

**PETRÓLEO BRASILEIRO S.A. - PETROBRAS**  
**MINUTES OF THE MEETING Nº 294 OF THE PEOPLE COMMITTEE**  
**STARTED AND FINISHED ON 3-28-2023**

On the twenty-eighth day of March two thousand and twenty-three, was concluded, with voting closed at nineteen hours and thirty-four minutes, the extraordinary meeting No. 294 of the Committee on People (COPE/CELEG or Committee), held by means of electronic communication.

The present meeting was called and started on 28-3-2023, at thirteen hours and nineteen minutes, for the purpose of evaluating and issuing an opinion, as the Petrobras Eligibility Committee (CELEG), pursuant to article 10 of Law No. 13,303/2016, article 21 of Decree No. 8,945/2016 (as amended by Decree No. 11.048/2022) and of the Senior Management and Fiscal Council Member Nomination Policy (Nomination Policy), regarding the following nominations by the Federal Government (the Company's controlling shareholder) for the positions of (i) Petrobras Board of Directors Member, Mr. Evamar José dos Santos and (ii) Petrobras Alternate Fiscal Council Members, Mr. Gustavo Gonçalves Manfrim and Mr. Sidnei Bispo.

The Board Member and President of this COPE/CELEG Mrs. Iêda Aparecida de Moura Cagni, the President of the Board of Directors and COPE Member Mr. Gileno Gurjão Barreto and the COPE External Member Mrs. Ana Silvia Corso Matte attended this meeting as members of the COPE/CELEG and were entitled to vote. Board of Directors and COPE Member Mr. Edison Antônio Costa Britto Garcia did not attend the meeting for justified reasons.

Pursuant to item 2.1.1 of COPE's Internal Regulations<sup>i</sup>, Board members Mr. Marcelo Mesquita de Siqueira Filho, elected by minority preferred shareholders, and Mr. Francisco Petros, elected by minority common shareholders, were invited but were unable to attend this meeting. It is worth mentioning that the participation of the minority shareholders is optional, in the terms of the mentioned Regulation.

---

<sup>i</sup> "2.1.1 Should they have an interest, the Directors elected by minority holders of common or preferred shares may participate in the analysis of the matters contained in item 4.1, sub-item "a.2". To this end, these Directors shall be invited to the respective agendas, and shall be responsible for exercising a casting vote in the deliberations in which they are present. (...)

4.1 The Committee is responsible:

a. as to indication and succession: (...)

a.2. to assist the shareholders by providing opinions on the fulfillment of the requirements and the absence of prohibitions of those indicated as members of: (i) the Board of Directors; and (ii) the Fiscal Council of Petrobras;"

It is worth mentioning that Board Member and COPE Member Mr. Marcelo Gasparino da Silva did not take part in the discussions and deliberations of the present meeting, in compliance with item 2.1.2 of the Committee's Internal Rules, since he will run for the position of Board of Directors in the next General Shareholders' Meeting to be held on April 27, 2023.

It should be clarified that, considering (i) the rule in §2, article 21, of Decree 8,945/2016, which provides that "*the minutes shall be drawn up in summary form of the facts occurred, including dissents and protests, and shall contain a transcription only of the resolutions made*", and (ii) the provisions of Law 13,709/2018 (General Data Protection Law - LGPD), these minutes will be drawn up in summary form, and the documents that subsidized the Committee's analysis will be filed at the Company.

Once these preliminary clarifications were made, we proceeded to the analysis of the indications included in the meeting's agenda, in the following terms.

#### **1 - Nomination of Mr. Evamar José dos Santos for the position of Member of the Board of Directors of Petrobras**

Considering all the analyses, this COPE/CELEG, in order to assist the Board of Directors and, subsequently, the shareholders in the process of electing the nominee as a member of the Board of Directors of Petrobras, assessing compliance with the legal requirements and impediments, as well as the additional requirements contained in the Bylaws and the Nomination Policy, considering: (i) the relevant procedures; (ii) the information provided by the nominee in the standardized form provided for in article 30, §1 of Decree no. 8.945/2016 and in Exhibit A of the Nomination Policy and the respective supporting documents submitted; and (iii) the analyses of *Background Check* Integrity (BCI) and Capacity Building and Management (BCG), **unanimously opined that nominee Evamar José dos Santos meets the necessary requirements set forth in Law No. 13,303/2016 and Decree No. 8,945/2016 and does not incur in their prohibitions.**

However, as to the additional requirement contained in article 21, paragraph 1, II of the Company's Bylaws<sup>ii</sup> (reflected in the Nomination Policy in item 3.4.1.,V,a)<sup>iii</sup>, this

---

<sup>ii</sup> "Art. 21 - Investiture in a management position in the Company shall observe the conditions imposed by art. 147 and supplemented by those provided for in art. 162 of the Corporations Law, as well as those provided for in the Nomination Policy, Law No. 13,303 of June 30, 2016 and Decree No. 8,945 of December 27, 2016.

§1 - For purposes of compliance with the legal requirements and prohibitions, the Company will also consider the following conditions to characterize the unblemished reputation of the nominee for the management position, which will be detailed in the Nomination Policy: (...)

II- do not have any pending commercial or financial issues that have been subject to protest or inclusion in official defaulters' registries, with possible clarification to the Company about such facts;"

<sup>iii</sup> "3.4.1 The following are additional integrity requirements, approved by the General Shareholders' Meeting of Petrobras, pursuant to Article 40, item XII, of the Bylaws: (...)

COPE/CELEG considered that the nominee, at this time, does not meet the additional requirement provided for, however, in view of the COPE's fundamentals in previous meetings, it **unanimously concluded for the inexistence of prohibition also on this point, for Mr. Evamar José Santos to be elected as a Member of the Board of Directors of Petrobras, since the Company's Bylaws allow for clarification on such facts, an action already taken by the nominee. Evamar José dos Santos was elected as a Member of the Board of Directors of Petrobras, since the Bylaws allow clarification to the Company about such facts, an action already taken by the nominee.**

In addition, the Committee, accepting the suggestions of mitigating measures indicated by the Governance and Compliance Office, recommended that the nominee, should he or she occupy the intended position, send the documentary evidence of the respective clarifications for filing with the Compliance area.

## **2. Nomination of Mr. Gustavo Gonçalves Manfrim for the position of Petrobras' Alternate Fiscal Councilor**

Considering all the analyses, this COPE/CELEG, in order to assist the shareholders in the process of electing the nominee as a member of the Fiscal Council of Petrobras, evaluating the compliance with the legal requirements and impediments, as well as the additional requirements contained in the Bylaws and the Nomination Policy, considering: (i) the relevant procedures; (ii) the information provided by the nominee in the standardized form provided for in article 30, §1 of Decree no. 8.945/2016 and in Exhibit A of the Nomination Policy and the respective supporting documents presented; and (iii) the analyses of the *Background Check of Integrity* (BCI) and of Training and Management (BCG), **unanimously opined that nominee Gustavo Gonçalves Manfrim meets the necessary requirements set forth in the Company's Bylaws, Law No. 13,303/2016, Decree No. 8,945/2016 and Petrobras' Nomination Policy, as well as does not incur in its prohibitions in order to be elected Alternate Fiscal Councilor.**

Additionally, the Committee, accepting the suggestion of mitigating measure indicated by the Governance and Compliance Office, recommended that the nominee, should he or she occupy the intended position, in order to avoid potential conflict of interest, (i) formally abstain from performing any act, within the scope of the Special Advisory Office of Economic Affairs of the Ministry of Mines and Energy (MME), that is related to Petrobras' interests; and (ii) formally abstain from participating in deliberations that are related to the

---

V- Commercial and financial pending issues:

a) Do not have any pending financial issues that have been object of protest or inclusion in official default registers, unless they have been settled or are being discussed in court or through a consumer protection agency on the date of the indication".

Brazilian Geological Service.

The COPE, also accepting the suggestion of a mitigating measure indicated by the Governance and Compliance Department, also recommended that the Company's Legal Department should monitor the procedure for the rendering of ordinary accounts resulting from his performance as Fiscal Councilor of a public company, reporting to Compliance every six months on the progress of this process. The Committee requested to register that, about these notes, the Compliance area did not observe any impediments to the eligibility of the nominee in reference.

### **3. Nomination of Mr. Sidnei Bispo for the position of Petrobras' Alternate Fiscal Councilor**

Considering all the analyses, this COPE/CELEG, in order to assist the shareholders in the process of electing the nominee as a member of the Fiscal Council of Petrobras, assessing compliance with the legal requirements and impediments, as well as the additional requirements contained in the Bylaws and the Nomination Policy, considering: (i) the relevant procedures; (ii) the information provided by the nominee in the standardized form provided for in article 30, §1 of Decree no. 8.945/2016 and in Exhibit A of the Nomination Policy and the respective supporting documents submitted; and (iii) the analyses of *Background Check* Integrity (BCI) and Capacity Building and Management (BCG), **unanimously, with the abstention of External Member Ana Silvia Corso Matte, opined that nominee Sidnei Bispo meets the necessary requirements set forth in the Company's Bylaws, Law no. 13.303/2016, Decree No. 8,945/2016 and Petrobras' Nomination Policy, as well as does not incur in its prohibitions in order to be elected Alternate Fiscal Councilor.**

COPE/CELEG requested that the Chief Compliance and Governance Officer, as the central figure in Petrobras' integrity system, permanently diligence the adequacy and observance of all applicable requirements for the Company's managers and fiscal council members, paying special attention to facts subsequent to this meeting.

Finally, COPE/CELEG also requested to register that the Committee issued its respective manifestations due to the deadline, with the Civil House's manifestation through SINC (Integrated System of Appointments and Consultations) for the nominees still pending.

At nineteen hours and forty-eight minutes of March twenty-eight, two thousand and twenty-three, the results of the manifestations were disclosed to the members of COPE/CELEG, and these minutes were drawn up, which, after being read and approved, were signed by

the Board of Directors member and President of this meeting, by the other participating members, and by those responsible for the secretariat of the meeting, the Manager and Coordinators of the Management Support to the Board of Directors of Petrobras.

|   |   |
|---|---|
| <div>Iêda Aparecida de Moura Cagni</div> <div>Board of Directors and</div> <div>COPE President</div>    | <div>Gileno Gurjão Barreto</div> <div>Member of the Board of Directors and</div> <div>COPE Member</div> |
| <div>Ana Silvia Corso Matte</div> <div>External COPE Member</div>                                       | <div>Nathália Ianni Ribeiro</div> <div>Manager SEGEPE/SCA</div> <div>Meeting Secretary</div>            |
| <div>Fernanda Hissa Pereira Tieppo</div> <div>SEGEPE/SCA Coordinator</div> <div>Meeting Secretary</div> | <div>Daniele Machado M Mendes</div> <div>SEGEPE/SCA Coordinator</div> <div>Meeting Secretary</div>      |