesses. These processes seek to prevent human rights violations and strengthen bonds of trust with the communities present in our coverage area.





### Implementing an integrated due diligence process

The implementation of human rights due diligence in an integrated way in all our operations, simultaneously, is a great challenge, given that our E&P and refining activities are carried out in several operational units and distributed in different regions of the country. In this scenario, the due diligence is being implemented through a process that allows us to progressively expand its scope and continuously improve our internal processes.

In 2022, we began structuring a due diligence process integrated into human rights in our operations with the elaboration of a manual. The second stage consists of implementing the process, on a pilot basis, in five own operations, three of which are E&P and two are refining. This phase is critical for assessing the full applicability of the integrated human rights due diligence, considering the participation of several areas of the company in the process.

The goal in our Strategic Plan is to achieve by 2025 the implementation of integrated due diligence into 100% of E&P and refining operations.



## Axes of action

### Workforce

#### Engagement with the workforce

Engagement with our internal public takes place through digital interaction in our internal communication channels, such as intranet, social network, online communities, dissemination of messages and news, and face-to-face and virtual events. These channels cover a wide range of topics of interest to employees, such as the company's strategies, policies, initiatives and guidelines, operational results and highlights, and people management practices.

On the Petrobras Portal (intranet channel) alone, in 2022 we had more than 36 million visits, with 1.5 million visits to the news section. Another highlight is Workplace Petrobras, our internal social network focused on communication and relationships. In it, communication is done through personal profiles and thematic groups. In 2022, the approximately 50,000 users created 56,000 publications and interacted with them more than 1 million times, considering comments and reactions (likes).

We monitor our main internal communication channels, observing access/audience data and manifestations of our employees.

Additionally, we carry out periodic surveys with our employees to collect perceptions on key topics for personnel management. Throughout 2022, employees were consulted about our organizational culture and engagement at work. Aspects of our target culture were assessed, as well as the employees' relationship

with their work activities and with the company. Among the surveys carried out, it is worth highlighting two important actions related to diversity:

#### > Diversity survey:

In order to obtain inputs for the promotion of diversity and inclusion in their respective areas, promoting respect for differences, equal opportunities and non-discrimination, diversity surveys were carried out with the local workforce, with voluntary, anonymous participation and with results disclosed only on a consolidated basis.

#### > Research on female Personal Protective Equipment (PPE):

With more than 950 respondents, the survey targeted employees who use or have used PPE in the last three years. The goal was to collect data and information on the availability, supply, and adequacy of PPE, including knowledge about the existence of specific equipment for the female public, difficulties in obtaining it, models, and sizes available and suggestions for improvements.

The results made it possible to identify that there are no major differences in perception between the different groups and demographic sections applied (gender, race, person with disability and age), in relation to the items asked. At the same time, they reinforce that we are on the right track to strengthen the culture of a united, high-performance front, with resilience and innovation in the company.



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## Well-being and health

We have employees working under administrative regime and special regimes (shifts, on notice, among others). The expected weekly workload varies according to the regime in which the employee is engaged. Hours resulting from overtime work can be accumulated in attendance balances, such as an overtime hour bank, or paid as overtime and depend on management approval.

Our Health, Safety and Environment (HSE) management system includes measures aimed at the promotion, prevention, and preservation of integral health, aiming at the quality of life of our employees and sustainability. Among the premises for its execution are the legislation in force and resolutions of the regulatory bodies, such as the Regulations (NRs) of the Ministry of Labor and Social Security, the resolutions of the Sanitary and Epidemiological Surveillance, the resolutions of the councils of health professionals, the Brazilian General Data Protection Law, the Social Security Legislation, and the resolutions of the National Petroleum Agency (ANP), among others. Our Collective Bargaining Agreement contains more than 20 clauses related to health, expanding the company's activities beyond what is required by law.

Currently, all our employees are covered by our HSE management system. Our service providers also make full use of this system when they are on the company's premises and are even audited by the Internal Audit Process of Health, Safety and Environment Management (PAG-SMS).

It is important to point out that there are minors who carry out activities in the company at Petrobras Young Apprentice Program (PPJA), but within the parameters established in the legal system. They operate within school units or in administrative areas, without exposure to products that may cause hazardous or dangerous conditions. The Young Apprentice program is a federal government program with the purpose of inserting young people from low-income families into the job market.

Aiming at the continuous improvement of our HSE management system, programs and initiatives are developed, such as the Commitment to Life Program, the Golden Rules, and the Fundamentals of Process Safety. Launched in 2016, the Commitment to Life Program is made up of structuring projects defined based on a critical analysis of HSE management. Since its launch, we have had a significant reduction in the Recordable Injury Frequency Rate (TAR), from 2.15 to 0.68. We are working to have a high-performance culture, which demands health, respect for the environment and safety.



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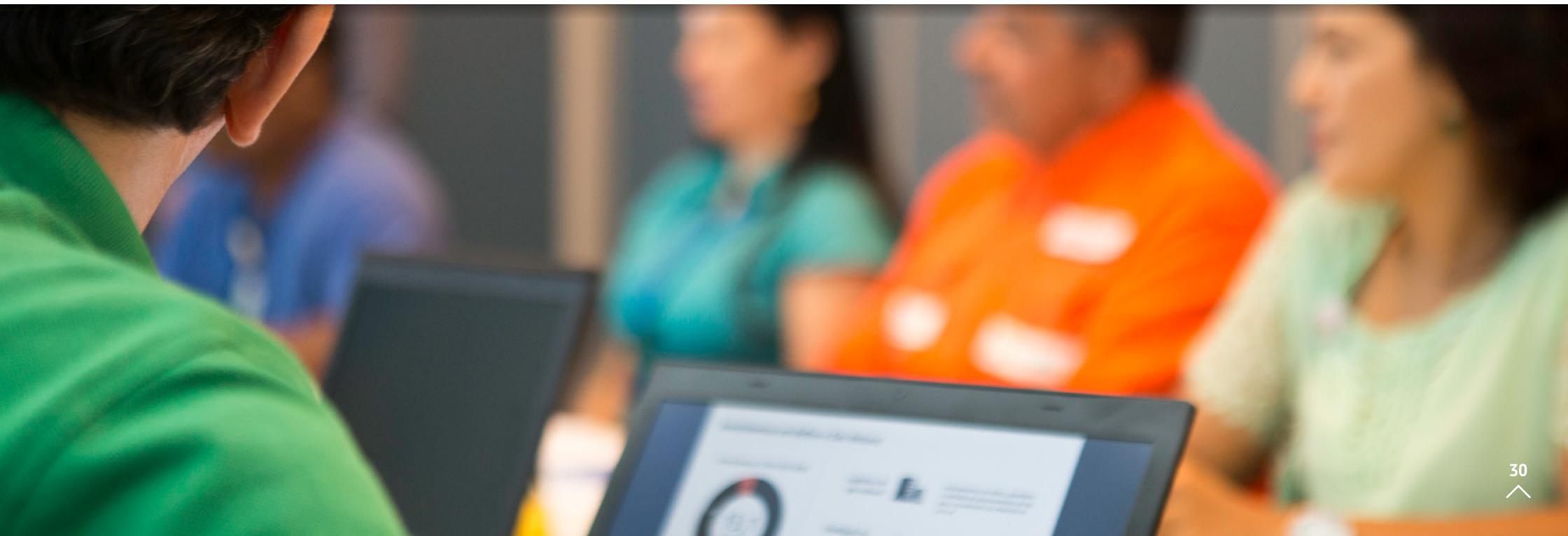
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Referenced in the best market practices, the program seeks to achieve our ambitions of zero fatalities and zero leaks while strengthening of our vision of being an industry reference when it comes to health, safety, and environment. The progress of the program is monitored monthly at different organizational levels, culminating in the assessment by the Executive Board and by the HSE Committee of the Board of Directors. Regrettably, in 2022, there were five fatal accidents, all involving third-party employees. In all five cases, Petrobras monitored the family's (financial and psychological) support so that everything was carried out properly.

Our health services include occupational assessments, health promotion programs, spontaneous demand, or emergency care. The quality of care is made possible by qualified and continuously trained professionals, in addition to the

use of indicators related to the quality of services, response time to emergency care and user experience. Epidemiological data are monitored through panels that allow health professionals to analyze strategic, tactical, and operational indicators for the construction of actions to promote, prevent and mitigate health impacts. Employees have access to their information through the Minha Saúde platform, being able to follow their evolution over time. Information security is guaranteed, in compliance with the General Data Protection Law (LGPD) and other legislation, guidelines and corporate standards that deal with the subject and the commitment and responsibility for signing Petrobras' Code of Ethical Conduct and Confidentiality Agreement.





Our administrative and operational facilities have emergency response plans with material and professional resources suited to the mapped scenarios. 24-7 health care is guaranteed to all units. To serve remote onshore and offshore areas, we have improved the offer of telehealth services. We have telehealth resources to support care, as well as a readiness team for Aeromedical Evacuation (MEDEVAC) and/or land removal. We have our own Medical Regulation Center that assesses, triages, and responds to emergencies in maritime units, vessels, and land units, indicating the most appropriate response for each case. We have teams dedicated to social support in monitoring situations with health problems, in addition to psychological support aimed at individual and/or collective care for emergency situations.

We have acted strongly in actions to prevent Covid-19 since the beginning of the pandemic, when we implement a Response Organizational Structure (EOR) that systematically coordinated actions to prevent and combat the spread of the disease and mitigate its consequences. In May 2022, the EOR was demobilized, and Health Surveillance activities and actions to combat the pandemic began to be carried out routinely by the teams that make up our health structure. In line with the guidelines of the corporate standard for facing Covid-19 and always guided by scientific evidence about the disease and its prevention and control mechanisms, the health teams have maintained close monitoring of the epidemiological scenario, and carry out, whenever necessary, the reinforcement of current prevention actions or even the implementation of new strategies.

In addition to Covid-19 prevention and control actions, in 2022 we paid special attention to the mental health issue and sought to increase access for employ-

ees with mental distress symptoms. We provide the employees and service providers remote assistance by our psychology team, with more than 400 consultations being carried out in the year. Additionally, we offer our employees and their dependents, through a health plan, a telehealth service via a digital platform, enabling quick care for cases with symptoms of the disease.

We monitor employees' vaccination cards based on the Ministry of Health's adult vaccination schedule. In partnership with health authorities, we are aligned with public vaccination campaigns, encouraging the immunization of employees, whether through the public or private network. During the Influenza Vaccination Campaign, we reimbursed 2,937 vaccinated employees throughout the year.

We have also implemented integrated actions so that the issue of disability is observed in all health assessments. Based on health assessments, it is possible to provide continuous and permanent attention to the needs of employees with disabilities, issuing recommendations for accessibility and adapting workplaces. The concern with disseminating, training, and raising awareness about the issue of disability has been reflected in actions to publicize and provide guidance on identifying and recording disability for our health professionals. The identification of disabilities in employees has favored their inclusion in the company's records and consequent access to the rights guaranteed by law and additional benefits offered, such as bonus hours for health treatment and adaptations in work conditions.

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We develop and offer continuous health actions that enable the adoption of healthy attitudes and behaviors, encouraging autonomy and bringing the employee to the center of care. We work to identify health risks and vulnerabilities through an epidemiological analysis of the health profile of our employees and the general

population, thus establishing strategic guidelines for prioritizing health promotion initiatives. Our health promotion programs focus on promoting quality of life and well-being and reducing workers' health risks and vulnerabilities; and include individual, collective and environmental actions, as described below:

### Pra Viver Melhor Program

The Pra Viver Melhor Program contemplates individual and collective actions developed in five axes of care, according to the specific needs of each employee identified with the aid of self-assessment of health. More

than eight thousand employees were targeted by the program in 2022, addressing aspects related to physical, emotional, socio-family health and the relationship with work.

### Axes of Health Care and Health Conditions





### Actions to control non-communicable chronic diseases (NCD)

It is considered that NCDs are diseases in which their natural history can be prevented or minimized by acting on modifiable risk factors regarding a healthy lifestyle. In 2022, considering the analysis of internal health

indicators, we implemented physical activity and healthy eating actions, with a focus on preventing obesity.

### Healthy Eating Promotion Program

Regarding the Healthy Eating Program, we offer periodic nutritional assessment for all employees with a defined frequency according to indi-

vidual risk factors and, in the operating units, we provide healthy food following the recommendations of the Ministry of Health.

### Physical Activity Promotion Program

The Physical Activity Promotion Program establishes guidelines aimed at adopting an active lifestyle, such as the practice of physical activity. To this end, we provide a digital platform that offers access to gyms and physical activity and wellness apps with subsidized plans, with the participation of more than 10,000 employees and more than 6,000 dependents. On offshore platforms, an active lifestyle is also encouraged through spaces and equipment dedicated to physical activity. In 2022, we main-

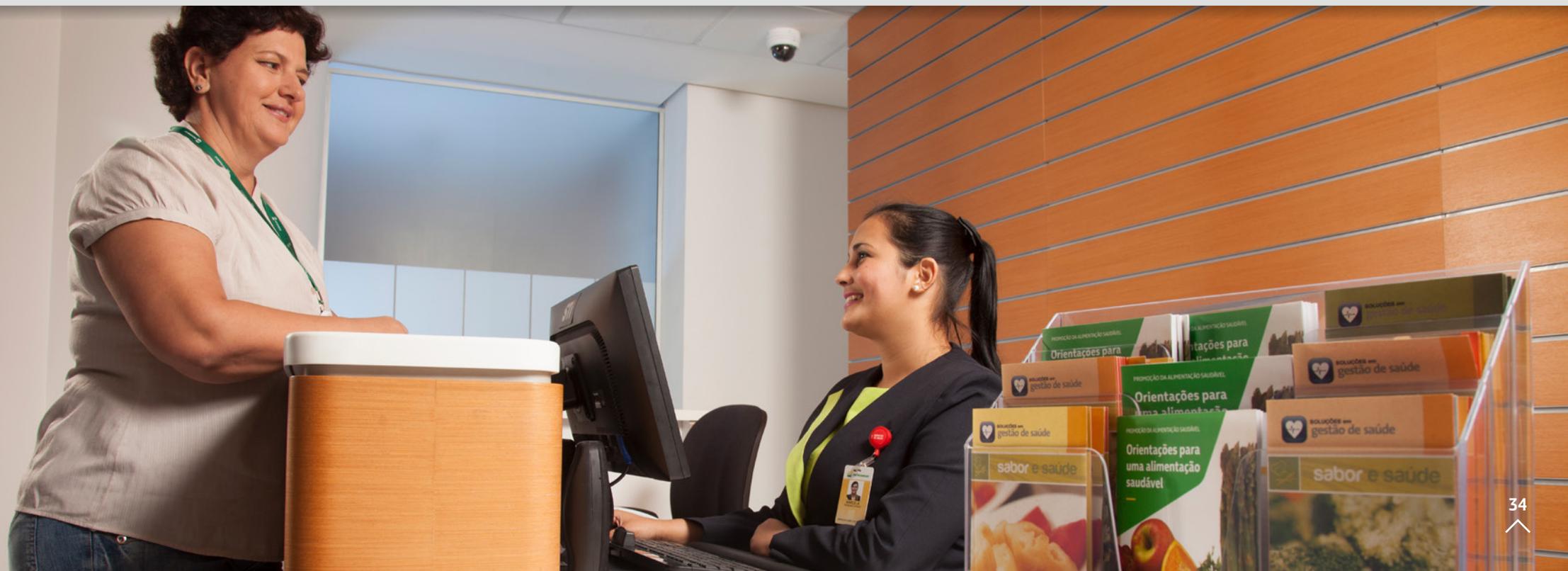
tained the online workplace gymnastics program for the entire workforce and encouraged participation in running and walking circuits, with discounts for the enrollment of employees, family members and friends. The program, along with other health promotion actions, contributes to raising the Physically Active Employees (EFA) corporate indicator, which has shown a resumption of the projection, after the drop suffered during the pandemic, from 31% in 2020 to 36.83% in 2022.

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### Program for the prevention, approach, and monitoring of the treatment of problems related to the use of alcohol, tobacco, and other drugs

The program foresees actions focused on prevention and includes activities such as: training for health professionals and leaders, continuous prevention actions against the misuse or harmful use of alcohol, tobacco and other drugs, awareness actions, construction of alcohol-free environments,

tobacco and other drugs and the early identification of harmful consumption. Monitoring is carried out by a multidisciplinary team, encompassing psychosocial, environmental, organizational factors and individual risks.



### Mental Health Program

In 2022, we developed actions to strengthen mental health and well-being within the organizational culture and increase employee engagement in health care. Petrobras' Intersectoral Organizational Wellness Commit-

tee, formed in 2021, worked on building and validating the concept and principles of wellness applied to the entire workforce:

### Concept and principles of wellness



#### WELLNESS CONCEPT

- > The dynamic result of the interaction between aspects related to life in its entirety, the management of environments where work is carried out and the relationship between people, in order to promote comprehensive health, quality of life, psychological safety, respect for diversity, cooperation, satisfaction, learning, recognition, in order to contribute to the sustainability of people, business and society.

We also carried out the Mental Health and Wellness Survey, seeking to identify psychosocial risk factors and gross internal happiness at work rate, with a significant voluntary adherence of 25.8%. We trained 28.9% of leaders, focusing on promoting healthy work environments and reducing stigmas. We also imple-



#### WELLNESS PRINCIPLES

- > **Respect and appreciation for people**
- > **Appreciation of collective work**
- > **Commitment to diversity, equity, and inclusion**
- > **Integral health promotion**
- > **Trust and transparency**

mented the psychological support service, a 24-7 telehealth initiative available to all employees, with a focus on emotional support for any situations involving anxiety, depressive symptoms, stress and/or psychological distress.

### Care program for pregnant women

Our commitment to early childhood shows in supporting active parenting, through support for pregnancy, offering a pregnant women and future parent program, available for pregnant employees and their partners, as well as for employees who will be parents soon along with their

pregnant companions. Also, we provide breastfeeding rooms in 21 locations, so that women have the possibility of extending the breastfeeding period, considering the benefits of this action for the family.

Among the health events held in 2022, we highlight:



#### HEALTH WEEK (ONLINE)

- > more than 5,550 participants in the event with the theme “A Healthy Pause will do you good”, addressing mental health (depression, panic, and burnout), the impact of food on productivity, mindfulness, and joy in the midst of adversity.



#### HEALTH WEEK GAME

- > 4,590 workers from 50 cities were involved in challenges related to the practice of physical activity, well-being, healthy eating, and social responsibility, with challenges to reduce CO<sub>2</sub> emissions and practice of charity actions.





## Fair compensation

At Petrobras parent company, our compensation is defined through a compensation policy approved by the Board of Directors and represents an instrument for attracting, engaging, and retaining talent, in accordance with public selection processes for hiring employees and current legislation, being competitive within our industry and aligned with our performance culture. As a result, we compensate our employees fairly, with a package that involves competitive salaries and benefits compared to companies operating in the same market.

Our positions and emphases are classified based on the score resulting from the position evaluation process, conducted by a specialized consultancy firm and independent from management, correlated to the result of the compensation survey, which has demonstrated that our salaries are competitive in relation to the best market practices of oil and gas in Brazil, since 2007. The salaries paid, without any distinctions regarding gender or ethnicity, are discussed during collective negotiations with the union entities that represent the category. Salary values are paid monthly and without distinction.

In 2019, the Performance Award Program (PPP) was implemented, a variable compensation model aimed at all employees. Linked to our strategic plan, the purpose of the PPP is to align the interests of shareholders, executives, and employees, whether in bonus-paying positions or not, encourage behavior focused

on results, reward people for the results achieved, remunerate differently for different levels of delivery (meritocracy), and contribute to attracting and retaining talent.

In addition to the PPP, we entered into a collective agreement with the unions for the Profit-Sharing Program for the years 2021 and 2022 for employees who do not hold bonus-paying positions

Additionally, as a way of recognizing the contribution of our employees, reflected in the performance management process, we apply the annual professional career progression program, called Increase by Merit, which aims at promoting a culture of meritocracy through recognizing and rewarding employees with improved performance, considering deliveries and behaviors at the different levels of complexity required and levels of compensation.

In addition to direct compensation, we offer different benefits to our employees, for example, meal vouchers, education allowance, health insurance and supplementary pension plan.

Thus, the compensation package offered by the company has been very competitive over the years, which has contributed to the low turnover<sup>9</sup> (1.93 in 2022) and the large number of candidates enrolled in our public selection process (more than 160,000 candidates in the 2021 process).



9) Turnover = ((admissions + terminations)/2/average headcount).



## Right to free association

The Petrobras parent company follows the conventions of the International Labor Organization (ILO) ratified by Brazil, in addition to being, since 2003, a signatory of the United Nations Global Compact, whose principle 3 provides for the effective recognition of the right to collective bargaining. This commitment is reinforced by our Human Resources Policy, approved by the Board of Directors, which determines the implementation of sustainable agreements built through dialog, ethics, and transparency, as a way to overcome differences in negotiations with employees and their representatives. In turn, the Code of Ethical Conduct guarantees the right to free union association.

We periodically hold meetings with the unions to address issues such as work regime, benefits, and monitoring of the Collective Bargaining Agreement (ACT). When necessary, we also make instructional presentations to unions. During 2020, 2021 and mid-2022, we held almost weekly meetings with unions about Covid-19, the objective of which was to present to unions all the measures adopted to mitigate the effects of the pandemic among our employees. These actions aim at maintaining a permanent and effective channel of dialogue with the unions, contributing positively to the negotiations of collective agreements, and mitigating the risk of strike.

All Petrobras parent company employees are represented by independent unions, and 42% are affiliated to these unions. We have an ACT in force with all unions representing employees, with 96% of our own workforce covered by a Collective Bargaining Agreement and 4% by an Individual Labor Agreement (AIT), which has the same benefits as the ACT. As provided by art. 457 of the Consolidation of Labor Laws (CLT), these agreements include social clauses related to work, safety conditions and benefits.

Transpetro, Petrobras Biocombustível, Termobahia, Termomacaé and TBG, Petrobras subsidiaries that have their own employees, also respect the effective right to collective bargaining and the right to freedom of association. All employees in these holdings are represented by independent unions, with which periodic meetings are held to address issues such as work regime, benefits, compensation, and other issues covered by the Collective Bargaining Agreement (ACT). In general, the holdings work together with the parent company in the negotiations of the Collective Bargaining Agreement around a single agenda of the unions, even if the agreed terms are different, based on the realities and limitations of each company. With regard to coverage, 100% of employees at Transpetro, Petrobras Biocombustível, Termobahia, Termomacaé and TBG are covered by ACTs.

## Communities

### Engagement with communities

Our engagement with communities unfolds through public hearings and social communication programs, established throughout the environmental licensing processes and through the community relationship process.

As part of the environmental licensing process for new undertakings, the environmental agency requests social participation in a consultative manner as a way to analyze the issue of the license. Social participation takes place through public hearings that we hold with the participation of different bodies and communities inserted in the areas of influence of the undertaking or activity.

Throughout the life cycle of the licensed enterprise, society's participation continues through the conditions of environmental licenses. These conditions include environmental education programs, which are aimed at communities in the

area of influence and are based on critical, dialogical and independence -encouraging training, as well as social communication programs, which maintain active communication channels, such as Customer Service (SAC) and online information portals that provide information on operational activities and social and environmental projects developed. Customer Service is available to provide any clarifications, an receive reports and complaints from communities through toll-free 24-7 help lines. Contact channels are widely publicized in the communities where we operate.

The community relationship process, on the other hand, is developed in the communities located in our coverage area and is guided by a corporate standard that determines levels of engagement to be established. For each level of engagement, specific community relationship actions are recommended, which are included in local social responsibility plans, which are periodically reviewed and monitored.



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One of the main actions established in the community relationship plans are the community committees, present in 15 business units. As of the second quarter of 2022, face-to-face meetings were resumed, with 38 community committee meetings being held throughout that year.

In order to expand and materialize the transparency of the results of our actions and impacts, since 2021, we have been publishing a digital bulletin called Lado a Lado (Side-by-Side), a communication tool aimed at the communities in the area covered by our activities. With local four-monthly editions, the bulletin brings information about our Social Responsibility actions, news related to the business units, among other topics of community interest. The publication can be found on the unit's website, under the path: **Our Activities | Main Operations.**

Concerned with increasingly improving the relationship with the surrounding communities, our subsidiary Transpetro has created interdisciplinary spaces for

continuous exchange of experiences, promotion of initiatives and direction of actions. The main practical instrument for achieving this goal is the Permanent Community Relations Forum, set up in December 2020, and made up of 16 company managers, with bimonthly meetings.

### **Well-being of communities**

An ecologically balanced environment is a right recognized by the Federal Constitution of 1988, whose effectiveness depends on the preservation of natural resources.

Our social and environmental management processes seek to prevent and mitigate our impacts on the environment, in order to guarantee the communities in the areas where we operate the right to a healthy environment, respecting the health and livelihoods of these communities.





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## Environmental licensing

Environmental licensing is a legal obligation, which we strictly follow in its guidelines and regulations, such as Federal Law 6938/81, Complementary Law 140/2011 and CONAMA Resolutions 001/86 and 237/97. The environmental licensing rite includes the analysis of socio-environmental impacts in the region, covering all aspects of the project's planning, implementation, and operation phases, which are presented in the environmental impact study and other necessary studies. For those impacts identified as negative, mitigation or compensation measures are developed and implemented, while for positive impacts, actions are defined to enhance them.

As part of the environmental licensing process, the environmental agency involves social participation in a consultative manner through public hearings. In these meetings, based on the disclosure of the environmental study, all sectors of society can express their doubts and, mainly, make proposals to be incorporated into the environmental licensing process, in order to mitigate and compensate for negative impacts and maximize positive ones.

Throughout the life cycle of the licensed undertaking, society's participation continues to occur, either through the conditions of environmental licenses or through communication channels.

The impact assessment is carried out on a per project basis, or set of projects, and the starting point is the identification of the activities inherent to each phase (project, installation, operation, and decommissioning), characterizing the socioeconomic environment, qualifying the environmental risk, and proposing respective monitoring, mitigation, or compensation measures. In 2022, the total

amount invested in projects to mitigate/compensate for socioeconomic impacts was BRL 114 million and the amount invested in environmental monitoring in licensing processes was BRL 348 million.

An example of these actions was the establishment of the term of commitment n. 1777032 with the Brazilian Institute of the Environment and Renewable Natural Resources (Ibama), on February 23, 2018, with the purpose of regulating the actions and measures necessary during the period of adapting 28 offshore production platforms in relation to the disposal of production water. With the agreement, we committed to pay, as a compensatory measure, the amount of BRL 100 million for exclusive investment in marine and coastal biodiversity conservation projects. The destination of the resource was defined for the GEF-MAR Project, which has the Brazilian Fund for Biodiversity (Funbio) as the donating agent of its resources. Funbio is a non-profit civil association whose mission is to contribute strategic resources towards the conservation and sustainable use of the country's biological diversity, contributing, within the framework of sustainable development, to the development of public and private initiatives that promote social development, generating jobs and income and fair and equitable distribution of benefits to local populations. Of the total amount agreed for payment as a compensatory measure in the original term, BRL 76 million have been paid, with a further BRL 24 million to be paid in four monthly installments over the next year.

**More information about environmental licensing processes can be checked on our Sustainability Report released annually.**



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## Management of social and environmental risks

In addition to the legal obligations of the environmental licensing process, we develop social and environmental risk management processes throughout the life cycle of our businesses. The main purpose of managing social and environmental risks is to prevent negative impacts resulting from the interaction between our activities, society, and the environment.

Social and environmental risks can also interfere with business goals and a social operating license. Although it is not a formal document like the environmental license, a social license refers to the acceptance of the company’s practices and

business by interested parties and by public opinion in general, being obtained through approximation, creation, and maintenance of bonds of trust .

Risks are classified as threats (negative risks) or opportunities (positive risks). The severity of each risk is defined by the combination of the probability of occurrence and magnitude of its respective impact, which are stipulated based on corporate rules, consisting of objective criteria for risk assessment.

The stages of the risk management process are in line with corporate risk management guidelines, as well as with ABNT ISO 31000 Risk Management – Principles and Guidelines.

### Risk management process flowchart in the business life cycle



Establishing the context is the initial step that supports the entire risk management process. This step is carried out through the socioeconomic diagnosis, which consists of a translation of the reality experienced by a population in a given geo-

graphic space. During this process, municipal socioeconomic indicators and specific data from the communities mapped in the territory are consulted, such as, for example, social actors, peoples and traditional communities, existence of conflicts

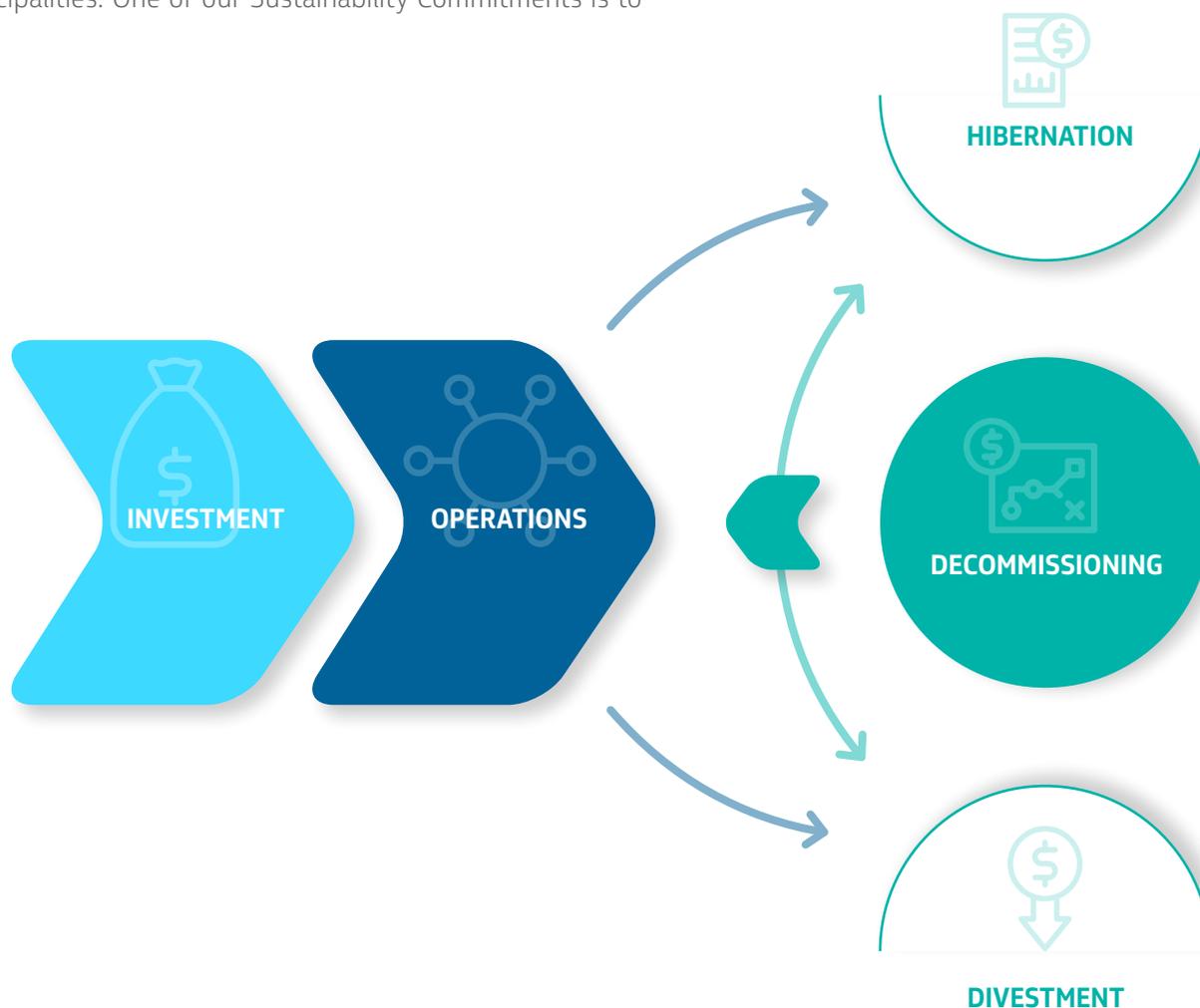


and existence of impacts and risks resulting from our activities. The collection of primary data can also be used, through focus groups, a survey, social cartography, and perception studies.

In 2022, we continued the new round of preparing the socioeconomic diagnosis of communities and municipalities. One of our Sustainability Commitments is to

maintain 100% of our operations with up-to-date socioeconomic diagnoses (re-viewed within a maximum period of three years).

Risk analyzes are carried out at all stages of the business life cycle, as shown in the figure below:





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In the investment phase, assessments are carried out and review groups assess social and environmental risk in all projects with investment starting at US\$ 300 million. Additionally, social, and environmental risk assessments are carried out in projects worth more than US\$ 100 million that are developed on land (regardless of the E&P and refining segment), production development projects or projects whose territories contain traditional communities or Indigenous peoples.

Within the Corporate Systematics of Investment Projects, in addition to other aspects, Safety, Health and Environment (HSE) and Social Responsibility (SR) requirements are considered for going from one phase to another and approval of investment projects, which must be included in the Technical and Economic Feasibility Study Report (EVTE), for each phase.

Among the documents that make up the EVTE Report of investment projects exceeding US\$ 300 million, the project must present the Social Responsibility Report and the HSE Report. The Social Responsibility report is comprised of information about the project, the characterization of the social context and the matrix of identified social risks. The HSE Report presents the description of compliance with the applicable HSE requirements, including, in addition to other information, assessments on socioeconomic aspects, climate and atmospheric emissions, including greenhouse gases, carbon risk of projects and climate risk assessments.

The analysis of investment projects and the consequent indication of recommendations and identification of risks unfold in mitigation actions that are materialized, as the case may be, in changes to the project and procedures, in emergency response plans, in the process of monitoring occurrences and community complaints, in actions to publicize projects and operational activities and in the inclusion of social responsibility clauses in service provision contracts.

In 2022, 23 investment projects were submitted to Social Responsibility and HSE assessment for the phase change, contemplating 100% of non-operated Joint Ventures (JVs), in the design phase, with Petrobras working interest (WI) participation above US\$ 300 million for projects in the E&P segment and over US\$ 25 million for projects in the refining segment. In the case of JVs not operated by Petrobras in the operating phase, 100% of the HSE and Social Responsibility assessments are carried out, as provided for in their respective Joint Operation Agreements.

Examples of social and environmental risks include inappropriate use of land pipeline ranges by community members, disturbances caused by possible emissions, maintenance stoppages involving a significant number of workers, inconvenience due to increased traffic, as well as the exaggerated expectation of job creation by the community.

We also have systems for decommissioning and divestment of assets, partnerships, and companies. Our position is that decommissioning actions always aim at the least impact from the environmental, social, technical, operational, and economic risk points of view, in line with the approach that technically supports the environmental licensing processes. We plan and carry out activities in this phase of the life cycle of projects in compliance with current regulations, following strict safety standards and carrying out analysis of project alternatives based on multi-disciplinary criteria that include the social dimension (in addition to the environmental, technical, safety, and economic fronts), which makes it possible to objectively compare the advantages and disadvantages of possible alternatives for decommissioning. Examples of social and environmental risks likely to occur in the decommissioning stage include demonstrations by communities in the area covered, including fishermen who suffer impacts on their livelihoods (exclusion from



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the fishing area, collisions, damages to fishing gear) as well as violation of human rights in the value chain at the platform and scrap disposal stage, as well as the inadequate disposal of waste and rejects and the failure to promote circular economy, through the reuse and recycling of equipment and materials.

In 2022, we created an Executive Decommissioning Committee, with the purpose of monitoring the evolution of the best global practices and deliberating the strategic guidelines for the implementation of decommissioning projects.

In the case of divestment and asset acquisition projects, strict criteria are applied in the selection of potential buyers to ensure the technical, financial, and operational capacity for the continuity of the business. The divestment and acquisition systematics foresee the participation of several areas of the company, with the purpose of guaranteeing compliance with the legal and normative requirements, in addition to the adoption of the best HSE, Climate and Social Responsibility practices and risk assessment of the project.

Portfolio management risks are identified based on the assessment of critical issues in the territory's social context (social vulnerabilities, presence of Indigenous peoples and traditional communities, environmental protection areas, archaeological sites etc.). HSE and Social Responsibility liabilities and/or obligations may be related to environmental legal disputes, existing social conflicts, community demands, actions to comply with license conditions, authorizations and/or commitments with a service period that extrapolate the date of transfer of the active for the new operator, among others.

Finally, hibernation can represent an unfavorable situation for communities, workforce and suppliers impacted by the economic activity in question. Therefore, we included the participation of the Social Responsibility team in the process with the purpose of collaborating to identify and suggest measures to minimize the social impacts of hibernation in the territory.





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## Local plans for social responsibility and community relations

In operations, social risks are the base for local plans for Social Responsibility and community relations. The local plans are intended to provide answers to community issues of the Business Units, such as: inappropriate use of land pipeline strips by community members, inconvenience caused by possible emissions and maintenance stoppages involving a significant number of workers. The plans are carried out annually and the process also provides for periodic reviews and updates. The actions foreseen in the plans seek to respond to the social risks identified in the socioeconomic diagnosis and increase the level of engagement of communities with us, seeking to maintain a permanent communication line and expand community participation in the planning of actions.

In 2022, 23 local plans were executed, covering 100% of the refining and E&P units, and the plan for the gas treatment unit in Caraguatatuba (UTGCA) was added to the portfolio for the year.

The planned actions are monitored by a management system that monitors the percentages planned and carried out, in addition to allowing the insertion of evidence. Periodically, management meetings are also held with the head of the unit to report on the progress of activities and outline strategies for correcting deviations, if necessary. With these practices, we guarantee the execution of 98% of the activities planned for the year, surpassing the target established by management by three percentage points.

## Management of water resources, waste, and biodiversity

In 2010, with resolution A/RES/64/292, the United Nations began to expressly recognize water and sanitation in the list of human rights, with society's access

to water in sufficient quantity and adequate quality being an essential issue. Our water resources management has as its basic principle the constant search for the rational use of water, its conservation and availability in the areas of influence of our facilities.

The pursuit of excellence in the management of solid waste and rejects is also essential to ensure the preservation of natural resources. We promote environmentally appropriate disposal and adopt circular economy practices, including partnerships with organizations that collect reusable and recyclable materials made up of low-income individuals.

Managing risks and impacts to biodiversity is part of our environmental agenda. We identify and assess impacts, in order to support the definition of preventive, mitigating and compensatory measures in the installation, operation and decommissioning phases of our projects. Also, we contribute with studies and programs for the knowledge and protection of biodiversity in all the biomes in which we operate.

**More detailed information about our water resources, solid waste and biodiversity management processes can be found at the company's Sustainability Report, disclosed annually.**

## Just Transition

We recognize the relevance of the movement towards just transition, and we are attentive and active to evolve in this theme, so that we can incorporate more and more of its elements in our business management. Our corporate social responsibility and compliance with legislation, applied in portfolio management (new ventures and divestments) and in mitigating the socio-environmental impacts of



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our operating assets, are already in line with many aspects necessary for a just transition.

Just Transition is characterized by an inclusive path towards a low-carbon economy, with changes in energy use patterns, which seeks to assess and minimize the social impacts for its stakeholders.

Strategies for this transition seek to ensure that employees, communities, and the supply chain have fair opportunities to access and develop new sustainable livelihoods, especially in the following aspects:



**COMMUNITY**

➤ Guarantee accessibility, availability, and reliability of the energy necessary for one's support, considering the cost, distribution infrastructure and essential equipment for the use of energy sources.



**EMPLOYEES**

➤ Training planning, retention, and reallocation of employees in new businesses, especially in case of discontinuity of some areas of activity.



**SUPPLY CHAIN**

➤ Incorporation of sustainability requirements in contracting that consider a minimum time for adaptation of the companies that participate in the business value chain.

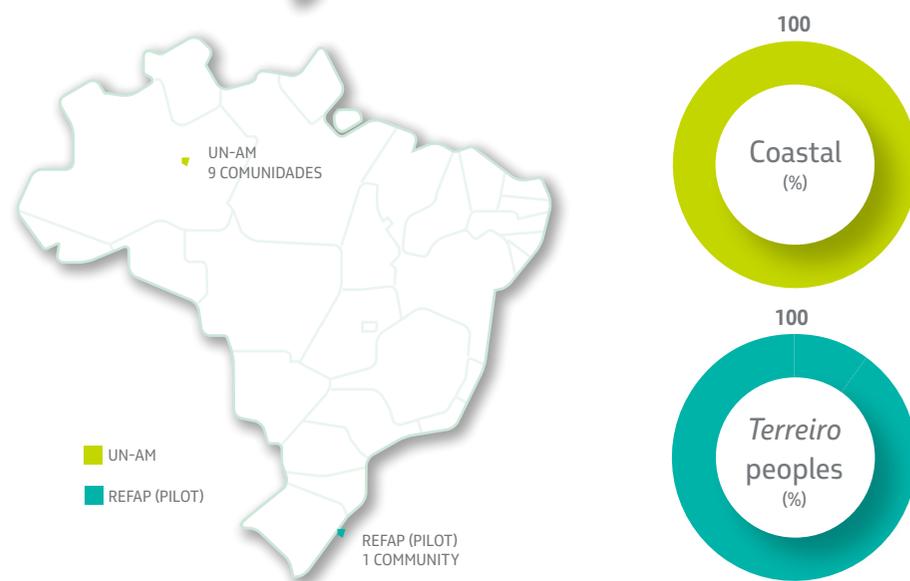
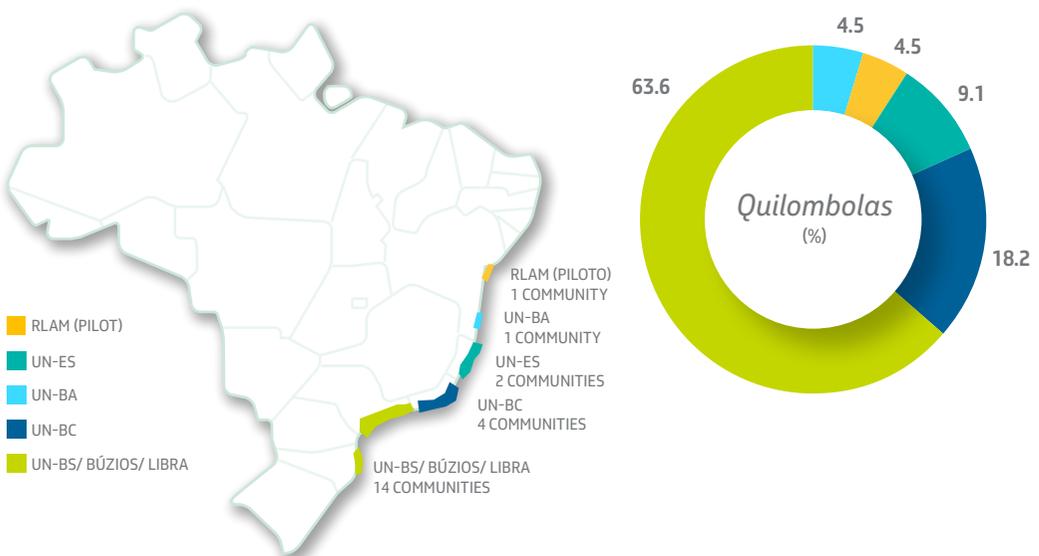
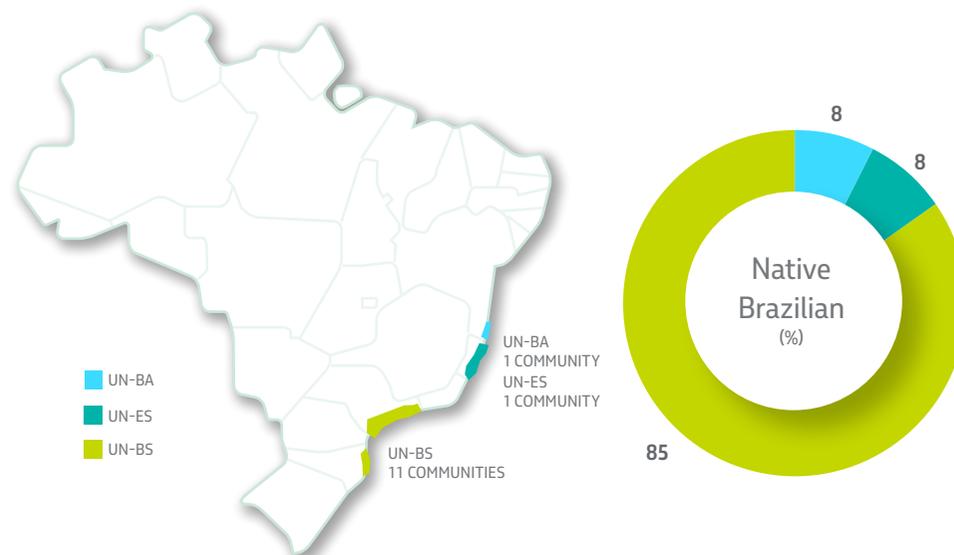
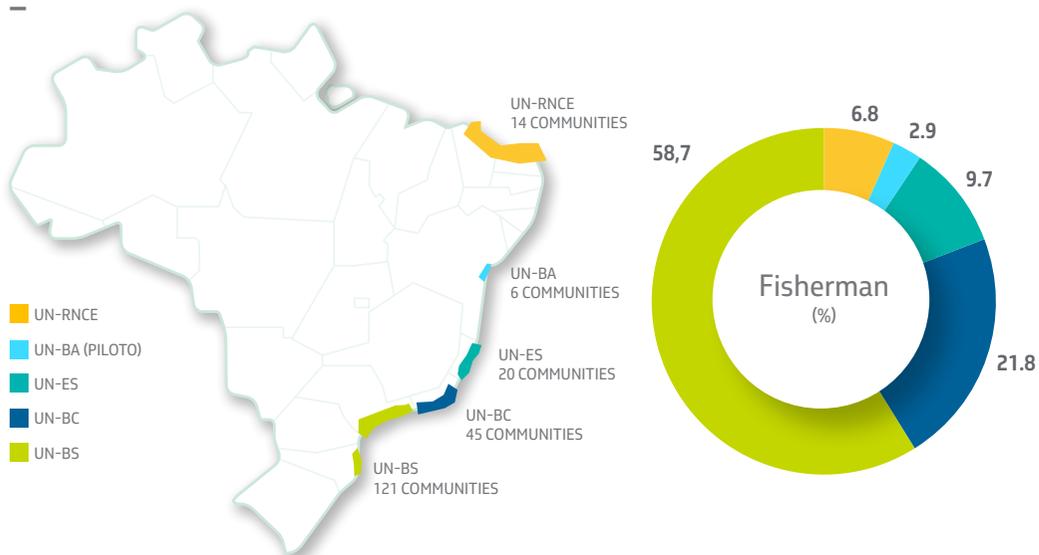
**More detailed information about our actions for carbon management and climate change can be found in the Climate Supplement.**

**Traditional Communities**

In our local Social Responsibility plans, we prioritize peoples and communities known as traditional fishers, *Caiçaras*, *Quilombolas*, Indigenous, riverside and *Terreiro* communities. The identification of communities and traditional peoples addressed in this section considers the legally established concepts. This scope

was anchored in the identification established in Decree n. 6040/2007, which establishes the National Policy for the Sustainable Development of Traditional Peoples and Communities. The prioritized communities in Brazil are presented in the following figure:

## DISTRIBUTION OF TRADITIONAL COMMUNITIES PER OPERATIONAL UNIT IN BRAZIL (%)<sup>10</sup>



<sup>10</sup> It does not include areas that are with licensing process, such as the Equatorial Margin.



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We do not have oil and gas reserves in areas close to Indigenous lands, as defined by the Sustainability Accounting Standards Board (SASB), that is, a distance of five kilometers or less. We have recorded reservations in Brazil, United States and Argentina. We also develop exploratory activities in Colombia.

Under Bolivian law, there are no reserves in that country. Petrobras' operations in Bolivia close to Indigenous communities are located in the Sábalo field, in the San Antonio Block. In this field, there are 70 families in the *Tierra Comunitaria de Origen (TCO) Guaraní* Indigenous people called *Tucainty*. The community extends for 36 km and is characterized by having sparse dwellings (with a distance of approximately five kilometers between dwellings).

The relationship with Indigenous peoples and traditional communities takes place both through mandatory actions arising from environmental licensing conditions, such as the Project for the Characterization of Traditional Territories, as well as through voluntary actions such as corporate social responsibility projects and socio-environmental investments.

**To find out about voluntary and compulsory projects for engagement, mitigation, and reparation with traditional communities, see "Mitigation and Reparation."**

Additionally, we carry out voluntary socio-environmental investments that develop specific actions focused on recording and valuing Indigenous culture and traditional communities, based on strengthening the role of these populations. Through the Petrobras Socio-environmental Program, we support 34 socio-environmental initiatives whose purpose is to contribute to institutional strengthening and the autonomy of Indigenous peoples and traditional communities, which represents 34% of the project portfolio. In all, there are 18 Indigenous peoples, 44 *Quilombola* communities and 26 other traditional communities supported through conservation actions with sustainable use of natural resources, which consider ways of life, production systems and knowledge associated with socio-biodiversity.



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Among these projects, we highlight the Tradition and Future in the Amazon project, which aims at contributing to the territorial and environmental management of five Kayapó Indigenous lands, in 12 municipalities in Pará and Mato Grosso. The actions carried out by the Brazilian Fund for Biodiversity (Funbio) are aimed at maintaining the vegetation cover, carbon stock, biodiversity and valuing the knowledge of the Mëbêngôkre people. In 2022, the first General Workshop of the Territorial and Environmental Management Plan of the Mekrãgnoti Indigenous Land (PGTA) was held, in which 17 villages were represented. The PGTA is an instrument of the National Policy for Territorial and Environmental Management of Indigenous Lands, which aims at expressing the autonomy and self-determination of these peoples, through the formalization of what they understand to be necessary for the maintenance of their land, their culture, and their rights.

Our subsidiary Transpetro also develops activities in the Urucu-Coari pipeline range that crosses the Cajuhiri Atravessado Indigenous territory, where there are three villages of the Miranha ethnic group. With the use of social technologies for community work and the active listening method, Transpetro negotiated the opening of access to the pipeline range for the necessary maintenance and continued collaborative construction activities with the community for the implementation of compensation measures environment, an action carried out in an integrated manner with the business unit and the National Foundation for Indigenous Peoples (Funai).

Other examples of projects with traditional communities that encourage income generation through sustainable production and/or community-based tourism include:

**Sergipe Women Solidarity Network Project (developed by Associação de Catadoras de Mangaba e Indiaroba – ASCAMAI):**

In its second edition, the project's actions contribute to the sustainability of extractivist and urban communities, expanding the conditions for generating income through professional qualification and adding value to the production and processing of food and handicrafts, assisting 400 women in the municipalities of Carmópolis, Divina Pastora, Indiaroba, Estância, Barra dos Coqueiros, Pirambu and Japarutuba (SE). This initiative also promotes gender and racial equality in the workplace, as well as the possibility of accessing public policies.



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**Sustainable Quilombo Project (developed by Instituto Terroá):**

The project operates through actions such as the implementation and expansion of agroforestry systems (SAF), implementation of a multi-trophic aquaculture system (fish production) and development of seedling nurseries, implementation of community cuisine and expansion of community-based tourism (CBT). Through these actions, the project intends to promote sustainable territorial development in the Quilombo do Sertão de Itamambuca, in Ubatuba, in the state of São Paulo (SP), in the watershed of the Itamambuca River, benefiting 50 *Quilombolas*.



**Petrotec ES Network (developed by Fundação Desenvolvimento e Inovação Agro Socioambiental do Espírito Santo):**

The project aims at structuring the agricultural, aquaculture, fishing, and tourism productive sectors, contributing to the social transformation and socio-environmental and economic development of communities located in Linhares, Serra, Itapemirim, Marataízes and Presidente Kennedy, in the state of Espírito Santo (ES). An important result of this action is the restructuring and formalization of the Inter-institutional Support Network for the Commercialization of Family Farming Products and Services in Espírito Santo, through the adaptation and reapplication of social technologies and the use of sustainable practices, digital platforms, and innovation, to 240 people.



### Sea is Culture Project (developed by Associação dos Maricultores de Estado de São Paulo):

The project aims at the sustainable development of marine farming on the north coast of the state of São Paulo (SP), in the municipalities of São Sebastião, Ilhabela, Caraguatatuba and Ubatuba. It operates on four main fronts: the institutional strengthening of the association as a way to obtain reliable data on local production, in order to guide public policies, the regularization of producers operating in the focal municipalities, the professional training of mariculturists, *Caiçaras* and fishers and the strengthening of Community-Based Tourism, through the creation of tourism points and short courses offered in marine farms. These actions seek to contribute to the generation of income and economic development of 560 people.



### School of Intangible Heritage of Rio de Janeiro (developed by Associação Cultural Companhia de Aruanda):

With a focus on appreciating, preserving and safeguarding the cultural heritage of traditional communities, the project aims at educating 3,000 children, adolescents and young people, through intergenerational activities to transmit the intangible heritage of five cultural groups: cuisine and dances of Quilombo Machadinha in Quissamã-RJ, Tarituba Ciranda Caiçara from Paraty-RJ, capoeira and jongo of Grubo Zê Mussum from Magé-RJ, dance, music and crafts of Centro de Tradições Afro Onixêgum from Guapimirim-RJ and traditional dances and music from Madureira and from Morro da Serrinha, in the North of Rio de Janeiro-RJ.



### The Florestas de Valor (Valuable Forests) Project

Is an initiative of the Institute of Forestry and Agricultural Management and Certification (Imaflora) to promote the structuring of the chain of non-timber forest products (such as Brazil nuts, cumaru, copaíba) and agroecology for *Quilombolas*, traditional communities, family producers and settlers in northern Pará, in municipalities such as Alenquer and Oriximiná, and São Félix do Xingu in southeastern Pará. As support for the movement of the bioeconomy in the Amazon, its purpose is to protect the forest and, at the same time, guarantee an untouched experience for communities that live in it. In 2022, the actions contributed to the conservation of 176,000 hectares of forest areas, in which it is estimated a carbon stock of 15 million tons of CO<sub>2</sub> equivalent. In the sale of products, around BRL 1.2 million in socio-biodiversity products were generated, generating income for the communities benefited by the project.



Specifically in relation to Indigenous communities or traditional peoples (artisanal fishermen, *Quilombolas*, shellfish gatherers, among others), in 2022, we received 12 calls to our General Ombudsman. There were seven complaints about alleged irregularities involving projects maintained by the company (one confirmed, two unconfirmed and three filed due to lack of elements for verification and one under

treatment), one complaint filed due to lack of elements, three requests answered with the necessary guidelines and one registered suggestion. The complaint refers to assistance received in a sponsored social project and the requests are related to compensation, donations, and sponsorships to these groups.



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## Land use rights

A possible negative impact associated with our projects is the need to carry out resettlement processes. In order to manage and mitigate this impact, in March 2020, we established a corporate approach to resettlement. Covering all of our units, we have established guidelines for the removal and resettlement of individuals or communities affected by our developments and/or activities. Eviction and resettlement of communities include cases of physical displacement (eviction and loss of housing) and economic displacement (loss of assets or access to assets leading to situations of loss of income or livelihoods) caused by land acquisitions or restrictions on access and use. The guideline states that we must:

- i) avoid or reduce as much as possible the need for physical and/or economic displacement of individuals and communities;
- ii) when unavoidable, consider in the planning the estimation of the costs of expropriation and indemnification of improvements, as well as the costs of re-composition of the ways of life of impacted individuals and communities; and
- iii) treat the affected social segments equally, seeking actions that guarantee similar or better living conditions than the existing ones, as well as the maintenance of social and cultural relations.

Indigenous peoples must be informed, in appropriate and accessible language, about projects that may occur on their land and given the opportunity to offer or withhold their consent to a project prior to its commencement. If the removal and resettlement of Indigenous or *Quilombola* communities is an absolute requirement, it will be necessary to carry out a prior, free, and informed consultation aimed at these communities.

In 2022, there were no resettlements caused by our activities in any type of community.

## Law enforcement agencies and human rights

The Corporate Security Risk Management methodology includes the analysis of the interaction between the internal and external environments of our units, in order to identify threats that could compromise the security of people, facilities and the company's business.

For the external scenario, we use intelligence analysis materialized in an opinion generated by our Security Monitoring and Analysis area, which covers, among other issues, crime rates, statistics, and the main crimes, seeking to anticipate and prevent possible conflict situations. Thus, it is possible to develop corporate security actions and procedures with a focus on preventing and responding to the risks of intentional acts that are reflected in the Local Asset Security Plan (PLSP).



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Corporate Security, in the preparation of its studies and other products, complies with the legislation and regulations related to human rights; always recommending to the unit manager, in situations that require interaction with a community, the involvement of representatives from the Social Responsibility area.

Also, technological resources can contribute to the planning of responses in cases of conflict, promoting more responsible actions. As an example, we use drones used in large areas, such as refineries and onshore production fields, and the Mobile Security Units (UMS), used in production stops or in the eventual monitoring of remote locations.

In order to reinforce our commitment to a culture of safety, in 2022 we promoted a series of visits by municipal, state, and federal public safety authorities to our units. On such occasions, we were able to present the operations and the strategic relevance of these assets, our performance in safety and the numbers that point to a reduction in the occurrence of accidents and deviations in recent years. These interactions highlighted the importance of developing integrated, cross-sectional planning, for the prevention of events that could endanger the safety of people, production, and supply, with consequences for the environment and public health, as well as some situations that pose potential risks to the safety of communities

and that depend on our work together with the Military Police, Fire Department, Civil Defense, and other public bodies.

In order to contribute to the internal development of our employees, we also promote a cycle of virtual lectures on human rights for the entire workforce in the Intelligence and Corporate Security area, with the participation of specialists from our areas of Intelligence and Corporate Security, Compliance, Legal, Labor and Social Responsibility. The topics addressed were: discrimination, moral harassment and sexual harassment at work, sexual diversity, and racial diversity. Live streams were recorded for later access by shift workers.

In addition to that, employees and service providers who carry out property security activities are all trained and undergo recycling every two years, in compliance with the relevant legislation and in compliance with the Federal Police Department (DPF/MJ). The content of the courses includes aspects of Constitutional, Criminal and Civil Law, private security legislation and interpersonal relations, based on respect for the human person and the correct and proportional application of force. In 2022, our security force received a total of 42,400 class hours.



In order to reinforce our commitment to a culture of safety, in 2022 we promoted a series of visits by municipal, state, and federal public safety authorities to our units





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Property security activity necessarily meets legal requirements, applicable both to organic security (consisting of own employees) and to contracted surveillance service companies. All security activities are subject to supervision by the Federal Police (PF/MJSP), the regulatory and supervisory body for private security activity in Brazil.

In addition to that, within our company, contracted security monitoring companies must undergo contract inspections. These contracts require that the companies maintain certified employees that have undergone professional training for them to work on our premises. Contracted companies are evaluated in terms of the quality of services provided, compliance with legal requirements and other items. The contractor's scores and other data from evaluations are recorded in corporate systems and analyzed in critical analysis meetings and remain available for internal audits.

Complaints, doubts, and reports related to asset security activities can be communicated through our General Ombudsman's Office, ensuring the anonymity of the communicator. The General Ombudsman's demands forwarded to the Corporate Intelligence and Security area are dealt with, integrating periodic reports to senior management. If referring to outsourced security services, the sanctions provided for in the contract are adopted, as well as greater rigor in the analysis of future contracts when selecting suppliers.

## Chain of suppliers and partners

Our suppliers must provide their employees with decent working conditions, ensuring compliance with current labor legislation. This obligation is provided both in our contractual draft and in our Ethical Conduct Guide for Suppliers. Therefore, based on this guide and the internal standards with the guidelines for the inspection of contracts for goods and services, full compliance with labor obligations is sought, requiring monthly submission of the necessary documentation to prove compliance with labor, social security obligations and payment of the Employee Severance Fund (FGTS), when applicable. Failure to comply with these obligations allows us to apply fines and other penalties provided for in the contracts.

## Engagement with the supply chain

Engagement with the supplier market takes place through relationship actions aimed at the entire supplier base, being the **Supplier Channel** our main relationship means. In this channel, we make institutional information available to our suppliers of goods and services, we disclose our contracting rules, guidelines on the processes of registration, qualification and pre-qualification of suppliers, technical specifications, contract drafts, as well as clarifying the operation of public tenders, contracts and actions related to compliance and sustainability.





Our subsidiary Transpetro relates to suppliers through its Supplier Channel, available on our [external portal](#).

In 2022, we started the ESG Journey for suppliers, with the purpose of promoting supplier engagement in ESG themes, through distance learning programs (EAD) associated with human rights, compliance, health, safety, and climate, among others, as a way to improve sustainable contracting practices and supplier management. They can be accessed through on the [Supplier Channel](#).

Also, as an engagement tool, we promote the Best Suppliers Award, to annually recognize suppliers that stand out in their market niches for their high performance in the supply of goods and services to Petrobras. In its 5th edition, held in November 2022, all national or foreign companies that supplied goods or provided services to us in 2021 participated, with 22 companies being awarded in various categories. Details of this award can be found on the [Supplier Performance Assessment tab](#).

In order to expand the capillarity of our communication actions, we hold monthly meetings through live casts with subjects of interest to the supplier market. For these meetings, we invite all suppliers from our base, with the main objective of establishing direct and frequent communication, as well as sharing relevant information about our supply processes and other topics related to the supply chain, among which those associated with human rights. In 2022, these meetings had more than 6,000 participants.

**In the Human Rights dimension, there were awards after the evaluation of projects related to the following topics:**

- > Promotion of diversity and inclusion
- > Tackling child labor
- > Fighting discrimination, prejudice, and harassment
- > Fighting sexual exploitation of children and adolescents
- > Confronting slave labor

In the case of international suppliers, we promote events in partnership with diplomatic representations aimed at foreign companies, with the aim of clarifying doubts and encouraging the participation of this public in our tenders, always reinforcing policies and guidelines related to human rights.

In November 2022, we partnered with the UN Global Compact to offer the Human Rights and Business Trail tool to a group of selected strategic suppliers. This sample will result in a diagnosis, in addition to raising awareness, workshops and training for participating suppliers, in order to allow mobilization on a scale, in relation to governance and critical human rights issues such as decent work, equality, inclusion, health and occupational safety.

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### Diligence of suppliers

As set out in our Ethical Conduct Guide for Suppliers, we are committed to the highest standards of integrity, social and environmental responsibility, and ethical conduct. Our suppliers must provide safe working conditions, treat their workers with dignity and respect, act with integrity and ethics, and be in full compliance with applicable laws and regulations. Based on this guide and on the standards with guidelines for the inspection of contracts for goods and services, we verify compliance with the execution of contractual clauses regarding aspects related to safety, the environment and health, as well as social responsibility. Also, we evaluate the performance and quality of our suppliers and, when necessary, apply our system of consequences, as provided in our **Quality Guide for Suppliers**.

In compliance with Articles 83 and 84 of Law No. 13,303/16, Petrobras' internal procedures provide for the establishment of a Commission for the Analysis and Application of Sanctions (CAASE) for cases of contractual non-compliance, such as: labor, social security or HSE non-compliance, contract abandonment, giving up the bidding process for no reason, non-compliance with the Ethical Conduct Guide for Suppliers, among other conduct considered severe.

With regard to sanctioning processes related to non-compliance in labor practices, 6 companies were sanctioned in 2022 out of a total of 44 companies sanctioned for contractual breaches.

It should be noted that, for contracts considered to be at greater risk of violating human rights, such as those with intensive use of labor, there is a specific social responsibility clause, which establishes social responsibility and human rights commitments for contracted companies. In order to assess whether these requirements were complied with by the contracted companies, in 2022, nine social responsibility assessments were carried out with service providers through a checklist, which assesses whether all contractual social responsibility requirements have been fulfilled. Among the contracts submitted to the checklist evaluation, no contractual breach was identified.

### Fighting forced labor and child labor

In order to curb any degrading work practice in our supply chain, our standard contractual draft has a clause demanding a guarantee of compliance with the labor requirements provided for in current Brazilian legislation. Failure to comply with this clause entitles us to terminate the contract with the supplier.



As set out in our Ethical Conduct Guide for Suppliers, we are committed to the highest standards of integrity, social and environmental responsibility, and ethical conduct



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In addition to that, there is also a clause prohibiting the use, in all activities related to the execution of the contract, child or slave labor, and this requirement is also included in our Ethical Conduct Guide for Suppliers, which extends this commitment to our suppliers' subcontractors.

Also, in order to mitigate the compliance risks inherent in non-compliance with obligations related to human rights, fraud and corruption related to the contracting process, we carry on an Integrity Due Diligence (DDI) at our suppliers, which includes risk factors associated with slave-like, degrading and child labor. In 2022, 2,745 suppliers were assessed, with a high, medium, or low Integrity Risk Degree (IRD). Companies classified with a high Integrity Risk Degree cannot participate in contracting procedures with Petrobras, except for exceptions provided for in the Company's internal rules.

Also, since 2005, we are signatories of the National Pact for the Eradication of Slave Labor. In June 2015, we joined the National Pact for the Eradication of Slave Labor Institute – InPACTO. InPACTO is a non-profit organization that mobilizes different sectors, such as industry, civil society, and the public sector, to promote decent work. It constitutes a space for debate, exchange of information and establishment of plans and joint actions for large companies operating in Brazil. It is also a means of articulation with the Ministry of Labor and the International Labor Organization (ILO).

By joining InPACTO, the associated company assumes the responsibility of fulfilling ten commitments related to the prevention and eradication of slave labor. In order to meet these objectives, an action plan was drawn up by the Social Responsibility, Legal and Procurement areas, covering the issue throughout the supply chain. The plan includes actions such as raising opportunities for improvement in internal standards and regulations related to contracting suppliers and developing an action plan to prevent and combat slave labor, together with partner areas, among other specific actions.

Our Reporting Channel is prepared to receive calls related to suppliers, such as those related to violations of the exercise of freedom of association and collective bargaining, among other issues involving labor practices and human rights. The report can be made through the link <https://www.contatoseguro.com.br/petrobras> or by phone, calling toll free at 0800 601 6925. Demands are investigated and, according to the results of investigations, the Procurement area is alerted to mitigate risks in new contracts. If contractual clauses are not complied with, the contract manager adopts the appropriate measures.

Finally, we highlight that, in 2022, there were no reports of work in slave-like conditions, nor are there any reports of lawsuits involving child labor in the company.

## Mitigation and reparation

In our Human Rights Guidelines, we commit to remedying and repairing human rights impacts arising from our activities.

### Processes to repair and mitigate negative impacts

We provide direct contact channels with us to register complaints, reports, and other manifestations, such as the General Ombudsman, the Complaint Channel, and the Customer Service Center (SAC).

The General Ombudsman receives and handles all manifestations from interested parties, both those coming from the internal public and those from the external public. The operation of a corporate structure with autonomy and independence, linked to the Board of Directors, allows the community or any person affected by Petrobras' business to exercise their right to petition the company.

The General Ombudsman's channels are intended as a second service to interested parties, with a more individualized, empathetic, and welcoming approach. The General Ombudsman's Office is also responsible for managing the Complaints Channel, through which we receive, process and report, with independence, impartiality and confidentiality, complaints made by all of the company's stakeholders. Available in Portuguese, English and Spanish, 24-7, it can be accessed via the website or by telephone.

The General Ombudsman, in addition to being the second service channel for stakeholders, also works to ensure the effectiveness of the Law on Access to Information and the integrity of the process for handling complaints in the company.

After dealing with complaints, requests, suggestions or compliments, the General Ombudsman conducts surveys to assess the degree of user satisfaction with the service provided, including in relation to the quality of the information provided.

### Workforce

Complaints about violence at work, including issues of moral and sexual harassment and discrimination, are investigated by a different management from the area that receives the complaint, providing independence and segregation to the process. Reporting persons are protected by preserving the confidentiality of reports received and by processing anonymous reports.

In 2022, the Reporting Person's Protection Guideline was implemented, which establishes rules for protection against disproportionate, harmful, or potentially harmful, abusive, or unfair treatment of people who report in good faith non-compliance related to the company's activities, or who have disclosed, unequivocally, the intention to do so. The protection also extends to any person who provides information or manages a complaint. Also, an educational video was posted on our internal social network (Workplace Petrobras), so that the workforce can learn more about the concept of retaliation, system of consequences and verification process.



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In 2022, we received 1,094 complaints from the internal audience, including service providers, 632 of which were about behavioral issues<sup>11</sup>, 130 of which related to discrimination, moral harassment, sexual harassment, sexual misconduct and rape or attempted rape. In 88 of these complaints, due to insufficient information, lack of authorization from the complainant or the victim for taking action or moreover due to the non-recognition of the facts reported by the potential victims, the complaint was closed without investigation. Since the complaints channel can receive anonymous complaints, sometimes it is impossible to contact complainants whose reports do not contain the information necessary to initiate an investigation. In this sense, the Program to Combat Sexual Violence, launched in April 2023, will reinforce trainings and expand the dissemination of clarifications and guidance to complainants.

Of the 42 complaints investigated, 7 were concluded in the same year, 3 of which were confirmed. In 2022, complaints opened in previous years were also investigated. As a result, the total number of complaints investigated in the year was 15, of which 5 were confirmed (2 from the previous year). On December 31, we had 36 complaints under investigation, 35 of which opened in 2022.

In the accountability stage, two disciplinary measures were applied by means of a warning, two educational measures were applied by means of a term of commitment and one service provider had their contract with Petrobras terminated. With regard to employees of service providers, when a complaint is filed against them for non-compliance with the Code of Ethical Conduct, the appropriate measures are taken by Petrobras' contract management together with the respective employer.

11) Any behavior, whether isolated or repeated, that causes or may cause physical or psychological harm to people.

In order to act preventively in lawsuits associated with labor issues, after the creation of guidelines for the conclusion of agreements in large-scale processes, especially labor claims involving outsourced employees, we have actively participated in the conciliation weeks promoted by the Labor Court, doubling the number of agreements signed in comparison to last year. Also, a Technical Cooperation Agreement was signed in 2022 with the Regional Labor Court of the 20th Region (Sergipe) with the aim of implementing a system for assigning conciliation hearings in processes that fall within our guidelines, which will contribute to increase the number of agreements and improve the company's image with the Judiciary and other stakeholders, in addition to preventively resolving potential human rights violations.

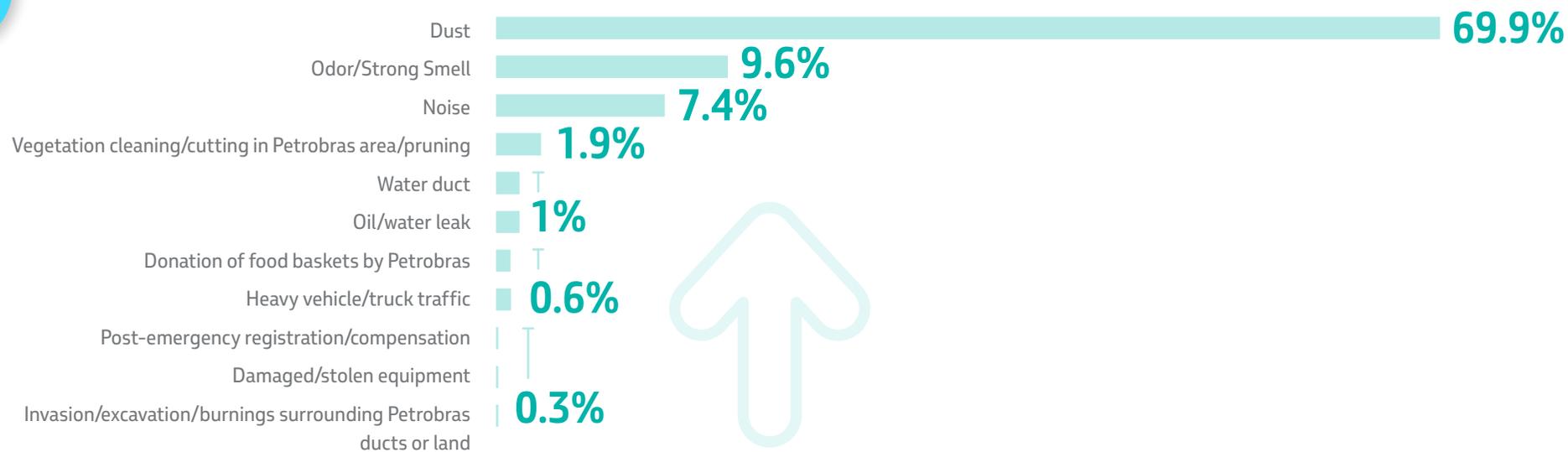
### Communities

With regard to the communities present in the areas covered, we widely publicize our contact channels. The records are made by the Customer Service, which provides assistance through toll-free telephones, 24-7. In 2022, 1,380 requests were received through this channel. This information is categorized per unit and per theme and monitored by the Customer Service Panel.



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## Main manifestations from communities received by customer service in 2022 (Petrobras parent company)



In 2022, our General Ombudsman received 397 manifestations from local communities. Of this total, 58 were reports (12 confirmed, 20 unconfirmed, 14 archived and 12 pending); 166 were complaints (116 completed, 49 archived and 1 pending); 146 were requests (112 completed, 33 archived and 1 in progress); in addition to 27 suggestions, opinions, and compliments. The reports included mainly those related to invasion or irregular occupation of Petrobras areas; impact on the health of the community surrounding the facilities; environmental impacts and irregularities in the conduction of projects maintained by the company. The other manifestations refer to the gas cylinder donation program, requests for sponsorships and donations, land issues, pipelines, and installations.

We seek to respond and deal with recurring requests from communities through actions planned in the social responsibility plans of the business units. In addition to that, we present and discuss these issues through community committees, which gather at our operating units.

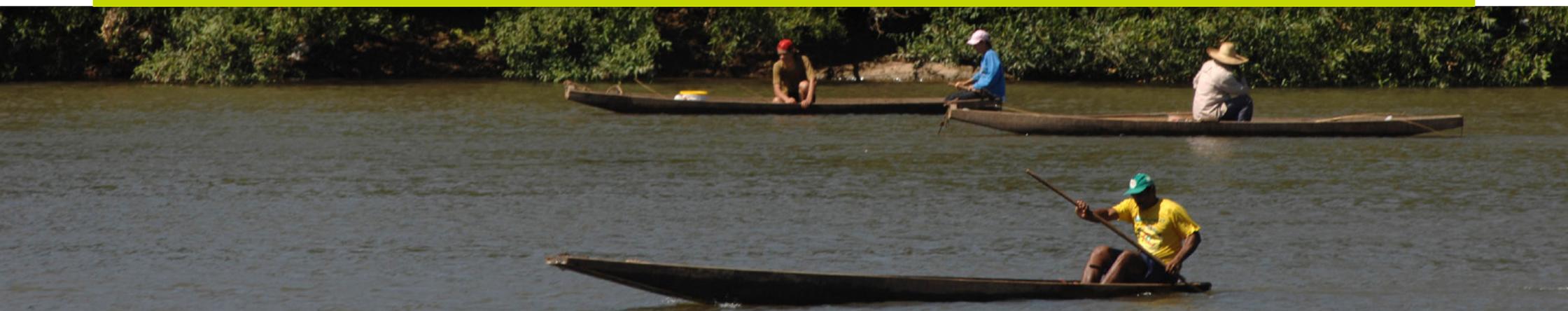
We also respond to the demands of the communities in the territories where we operate through mandatory actions arising from environmental licensing conditions (such as the Environmental Education Project and Compensation Projects for Fishing Activities), as well as through voluntary actions such as the corporate social responsibility and socio-environmental investments.





The Project for the Characterization of Traditional Territories, currently known as Projeto Povos, is a condition for the environmental licensing for the socio-economic environment, carried out together with the *Quilombola*, Indigenous and *Caiçara* peoples in the area of influence of the projects in the Santos Basin, specifically in the municipalities of Angra dos Reis (RJ), Paraty (RJ) and Ubatuba

(SP). The intention of the project is to allow communities to get to know and empower themselves, allowing them to work on their vulnerabilities in the face of regional development pressures. More information about the project can be found at [Comunica Bacia de Santos](#).



An example of a mitigation measure, required under federal environmental licensing, is the Pescarte project. Conducted by the Brazilian Institute for the Environment and Renewable Natural Resources (Ibama), the project is developed in partnership with Universidade Estadual do Norte Fluminense Darcy Ribeiro (UENF), and covers different municipalities in the state of Rio de Janeiro close to the Campos Basin: Armação dos Búzios, Arraial do Cabo, Cabo Frio, Campos dos Goytacazes, Carapebus, Macaé, Quissamã, Rio das Ostras, São Francisco de Itabapoana and São João da Barra. Its main purpose is to create a regional social network made up of artisanal fishers and their families, seeking, through educational processes,

to foster, strengthen and improve their community organization, as well as their involvement in the participatory construction and implementation of work and income generation projects. Through the Pescarte project, fishing communities are mobilized, encouraged, and guided to participate in different educational activities to improve the professional performance of these communities, increasing their productivity or fostering solidary economic activities. The project also works on socio-environmental guidelines of interest to artisanal fishing communities in the Campos Basin, obtaining important results with municipal and state governments, and other entities.



The intention is to reinforce the productive identities of these fishing communities, in order to favor the mitigation of the negative impacts that affect them and that are due to the activities carried out, in that region, by the oil and natural gas exploration and production industry.

In Espírito Santo, we have the environmental education program called Redes de Cidadania, which aims at training artisanal fishers, shellfish gatherers and their families to exercise citizenship in environmental licensing processes and in the generation of work and income, applying three themes — solidary economy, environmental education, and digital literacy. The program serves communities in the central-north region. The intention is to reinforce the productive identities of these fishing communities, in order to favor the mitigation of the negative impacts that

affect them and that are due to the activities carried out, in that region, by the oil and natural gas exploration and production industry.

An example of voluntary action was the Rede de Direitos project, a partnership with the Public Defender’s Office of the State of Rio de Janeiro and the Public Defender’s Office of the State of São Paulo with the purpose of conducting a remote course for the fishing communities present in the Campos and Santos Basins areas. Seven fortnightly meetings were held from March to June 2022. The project is a pioneer in articulating partnerships with public defenders’ offices to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels, in accordance with the Goal 16 of the SDGs (Sustainable Development Goals).

We also develop several voluntary socio-environmental projects with the aim of responding to the recurring demands of the communities in the territories where we operate. These projects, their goals and the results achieved will be detailed in the topic “Our Corporate Citizenship Practices.”

### Supply Chain

Complaints received by the General Ombudsman allow for diligent and preventive action in our supply chain. In this sense, most reports are regarding labor irregu-

larities in contracted companies, such as late payment of wages, severance pay and food vouchers.

In 2022, we analyzed complaints arising from contracts with suppliers to identify sensitive issues to the protection of human rights and designed a matrix involving several company managements to monitor and propose actions related to labor irregularities in the supply chain. This matrix will allow us to act preventively and immediately remedy identified irregularities.

## Divergences and conflicts

Despite our actions to repair and mitigate impacts on the human rights of our stakeholders, we recorded a number of divergences and conflicts associated with human rights issues throughout 2022, as detailed below.

Regarding the workforce, we had a case of labor claim filed against the then Multidisciplinary Health Assistance (AMS), a self-managed health benefit provided for in a collective bargaining agreement for our employees and dependents. The claimant, a 95-year-old elderly woman, claimed that she was entitled to receive the benefit called “caregiver aid”, which consists of the reimbursement of an amount equivalent to, at most, one minimum wage, with the aim of helping the beneficiary who needs permanent help to pay for professional care. The elderly woman claimed that Petrobras would be in arrears in relation to the payment of the benefit between February and December 2020. Petrobras presented its defense and recorded in the records that, in order to obtain the reimbursement, the beneficiary must make a request in the system, attaching an invoice or payment receipt for the service provided. Furthermore, it attached to the file the proof of payment of the caregiver assistance credited to the claimant, for which there was

a request for reimbursement in the system. The court understood that the Consumer Protection Code should be applied to the legal relationship, interpreting the facts more favorably to the claimant. Petrobras paid the conviction fees (BRL 11,832.99 for material damages and BRL 10,000.00 for pain and suffering), and the case was shelved.

With regard to lawsuits related to working conditions, we highlight that the Labor Prosecution Office (MPT) filed a Public Civil Action against Petrobras (Proc. 1000420-31.2020.5.02.0252, 2nd Labor Court of Cubatão / SP). The MPT alleges that, during the strike of the oil workers that began in February/2020, we kept a group of employees working in slave-like conditions, keeping them in their jobs for up to 132 straight hours, on the company’s premises at the Presidente Bernardes Refinery in Cubatão (RPBC). It also states that the Company should have provided for the workers surrender, and that they were forced to remain working until the end of the strike . It is asking for BRL 100 million for collective pain and suffering, in addition to BRL 100,000 in compensation for each of the 73 workers who allege harm, in addition to ensuring that such acts are not repeated in future strikes.



We affirm that the situation was caused by the Labor Union, which disobeyed repeated court orders of the Superior Labor Court, which imposed fines on the entity for noncompliance with the decision (the TST decided to maintain 90% of the employees in service, taking turns in regimes of uninterrupted alternating shifts). The company claims that employees remained at their jobs because they were aware of their responsibilities and that it was impossible to empty the refinery, under pain of serious risk to the safety of people, the environment, the surrounding community, and facilities. Furthermore, there was no impediment or barrier for employees to leave the refinery premises. Also, we demonstrated that employees alternated working hours and rest periods, under appropriate conditions, and were duly compensated for the extraordinary work hours performed, without slave-like conditions, an allegation that we strongly reject.

The judgment dismissed the MPT's request, accepting the company's defense and recognizing that the company was not responsible for the workers remaining in their workplaces during the period discussed in the process. The MPT appealed, and the 12th Panel of the Regional Labor Court of the 2nd Region dismissed the appeal, fully upholding the decision favorable to Petrobras. The MPT appealed against the decision and the process has not yet become final.

Regarding local communities, in 2022 we recorded three conflicts that we classified as significant with the possibility of impacting operations, people and the environment, requiring immediate attention and treatment. These conflicts were mainly related to road blocks by communities. In all cases, after contacting community leaders, the roads were unblocked. The repair actions consisted of repairing road problems and direct agreements with the community leaders involved.

In addition, since 2021, we have been managing a process to repossess the company's land in the municipality of Itaguaí/RJ. Part of this land, privately owned by the company, was invaded, and occupied on 05/01/2021 by a group of people led by a social movement. From the first day of the occupation, we sought repossession, always attentive to the fundamental rights of the people who were there. The court order for repossession was initially issued on 05/05/2021. Following the due legal procedure, several attempts were made at providing warnings and peaceful eviction. Since this route was not possible, on 07/01/2021, again by court decision, the area was vacated with the support of the Rio de Janeiro state police, Itaguaí municipal secretariats, the Public Defender's Office, and the Public Prosecutor's Office. On that occasion, those who so wished were sent to a temporary shelter organized by the municipal government. As part of our effort to seek the best possible solution, always attentive to people in situations of vulnerability, we

systematically hold meetings with the State Department of Social Assistance and Human Rights, the Municipal Department of Social Assistance of the Municipality of Itaguaí, the Public Defender's Office of the State of Rio de Janeiro and the Public Prosecution Office of the State of Rio de Janeiro. Some people chose to remain in the shelter until 08/06/2021, when their definitive demobilization took place, organized by the Municipality of Itaguaí-RJ and by the Public Defender's Office of RJ. During this period, we worked together with public bodies, with actions that reinforce our commitment to respecting human rights. These actions included the provision, paid for by the company, of alcohol gel and masks for sheltered people, transportation, mattresses, blankets, meals, storage of goods, drinking water, chemical toilet, personal hygiene items, periodic monitoring of the shelter by our teams of professionals, in addition to supplying basic food baskets, milk and diapers for children.

After the work to register the sheltered people, it was found that the majority had a place of residence, which led to the alignment between the Public Prosecutor's

Office of Rio de Janeiro, Public Defender's Office of Rio de Janeiro, the Municipality of Itaguaí and Petrobras to replace the provisional shelter with a food card for six months to those sheltered, in monthly deposits per family, in addition to the initial amount of BRL 500.00 (five hundred reais) on the food card upon delivery. Goods collected on the day of reintegration and being kept in a warehouse paid for by the company were also returned.

The proposal was submitted to the sheltered, who agreed with its terms and formalized their agreement in the records through the Public Defender's Office. A decision was then issued authorizing the replacement of the measure and the return of the deposited assets. The shelter was demobilized, and people showed up on the date and time set to receive the card, respecting health protocols due to the pandemic. Exactly one year after the first act of invasion, Petrobras' Intelligence and Corporate Security area detected plans for a new invasion for May 1, 2022. This fact was communicated to the courts of the proceeding, which granted injunctions to prevent a new invasion.

It should also be mentioned that the Public Prosecutor's Office opened an investigation procedure in relation to the guarantee of the right to prior, free, and informed consultation of the Indigenous populations of Amapá for carrying out the exploration project for Block FZA-M-59 (preparatory procedure n. 1.12.000.000681/2022-53). The procedure originated on behalf of the Indigenous Research and Training Institute (IEPÉ), claiming that the right to prior, free, informed, and good-faith consultation of the Indigenous populations of Oiapoque regarding the exploratory project was not respected. According to the civil society organization, it would be mandatory to hear the Indigenous populations through the use of the "Protocol of Consultation of the Indigenous Peoples of Oiapoque," prepared by the IEPÉ institute itself, for the validity of the environmental licensing process of the activity.

We present a written response in the MPF procedure, highlighting the initiatives adopted to meet the right of prior information to the Indigenous populations of Oiapoque regarding the project, in addition to holding a meeting with the MPF in order to present such initiatives personally and clarify all doubts. We are also willing to hold a specific meeting with the Council of Chief of the Indigenous Peoples of Oiapoque (CCPIO) in order to provide prior information to these populations regarding the exploration project.

## Lessons learned and process improvements

We monitor result indicators of our processes that allow us to evaluate our performance according to the most critical aspects of human rights.

We also carry out a periodic analysis of the company's performance in the main sustainability rates and benchmarks of developed by nationally and internationally recognized institutions. These rates help us to identify points of improvement related to our human rights processes. Among them we highlight:

- > Corporate Racial Equity Index (Business Initiative for Racial Equality)
- > Monitoring InPACTO (National Pact Institute for the Eradication of Slave Labor)
- > Human Rights Thermometer (UN Global Compact in Brazil)
- > Dow Jones Sustainability Index
- > Corporate Human Rights Benchmark
- > EcoVadis



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In addition to that, ongoing work to implement an integrated human rights due diligence in the company indicated a number of paths for improvement that should guide our actions in the coming years, among which we highlight:

- > Facilitate the full participation of stakeholders and rights holders in the processes of identifying and assessing critical human rights issues, as well as human rights risks and impacts
- > Establish feedback and diagnosis cycles to assess the management capacity of processes associated with human rights to define lessons learned and implement improvement measures
- > Strengthen possible synergies between risk and impact assessments and environmental impact studies, especially with regard to studies of the socioeconomic reality surrounding the operations

- > Strengthen communication processes that are accessible and targeted to potentially affected rights holders and interested parties and that allow them to assess the adequacy of the responses implemented by the company
- > Encourage our suppliers to carry out a self-diagnosis on governance and critical human rights issues, such as decent work, equality, inclusion, occupational health, and safety, including mental health, community impacts, environment, and climate
- > Adopt a tool that supports the centralization of records of complaints and manifestations received by the company's different channels



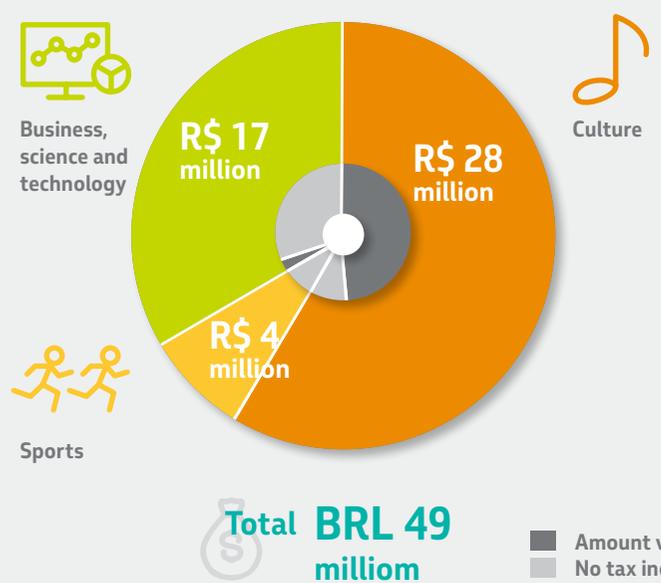
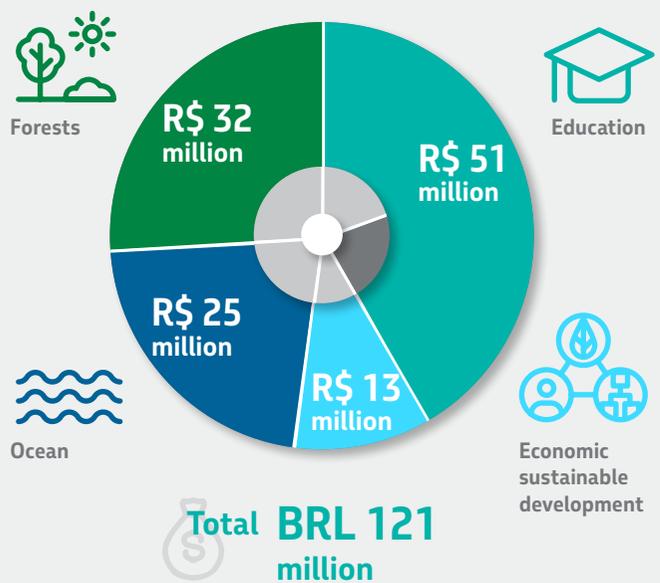
Implement an integrated human rights due diligence in the company indicated a number of paths for improvement that should guide our actions in the coming years



# Our corporate citizenship practices

We develop several corporate citizenship practices, with the aim of responding to the demands of communities in the territories where we operate, achieve positive socio-environmental transformations, consolidate the relationship with our stakeholders and strengthen our reputation. These actions can occur through donations, volunteer actions, socio-environmental investments, and sponsorships.

Socio-environmental investment, sponsorships, and other voluntary social projects (consolidated data)



Invested in the community  
**BRL 153 million**

Business actions  
**BRL 17 million**

## Donations

In 2022, several donation actions were carried out to families in socially vulnerable situations in the five regions of the country.

Donation

R\$ 272  
million



Launched in September 2021, lasting 15 months, the Petrobras Gas Donation Initiative aimed at helping socially vulnerable people to have access to cooking gas (LPG). The initiative reached over 700,000 families in various municipalities in all Brazilian states with the support of 85 partner institutions, donating BRL 263 million in 2022 alone.

The initiative operated in three lines of action throughout the year. In the first, part of the resources was allocated to serving communities neighboring the operations, through socio-environmental projects that were already operating in partnership with Petrobras.

In the second line of action, we made financial donations to the institutions Ação da Cidadania, Central Única das Favelas (Cufa), Gerando Falcões and Movimento União BR, which carry out campaigns to collect food and have great capillarity and operational capacity. For this line of action, we also work in partnership with ten companies in the oil and gas sector, benefiting people in vulnerable situations who live in areas shared by Petrobras and these companies, in order to expand the scope of the action.





On the third line, we allocate resources to social organization Gastromotiva for the acquisition and distribution of gas cylinders for community kitchens. This partnership made it possible to distribute approximately one million meals to the population living in a situation of food insecurity and on the streets, in large urban centers, in five states of the country.

Also, we donated BRL 9 million to carry out emergency actions to support the acquisition of inputs and the recovery of locations affected by the floods that occurred in the states of Bahia, Minas Gerais, Pernambuco and in the municipality of Petrópolis, in the state of Rio de Janeiro.

In 2022, we also continued with the Janelas para o Amanhã project, which began in 2021, which involves donating computers to public schools and conducting training for Elementary School teachers with a focus on improving didactics in the classroom from the use of technology and also training for high school students to use digital resources and learn computer programming. The initiative takes place in the states of Rio de Janeiro, São Paulo, and Espírito Santo, in 40 municipalities and communities in the area covered by our operations. With this project, we aim at expanding the access of children and adolescents from public schools to new technologies, contributing to the reduction of inequality in education.

From the beginning of the project until the end of 2022, more than 8,000 computers were donated to participating public schools. In the same period, the civil society organization Recode trained more than 1,600 people, including students and teaching professionals from 277 public schools in these states.

**To find out about all the donations made by the company, please refer to our Sustainability Report, published annually.**



## Volunteering

In addition to donations, we also developed several volunteer actions throughout 2022. The Petrobras Volunteer Program has the following guidelines:

- > Acting in communities where Petrobras operates
- > Seeking employee involvement in actions
- > Acting in alignment with Petrobras' strategic goals

Among the actions carried out throughout 2022, we highlight mentoring actions,

cleaning beaches and bays, reforestation, Children's Day, End of Year Solidarity, blood donations, financial donations, among others. In order to promote the improvement of the program's management, a standard with guidelines and regulations for our volunteer actions was also prepared.

Since 2021, the actions of the Volunteer Program have been managed through a Digital Volunteer Platform. This tool allows for the dissemination and management of our volunteer actions. Employees registered on the platform find several opportunities to choose and act as volunteers.



In 2022, we obtained the following results regarding Volunteer Actions

78  
volunteer  
actions

412  
participating  
volunteers

1,428 hours  
worked within  
working hours

1,328  
hours worked  
outside  
working hours

BRL  
386,993.40  
Total value of  
financial donations

## Cultural, sports and business, science, and technology sponsorships

In 2022, we worked with the current portfolio of projects and new projects were carried out in the cultural, sports and business, science, and technology segments. Sponsorship selection is carried out through the “direct choice” or “public selection” modalities. The public selection of projects corresponds to a broad and transparent process, with its own regulations, predefined criteria, national disclosure, and collegiate selection committees for choosing projects to be developed. In direct selection, projects are forwarded directly to Petrobras using its own system for managing sponsorships, and must meet analysis and suitability criteria for contracting, as well as relevance for achieving the company’s goals.

Among the different projects carried out during the year, we highlight the public selection “Chamada Petrobras Cultural Múltiplas Expressões” and sponsorships for the Petrobras Orchestra, the Petrobras Team at the Olympics, the Supertech web series of the digital channel Manual do Mundo and our participation in events Rio Oil & Gas, in Rio de Janeiro, and Offshore Technology Conference (OTC) in Houston in Houston.

In the cultural sphere, the public selection carried out brought 15 new artistic merit and innovative Brazilian projects, giving back to society with the appreciation of Brazilian identity in museums and cultural spaces in ten Brazilian states. Sponsored projects follow lines of action focused on music, performing arts, audiovisual and multiple expressions, improving the company’s reputation and aligned with our brand strategy.



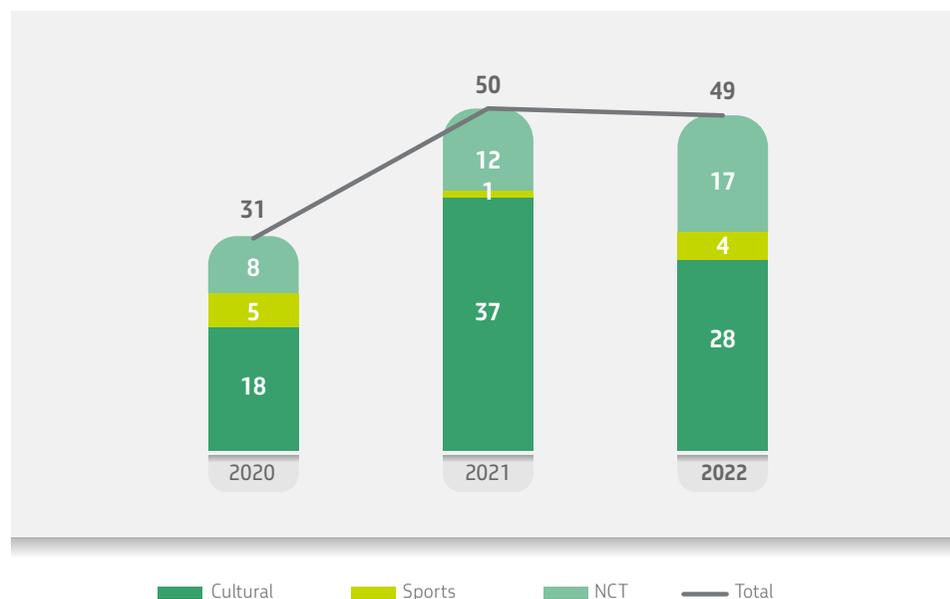
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In sports sponsorships, the highlight was the continued support for the training of Olympic sports athletes, who together form the so-called Petrobras Team and will represent Brazil at the Paris 2024 Olympic and Paralympic Games, associating the company with positive attributes such as high performance, teamwork, achieving goals, overcoming challenges, among others.

Sponsorships for business, science, and technology events, in turn, intensify relationships with partners, investors, customers, the academic and scientific community, among others. We sponsor several initiatives that arouse curiosity and promote experimentation and conversations on topics related to innovation and the changing world. Sponsorship in this line includes: Rio2C, Campus Party Brazil (Brasília, Goiânia and São Paulo), Rio Innovation Week, Rec'n'Play, Brazilian Science Olympiad, Brazilian Robotics Olympiad, Mostratec and Hacktudo. We also sponsor projects related to activities in the energy business, with a focus on oil and gas, and in the corporate world, with emphasis on issues related to governance, compliance and excellence in technological development, such as: Brazil Investment Forum, Mec Show, Brazilian Industry Innovation Congress, Brazil Oil, Gas & Energy Summit, Argus Americas Crude Summit, ECO Award, Abrasca Award for Best Annual Report and Transparency Trophy.

In 2022, we spent a total of BRL 49 million in cultural, sports and business, science, and technology (NCT) sponsorships, 49% of which is through the tax incentive law.

### Cultural, sports and business, science and technology sponsorships



## Voluntary socio-environmental investments

Our voluntary socio-environmental investment, structured within the scope of the Petrobras Socio-environmental Program, meets the 2023-2027 Strategic Plan as a tool to support the sustainability of our business. Through the program, we develop socio-environmental solutions on topics relevant to the oil and gas industry and in the territories where we operate, seeking positive socio-environmental transformations, consolidating relationships with stakeholders, generating technical and scientific information, and strengthening our reputation with our stakeholders. As the first stage of the socio-environmental investment process, a context analysis is carried out with the diagnosis and analysis of the community relationship, social risks, the company's communication plan and social and environmental issues relevant to the business, in addition to the assessment of the portfolio of current and completed projects in the period. Based on this information, we identify gaps and opportunities for our project portfolio which is established through public selection or through the analysis of proposals from our bank of projects.

**More information about the public selection and the bank of projects can be found at our site.**

The lines of action of the Petrobras Socio-environmental Program are: Education, Sustainable Economic Development (DES), Ocean, and Forests and use the recurrent demands of the territories where we operate, the transition strategy to a low-carbon economy and offshore operations as drivers. Through these lines, we prioritize the contribution to four Sustainable Development Goals (SDGs):

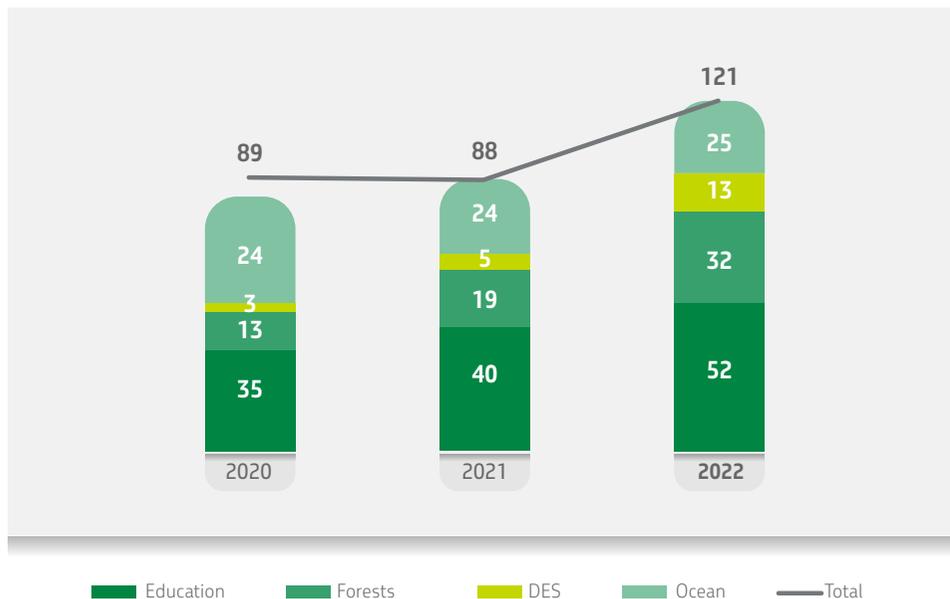
(4) Quality Education, (8) Decent Work and Economic Growth; (14) Water Life and (15) Land Life. Early childhood, innovation and human rights are the cross-cutting themes that can be highlighted in the actions carried out by the projects that make up the portfolio of socio-environmental projects that we support. Regarding human rights, among the socio-environmental projects supported in 2022, 59 carried out approaches on gender equity, racial equality, and inclusion of people with disabilities.

In 2022, we carried out a pilot public selection in the metropolitan region of Rio de Janeiro, focusing on the disposal of recyclable and reusable solid waste from four of our properties to cooperatives and associations of collectors. The initiative will contribute to the generation of income for people in situations of social vulnerability, for the circular economy, with the allocation of around 600 tons of waste per year to cooperatives, in addition to being in line with the goals of the National Policy for Solid Waste (Law No. 12.305/2010).

Reinforcing our socio-environmental investments in blue carbon, in November 2022, in partnership with the National Bank for Economic and Social Development (BNDES) and with the execution of the Brazilian Fund for Biodiversity (Funbio), we also launched the public tender called Manguezais do Brasil, the first of the Floresta Viva initiative. BRL 44.4 million will be made available, with funds from Petrobras and the BNDES, for up to nine ecological restoration projects for mangroves, salt marshes/apicuns, restingas and their draining basins. The Floresta Viva matchfunding intends to gather financial resources for reforestation projects of native species in Brazilian biomes and generate carbon credits. In all, Petrobras will invest BRL 50 million from 2022 to 2026.

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## Voluntary social and environmental investment



In 2022, our subsidiary Transpetro’s socio-environmental investments grew significantly, with the contracting of two projects through an agreement: *Faixa Limpa 2* and *Do Mangue ao Mar*, in addition to the continuation of the Project *Cine Transpetro nas Comunidades - Cinema em Movimento*, a sponsorship action.

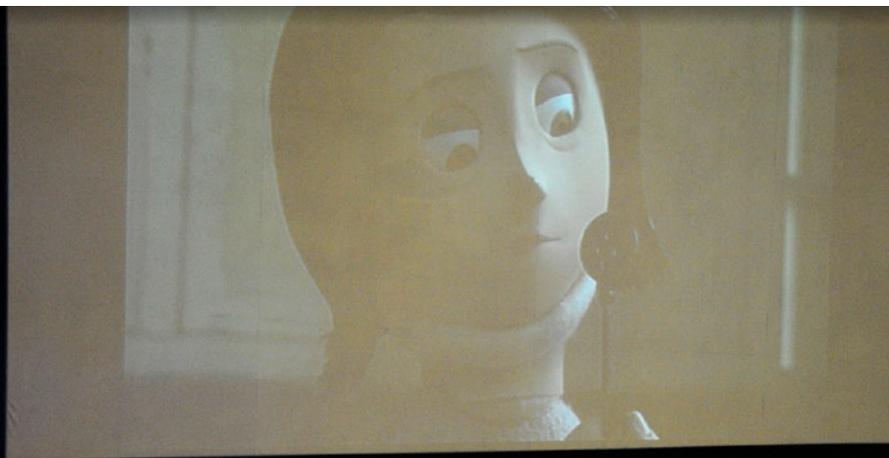
The *Faixa Limpa 2* Project will last for 60 months (five years) and will serve 71 communities located along the pipeline strip in the municipalities of São Paulo, Osasco, Guarulhos, Itaquaquecetuba, São Bernardo do Campo, Suzano, Mauá, Santo André and Campinas, in the State of São Paulo. The total amount invested is BRL 9 million. For five years, the project will serve the population residing along the pipeline ranges in the region, which will benefit from environmental mobilization and education actions, implementation of vegetable plantations or gardens on available land in the pipeline ranges and support and training for income generation activities. In the first four months, eight communities were assisted, with meetings, diagnoses, technical visits, training, collective effort for the community vegetable garden and holding the first movie session, with the presence of 90 students and teachers.



In 2022, we carried out a total of BRL 121 million in voluntary socio-environmental projects, with 19% of the amount coming via the tax incentive law

With socio-environmental roots, the *Do Mangue ao Mar* Project is integrated with the social commitments that support Transpetro's transformational agenda and is aligned with the values of safety, integrity, health and respect for people and the environment. The project will serve two regions of the state of Rio de Janeiro: Costa Verde (where at least ten traditional communities of artisanal fishermen, crab collectors and *Caiçaras* will be served) and Guanabara (serving groups organized around the Environmental Protection Area of the Estrela River, in Magé, and the fishermen's colony in Duque de Caxias). The total amount invested is BRL 8 million and its duration is three years. In its first steps, technical visits were made to the project's target locations, in addition to several meetings and the launch of the invitation to hire environmental educators.

The *Cine Transpetro nas Comunidades - Cinema em Movimento* Project has been in development since 2019 and has been promoting free cinema sessions in public schools in 140 municipalities in 18 Brazilian states, through which the company's oil and gas pipelines pass or rely on with operating units. So far, around 73,000 people have been served in all its activities, with 1,451 cinema sessions held. The project has also allowed film workshops to be held for young students from São Paulo and Rio de Janeiro. The total amount is BRL 2 million, with tax incentives from the Rouanet Law.



In 2023, we launched the largest public selection in the history of Petrobras' socio-environmental investments. The selection process will be divided into two stages and, in total, BRL 432 million will be invested in more than 50 projects. In the first selection stage, which began in February, the company will invest BRL 162 million in socio-environmental initiatives in the North, Northeast, Midwest and South regions and the estimate is to contract more than 20 projects that will develop their activities for a period of three years.



In the North and Northeast, the public notice includes areas neighboring the operations of the so-called Equatorial Margin, the country's new oil and gas exploration and production frontier, located between the states of Amapá and Rio Grande do Norte. And, in the second half, the second stage will be announced. The 2023 notice covers all lines of action of the Petrobras Socio-environmental Program and the priority audiences are Indigenous peoples, traditional communities, fishers, women, Black people, children, people with disabilities and LGBTQIA+. Educational projects supported by the Federal Sports Incentive Law will also be contemplated.

## Lines of action

### Education and sustainable economic development.

Our Education and Sustainable Economic Development lines are intrinsically related to the demands of the communities and territories where we operate, in addition to supporting the treatment of social risks of our operations and risks of violation of human rights in areas of our business units, particularly in the area included in the Natural Gas Refinery (RGN) and Exploration and Production (E&P) in onshore fields. It is worth noting that 100% of the social projects supported by us work directly in the area covered by our operations.





Through the analysis of socioeconomic diagnoses, it is possible to verify that, in the area covered by our business units, there are communities that show worrying data related to social vulnerability, precarious living conditions and insufficient public equipment and services, in addition to challenges related to the quality of education, income generation and training and employment opportunities. Violence and drug trafficking are also recurring issues in these communities.

In this sense, our projects in the Education line are related to the development of professional skills for teenagers and the expansion of opportunities for professional inclusion of young people and adults, with the purpose of directing them to the job market. We also support complementary educational projects whose purpose is to improve learning, digital inclusion, and integral development, in addition to providing training for educators, contributing to the improvement of the quality of teaching in these locations.

In the Education line of work, we highlight the Sports and Education Center (CEE), a project developed since 2018 by the Social Service of Industry (SESI). Operating in the states of Rio de Janeiro, Bahia and Paraná, the project carries out recreational, educational, sports and cultural activities after school hours for more than 1,500 children and adolescents aged 6 to 14 years, with the aim of guaranteeing their rights and full protection through educational sports, tutoring, culture, and human development. The project has intense interaction with the Protection Network and Municipal Councils for the Rights of Children and Adolescents and contributes to the integral development of participants in affective, social, emotional, physical, and cognitive aspects.

In the state of Rio de Janeiro, for example, the project operates in the cities of Duque de Caxias, Itaboraí, Maricá and Macaé, serving around 600 children and adolescents. In addition to cultural, sports and education activities, CEE-RJ promotes closer ties between schools, families and communities through health, citizenship, and leisure activities. In an impact assessment study (Social Return on Investment) carried out by the Institute for the Development of Social Investment

(IDIS), in actions carried out in Rio de Janeiro, it was identified that for every BRL 1.00 invested in the initiative, BRL 1.53 in social benefits are generated for society.

Initiatives to mobilize the protection network for children and adolescents, in addition to educational activities for children in early childhood and their parents and guardians, are also developed with the aim of strengthening family ties and complementing educational actions, in line with our strategy of Prioritize investment for children from 0 to 6 years of age.

In this regard, we highlight the Territórios pela Primeira Infância pilot initiative, which seeks to strengthen early childhood support networks in 15 municipalities in the states of São Paulo, Rio de Janeiro, Espírito Santo, Sergipe, and Rio Grande do Norte. The initiative includes a set of actions with the purpose of contributing to the improvement of living conditions and development of children in this age group, in addition to boosting the production of knowledge and giving visibility to good practices, thus collaborating with the improvement of related public policies.



This action is performed by four reference institutions (Unesco, Fundação Getúlio Vargas, Avante – Educação e Mobilização Social and Instituto de Pesquisas em Tecnologia e Inovação) whose actions, combined, will reach more than 2,640 hours of training, and will involve more than 2,292 members of the public power and civil society.

In the Sustainable Economic Development front, we prioritize support for projects focused on encouraging the development of local vocations, job and income

opportunities and entrepreneurship, contributing to greater autonomy in communities. This line of action converges with the demand of the communities in the area covered by our operations for employment, income and use of local labor, aspects identified in the diagnoses of the territories that are periodically carried out. These diagnoses indicate that the communities in the area covered by our units are, in general, characterized by a population with a low level of education and high levels of informality, among other aspects.

As an example of a project that integrates the Sustainable Economic Development front, we highlight *Hortas Orgânicas em Faixas de Dutos*, which operates in pipeline strips and areas of power transmission lines in the communities of Geneciano (Nova Iguaçu/RJ) and Pilar and Parque Marilândia (Duque de Caxias/RJ). These communities are located in the area covered by the Duque de Caxias Refinery (REDUC), the Transpetro Terminal in Campos Elíseos (TECAM) and the Rio de Janeiro Thermolectric Plant (UTE – Termorio). The project foresees

the implementation of 25 agricultural production units to be developed on the pipeline strips and the creation of small businesses and producer cooperatives with a focus on productivity, entrepreneurship, and income generation. Also, the project involves environmental education actions for early childhood children in two schools in the region and the communication focused on the operational safety of our units and pipeline integrity for leaders and members of local communities.

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Ocean

The Ocean theme is intrinsically related to our offshore operation, where most of our activities are concentrated. This front aims at contributing to maintaining the sustainability of the business as we prioritize relevant environmental issues and cause positive socio-environmental changes in the places where we operate and, more broadly, in society. For over 40 years, we have supported projects for the preservation and recovery of coastal and marine ecosystems and species, which have a possible interaction with our activities, as well as collaborating for the management of the environment in these areas and for the protection of these species. We also contribute to the production of technical-scientific knowledge that is often unpublished, with potential for use by both companies and society.

Conservation actions and the knowledge produced by supported projects are of great relevance to national public environmental policies, contributing, for example, to the preparation and execution of National Action Plans for the Conservation of Endangered Species, under the management of the Chico Mendes Institute for Biodiversity Conservation. In the Ocean line of action of the Petrobras Socio-environmental Program, 92% of the projects collaborate in different ways with these plans: as executive coordinators, participating in technical advisory groups, as articulators or by carrying out their strategic actions. Considering only supported projects with a specific focus on fauna species, 100% contribute to the plans. **More details can be found in the publication [Petrobras: taking part in biodiversity conservation](#).**



By establishing partnerships with institutions that protect marine and coastal fauna, we contribute to the improvement of the preservation status of these species and increase the involvement of the local community for the preservation of biodiversity. The projects we support also benefit our stakeholders, such as traditional communities, particularly artisanal fishermen, helping to preserve the environment on which they depend and improve living conditions, including in the places where we operate.

One example is the Uçá Project, sponsored since 2012, which aims at preserving mangroves in the recess of the Guanabara Bay, generating alternative income for crab collectors and artisanal fishermen through the payment of 90 aid grants during the periods when the Uçá crab is closed. At this stage, when it is not possible to collect, transport or sell the crustacean, the importance of its conservation with the communities is strengthened, ensuring that part of them have access to a contingency financial resource. In the *Limpa Oca* Operation, participants clean the mangroves, whose effort already totals more than 44 tons of waste removed from an area of 36 hectares. The cost-benefit analysis concluded that for every BRL1.00 invested by Petrobras in the project, BRL 4.55 is generated in benefits for society and the environment.

## Forests

By supporting projects focused on forests, we reaffirm our interest in overcoming the challenges related to our business, including the transition to a low-carbon economy. We know that it is important to contribute to natural solutions by supporting projects for the recovery and preservation of Brazilian biomes. Therefore, since 2008, we have had a line of action for socio-environmental investments focused on this topic.





These projects strengthen our commitment to sustainability, as they contribute to the reduction of CO2 emissions, as well as produce other social and environmental benefits, such as income generation, environmental education, biodiversity preservation and microclimate improvements. Additionally, forest preservation or restoration initiatives in the hydrographic basins in which we operate possibly contribute to the maintenance and improvement of water bodies that supply the population and our units.

In this line of action, the projects also develop and apply social technological solutions to improve the living conditions of communities allied to the reduction of environmental impacts, such as the use of eco-efficient stoves, which reduce the use of firewood and agroforestry, which, in turn, promotes food security, possible income generation and carbon sequestration. Also, projects supported on this topic produce and disseminate technical-scientific knowledge relevant to us and society.

As an example, we highlight the *No Clima da Caatinga* project, which promotes conservation, monitoring, forest restoration and firefighting actions in the Serra das Almas Natural Reserve (CE) and in surrounding communities (CE/PI). Supported since 2010, one of its main fronts is mitigating the effects of climate change through the implementation of sustainable technologies in target communities, such as plate cisterns, Biowater systems, support for Jandaíra bee meliponists, eco-efficient stoves and solar ovens to reduce the use of firewood, contributing to SDG 7 (Accessible and Clean Energy).

The analysis of the socio-environmental return on investment concluded that for every BRL1.00 invested by Petrobras in the *No Clima da Caatinga* Project, BRL 7.91 in social and environmental benefits are returned. In the evaluation, a sample of farmers participating in the project was asked about the improvement in health conditions and domestic safety and 93% of the respondents stated that there was a high or very high contribution to the reduction of smoke inside the home.

The projects of the Ocean and Forests fronts also contribute to the goals assumed in the Brazilian Business Commitment to Water Security and Biodiversity (which

we joined in 2021) established by the Brazilian Business Council for Sustainable Development.

**By the year 2022, we account for the following results achieved by the project:**



## Networked operation

We also encourage socio-environmental projects, whenever possible and necessary, to act in a collaborative and integrated manner, bringing together knowledge about territories and common themes. Networks are means of sharing knowledge and experiences and can promote the creation of discussion forums and exchanges between initiatives.

The idea is that, in these groups of related projects, cross-sectional issues can be deepened to enhance the actions developed and create opportunities for exchanges, increasing the results achieved, with the possibility of bringing knowledge from a local context to a regional or even global context. In some cases, projects develop joint plans to be executed over a period of time.

Here we highlight two examples of networks: thematic, with a focus on marine biodiversity (Biomar Network); and territorial, with a focus on environmental action around the Guanabara Bay (Redagua).

### Biomar Network

The Marine Biodiversity Conservation Network, or Biomar Network, was created in 2007 and brings together, with the coordination of Petrobras, five supported projects – *Albatroz*, *Coral Vivo*, *Golfinho Rotador*, *Jubarte* and *Meros do Brasil*. It is a reference in conservation actions throughout Brazil and the projects that integrate it converge actions in the execution of a common plan.

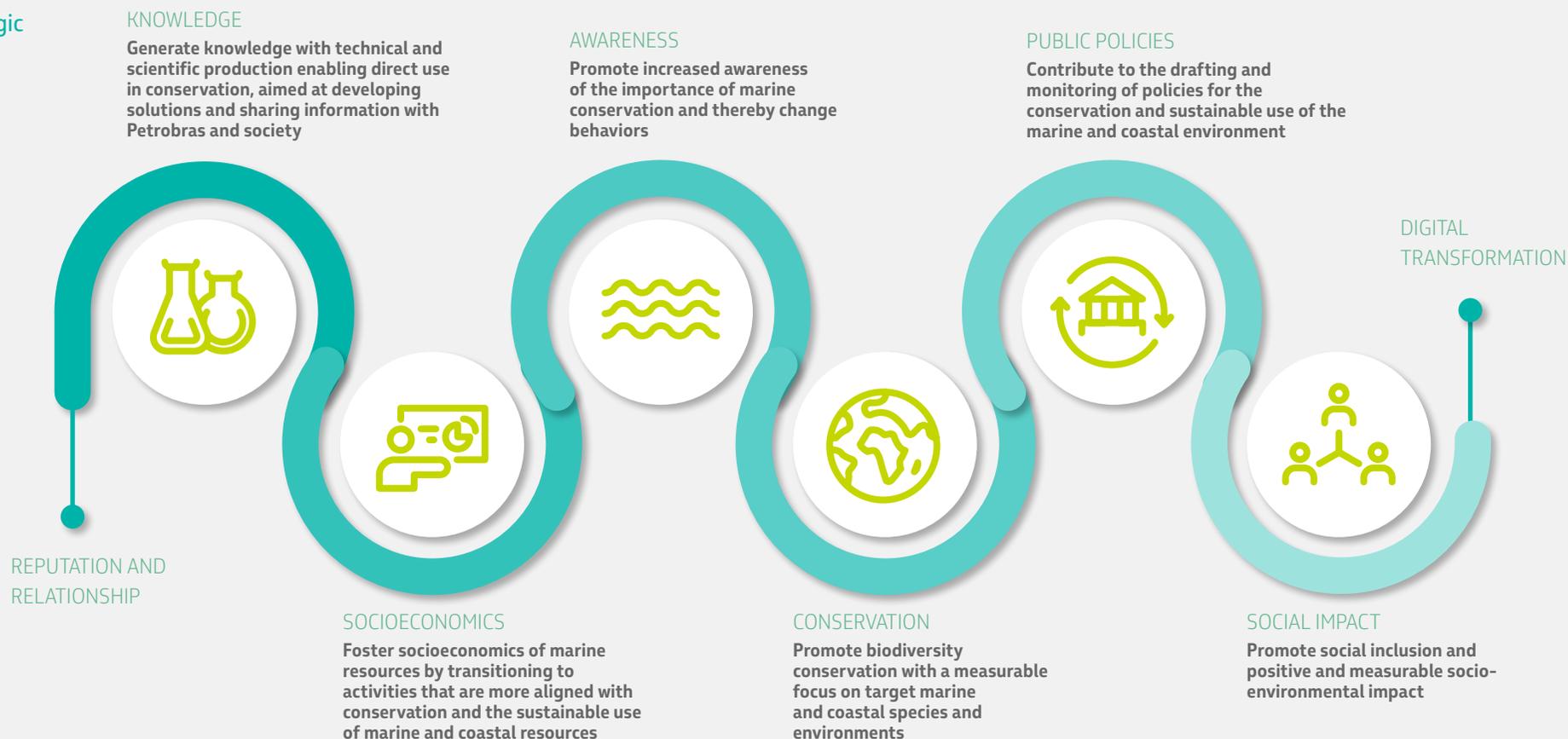


The Strategic Planning of the Biomar Network for the 2021-2030 decade establishes a future vision for this project group, coinciding with the United Nations Decade of Ocean Science for Sustainable Development, one of the great inspirations for this planning. In this sense, in 2022, this plan was presented at the *UN Ocean Conference*, which took place in Lisbon.

### 2021-2030 Planning of the Biomar Network

- 
- > **Vision:** “Generate positive, notable and measurable socio-environmental transformations, being a reference in the conservation of marine biodiversity and in the promotion of a sustainable ocean”
- > **Mission:** “To be a network that works collaboratively, optimizes efforts and investments, contributing in a relevant way to a better-known, healthier ocean, rich in biodiversity, resilient and productive.”

#### > Strategic axes:



For the success of marine biodiversity conservation movements, it is essential to generate a positive impact on people's quality of life, with greater equality of opportunities. Thus, in the Social Impact Axis, the network intends to strengthen the contribution to SDG 5 (gender equality) and 10 (reduced inequalities), with the implementation of actions that stimulate the social, economic, and political inclusion of all and allow a greater number of people are able to promote positive changes in the situations in which they live.

The network's actions in this axis also intend to strengthen SDG 8 (decent work and economic growth), supporting initiatives to generate income or that increase the added value of products generated by the population that depends on marine and coastal resources.

These actions reinforce one of the principles of UNESCO's oceanic culture, which is that "The health of the ocean and humankind are so deeply intertwined." This includes the ocean as a livelihood for billions of people and an important part of the heritage of many cultures.

### **REDAGUA**

The Águas da Guanabara Conservation Network (REDAGUA) is a territorial action network and brings together the *Coral Vivo*, *Guapiaçu*, *Meros do Brasil* and *Uçã* Projects, in partnership with Petrobras through the Petrobras Socioenvironmental Program. With individual trajectories, acting as a network, they interconnect terrestrial, coastal, and marine ecosystems, in addition to the communities that make up the Guanabara Bay Watershed, located in the state of Rio de Janeiro.

Through the projects' networking, it is intended to raise awareness and strengthen and disseminate good environmental practices developed, develop interpersonal and/or institutional relationships developed and promote a more balanced and healthier environment, a right for all. To this end, activities focus on improving the local professional perspective, restoring, and conserving ecosystems, generating jobs and income, producing, and disseminating technical and scientific knowledge, in addition to contributing to territorial governance and influencing public policies.

### **Compliance mechanisms for Civil Society Organizations**

Aiming at contributing to the dissemination of ethical values and compliance among Civil Society Organizations (CSOs), we developed the Third Sector Ethical Connections project, in partnership with the United Nations Educational, Scientific and Cultural Organization (UNESCO). The project has been carried out since 2018 with the purpose of strengthening the management of ethics and integrity among the CSOs that develop the projects that make up the Petrobras Socioenvironmental Program.

Actions carried out by the project include the visit and technical assistance from UNESCO for the elaboration of action plans to be implemented by the organizations; review of CSO compliance instruments; the elaboration of the institutions' code of ethical conduct; the establishment of complaint mechanisms, among other examples. So far, 127 CSOs have been engaged in the project.

## Results of our social and environmental investments

### Results for society

Our socio-environmental projects have goals and indicators established from the moment they were authorized, which allow us to periodically assess their performance. The periodicity of this assessment is defined at the beginning of each project,

as well as the means of verification. The collection of information can vary, generally covering the public intended, engagement in planned activities and the results obtained in socio-environmental actions.

## **BRL 453 million** is the NPV of 21 socio-environmental projects evaluated

In addition to monitoring indicators, we also carry out analyzes of the socio-environmental return on investment - SROI - and its variant of Cost-Benefit Analysis - CBA) whose methodology converts the environmental, social, and economic transformations that have occurred as a result of the project implementation into monetary value. Since carrying out the pilot project in 2019, we have expanded the use of the SROI-CBA to assess our socio-environmental investment projects, which now total 21 projects and a Net Present Value (NPV) of 453 million reais. On average, the evaluated projects return

**BRL 5.29 in social and environmental benefits for every BRL 1.00 invested by Petrobras.**

Our experience in the evaluation of the socio-environmental return and the specificities found showed that each evaluation should be considered a new and interesting challenge. For example, the improvement in the management process of socio-environmental projects sponsored by the company with the application of the SROI-ACB led Petrobras to demand the introduction of the Theory of Change (TdM) in the roadmaps of all socio-environmental projects.

Results achieved by projects assessed in 2022 by the SROI-CBA methodology

PROJECT

MAIN IMPACT INDICATORS



NO CLIMA DA CAATINGA

717 farmers benefited

6,482.8 hectares of the Caatinga and preserved Natural Heritage (RPPNs) private reserves

3,189 students from Buriti dos Montes and Crateús benefited with greater access to culture and leisure

253 children with developed socio-emotional aspects (elementary school I)

256 children with developed artistic and cultural aspects (elementary school I)

190 children with improved school performance (elementary school I)

136 kindergarten children with developed interpersonal relationships

149 kindergarten children with artistic and cultural aspects developed

110 kindergarten children with improved school performance



CANARINHOS DA TERRA

PROJECT

MAIN IMPACT INDICATORS



ALBATROZ

25,679 children and adolescents participating in Environmental Education Workshops

2,708 communicators participating in training for journalists committed to environmental causes

10,681 students participating in environmental education activities involving recreational and educational materials

1,098 teachers participating in training processes

1,392 fishermen participating in different environmental education activities

47,046 community members with increased environmental sensitivity

1,247 community members with expanded professional perspectives

2,164 fishermen with environmental awareness and expanded professional perspectives

45,971 students with increased environmental sensitivity

4,086 students with access to expanded sport and culture

1,241 educators with improved working conditions

1,408 educators with increased environmental sensitivity



MEROS DO BRASIL



PROJECT

MAIN IMPACT INDICATORS

PROJECT

MAIN IMPACT INDICATORS



CRIANÇA CIDADÃ

150 children and adolescents assisted in the pre-pandemic period and during the pandemic

116 children and adolescents with developed personal skills

126 children with increased life expectancy

123 children and adolescents with developed interpersonal relationships

80 families benefited from the distribution of food baskets and home visits with possible psychological support

66 families with enhanced family ties

66 families with preserved health



CAJU ESPORTE E EDUCAÇÃO

492 kindergarten children assisted

379 kindergarten children with developed motor skills

610 children and adolescents with developed motor skills

369 kindergarten children with developed intellectual curiosity

594 children and adolescents with developed intellectual curiosity

413 kindergarten children with improved social well-being

665 children and adolescents with improved social well-being

649 children and adolescents and 34 young monitors with improved interpersonal relationships

282 youth and 12 adult women with expanded economic prospects



PROJECT

MAIN IMPACT INDICATORS

PROJECT

MAIN IMPACT INDICATORS



SEMEANDO A CIDADANIA E SABER

**293** children and adolescents from complementary education with developed motor skills

**312** children and adolescents in complementary education with improved interpersonal relationships

**285** children and adolescents from complementary education with valued local culture

**728** teenagers and young people with expanded professional perspectives

**15.61** hectares restored

**368** rural producers with socio-environmental aspects developed

**30** employees of local companies benefited from the implementation of community composting and gardens

**76** employees of local companies benefited from environmental awareness activities

**53** employees of local companies with improved consumption and eating habits



SEMEANDO ÁGUA



RAÍZES DO PURUS

**2,746** impacted Indigenous people

**2,335** Indigenous people with improved health

**2,279** Indigenous people with developed socio-emotional aspects

**160** hectares impacted – greater conservation of Amazonian agrobiodiversity



REDE SOLIDÁRIA DE MULHERES

**612** women impacted in the workshops

**392** women with improved quality of life

**361** women with developed interpersonal relationships

**453** women with expanded technical, social, and environmental knowledge



## Evaluation of return on image

Several methodologies are used to select, manage, and evaluate projects, individually and jointly, including technical assessments, potential assessment, scope achievement assessment, measurement of brand exposure in the media, in order to assess the value achieved in financial return equivalent to sponsoring cultural, sports and business, science and technology events.

Other metrics are generated every three months per reputation tracking study that, through public opinion surveys, evaluates several dimensions of reputation, in addition to recall driven by social, environmental, cultural and sports sponsorship initiatives. The stronger the reputation, the more favorable the public opinion in relation to the company's strategies and positions. There are seven dimensions, with the Citizenship dimension being the second most influential to the emotional bond with the organization. Petrobras presents a positive growth trend with reference to the beginning of the historical series in 2016.

The study also measures the positive impact of projects on the public perception of our image and reputation. Thus, the reputation delta allows us to verify differences in the assessment of corporate reputation between those who remember our sponsorship projects (recall) and those who do not remember. Results showed that in the fourth quarter of 2022, people who had contact with social projects increased their reputation assessment by around 24% (from 49.6 to 61.6 points), and that people who had contact with environmental projects raise the reputation assessment by around 27% (from 49.6 to 63.2 points), demonstrating the positive impact of our corporate citizenship on the business. As for cultural and sports sponsorships, reputation grows by around 19% and 13%, respectively.

Also, we assessed the return on exposure of our brand in the main sponsorships in 2022 and that effort analyzed, up to the third quarter alone, more than 16,000 appearances of the Petrobras brand on different media platforms and social media.



## Staff

General Coordination, Production and Editing  
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Pages – 1, 4, 6, 16, 18, 21, 22, 27, 30, 34,  
36, 39, 40, 45, 50, 51 (photo 1 and 2),  
52 (photo 1), 3, 64, 71, 72, 73, 80, 83, 84,  
90 and 95 – Petrobras Image Database  
P. 2 – No Clima da Caatinga – Credit: Fábio Barong  
Page 9 – credit: Edher de Souza  
Page 12, 62 and 93 – credit: Adobe Stock  
P. 20 – Sergipe Women’s Solidarity Network –  
Credit: Sergipe Women’s Solidarity Network  
Project  
P. 50 – Sergipe Women’s Solidarity Network –  
Credit: Sergipe Women’s Solidarity Network  
Project  
P. 52 – Photo 2 – School of Intangible Heritage of  
Rio de Janeiro (second photo on the page) –  
Credit: Daniel José de Aguiar Lôbo  
P. 53 – Raízes do Purus –  
credit: Adriano Gambarini

P. 74 – Janelas para o Amanhã –  
credit: Petrobras Image Database  
P. 75 – Volunteering  
Credit: Petrobras Image Database  
P. 76 – credit: Renato Mangolin  
P. 81 – Uça – credit: Rodrigo Campanario  
P. 85 – Uça – credit: Rodrigo Campanario  
P. 87 – Meros do Brasil – credit: Maíra Borgonha  
P. 91 – Meros do Brasil – credit: Athila Bertoncini  
P. 92 – Caju Esporte e Educação –  
credit: Priscilla Almeida Pádua.  
P. 94 – Mangues da Amazônia –  
credit: San Marcelo –  
P. 95 – credit: Onofre Monteiro

### Cover

Employee Juliana de Almeida Rezende –  
credit: Fernando César Pereira da Costa

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