

ESG INDICATORS

ENVIRONMENT

	2015	2016	2017	2018	2019	2020	2021	2022	2023	Target	Target year
Oil and oil products spills (m³)	71.6	51.9	35.8	18.4	415.3	216.5	11.6	218.0	16.9	120.0	2024
Freshwater withdrawn (million m³)	213.3	191.6	177.7	182.3	156.9	146.3	150.7	122.2	114.67	91.0	2030
Reuse in proportion to the total freshwater used (%)	10.0	11.5	12.5	31.5	34.4	33.6	31.4	29.3	24.0	40.0	2030
Freshwater demand (withdrawn + reused) (million m³)	236.9	216.4	203.1	266.3	239.1	220.2	219.8	172.9	150.5		
Reused water (million m³) ¹	23.6	24.8	25.4	84.0	82.2	73.9	69.0	50.7	35.8		
Discarded Wastewater Effluent Volume (EHD) (million of m³) ²	277.1	281.8	293.2	292.9	275.3	277.5	251.3	235.2	207.2		
Hazardous waste generated (thousand metric tons/year)	192	132	113	121	120	123	109	99	80	195	2030
Non-Hazardous waste generated (thousand metric tons/year)	319	210	153	145	187	166	169	150	144		
Operational greenhouse gas emissions (million metric tCO ₂ e) ³	78	66	67	62	59	56	62	48	46	55	2030
Operational emissions of carbon dioxide - CO ₂ (million metric tons)	73.8	62.3	63.2	58.1	55.4	52.7	59.3	46.1	44.5		
CH ₄ emissions (million tCO ₂ e)	3.7	3.6	3.3	3.2	2.2	2.6	2.0	1.1	1.2		
Other indirect (Scope 3) GHG emissions (tons CO ₂ e) ⁴	537	472	450	423	414	427	435	442	441		
Atmospheric emissions - NO _x (thousand metric tons)	267	235	281	239	217	215	244	200	187		
Atmospheric emissions - SO _x (thousand metric tons)	120	131	135	139	138	108	93	87	85		
Atmospheric emissions - Particulate material (thousand metric tons)	19	15	15	14	13	11	13	11	10		
Burn on flare (million of m³)						10.0	5.0	59.0	150		
Carbon Intensity in E&P (kgCO ₂ e/boe)	22.0	21.5	21.0	17.5	17.3	15.9	15.7	15.0	14.2	15.0	2030
Carbon Intensity in Refining Segment (kgCO ₂ e/CWT)	43.0	43.0	43.0	42.0	41.7	40.2	39.7	37.9	36.8	30.0	2030
Methane Intensity in E&P Segment (tCH ₄ /thousand tHC)	0.65	0.64	0.56	0.57	0.58	0.45	0.32	0.26	0.22	0.20	2030
Energy consumption (terajoule - TJ)	1,115,185	899,487	965,885	888,559	837,568	821,161	930,256	704,735	667,360		
- Fuels from non-renewable sources	1,096,803	880,794	946,292	873,197	823,828	808,350	916,641	692,550	655,237		
- Imported electricity	18,382	18,693	19,593	15,362	13,740	12,811	13,615	12,185	12,124		
Number of environmental violations paid						43	49	18	7		
Amount of fines paid (R\$ thousand) ⁵						11,433	14,278	3,946	802		

HEALTH AND SAFETY

Occupational Health and Safety

Fatalities	16	3	7	6	2	-	3	5	2	0	2024
Lost Time Injury Frequency Rate (TFCA) - Total	0.76	0.59	0.58	0.57	0.48	0.35	0.34	0.46	0.46		
- Lost Time Injury Frequency Rate (TFCA) - Employees		0.47	0.60	0.61	0.62	0.25	0.19	0.39	0.25		
- Lost Time Injury Frequency Rate (TFCA) - Contractors		0.64	0.57	0.56	0.43	0.39	0.40	0.48	0.53		
Total Recordable Injuries Rate (TRI)	2.15	1.63	1.08	1.01	0.76	0.56	0.54	0.68	0.8	< 0.70	2024
- Total Recordable Injuries Rate (TRI) - Employees		1.09	0.81	0.82	0.71	0.31	0.27	0.45	0.41		
- Total Recordable Injuries Rate (TRI) - Contractors		1.81	1.18	1.08	0.78	0.66	0.64	0.75	0.92		
Occupational disease Frequency Rate (TIDO) - Employees		-	0.02	0.02	-	-	-	-	-		
Average work related days lost per employee		0.19	0.23	0.18	0.15	0.11	0.15	0.15	0.15		
Percentage of Time Lost -PTP/PTP-S50(%) -Employees		2.42	2.32	2.42	2.37	1.53	1.83	2.28	2.39		

Process Safety

Number of Process Safety Anomalies (Nasp Tier 1)	51	24	27	24	23	10	7	12	21		
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CONTRIBUTIONS TO SOCIETY

Investments in socio-environmental projects (million BRL)	271	120	60	87	116	89	88	121	159		
Investments in cultural projects (million BRL)	139	71	61	38	37	18	37	28	61		
Investments in sport projects (million BRL)	86	50	21	80	71	5	1	4	4		
Donations (Billion BRL)					1	26	101	272	2		
Taxes paid (Billion BRL)		125.60	140.00	182.40	246.00	128.70	202.90	279.00	240.2		
Dividends per share (US\$) - PETR3	-	-	-	0.07	0.18	0.15	1.42	3.31	1,4634		
Dividends per share (US\$) - PETR4	-	-	-	0.24	0.23	0.15	1.42	3.31	1,4634		

PEOPLE

Employees	56,874	51,255	46,981	47,556	46,416	41,485	38,703	38,682	40,213		
Gender											
- Female	9,130	8,296	7,613	7,767	7,583	6,904	6,536	6,559	6,854		
- Male	47,744	42,959	39,368	39,789	38,833	34,581	32,167	32,123	33,359		
Ethnics											
- White	29,875	27,334	25,325	25,719	25,239	23,214	21,798	21,996	22,854		
- Brown	12,730	11,495	10,585	10,878	10,686	9,830	9,292	9,354	9,871		
- Black	2,785	2,564	2,392	2,486	2,455	2,285	2,209	2,254	2,562		
- Asian	754	705	647	656	648	602	580	586	603		
- Indigenous	175	147	123	121	116	98	98	96	92		
- Not stated	10,555	9,010	7,909	7,696	7,272	5,456	4,726	4,396	4,231		
Age											
- Up to 24 years old		480	248	184	99	45	15	51	180		
- From 25 to 29 years old		3,901	2,770	2,181	1,518	976	645	638	1,052		
- From 30 to 34 years old		9,151	8,031	7,406	6,558	5,334	4,124	3,332	3,127		
- From 35 to 39 years old		9,765	10,103	10,374	10,056	9,629	8,944	8,069	7,636		
- From 40 to 44 years old		6,262	6,899	7,506	8,188	8,829	9,474	9,887	10,214		
- From 45 to 49 years old		4,864	4,664	4,787	5,222	5,500	6,062	6,736	7,338		
- From 50 to 54 years old		9,499	8,017	7,233	6,054	4,867	4,259	4,328	4,578		
- From 55 to 59 years old		5,326	4,584	5,753	6,220	4,499	3,698	3,730	3,751		
- 60 years old or more		2,007	1,665	2,132	2,501	1,806	1,482	1,911	2,337		
Diversity											
% of Women	16%	16%	16%	16%	16%	17%	17%	17%	17%		
% of Women in Management Position	18%	17%	18%	18%	19%	20%	20%	20%	22%	21%	2023
% of Women in Management Position - first level of management ⁵					18%	19%	20%	20%	22%		
% of Women in Management Position - upper management ⁶					22%	17%	28%	21%	22%		
% of Women in Management Position - related to revenue generation ⁷					5%	13%	13%	15%	15%		
% of Women in STEM ⁸			11%	11%	11%	12%	12%	12%	12%		
Gender Pay Gap - Ratio of compensation between women and men		0.92	0.93	0.91	0.92	0.95	0.96	0.97	0.97		

1. Since 2018, due to the revision of the corporate indicator "Reused Water Volume", we started to consider for the reinjected volume of water produced for secondary recovery of oil and gas in onshore fields.

2. EHD indicator - Discarded Wastewater Effluent Volume includes industrial, sanitary and produced water effluents that are disposed of (observing legal limits) or sent for treatment and final disposal. It does not account for the discharge of cooling water in an open circuit, nor the injection or reinjection of water in reservoirs for secondary recovery purposes.

3. We include direct operational (scope 1) and indirect GHG emissions from the acquisition of electrical and/or thermal energy produced by third parties (scope 2). The equivalent CO₂ emissions were calculated based on the Global Warming Potential (GWP) values of the Fourth Assessment Report of the IPCC - Intergovernmental Panel on Climate Change (AR4).

4. To calculate the aforementioned scope 3 emissions, we used two categories of the GHG Protocol: indirect emissions from product processing (Category 10) and indirect emissions related to the use of products delivered to the market (Category 11).

5. First level management position: coordinator and sectoral manager.

6. Upper management position: executive officer and executive manager.

7. Positions related to revenue generation: Trading and Logistics Officer; Production Development Officer; Exploration and Production Officer; and Refining and Natural Gas Officer.

8. STEM: Science, Technology, Engineering and Mathematics

9. Fines above US\$ 10 thousand and reported until July 18th 2024