

PETROBRAS' COMMUNITY RELATIONS GUIDELINE

APPROVAL

Guideline approved on 12/11/2025

1. OBJECTIVE

To establish guidelines for community relations with communities within the area of coverage or influence, including relations with indigenous peoples and traditional communities.

2. APPLICATION

PETROBRAS – Petróleo Brasileiro S.A.

3. DESCRIPTION

Community Relations is a set of actions developed by the company aimed at engaging communities through constructive, continuous, and transparent dialogue, ensuring respect for human rights, the self-determination of people, local traditions and culture, as well as promoting local development.

3.1 Premises

3.1.1 Developing activities considering that community relations must be integrated into the business strategy, recognizing that an ethical and continuous dialogue with communities contributes both to the viability of operations and to the sustainable development of the territory.

3.1.2 Acting in an integrated manner in Community Relations actions between different organizational units and company projects in the same territory and throughout the business lifecycle, focusing on the defined area of coverage or influence and Petrobras' objectives, considering other relevant stakeholders in the territory.

3.1.3 Considering indigenous peoples and traditional communities in all community relations processes, respecting their cultural and territorial specificities and the rules contained in their autonomous consultation protocols, when applicable. Among these, the following should be mentioned: the right to self-determination, referring to the autonomy to freely decide, as collective subjects, about their territory and their means of livelihood; the right to their territories, regardless of the state of official recognition; the right to the use and management of land and natural resources; and the right to cultural identity, including their differentiated forms of social organization and their cultural principles and values.

3.1.4 Recognizing human rights, including the specific rights of indigenous peoples and traditional communities, based on national legislation, the Federal Constitution, the UN Guiding Principles on Business and Human Rights, Convention No. 169 of the International Labor Organization (ILO), the United Nations Declaration on the Rights of Indigenous Peoples and specific national policies (National Policy for Territorial and Environmental Management of Indigenous Lands (PNGATI), National Policy for Territorial and Environmental Management of Quilombola Communities (PNGTAQ), National Policy for Sustainable Development of Traditional Peoples and Communities), ensuring that all actions are aligned with international, legal and ethical standards;

3.1.5 Promoting community engagement to strengthen preparedness and response capacity in the face of simulations and/or emergency situations, ensuring clear and transparent communication.

3.1.6 Contributing to the reduction of social inequalities and energy poverty, in a scenario of fair energy transition that includes contributions to access to energy services.

3.1.7 Contributing to resilience to extreme weather events and act in cases of public calamity and declared emergency that impact communities.

3.1.8 Considering municipalities as relevant actors for the relationship at the local level, taking into account their Master Plan, management and territorial planning plans, the connections between urban and rural areas, and the peculiarities of each municipality.

3.1.9 Guaranteeing the traceability and handling of actions with communities, ensuring efficient management, accountability, and transparency of initiatives.

3.2 Principles

3.2.1 To base our community relations on transparency, non-discrimination, inclusive dialogue, and the continuous pursuit of their engagement and mutual trust throughout the entire life cycle of our businesses – acquisition, investment, operation, decommissioning, hibernation, and divestment – aiming for social legitimacy to operate.

3.2.2 To conduct relationship actions with the communities in the area of influence of our activities, taking into account respect for local culture, understanding of the local context and specificities of Petrobras' business, seeking the effective participation of communities in matters of common interest, using language and means that facilitate dialogue and understanding, and providing channels for receiving complaints and expressions of opinion.

3.2.3 To proactively identify and assess potential social risks and impacts related to human rights, establishing: actions for risk prevention, treatment, and monitoring; complaint mechanisms and procedures for fair redress; participatory social diagnosis processes and human rights due diligence that reach the public communities.

3.2.4 To involve communities, including indigenous peoples and traditional communities, in identifying potential impacts and opportunities of our activities, through their legitimate representatives and in accessible language, whenever the activities or projects may generate direct socio-environmental impacts, in accordance with current legislation.

3.2.5 To consider the relationship actions resulting from compliance with environmental licensing conditions within the scope of our projects and activities as input for community relationship actions, in line with the premises and principles referenced in this guideline.

3.2.6 To prioritize voluntary socio-environmental investments that consider the risks and impacts of the business and that contribute to improving the living conditions of communities in the area of influence, contributing to local development and climate resilience.

3.2.7 To promote collaborative relationships with communities, ensuring that volunteer actions, donations, and socio-environmental investments are aligned with local needs, the strengthening of community vocations, and respect for the rights and culture of the populations involved.

3.2.8 To enhance opportunities in partnership with communities in the context of a fair energy transition to a low-carbon economy, especially regarding the right to an ecologically balanced environment, with access to quality energy services and climate resilience, including the collaborative assessment of development needs.

3.2.9 To always respect the right of possession or ownership of communities, which includes consent for entry into territories.

3.2.10 To avoid the removal of people and communities and only carry it out as an exceptional measure, observing the guidelines established in DI-1PBR-00328 – Guidelines for Involuntary Displacement of People or Communities.

3.2.11 To ensure that our suppliers commit to respecting the rights of communities, including indigenous peoples and traditional communities, and contribute to improving the quality of life in the areas where they operate.

3.2.12 To promote dialogue with public security agencies, guided by the mitigation of potential conflicts in the interaction between the business and the populations, with special attention to the interface with indigenous peoples and traditional communities.

3.2.13 To establish partnerships with the public authorities, supporting public policies that benefit the communities in the area of coverage or influence, especially aiming at economic and sociocultural development.

3.2.14 To prioritize the reparation of any damages, aiming for swift and comprehensive reparation for the communities, whenever possible through solutions based on listening and the consensual resolution of conflicts.

3.2.15 To respect the actions of human rights defenders in the exercise of their activities, whether or not they are members or participants of the communities, not tolerating threats, enticement, intimidation or attacks, and recognizing that the activities of greatest risk for human rights defenders involve the defense of the right to land and the environment.

3.2.16 To consider, whenever possible, carrying out volunteer actions as a way to establish links between the community and the workforce.

3.3 Specifically for indigenous peoples and traditional communities, the following are additional principles:

3.3.1 To give prominence and special attention to indigenous peoples and traditional communities in the area of coverage and influence, in order to contribute to the preservation and enhancement of their identities and cultural heritage, to value their ways of life and traditional knowledge, and to promote and recognize access to the rights inherent to these populations.

3.3.2 To participate in the carrying out, in good faith and within the parameters established by ILO Convention No. 169, of the free, prior and informed consultation carried out by a competent public body and in accordance with current regulations, notably Interministerial Ordinance 60/2015, when a direct impact on the community is identified, within the scope of environmental licensing processes for projects or activities.

3.3.2.1 To observe all the steps established for the free, prior and informed consultation process defined by the competent body.

3.3.3 To coordinate with the Public Prosecutor's Office and the Public Defender's Office in guaranteeing and promoting human rights concerning indigenous peoples and traditional communities.