

PP-1PBR-00815 – Manage Human Rights Process

This standard establishes guidelines for implementing and managing the human rights agenda at Petrobras, aligned with internal policies and institutional commitments. It covers prevention, monitoring, and mitigation of human rights-related risks, including diversity, equity, inclusion, and due diligence across the entire value chain. It defines governance, training, contract management, and accountability to strengthen a culture of respect and protection for human rights. The aim is to ensure the company's transversal alignment with international principles and the social sustainability of the business.

PE-1PBR-01642 – Risk and Impact Assessment in Human Rights Due Diligence at Petrobras

This standard guides the identification, assessment, and mitigation of human rights risks and impacts in Petrobras operations, especially in E&P, Refining, and Gas. It includes detailed stages such as documentary analysis, engagement with rights holders, field visits, risk severity assessment, and development of treatment plans. It defines roles and responsibilities to ensure continuous monitoring and transparent communication with stakeholders. The objective is to promote prevention of negative impacts and strengthen responsible human rights management within the company.

PP-1PBR-00810 – Manage Social Risks Throughout the Business Life Cycle

This standard establishes guidelines for the identification, analysis, evaluation, treatment, and monitoring of social risks related to Petrobras' activities throughout the entire business life cycle. It covers the phases of investment, operation, decommissioning, hibernation, mergers, and acquisitions, considering different stakeholders such as communities, suppliers, internal public, and business partners. It defines responsibilities, methodologies, and tools to ensure the mitigation of social impacts, aligned with corporate policies and the Sustainable Development Goals. The standard aims to ensure the social sustainability of the business, maintain the social license to operate, and strengthen governance in social responsibility within the company.

DI-1PBR-00429 – Protection of Victims of Workplace Violence

This standard addresses Petrobras' directive for prevention, treatment, and protection of victims of sexual and workplace violence, applicable to all own and

contracted workforce. It establishes measures to guarantee safe environments, legal and psychological support, as well as procedures for complaints, agreements, and removals. The directive reinforces the company's commitment to integrity, respect, and protection of human rights in the workplace.

PP-1PBR-00946 – Treatment and Monitoring of Labor Relations Complaints

This standard establishes detailed procedures for receiving, classifying, handling, investigating, monitoring, and closing complaints related to Labor Relations, including sexual and workplace violence. It defines roles and responsibilities of the Ombudsman's Office, investigative areas, and other involved parties, ensuring impartiality, confidentiality, and victim protection. The process prioritizes transparency, adequate communication with complainants, and the application of disciplinary measures when necessary. It aims to guarantee a safe work environment, respecting human rights and strengthening corporate integrity.

PP-1PBR-00180 – Conduct Litigation

This document defines guidelines for conducting litigation processes at Petrobras, aiming at strategic defense of company interests, risk mitigation, and generation of reliable information. It establishes roles and responsibilities for the Legal Department and involved units, detailing procedures for case intake control, legal analysis, request for subsidies, drafting legal documents, management of guarantees, and case closure. It includes guidance on the use of the PJUR system, deadlines, internal communication, and compliance with standards such as SOx and CVM. The standard also covers active contingencies, partnerships, audits, and disclosure of relevant facts to the market.

PE-2JUR-00047 – Application of Competence Limits for Managing Litigation Process

This standard defines guidelines for applying competence limits in managing Petrobras' legal litigation, aiming for agile, integrated, and efficient decisions in defending company interests. It covers authorizations for withdrawal, suspension, and filing of lawsuits, judicial agreements, payments, guarantees, and assignment of judicial credits, according to defined values and hierarchical levels. It establishes clear criteria for delegation, procedures, and responsibilities to ensure uniformity and compliance in legal decisions. The standard reinforces legal governance with controls to preserve Petrobras' strategy and integrity in judicial processes.