

GUIDELINES FOR THE INVOLUNTARY DISPLACEMENT OF PEOPLE OR COMMUNITIES

APPROVAL

Guidelines approved on April 20, 2020 and revised on November 3, 2025.

OBJECTIVE

To establish guidelines for the involuntary displacement of people or communities, when it is not possible to avoid it, due to Petrobras activities or projects, aiming to prevent socio-environmental risks and risks to the physical integrity, health and safety of people.

SCOPE

Petrobras – Petróleo Brasileiro S.A.

DESCRIPTION

Involuntary displacement, whether temporary or permanent, is a process of vacating areas due to events related to the Company's activities, involving physical removal (removal and loss of housing) and/or economic removal (loss of assets or access to assets leading to loss of income or livelihoods) of certain affected individuals or communities. It is considered involuntary when the impacted communities are unable to oppose the loss or restriction of access to or use of the land.

In this context, it is recommended that the development and execution of an Action Plan (or a specific project, depending on the complexity) for the involuntary displacement of people or communities, following this corporate guideline, be carried out by the management responsible for the activity or undertaking, with the support of Petrobras' Regional Social Responsibility Management.

Expropriation, temporary relocation, establishment of easements, and repossession must occur in a negotiated and participatory manner with all interested parties, aiming to minimize the socioeconomic impact of the action and, where applicable, guarantee living conditions similar to or better than those currently existing for the affected people.

GENERAL GUIDELINES

Involuntary displacement should be guided by the following fundamental assumptions:

- 1) Involuntary displacement should only occur after an assessment of alternative locations and technical solutions for projects and works that can avoid or minimize the loss or restriction of access to or use of land.
- 2) When it is not possible to avoid involuntary displacement, a diagnosis should be carried out that considers sociocultural, economic, land use and occupation aspects, housing conditions, community relations, job opportunities and income generation, social vulnerability, access to essential health, education and social assistance services, aiming, whenever possible, at maintaining social and cultural relations.

- 3) If removal is unavoidable, the project planning should consider the costs of restoring the ways and means of life of the impacted people, in order to maintain or improve existing conditions.
- 4) In case of non-relocation, the payment of compensation should, according to the specific case, consider the concept of full reparation. A compensation program, whether financial or not, should be structured after studies that indicate the needs of individuals or communities, considering aspects of social vulnerability and the most significant impact of the displacement.
- 6) It is essential to consider and address the needs of the remaining individuals or communities, ensuring that their well-being is also preserved.
- 7) The participation of affected individuals or communities must be ensured in all stages of the displacement process, through the dissemination of a channel for receiving feedback. The channel must be accessible for requests, complaints, and reports, including demands for remediation and reparation. Responses from this channel must be swift, effective, and transparent.
- 8) Consensual solutions should be prioritized, and balanced negotiation capacity should be guaranteed, mitigating asymmetries in access to information, technical and legal assistance.
- 9) PETROBRAS should prioritize guaranteeing the permanence of indigenous peoples and traditional communities in the areas where they live and occupy.

Indigenous peoples and other traditional communities have a unique relationship with the territories and natural resources they use, and are protected by specific legal safeguards.

The involuntary displacement of these communities will only be adopted as a last resort, after all possibilities of remaining in their territories have been exhausted, and in strict compliance with the most protective national and international legislation, the terms of this guideline, and the supplementary guidelines of DI-1PBR-00411 – Guidelines for the Relationship with Indigenous Peoples and Traditional Communities.

APPLICATION

This standard should be applied in cases of involuntary displacement, whether temporary or permanent, when any of the following situations are faced:

- New business project;
- Project for expansion or modification of existing operations;
- Area of environmental liability;
- Legal requirement (Decree of Public Utility, Environmental Condition, Court Decision, etc.);
- Activity that poses a risk to the physical integrity and health and safety of people or communities;
- Other activities in a situation similar to those mentioned above.

BASIC PRINCIPLES

Human Dignity: Guarantee the constitutional right to decent housing and work.

Respect for property and land use: Recognize and respect property and possession rights, land use, and access to natural resources, especially water.

Integrated Social Management: Foster dialogue between the parties and recognize the demands of the impacted communities. Promote partnerships with public institutions, local associations, and non-governmental organizations that can assist in the execution of involuntary displacement projects.

Transparency and Objectivity: Establish clear and objective criteria regarding the need for involuntary displacement, aiming at the sharing of information and the building of relationships based on trust. PL-0SPB-00013 - Social Responsibility Policy establishes that in all our activities we are committed to communicating clearly, objectively and transparently the information relating to our sustainability performance, reaching all stakeholders.

Consensual basis and non-use of force: Priority should be given to seeking consensual solutions and avoiding forced evictions. Ensure that the support of security forces, whether private or public, occurs in accordance with human rights.

Decent housing: aspects such as habitability, location, accessibility, cultural adequacy, legal security of tenure, affordable cost and availability of services, materials, facilities and infrastructure should be considered.

Social Vulnerability: It should be considered that vulnerable people or communities suffer more intensely from the consequences of eviction in their living conditions, and compensation should take this aspect into account.

STAGES

After evaluating alternative locations and technical solutions, if involuntary displacement is unavoidable, the project management, with support from the Regional Social Responsibility Management, must develop and execute an ACTION PLAN that meets the guidelines of this directive.

ACTION PLAN

An Action Plan must be developed based on a diagnosis with socioeconomic and cultural information to identify the people or communities that will be displaced by the project, as well as the best solution to be sought to restore their livelihoods.

The action plan must include consultation, communication, negotiation, and monitoring actions for all stakeholders, including those directly or indirectly affected, public authorities, and social institutions.

COMMUNICATION PLAN

Relevant information about involuntary displacement processes must be disclosed in advance to affected individuals and other stakeholders, so that everyone understands the risks, impacts, and opportunities associated with the project.

The project management must, therefore, request a communication plan from the Executive Communication Management area to help manage public expectations regarding the project's impacts and benefits, also observing the guidelines of standard PL-0SPB-00011 - Communication Policy.

NEGOTIATION

To seek consensual solutions, active listening to individuals or communities is recommended, as well as the collective construction of consensus through dialogue in meetings and gatherings open to interested parties to ensure transparency of the support measures. In negotiations, legal and fair parameters for the compensation applicable to each person or family must be guaranteed.

For the legitimacy of agreements, asymmetries between the parties must be mitigated. In negotiations with vulnerable individuals and communities, in order to guarantee the legitimacy of these extrajudicial agreements, the participation of the Public Defender's Office should be sought from the beginning of the process.

FULL REPARATION

Where applicable, full reparation for damages resulting from involuntary displacement should be made possible, guaranteeing the possibility of acquiring new housing and resulting in living conditions and means of subsistence that are at least similar to or better than those that existed before.

The analysis of forms of compensation - whether financial or not - should consider criteria such as the nature of the possession, improvements, crops, the number of people affected, animals, socioeconomic vulnerability, vulnerability markers, sociocultural ties, working conditions and income, the existence of religious temples and commercial activities, the natural resources and ecosystem services from which the population benefits on the original land, as well as other relevant factors whose impacts can be mitigated or repaired.

MONITORING AND EVALUATION

Monitoring and evaluation of involuntary displacement should be integrated into the project management process and budget, using indicators such as adequate housing, job and income opportunities, re-establishment of community ties, and access to essential services.