

# SUSTAINABILITY REPORT 2025

## Executive Summary



## MESSAGE FROM THE CEO



**We are living in a period of profound social, environmental, and geopolitical transformations, in which society demands from energy companies not only economic performance but also environmental responsibility, social justice, and solid governance.**

In the 2026–2030 Business Plan, we strengthened the integration of sustainability into the corporate strategy, in line with the guidelines of the 2050 Strategic Plan, reaffirming our vision of operating as a diversified and integrated energy company, a leader in value generation and in a just energy transition. The Sustainability Report renders account of our trajectory and reflects our commitment to acting responsibly, adopting social, environmental, and governance criteria.

The 2025 results confirm the consistency of our climate strategy. We reduced absolute operational CO<sub>2</sub> emissions by 36% compared to 2015 and achieved a 65% reduction in the intensity of direct methane

emissions, surpassing our public commitments. We also advanced in upstream decarbonization, with more than 80 million tons of CO<sub>2</sub> reinjected on a cumulative basis in carbon capture and storage projects in the pre-salt. These results demonstrate that it is possible to reconcile energy security and operational efficiency, reinforcing our ambitions of Net Zero by 2050 and Near Zero Methane by 2030.

Throughout 2025, we strengthened our contribution to Brazil's economic development by combining value generation, social responsibility, and management discipline. We maintained a pricing policy based on technical and market criteria, seeking a balance among competitiveness, financial sustainability, and the mitigation of domestic market volatility. We allocated more than BRL 195 billion to the supply chain, strengthening domestic industry and promoting jobs, income, and innovation. As one of the country's largest taxpayers, we paid BRL 277.6 billion in taxes and government

participations in Brazil, expanding the investment capacity of the Federal, State, and Municipal Governments and reaffirming our commitment to fiscal responsibility and transparency.

In the socio-environmental field, we have consistently increased our investments, with scale, continuity, and a focus on results. We prioritized nature-based solutions, biodiversity protection, and ecosystem restoration, generating associated social benefits, such as the empowerment of local communities, indigenous peoples, and quilombolas, as well as the encouragement of sustainable production chains. The results are measurable and territorially relevant, with concrete contributions to climate mitigation, the conservation and recovery of natural areas, and the strengthening of protected-area management across all five distinct Brazilian biomes, broadening long-term environmental and social benefits for the country.



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In the environmental dimension, we advanced in the protection and enhancement of biodiversity by completing 100% of the biodiversity action plans at our facilities, strengthening a preventive and structured management of environmental risks and impacts.

Likewise, we continued to reduce spill volume (VAZO), reaching 3.0 m<sup>3</sup> in 2025, a lower result than in 2024 (17.1 m<sup>3</sup>) and 97% below the alert limit. This performance reflects the effectiveness of the prevention and response systems, the integrity of the facilities, and the continuous monitoring of critical processes, expanding our capacity to act responsibly in more complex operational contexts and reaffirming that environmental progress is an essential condition for the company's sustainable development.

We also maintained a permanent focus on operational safety and the protection of life. The Total Recordable Injury Rate (TRIR) was 0.71 which, despite a 6% increase compared to 2024, remains

at a low level and reflects the robustness of the management, asset integrity, and risk prevention systems. Even so, we deeply regret the two fatalities recorded in 2025. Each loss reinforces the need to continuously intensify our efforts to achieve the non-negotiable ambition of Zero Fatality.

Finally, we reaffirm our commitment as signatories of the United Nations Global Compact, aligning our practices with its ten principles and with the Sustainable Development Goals of the 2030 Agenda. This commitment is reflected in the various initiatives presented in this report, such as the Autonomy and Income Program, which expresses our work in fostering training opportunities through professional qualification courses aimed at people in situations of socioeconomic vulnerability, contributing directly to the achievement of central sustainable development goals.

**I invite you to browse the pages of the 2025 Sustainability Report and to learn, in detail, how we remain committed to the challenges of the present and to building a more sustainable, fair, and responsible future. This document is an invitation to dialogue on the role of energy in the transformation of society.**

**Enjoy your reading!**

**Magda Chambriard**

*CEO of Petrobras*



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# 1 INTRODUCTION

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## ABOUT THE REPORT

The 2025 Sustainability Report complies with Law No. 13303/2016 and covers the period from January 01, 2025 to December 31, 2025, with the possibility of including data from relevant events occurring within the first months of 2026, when indicated.

We adopt the guidelines of the Global Reporting Initiative (GRI Standards 2021) and respond to the indicators of the Sustainability Accounting Standards Board (SASB), applicable to the oil and gas industry and suitable for our organization (Exploration & Production, Midstream, and Refining & Marketing). We also use the sustainability reporting guidance from the International Petroleum Industry Environmental Conservation Association (Ipieca) as a complementary methodology. The GRI and SASB summary is available at the end of this report.

The scope includes our activities in Brazil and abroad, covering data from the subsidiaries listed in the Financial Statements, whenever relevant to the parent company (consolidated). In certain situations, the data refers only to the parent company or to the parent company along with some subsidiaries relevant to the indicator, and this information is specified alongside the respective indicator.

The report is structured into initial chapters that strategically address ESG (Environmental, Social, and Governance) topics. These topics are discussed considering the risks and opportunities identified over different timeframes:

short, medium, and long term. Engagement with our stakeholders is fundamental for our management and reporting, as well as the economic impacts on the business, the market, and the value chain.

Next, we present our material topics, indicators, initiatives, and management practices, organized in accordance with the pillars of our ESG positioning published in the 2050 Strategic Plan and 2025-2029 Business Plan:

- > Reducing the carbon footprint;
- > Protecting the environment;
- > Caring for people;
- > Acting with integrity.

Finally, we include the 2025 ESG Datasheet, a document complementary to the report, which gathers quantitative data and the performance of indicators.

This report and its materiality matrix were approved by our Executive Board (EB). KPMG was responsible for the limited assurance service.



See the **ESG Datasheet**, a document complementary to the Sustainability Report, with the quantitative content of the GRI and SASB indicators



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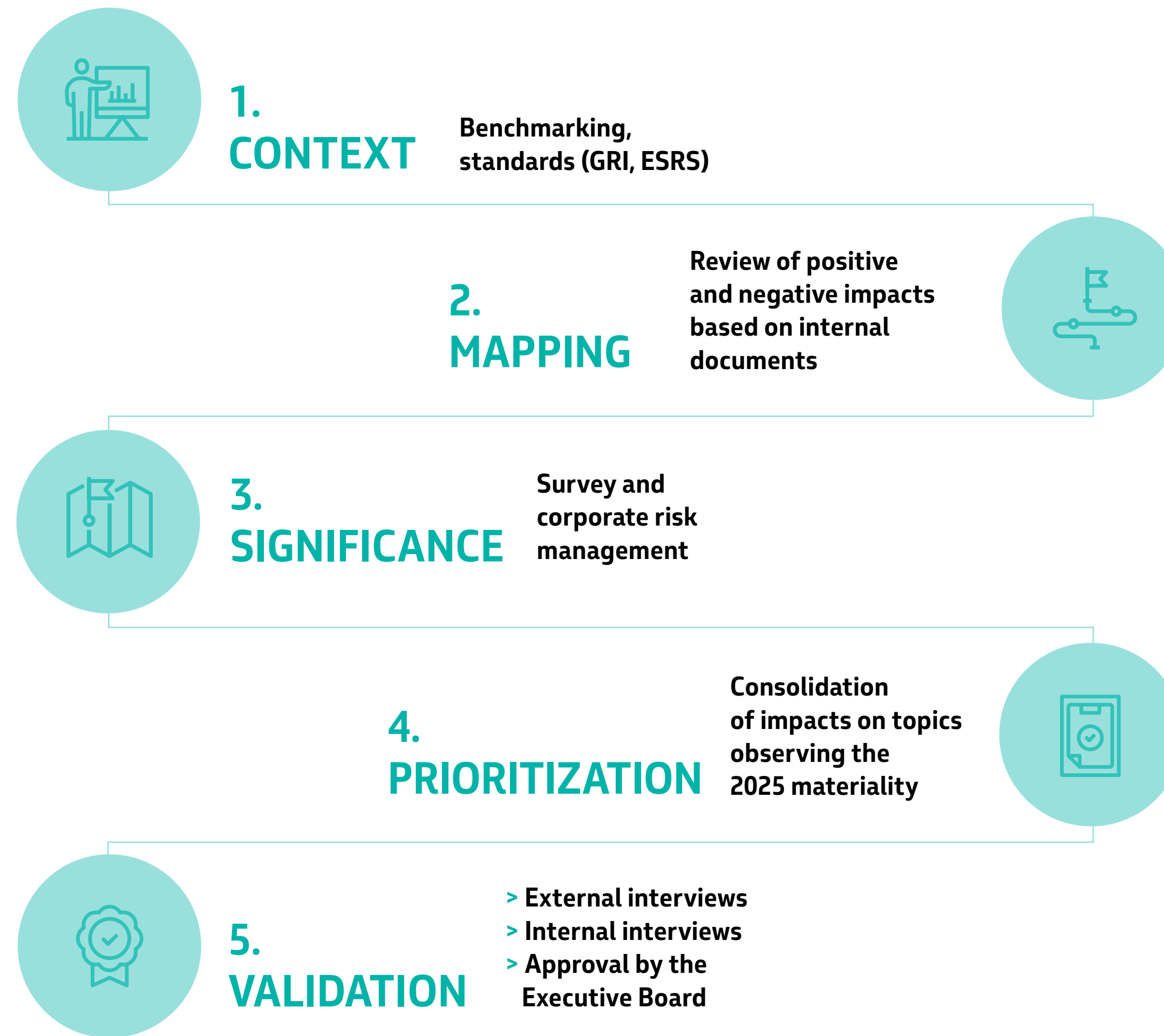
# MATERIALITY

Annually, we review the sustainability topics most relevant to Petrobras and society. Our material topics analysis process is based on the perspective of actual and potential, positive and negative impacts on people and the environment, including issues related to human rights, as well as risks and opportunities that may affect the company.

In 2025, the materiality review process used as references the Global Reporting Initiative (GRI) 3 – Material Topics (2021) standard and the GRI 11 sector standard for the oil and gas industry, the standard of the Sustainability Accounting Standards Board (SASB), the Oil and Gas Industry Sustainability Reporting Guidance of the International Petroleum Industry Environmental Conservation Association (Ipieca) and, on a complementary basis, the principle of double materiality in accordance with the European Sustainability Reporting Standards (ESRS).

Our double materiality approach considers both the impacts we cause on the environment and society and the effects that sustainability issues may have on our results. This method strengthens our transparency and enables investors, civil society, regulators, and customers to understand how we manage the main challenges and opportunities related to sustainability. The figure below illustrates the stages of the process.

## STEPS DEFINING MATERIAL TOPICS



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The materiality matrix was approved by the Executive Board, and our topics were positioned as illustrated below.

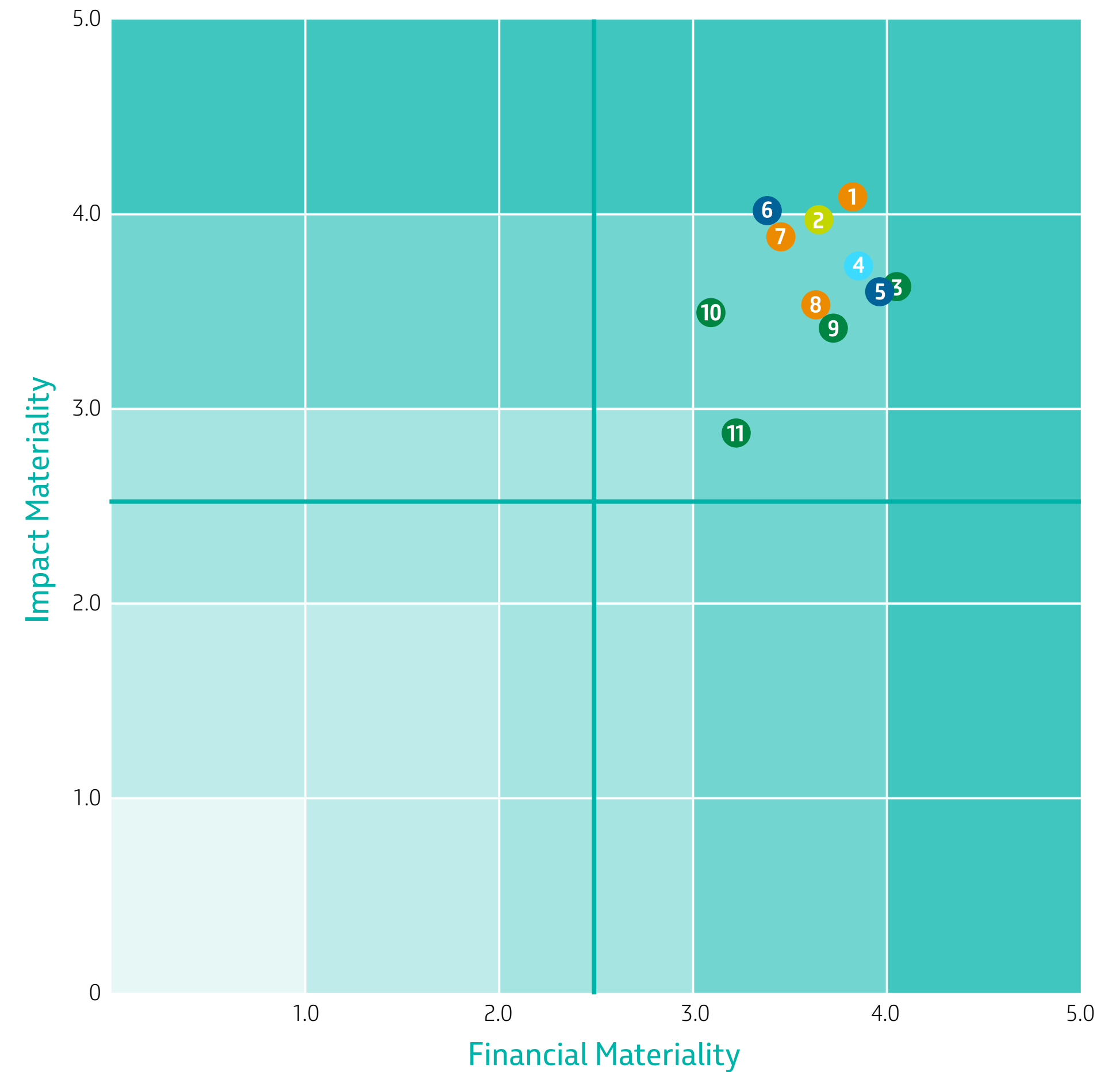
TOPICS			
Petrobras	GRI	SASB	
<b>1 Workers' safety, health and well-being</b>	Occupational health and safety	Workforce health and safety	
<b>2 Economic impacts<sup>1</sup></b>	Economic impacts Payments to governments	Reserves valuation and capital expenditures	
<b>3 Process accident prevention and management</b>	Asset integrity and process safety incident management	Operational safety, emergency preparedness response and management of critical incident risks	
<b>4 Climate resilience, GHG emissions and other gases</b>	GHG emissions Climate adaptation, resilience and transitio Air emissions	Ecological impacts Product specifications and clean fuel formulations Air quality Greenhouse gas emissions	
<b>5 Business integrity<sup>2</sup></b>	Anti-corruption Anti-competitive behavior	Business ethics and transparency Price integrity and transparency Data security Competitive conduct	
<b>6 Engagement in public policies, advocacy and financial support</b>	Public policies	Management of the legal and regulatory environment	
<b>7 Labor practices and equal opportunities<sup>3</sup></b>	Employment practices Non-discrimination and equal opportunities Forced labor and modern slavery Freedom of association and collective bargaining	Labor practices	
<b>8 Local and traditional communities</b>	Local communities Land and natural resource rights Rights of indigenous peoples Conflict and security	Community relations Security, human rights and rights of indigenous peoples	
<b>9 Waste management and sustainable decommissioning</b>	Waste Closure and rehabilitation	Hazardous materials management	
<b>10 Biodiversity</b>	Biodiversity	Impacts on biodiversity	
<b>11 Water and effluents</b>	Water and effluents	Water management	

1 Includes economic impacts in the value chain

2 Includes impacts related to information security, transparency, communication and management

3 Includes the risk of regulatory uncertainties

2025 MATERIALITY MATRIX



[Click here to read the full Materiality chapter](#)

# STAKEHOLDER ENGAGEMENT

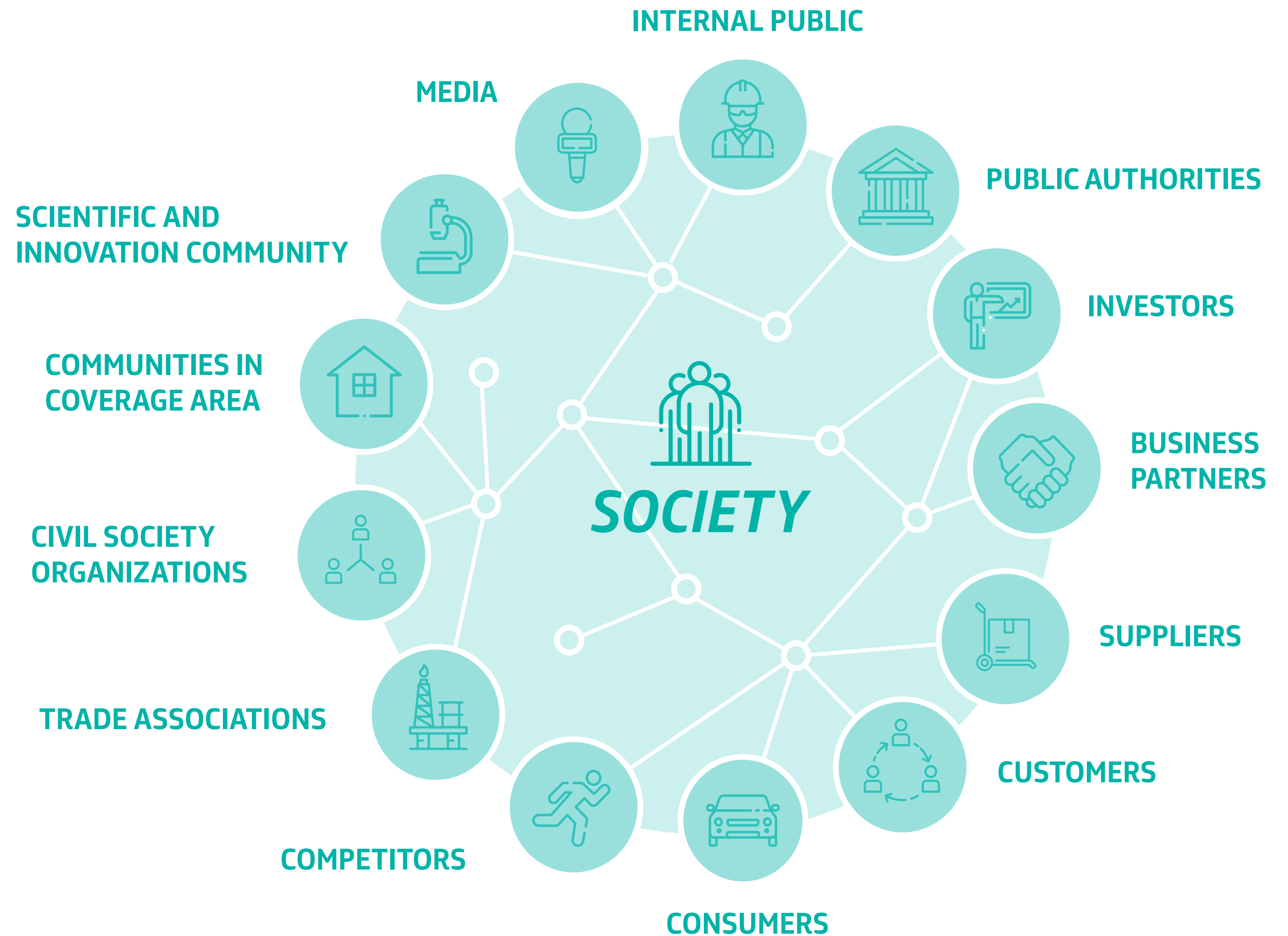
We classify our stakeholders as groups of individuals and organizations that share common social, political, economic, environmental, or cultural issues and needs. These stakeholders maintain or may establish relations with us and are capable of influencing or being influenced by our activities, business, and reputation.

The selection of stakeholders for engagement is done through prioritization. This prioritization is based on the analysis of relevance and impact, as well as on the relationships already established with Petrobras. The selection criteria may vary according to the characteristics of each stakeholder.

Our engagement actions have clear objectives: to promote dialogue, advocate for interests, increase favorability, and strengthen ties with stakeholders. This process allows us to present our positions and plans while also improving our understanding of these stakeholders' questions, needs, and expectations.

This closer interaction enables a more effective flow of information. As a result, we achieve mutual gains over time, building more solid and transparent relationships with all the groups that interact with the company.

Our classification of stakeholders is presented in the figure below.



[Click here](#) to read the full Stakeholder engagement chapter



# ECONOMIC IMPACTS

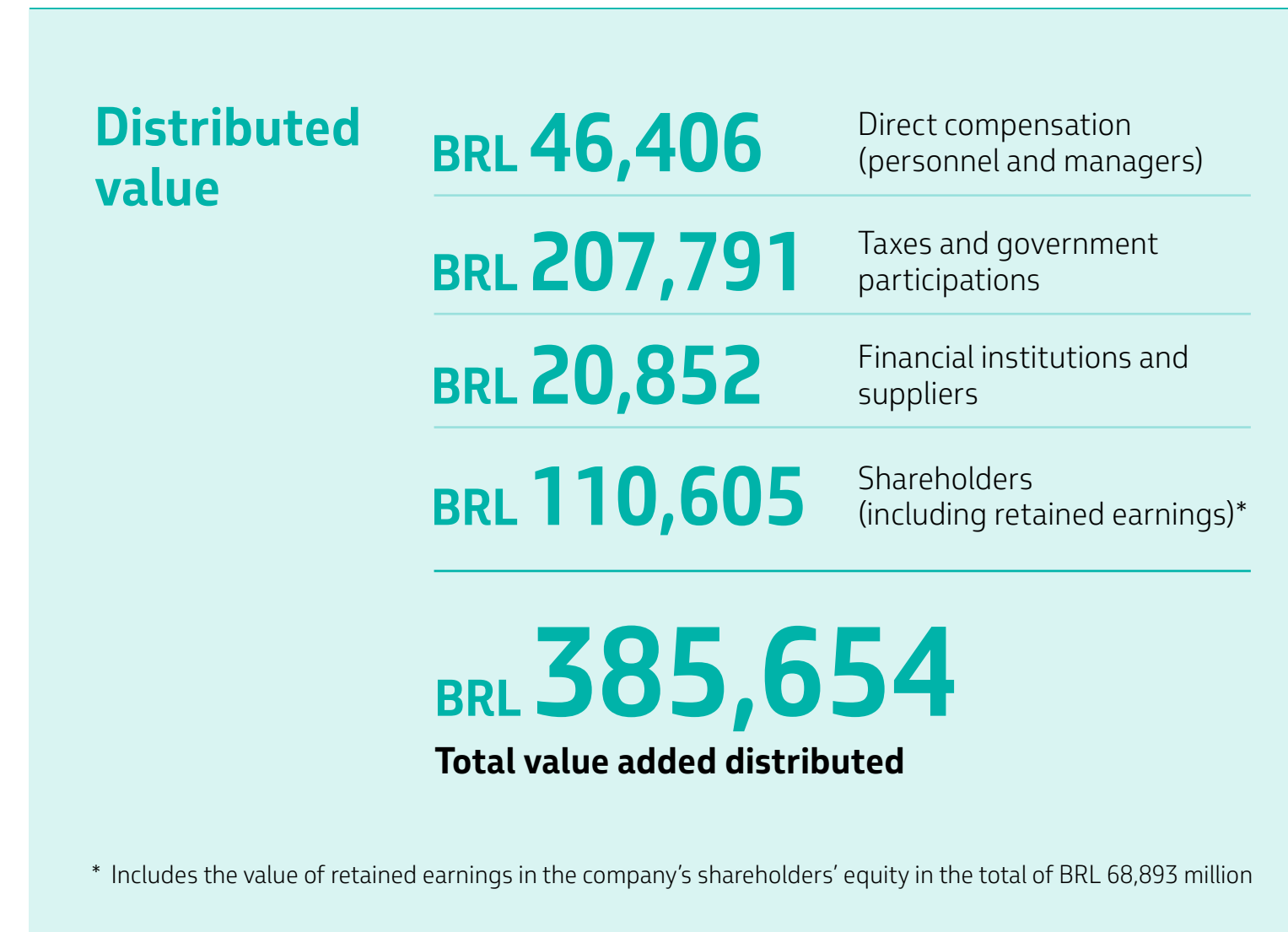


## Investments, mergers and acquisitions

Due to the scale of our business and the breadth of our value chain, we generate relevant economic impacts, especially on the Brazilian economy. The material topic “Economic impacts” covers the consequences related to payments of taxes, royalties, salaries, and suppliers, distribution of dividends, as well as their effects at the local, national, and global levels. It includes impacts such as the multiplier effect on the economy, social transformations, and infrastructure improvements arising from such payments.

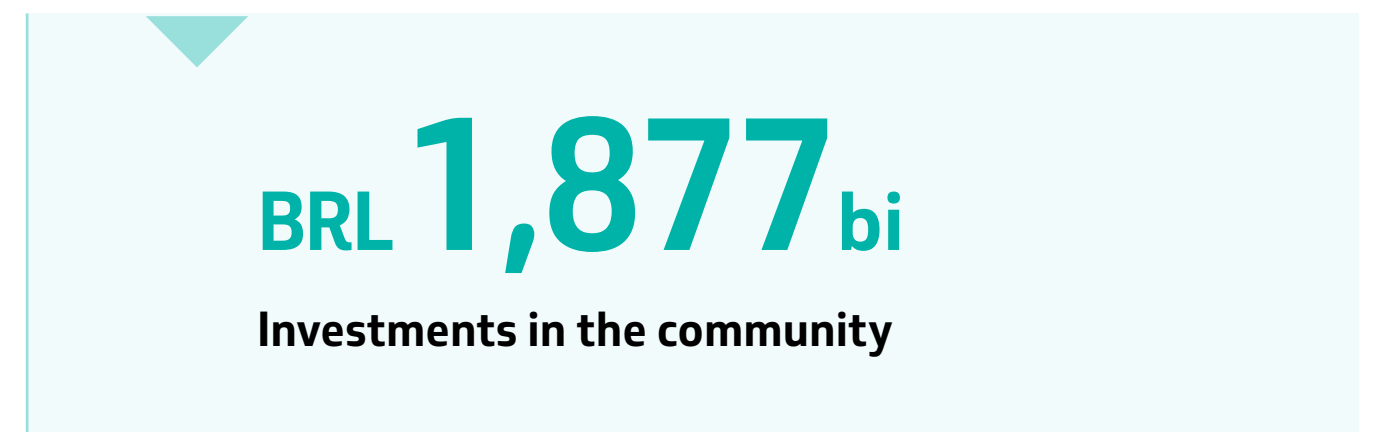
It also considers the repercussions on the business, market, and value chain resulting from vulnerability to commodity prices, variations in production and demand, pricing policies adopted, as well as investments and divestments in companies and assets. It encompasses aspects of tax approach, tax compliance, and accountability for payments to governments. It highlights responsibility and attention to the supply chain, especially actions directed at small suppliers and the expansion of local suppliers. It also addresses the role in the development of the industrial sector, in the promotion of technical innovations, and in the potential to generate ripple effects.

## DISTRIBUTION OF VALUE ADDED (CONSOLIDATED DATA IN BRL MILLION)



[Click here to read the full Economic impacts chapter](#)

## SOCIO-ENVIRONMENTAL PROJECTS (CONSOLIDATED DATA IN BRL MILLION)

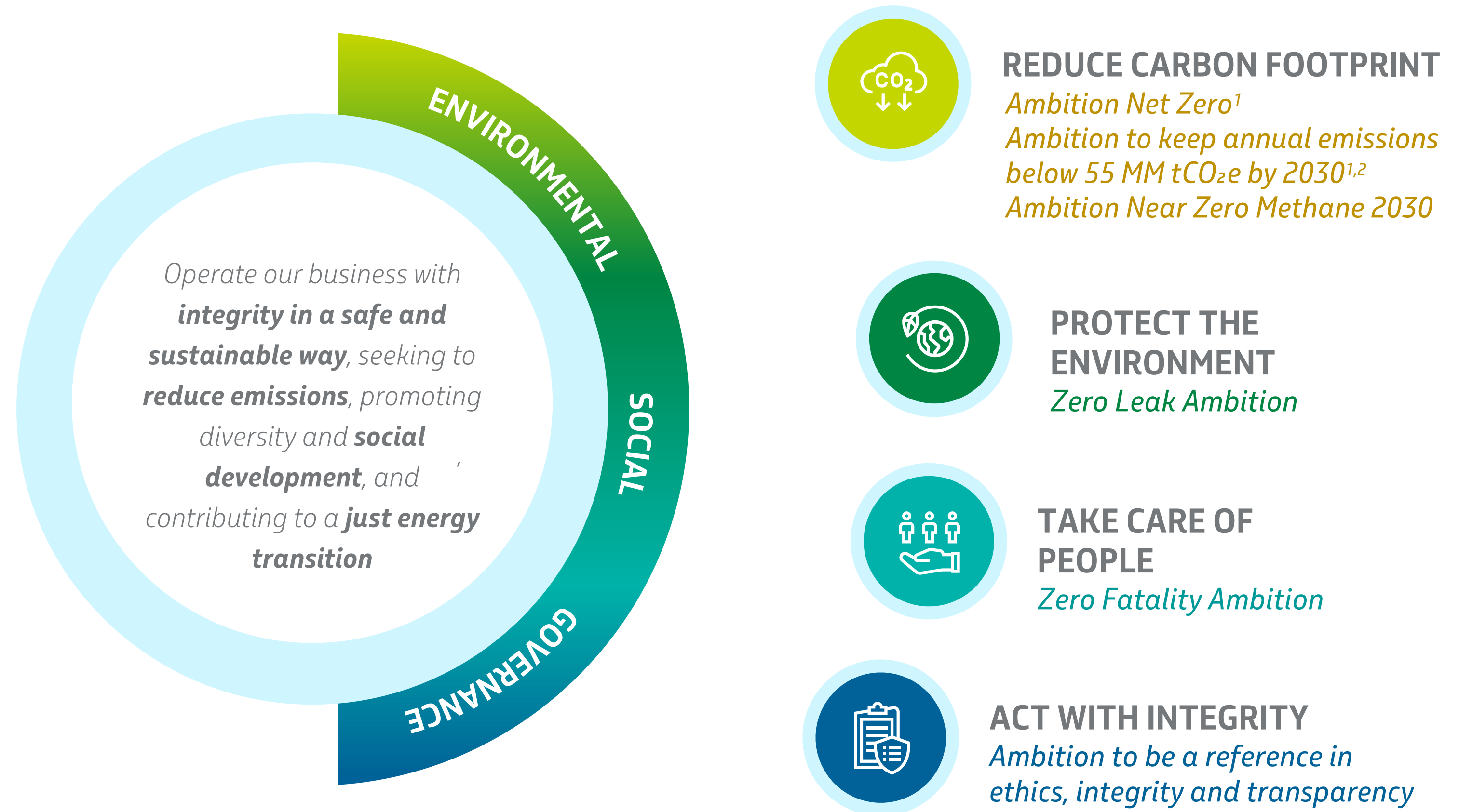


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# SUSTAINABILITY STRATEGY

In the 2026–2030 Business Plan (BP 2026–30), we maintain the strategies defined in the 2050 Strategic Plan (SP 2050) and reaffirm our vision of being the best diversified and integrated energy company in value generation, building a more sustainable world, reconciling our focus on oil and gas with diversification into low-carbon businesses (including petrochemical products, fertilizers, and biofuels), sustainability, safety, respect for the environment, and total attention to people.

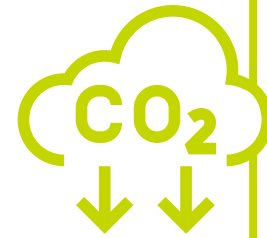
BP 2026-30 ESG DIAGRAM



<sup>1</sup> Ambitions consider the Company's willingness to use carbon credits.  
<sup>2</sup> Ambition updated in relation to the 2025–2029 Business Plan. It considers only the business segments in which we are currently engaged. Base year: 2022.

The commitments related to the four positions of the ESG mandala are consolidated into a single list, aligned with the integrated ESG concept:

### REDUCE THE CARBON FOOTPRINT



Fulfillment of the cumulative CO<sub>2</sub> reinjection commitment by 2025 and maintenance of remaining commitments

- > **Reduction of total operational absolute emissions by 30% by 2030\***
- > **Zero routine gas flaring by 2030**
- > **GHG Intensity:**
  - > **E&P:** reach a portfolio intensity of 15 kgCO<sub>2</sub>e/boe by 2030
  - > **Refining:** reach an intensity of 30 kgCO<sub>2</sub>e/CWT by 2030
- > **Reduction of methane emission intensity in upstream, reaching 0.20 tCH<sub>4</sub>/thousand tHC by 2030**

\* Base year 2015. This commitment considers only the business segments in which we currently operate and the Company's willingness to use carbon credits.

### PROTECT THE ENVIRONMENT



- > **100% of Petrobras' units with biodiversity action plans by 2025 ✓**

Maintenance of remaining commitments:

- > **40%\* reduction of freshwater withdrawal by 2030 (91 MM m<sup>3</sup>/year)**
- > **30%\* reduction in process solid waste generation by 2030 (195 thousand tons/year)**
- > **Destination of 80% of process solid waste to RRR\*\* routes by 2030**
- > **Achieve biodiversity gains by 2030, focused on forests and oceans:**
  - > **Positive net impact in vegetated areas by 2030**
  - > **30% increase in biodiversity conservation by 2030**

\* Base year: 2021. Business segments that did not comprise the Company's portfolio in 2021 (Fertilizers and BioQAV) are not included in the scope of the commitment.

\*\* Reuse, recycling and recovery.

### CARING FOR PEOPLE



- > **Provide a return to society of at least 150% of the value invested in voluntary social and environmental projects\* by 2030**
- > **Be among the top three best-placed O&G companies in the human rights ranking by 2030\*\***
- > **Promote Diversity, Equity and Inclusion:**
  - > **Women in leadership:** 26% by 2030
  - > **Black people in leadership:** 26% by 2030
- > **Implement 100% of the commitments of the Forward Faster Movement (UN Global Compact) by 2030**
- > **Implement 100% of the strategic objectives of the WHO Global Action Plan on Physical Activity in the corporate context by 2030**

\* Per project, measurable (3 years).

\*\* In the Corporate Human Rights Benchmark (CHRB).

### ACT WITH INTEGRITY



- > **Promote diversity in Petrobras' nominations for its investees:**
  - > Reach by 2026 a minimum of 30% women in positions of statutory bodies appointed by Petrobras in its corporate participations.
  - > NEW: Reach by 2028 a minimum of 20% of self-declared Black people in positions of statutory bodies appointed by Petrobras in its corporate participations.
- > **Ensure, by 2030, the closure of sexual violence investigations within an average period of 60 days**
- > **100% of relevant suppliers trained on integrity and/or privacy by 2030**
- > **Implement human rights due diligence on 100% of our relevant suppliers by 2030**
- > **Evaluate, in 100% of strategic category contracts, the expansion of ESG requirements, by 2028**
- > **Ensure that 70% of relevant suppliers have their emissions inventory (GHG) published by 2028**

### MAIN SUSTAINABILITY METRICS<sup>1</sup> (CONSOLIDATED)

Indicator	2025 Achievement	2025 Target or Maximum Allowable Limit (LMA)	2025 Performance	2026 Commitment, Target or LMA
<b>Fatalities</b>	3	LMA: Zero	Achievement above the zero fatalities ambition	Ambition: Zero
<b>TRIR</b>	0.71	LMA <0.7	Achievement 1.4% above the Alert Limit projected for the year	< 0.7
<b>VAZO<sup>2</sup></b>	3.0 m <sup>3</sup>	Ambition: Zero LMA: 108 m <sup>3</sup>	Achievement below the volume spilled in 2024 (17.1 m <sup>3</sup> ) <sup>3</sup> and 97% below the alert limit established for 2025	Ambition: Zero LMA: 98 m <sup>3</sup>
<b>GHG INTENSITY - E&amp;P<sup>4</sup></b>	14.7 kgCO <sub>2</sub> e/boe	15 kgCO <sub>2</sub> e/boe	Achievement 2% below the emissions intensity target established for 2025	Not applicable <sup>5</sup>
<b>GHG INTENSITY - REFINING<sup>4</sup></b>	36.7 kgCO <sub>2</sub> e/CWT	36 kgCO <sub>2</sub> e/CWT	Achievement 1.9% above the emissions intensity target established for 2025	Not applicable <sup>5</sup>

1 Fatality and TRIR (Recordable Injury Rate per million man-hours) data include Petrobras parent company, Petrobras Bolívia S.A. (PEB), Petrobras International Braspetro B.V. – Colombia Branch (PIB-COL), Transpetro, Petrobras Colombia Combustibles (PECOCO), Termomacaé, Termobahia, Petrobras Operaciones S.A. (POSA) and Petrobras Logística de Exploração e Produção S.A. (PB-LOG). VAZO data include Petrobras parent company, Libra, PEB, PIB-COL, PB-LOG and Transpetro. Emissions data consider all companies over which we have operational control.

2 Volume of oil and oil products spilled. The volumes of oil and oil products spilled related to our operation (does not include clandestine diversions) are computed for all occurrences with a spilled volume above one barrel (0.159 m<sup>3</sup>) and that have reached water bodies or non-impermeabilized soil.

3 The volume spilled in 2024 was revised from 14.4 m<sup>3</sup> to 17.1 m<sup>3</sup> due to the update of the spilled volume estimate in an event associated with an incident in the Santos Basin, based on the conclusions of the accident investigation. No significant environmental impacts were identified in sensitive areas.

4 Greenhouse Gas emissions intensity.

5 Commitment with target only for 2030.

[Click here to read the full Sustainability strategy chapter](#)



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# CORPORATE GOVERNANCE

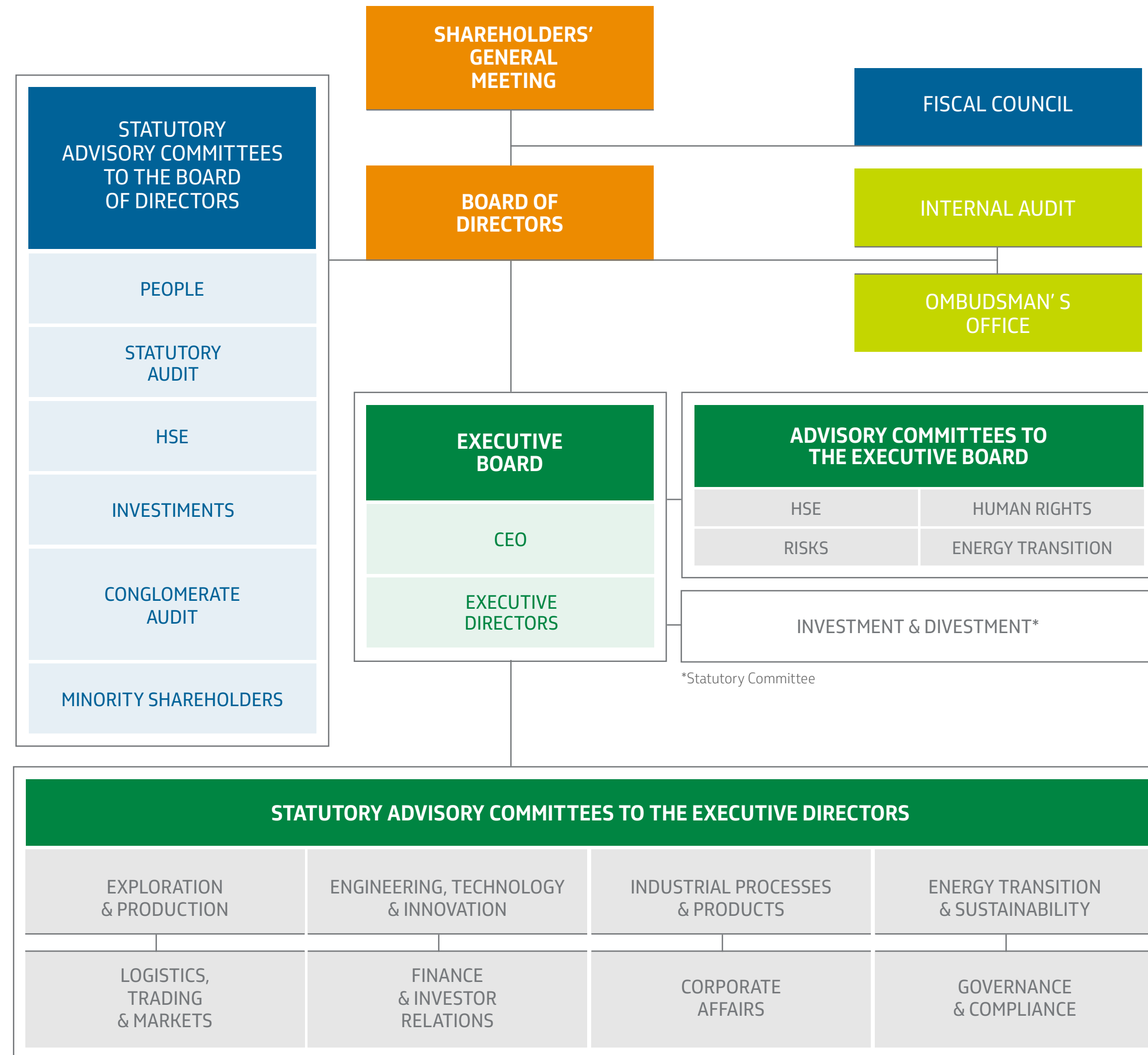
Our corporate governance structure is composed of the General Shareholders' Meeting; Fiscal Council (FC); Board of Directors (BoD) and its committees; Audits; General Ombudsman's Office; and Executive Board (EB), which has Statutory Technical Committees and Executive Committees, as illustrated in the figure below.

## Compensation linked to non-financial top metrics

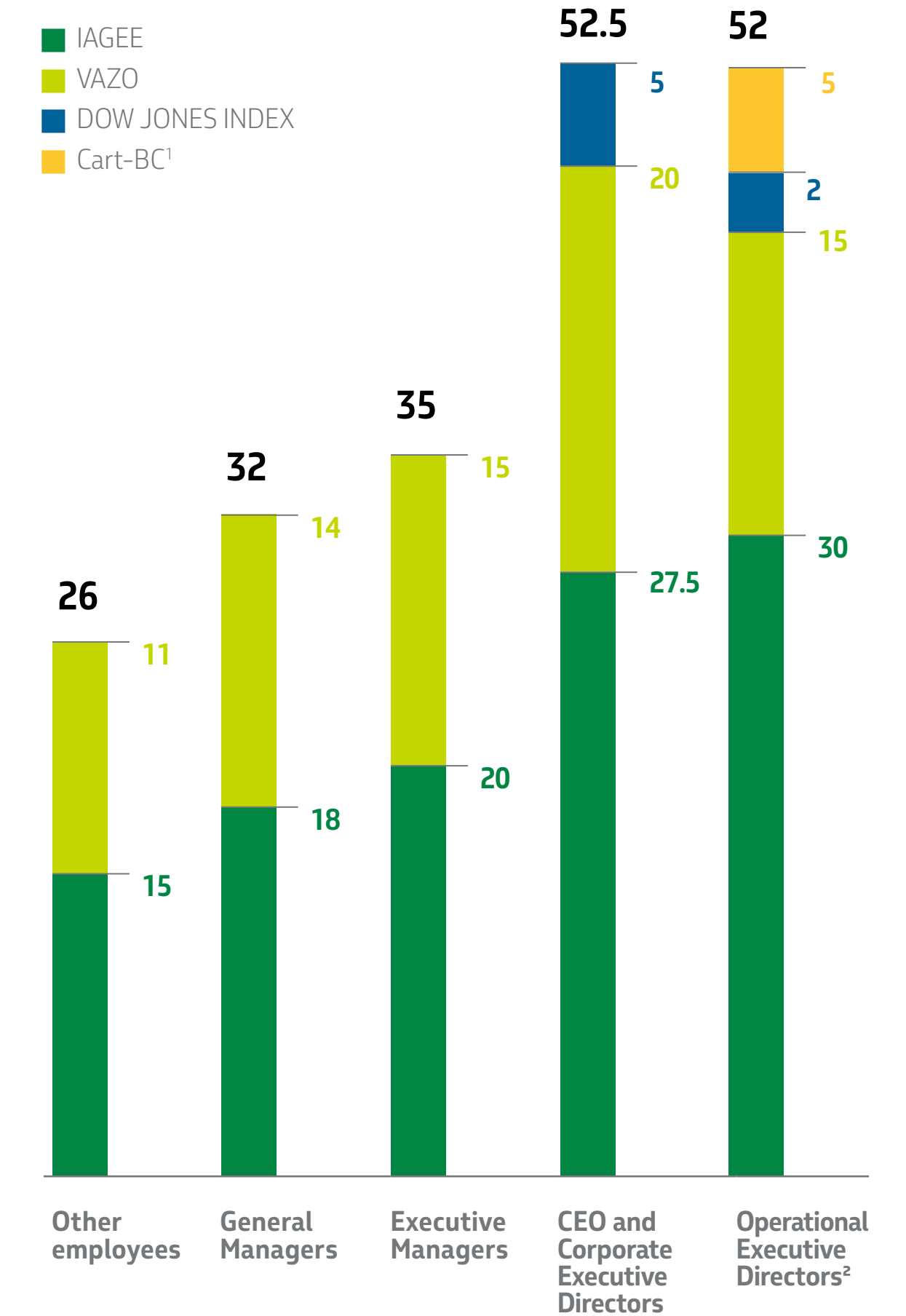
The 2025-29 Business Plan (BP 2025-29), in force in 2025, establishes four top metrics, three of which are used for the variable compensation of all employees (IAGEE, ICMA, and DELTA VALOR). These metrics translate and quantify our vision, guiding the company's main objectives. Two of these metrics are directly related to ESG: the Index of Compliance with Greenhouse Gas Targets (IAGEE) and the Environmental Commitment Indicator (ICMA), which considers the volume of oil and oil products spilled, covering the entire company.

[Click here to read the full Corporate governance chapter](#)

### GOVERNANCE STRUCTURE



### MINIMUM VARIABLE COMPENSATION LINKED TO EMISSIONS AND SPILL TARGETS IN 2025 (%)



1 Low Carbon Portfolio (CART-BC): Measures the progress of the realization of the low carbon portfolio (investment projects, mergers and acquisitions and optimization of equity stakes), considering the following milestones: approval of gates according to specific systematics; and signatures to be made throughout 2025.  
 2 Executive Directors areas linked to operation: Executive Director area of Exploration and Production, Executive Director area of Engineering, Technology and Innovation, Executive Director area of Logistics, Commercialization and Markets, Executive Director area of Industrial Processes and Products and Executive Director area of Energy Transition and Sustainability.

# BUSINESS INTEGRITY



Good corporate governance and compliance practices are fundamental pillars of our business. We are guided by integrity, which for the company means acting with ethics, transparency, and consistency between what we communicate and what we practice. In an increasingly competitive market, our governance model seeks to balance efficiency and control. In this way, we ensure agile and secure performance. We also encourage the adoption of practices related to environmental, social, and governance (ESG) issues among our stakeholders.

[Click here to read the full Business integrity chapter](#)



WE PUBLISHED THE GUIDELINE FOR THE PROTECTION OF VICTIMS OF WORKPLACE VIOLENCE



3,952 REPORTS ADDRESSED IN 2025



**98%** of employees trained on the Code of Ethical Conduct, with **42,337 people trained** by the end of the campaign, in December.



**28 training courses** accessed on topics related to ethics, integrity and transparency, totaling more than **190,000 completions by employees and service providers.**



**99.87%** of employees signed the acknowledgment of awareness of the Code of Ethical Conduct of the Petrobras System.



**507** were confirmed or partially confirmed.

**1,022** were not confirmed.

**2,423** were dismissed for lack of evidence.



**100%** of processes assessed for corruption-related risks.



**102** disciplinary measures applied to employees.

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# ENGAGEMENT IN PUBLIC POLICIES, ADVOCACY AND FINANCIAL SUPPORT



This material topic covers the contribution to the development of public policies that promote energy security, environmental protection, and social well-being. It includes advocacy actions and the impacts on subsidies, legislation, and regulations, as well as engagement with stakeholders to foster a more comprehensive and sustainable approach to the oil and gas sector. It also encompasses investments in research, innovation, and technology aimed at environmentally efficient and socially just solutions, as well as relationships with entities and associations that work to mitigate GHG emissions.

We are a mixed-capital company, the majority of whose voting capital belongs to the Federal Government. As an instrument of State action in the economy, our role goes beyond generating profit for shareholders. We contribute to the country's economic and social development, supporting the implementation of public policies, without compromising our profitability and financial sustainability.

By carrying out our corporate purpose in alignment with the priority public policy agenda for the energy sector, we promote energy security, environmental protection, and social well-being while remaining profitable and sustainable. This performance reflects our institutional value of Commitment to Petrobras and to the country.

When we refer to public policies, we mean strategic State actions to address collective problems and achieve socially determined objectives at the local, regional, or national level.

Our public-interest-oriented public policy action must be compatible with our corporate purpose and, in general, with market conditions. Under no circumstances may it jeopardize our profitability and financial sustainability. Profitability is a fundamental premise for the prioritization of our investments, requiring technically and economically viable projects.



[Click here to read the full Engagement in public policies, advocacy and financial support chapter](#)



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# 3 REDUCING THE CARBON FOOTPRINT

CLIMATE RESILIENCE, GHG EMISSIONS AND OTHER GASES

# CLIMATE RESILIENCE, GHG EMISSIONS AND OTHER GASES

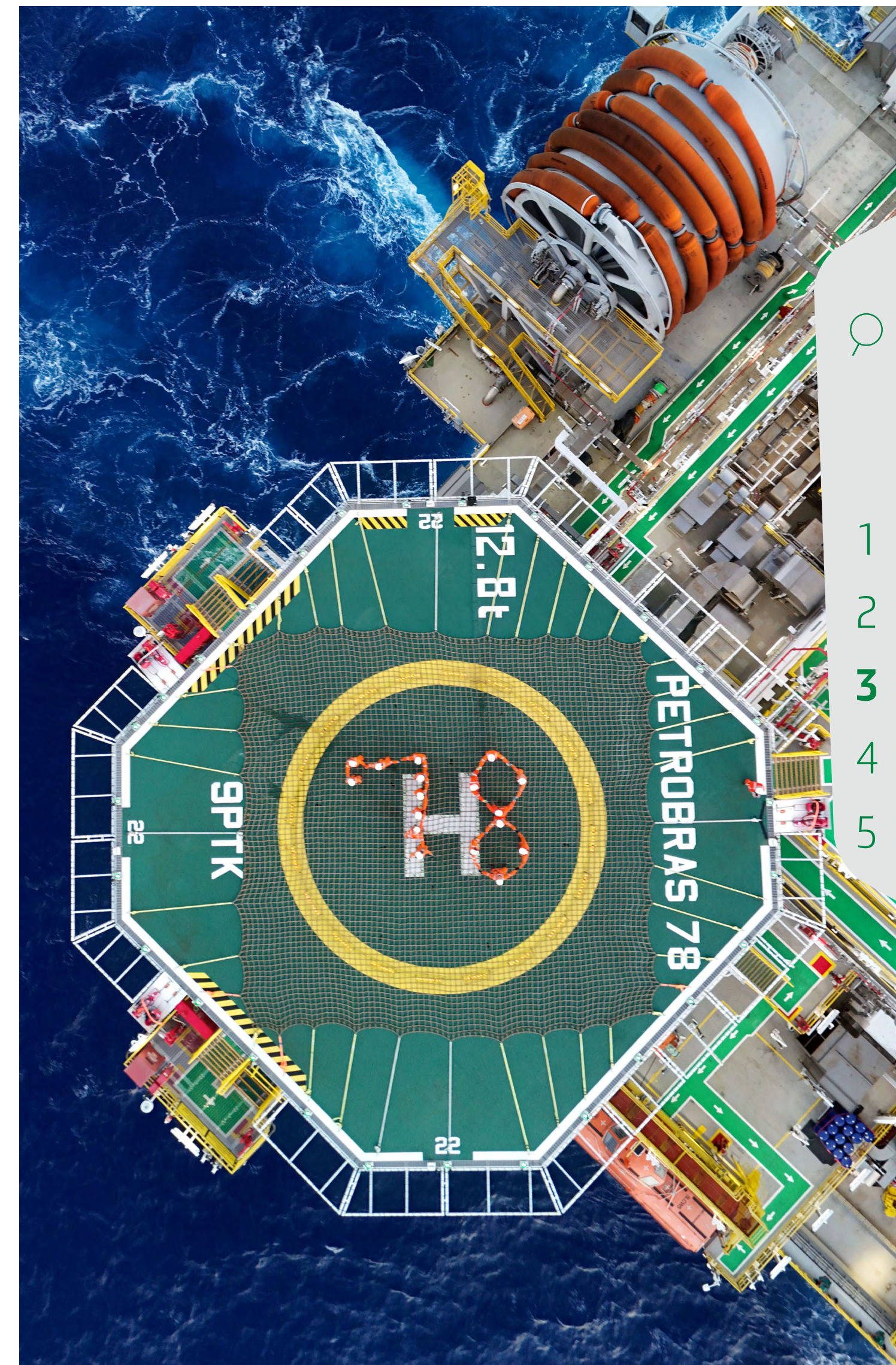


The impacts related to the material topic of climate resilience, greenhouse gas (GHG) emissions, and other gases consider the company's approach to the risks and opportunities related to climate change, the low-carbon economy, and the just energy transition, including the management of atmospheric emissions and their impacts on ecosystems, people's health, and the well-being of local communities. It covers plans and actions aimed at mitigating emissions and generating positive impacts, including: management of direct and indirect greenhouse gas (GHG) emissions – Scopes 1, 2, and 3; technological development and innovation to reduce emissions intensity and offer products with lower GHG emissions, complying with more restrictive legislation and markets; implementation of new low-carbon businesses, expanding the supply of and access to lower-emission energy, with attention to minimizing the social impacts of the transition and avoiding the increase of social inequality; adaptation and resilience of assets and communities in the face of extreme climate events; preservation and restoration of ecosystems, through the acquisition of carbon credits and Nature-based Solutions (NBS) projects.

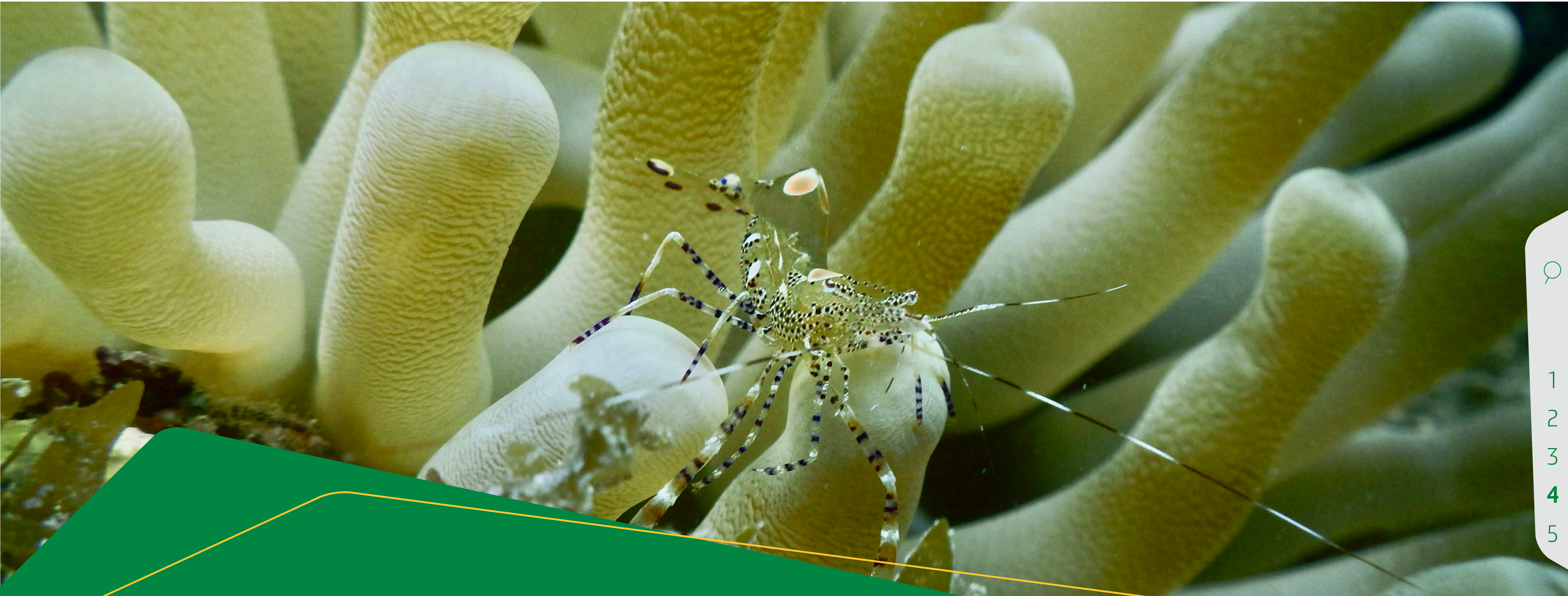
## COMMITMENTS TO REDUCE THE CARBON FOOTPRINT

		TARGET 2030
ABSOLUTE OPERATIONAL EMISSIONS <sup>1</sup>	million tCO <sub>2</sub> e	<b>-30%</b> <sup>2</sup>
ROUTINE FLARING <sup>3</sup>	million m <sup>3</sup>	<b>ZERO</b>
GHG INTENSITY IN E&P	kgCO <sub>2</sub> e/boe <sup>4</sup>	<b>15</b>
GHG INTENSITY IN REFINING	kgCO <sub>2</sub> e/CWT <sup>5</sup>	<b>30</b>
METHANE EMISSIONS INTENSITY IN THE UPSTREAM	tCH <sub>4</sub> /million tHC	<b>0,20</b>

1 This commitment considers only the business segments in which we are already present and our willingness to use carbon credits  
 2 Compared to 2015.  
 3 Routine flaring commitment in *flare* is only for the E&P segment.  
 4 The kgCO<sub>2</sub>e/boe indicator considers in its denominator the gross production of oil and gas (wellhead).  
 5 The kgCO<sub>2</sub>e/CWT indicator uses the activity unit called CWT (Complexity Weighted Ton), which considers both the effect of the processed load and the complexity of each refinery, allowing the comparison of the GHG emissions potential between refineries with differentiated profiles and sizes



[Click here](#) to read the full Climate resilience, GHG emissions and other gases chapter



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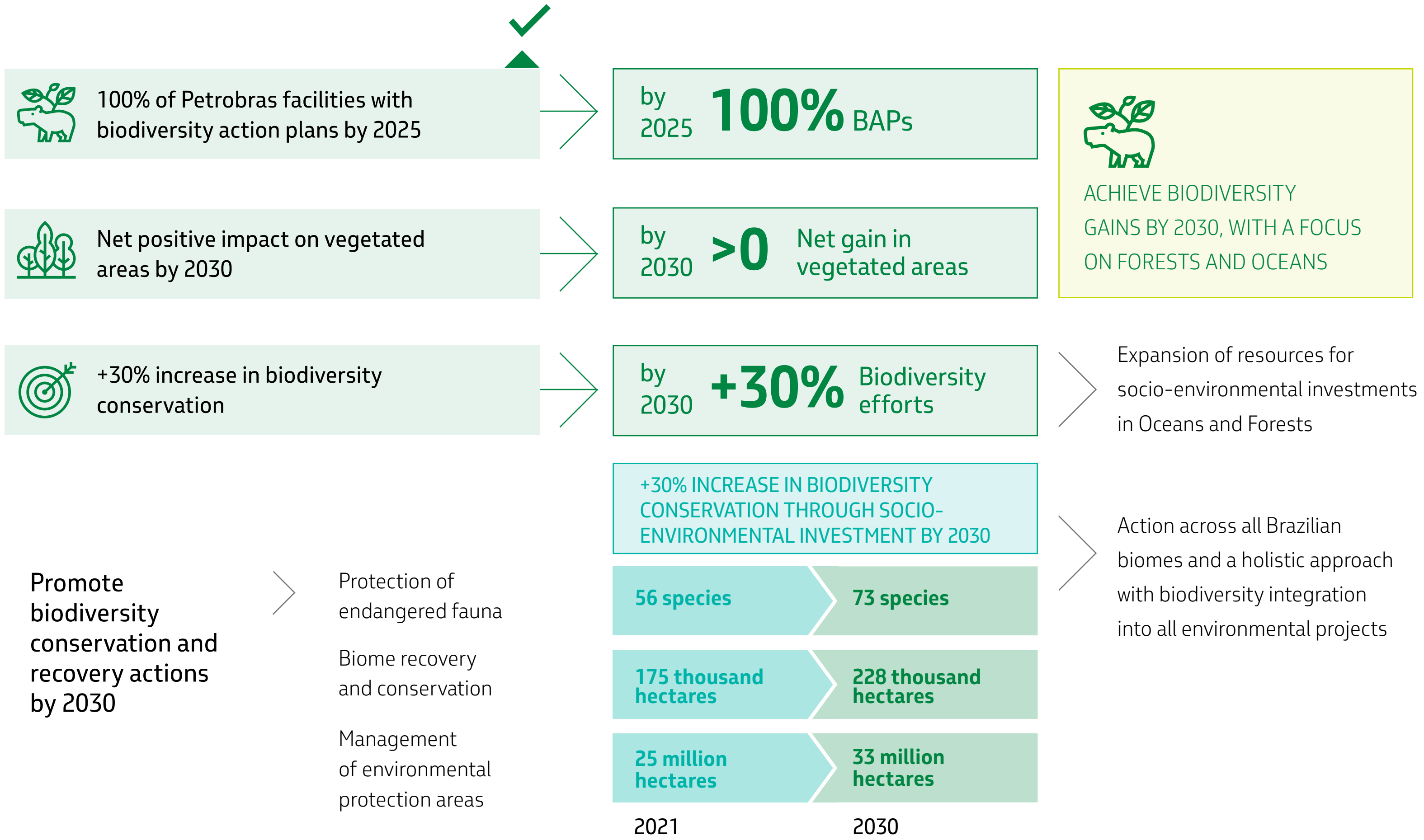
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# BIODIVERSITY



The material topic refers to the management of risks and impacts to biodiversity, focusing on avoiding and minimizing negative effects such as changes in air, soil, and water quality, as well as the loss of fauna and flora species. When the complete elimination of impacts is not possible, we act in the recovery and/or offsetting of residual impacts, following the mitigation hierarchy throughout the life cycle of our enterprises. It includes environmental protection and restoration programs and projects that contribute to the conservation and improvement of biodiversity and ecosystem services, especially in high-biodiversity-value areas in terrestrial and, primarily, ocean environments, given the intensity of our activities in this biome. It also includes positive impacts arising from the production of environmental data generated by environmental monitoring programs. It also considers environmental management in new production frontiers located in ecologically sensitive environments. Increase or facilitation of the dispersion of exotic and invasive species through fouling in the aquatic environment.



[Click here to read the full Biodiversity chapter](#)

# WATER AND EFFLUENTS



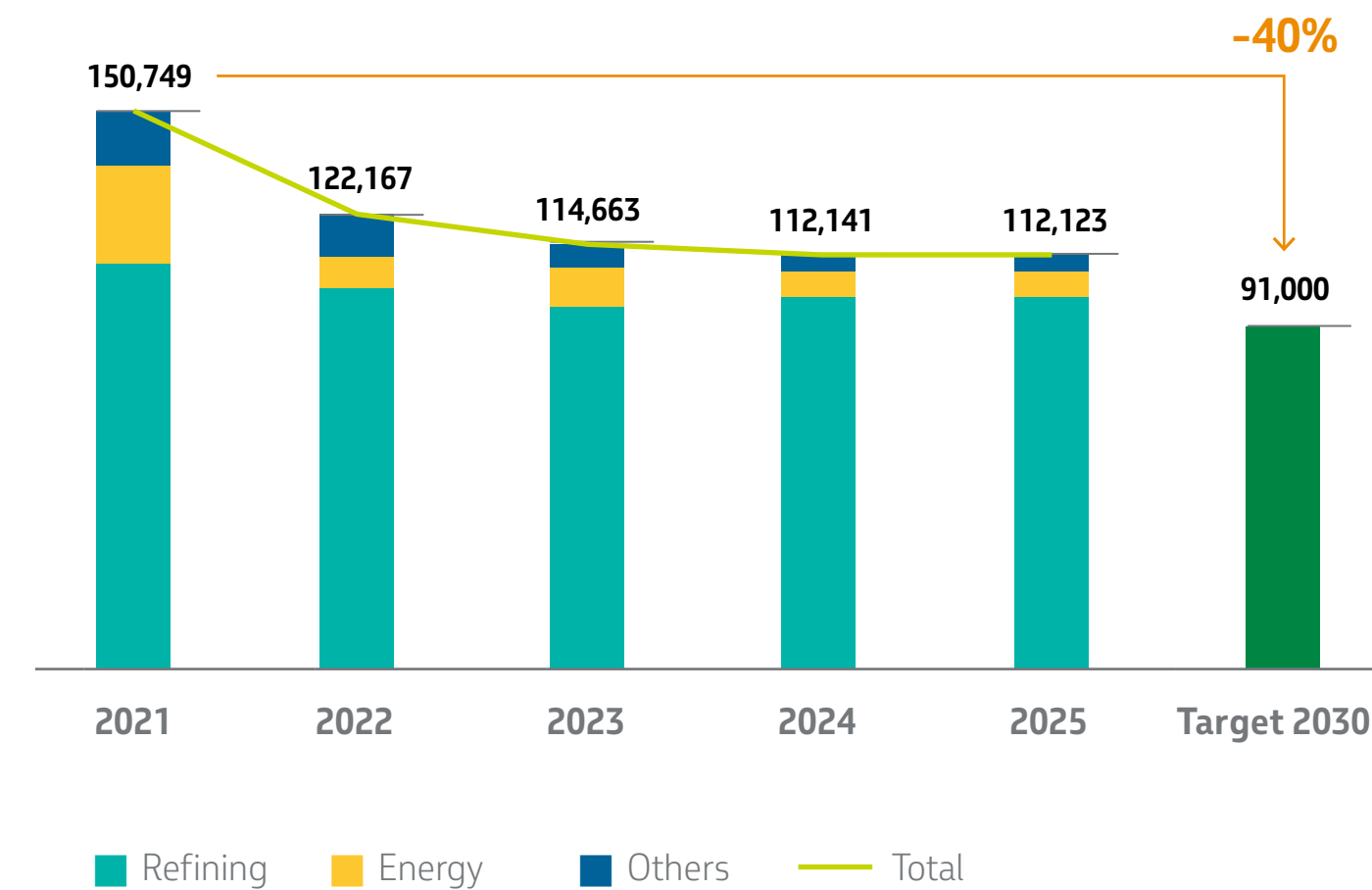
The availability of water in adequate quantity and quality is essential to our operations, which use this resource, for example, in production processes, steam generation, cooling, and human consumption. As a result, virtually all of our activities generate domestic and industrial effluents, including produced water.

Recognizing the strategic relevance of water to the entire production chain (upstream and mid/downstream), in both onshore and offshore operations, we continuously work to improve the management of water resources and effluents, aligned with our value of respect for life and the integrity of facilities.

The material topic water and effluents covers risks and impacts associated with water withdrawal and effluent discharge, considering variations in water availability and quality in our areas of influence. It considers negative impacts, such as risks to biodiversity and human health in scenarios of water scarcity for water withdrawal or assimilation of our effluents, and positive impacts, such as returning water of higher quality than that

withdrawn and projects to conserve and restore springs and riparian forests. It also includes the development of technologies to ensure operational continuity in scenarios of permanent water scarcity.

**FRESHWATER WITHDRAWAL<sup>1</sup> (CONSOLIDATED DATA<sup>2</sup> IN MEGALITERS)**



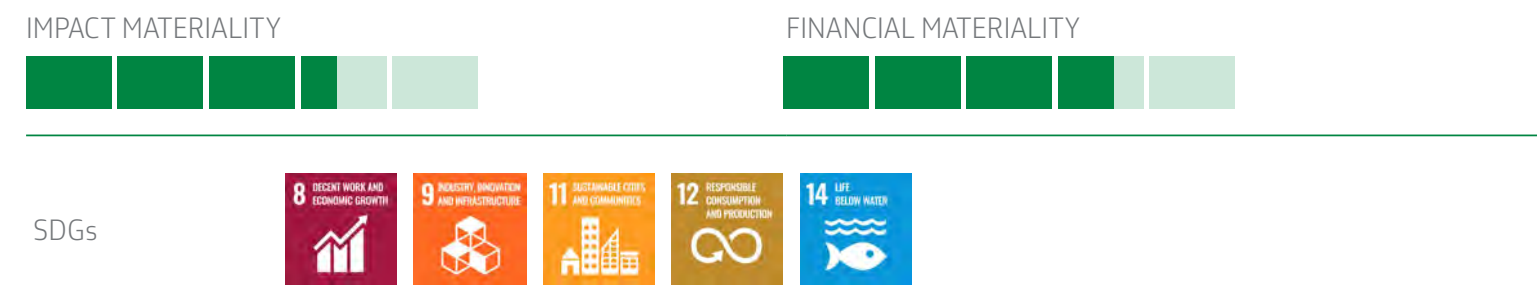
<sup>1</sup> In this chart, the number presented for 2025 is considering the scope of the commitment, whose base year is 2021. The business segments that were not part of our portfolio in 2021 (Fertilizers and BioQAV) are not within such scope. The Freshwater Withdrawal indicator does not consider freshwater for cooling in open circuit (2,862 megaliters in 2025) and rainwater harvesting (2,339 megaliters in 2025).

<sup>2</sup> The data covers the Petrobras parent company; the Brazilian subsidiaries Transpetro, Petrobras Biocombustível (PBio), Termobahia, Termomacaê and Transbel; the E&P activities in the fields/areas of Tupi, Sapinhoá, Iara, Mero and Roncador; and the international operations in Petrobras Bolívia S.A. (PEB), Petrobras International Braspetro B.V. – Colombia (PIB-COL) and Petrobras Colombia Combustibles S.A. (Pecoco). The data of the other thermoelectric plants are included in the scope of the parent company.



[Click here to read the full Water and effluents chapter](#)

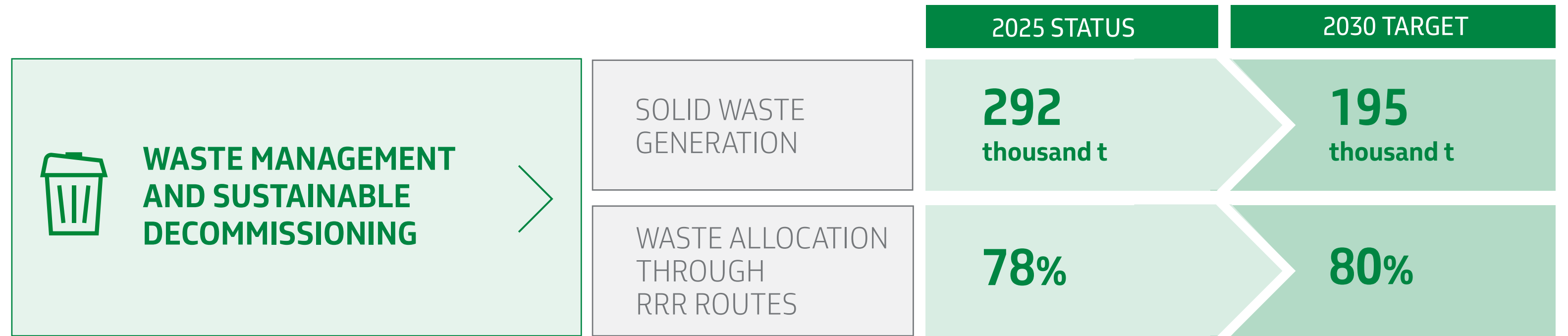
# WASTE MANAGEMENT AND SUSTAINABLE DECOMMISSIONING



Waste management covers all stages of the life cycle of the solid waste generated by our operations. We adopt practices aligned with the circular economy, prioritizing prevention of generation, reduction, reuse, recycling, and treatment of hazardous and non-hazardous waste, as well as the environmentally appropriate disposal of tailings. Our goal is to add value to materials and resources, avoiding or mitigating any impacts on the environment and human health.

The material topic includes decommissioning, which involves the dismantling, transportation, and sustainable disposal of equipment, structures, and waste. In this process, we assess risks and opportunities from planning to execution, aiming at sustainability, environmental protection, safety, and care for people, as well as the remediation of contaminated areas.

[Click here to read the full Waste management and sustainable decommissioning chapter](#)



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# PROCESS ACCIDENT PREVENTION AND MANAGEMENT



Accident prevention and management bring together the strategies, plans, and practices adopted by the company to ensure the safe operation of its assets and logistics activities, maintaining the readiness of emergency response systems, mitigating impacts on people, the environment, infrastructure, and reputation. This action prioritizes proactive prevention and the capacity for integrated action with the government, partners, communities, and other stakeholders – including response actions to offshore spills in order to protect sensitive areas. It also covers corporate security risks arising from intentional third-party interference in pipelines, especially clandestine taps.

In our activities involving large volumes of oil and oil products, proper process management is essential to prevent losses of containment and spills. Due to its relevance, the topic is integrated into the principles of our Health, Safety and Environment (HSE) Policy. In addition, we continuously seek to improve the integrity and reliability of our facilities with the ambition, as defined in our 2026-2030 Business Plan, of achieving zero fatalities and zero spills.

[Click here to read the full Process accident prevention and management chapter](#)

**PROCESS ACCIDENT PREVENTION AND MANAGEMENT**

OIL AND OIL PRODUCTS SPILLED

PROCESS SAFETY ACCIDENTS

2025 STATUS	2030 TARGET
<p><b>3.0 m<sup>3</sup> SPILLED<sup>1</sup></b></p>	<p>ACHIEVEMENT BELOW THE VOLUME SPILLED IN 2024 (17.1 m<sup>3</sup>)</p>
<p><b>19 TIER 1 EVENTS</b> <b>44 TIER 2 EVENTS</b></p>	<p><b>97% BELOW</b> THE ALERT LIMIT ESTABLISHED FOR 2025</p>

<sup>1</sup> Volumes of oil and oil products spilled in connection with our operations (excluding illegal tapping) that individually account for a spilled volume exceeding one barrel (0.159 m<sup>3</sup>) and that reach water bodies or unpaved soil. The data include Petrobras (parent company), Petrobras Bolivia (PEB), Petrobras International Braspetro – Colombia Branch (PIB-COL) and Transpetro. The targets correspond to the maximum admissible threshold.





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# 5 CARING FOR PEOPLE

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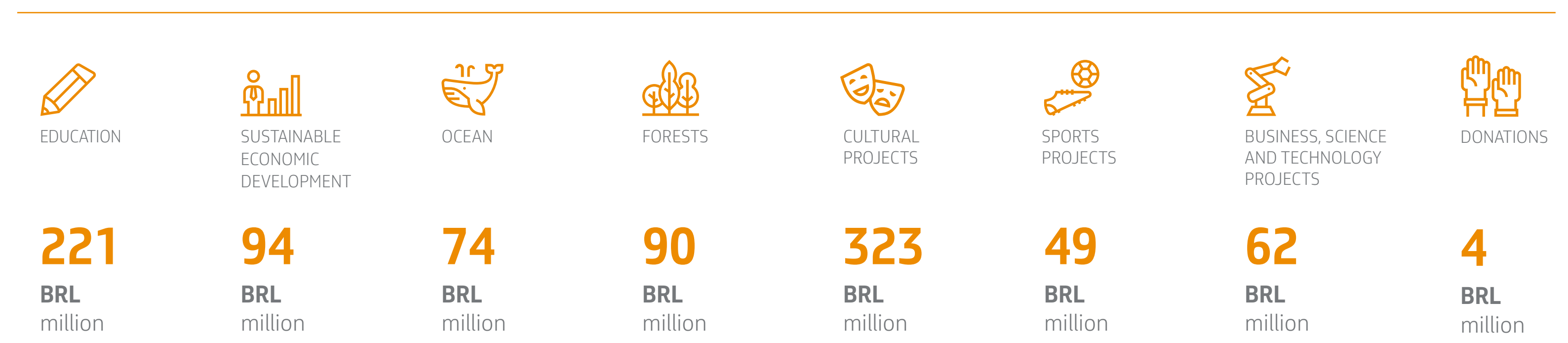
# LOCAL AND TRADITIONAL COMMUNITIES



Our material topic Local and Traditional Communities focuses on the economic and social development of communities within the area of influence of our operations. We recognize that we may cause negative impacts on communities both in operations and in the investment and divestment processes. These impacts include economic dependence on the company, social disturbances in general, and the risk of human rights violations, including those caused by the supply chain and by patrimonial security forces. It includes other direct and indirect impacts such as the production of noise, odor, soot, demographic growth, increased influx of workers and vehicle traffic, as well as impacts arising from restriction zones, seismic surveys, and the traffic of support vessels. We value respect

for the right to self-determination of indigenous peoples and traditional communities, for their territories, for the use and management of land and natural resources, and for their distinct forms of social organization and cultural principles. We also observe the occurrence of positive impacts, such as safety and protection of local communities through dialogue

between communities and public security forces, volunteer actions, and environmental education. We have systematized the human rights due diligence process and updated guidelines addressing respect for land rights in resettlement processes and respect for communities' rights to natural resources in the installation of new enterprises and in operations.



[Click here to read the full Local and traditional communities chapter](#)

# LABOR PRACTICES AND EQUAL OPPORTUNITIES

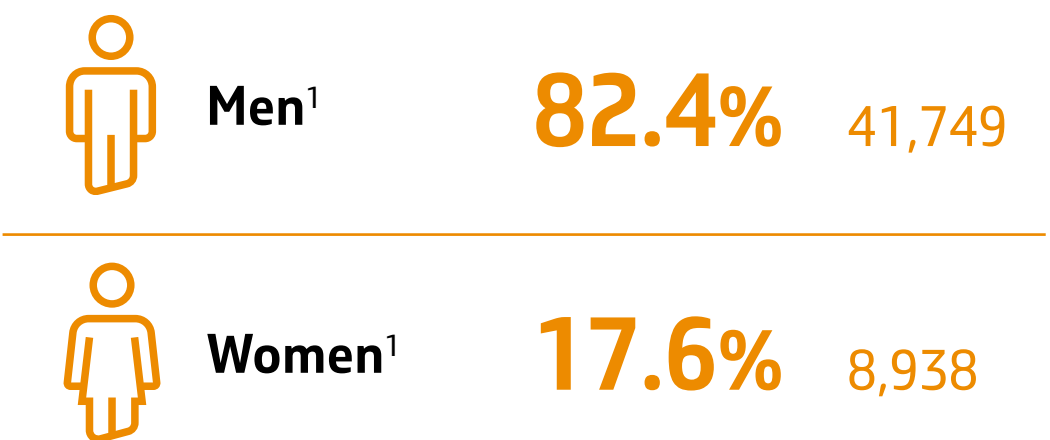


This material topic covers employment opportunities and positive impacts on workers arising from the employment practices adopted, including impacts on workers in the supply chain. It includes impacts on employees, their careers and development, as well as on the organizational environment, depending on the level of transparency in communication and the establishment of dialogue, especially in career progression processes. It observes company policies and practices related to the promotion of non-discrimination, diversity, equity, inclusion, and equal opportunities, including diversity in senior management. It covers freedom of association and collective bargaining, sexual harassment, moral harassment, and discrimination, as well as the way the company addresses

these issues. In light of remote work, social and environmental impacts on workers, areas surrounding administrative buildings, and those related to commuting are also included. It encompasses the prevention of forced labor and modern slavery, especially in the supply chain. It includes training and

qualification of the workforce, including topics such as human rights and the just energy transition. It addresses the hiring of personnel through public selection processes with a focus on diversity.

## LABOR PRACTICES AND EQUAL OPPORTUNITIES



	2024	2025	2030 TARGET
WOMEN IN LEADERSHIP <sup>2</sup>	24.3%	25.2%	25%
BLACK PEOPLE IN LEADERSHIP <sup>2 3</sup>	23.6%	24.7%	26%

PROFILE BY AGE <sup>1</sup>			EMPLOYEES WITH DISABILITIES <sup>1</sup>
Over 50 years old: <b>14,170</b>	Between 30 and 50 years old: <b>34,625</b>	Under 30 years old: <b>1,892</b>	<b>1,803</b>

[Click here to read the full Labor practices and equal opportunities chapter](#)

<sup>1</sup> Consolidated data.  
<sup>2</sup> Considering management positions, which comprise: coordinator, sectoral manager, manager, general manager, assistant, executive manager, Executive Directors and CEO. Does not include employees of contracted companies working at the company's facilities.  
<sup>3</sup> Same as above + Employees who self-declare as Black or Brown in terms of color/race.

# OCCUPATIONAL SAFETY, HEALTH, AND WELL-BEING



The safety, health, and well-being topic presents our approach to ensuring safe and healthy working conditions. It includes efforts to prevent physical and mental harm to workers and to promote health, avoiding negative impacts such as fatalities, injuries, and occupational diseases, including those arising from contact with hazardous products.

Worker health and well-being constitute a central dimension of our HSE performance and are directly associated with our commitment to protecting life, business sustainability, and excellence in performance. In a diverse and complex operating environment, ensuring safe and healthy working conditions requires a structured, continuous, and integrated approach, capable of preventing harm to health, reducing risks, and promoting safer and more sustainable work environments.

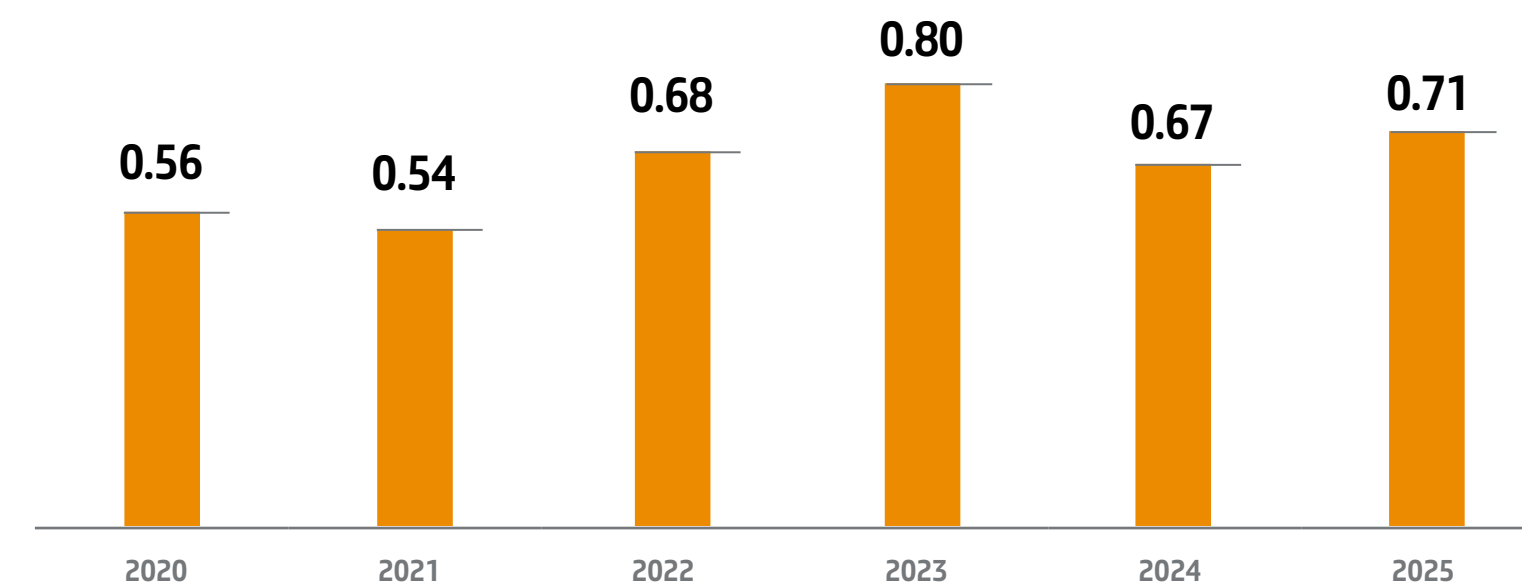
Our performance in health and well-being goes beyond compliance with legal and regulatory requirements and is organized to support workers throughout their journey at the company, addressing different

moments and needs throughout the work cycle. This approach brings together occupational health actions, health surveillance, readiness and response to critical situations, and health and well-being promotion initiatives, forming an integrated system of protection and care.

OCCUPATIONAL SAFETY, HEALTH, AND WELL-BEING

THREE FATALITIES RECORDED IN 2025

## TOTAL RECORDABLE INJURY RATE (TRIR)<sup>1 2 3</sup>



1 Ratio between the number of deaths and the number of hours worked, multiplied by 100,000,000.  
 2 Data of the Petrobras parent company, Petrobras Bolívia S.A. (PEB), Petrobras International Braspetro B.V. – Colombia Branch (PIB-COL), Petrobras Operaciones S.A (Posa), Termobahia, Termomacaé, Petrobras Colombia Combustibles S.A (Pecoco) and Transpetro.  
 3 Number of recordable injuries per million man-hours of exposure to risk. Includes typical cases of injuries without leave (excluding cases of first aid), of injuries with leave, cases of occupational diseases and fatal accidents.



[Click here](#) to read the full Occupational safety, health, and well-being chapter

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